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DRAFT

CHARTER OF DEMANDS FOR

10TH BIPARTITE

**FINALISED BY
NUBE**

**ON 16-06-2012,
AT KOLKATA**

DRAFT CHARTER OF DEMANDS FOR 10th BIPARTITE SETTLEMENT

1) PAY SCALES:

Revision of Basic pay by merger of DA, at 115% of the highest index for the quarter July, August, September 2012 points of CPI (1960=100) is formulated. After such merger, new pay scales to be arrived at by adding minimum of 30% for clerks and 35% for sub staff, With fitment stage to stage basis .

NOTE : Neutralization proposed: 130% for sub staff and 120% for clerical staff in view of higher neutralization given from JMG to Executive Grades.

Fitment of employees in new scales shall be on a stage-to-stage basis.

Rationale : Self evident, erosion in real wage in the interregnum.

2) STAGNATION INCREMENT :

To be rephased once in two years on reaching maximum scales of pay and appropriate revision in quantum i.e., At a frequency of 2 years on reaching the maximum of the scales of pay at the rate of the last increment in the respective scale.

3) INTRODUCTION OF SERVICE EXGRATIA :

The scheme for payment of service ex- gratia for unblemished service rendered by an employee shall be as under:

Number of years of service	Amount of service Ex-gratia in Rs. for Non subordinate Staff per month	Amount of service Ex-gratia in Rs. for Subordinate Staff per month
20	100	50
25	150	75
30	200	100
35	250	125
39	300	150

For the purpose of calculation of this service ex-gratia only, active service including probation shall be counted. This amount need not be considered as “wage” for any purpose and need not rank for any attendant benefits.

Rationale : As an incentive to unblemished record of service.

4) DEARNESS ALLOWANCE :

Existing DA formula to continue.

5) HOUSE RENT ALLOWANCE :

- i) Adequate/substantial increase in HRA in view of increasing rental costs. The Rate of HRA payable should be as follows:
 - 30% of the revised Basic Pay at Major Metros
 - 25% of the revised Basic Pay at Area 1 Centres
 - 20% of the revised Basic Pay at all other Centres without any ceiling
- ii) Branches/ Offices located within a radius of 20 Kms beyond agglomeration area be treated as a part of town / city for the purpose of HRA
- iii) ‘Pay’ for the purposes of HRA will include D.A
- iv) Introduction of leased accommodation or payment of HRA on capital cost / Rent receipt on the basis of 150% of normal entitlement.

- v) Payment of HRA to employees residing in Bank's quarters while recovering appropriate rent.
- vi) Employees working in rural areas but residing at places other than the place of posting for want of housing accommodation shall be paid HRA as applicable to their place of stay.

6) CCA :

- i. Reintroduction of CCA as Clause 8 of the Bipartite Settlement dated 2nd June 2005
- ii. No ceiling on CCA
- iii. Payment of CCA at centers with 2 lakh population and below
- iv. However, CCA shall be paid to employees working in branches / offices located in the region of State Capital and semi urban, urban district quarters at rates prescribed for higher CCA centres

7) RURAL COMPENSATORY ALLOWANCE :

In addition to applicable HRA, employees working in rural areas / hardship centers identified by Central or State Governments, be paid rural compensatory allowance (RCA) equivalent to 5% Basic pay.

8) PROVISION OF QUARTERS

Provision of quarters to all workmen in Project areas and Port towns and in lieu of the same increase in Housing Subsidy equivalent to the highest quantum of HRA payable or actual rent which ever is less to all workmen.

9) SPECIAL PAY :

- i) The Special Pay of Non Subordinate Staff and Subordinate Staff in the 9th BPA shall be reconstructed at points of AICPI merged with basic pay as per demand 1 in this charter with a

real increase of 30%.The full special pay shall be reckoned for all attendant benefits

- ii) Revision of EQP/PQP
- iii) Sanction of additional 1 increment for Sub staff, part time / fulltime sweepers on passing matriculation / HSC or 12th Standard. And one more additional increment thereafter for passing graduation or equivalent
- iv) Revision of FPP (fixed personal pay) equivalent to last increment in pay scales
- v) Full special allowance paid to special assistants to be reckoned for all attendant benefits.
- vi) Subordinate staff working in cash department should be provided with a Special Pay equivalent to that of Bill collector

10) ADDITIONAL QUALIFICATION ALLOWANCE :

The quantum of incentive for acquiring additional qualifications in addition to Graduate / CAIIB, in respect of other courses conducted by IIB or courses identified by IBA after mutual discussions with the unions, shall be as under :

An amount equivalent to $\frac{1}{2}$ of the next increment in scales of pay for each additional qualification subject to maximum of 3 additional increments. In case an employee has reached maximum in scales of pay an amount equivalent to $\frac{1}{2}$ of the last increment shall be paid subject to the maximum stipulated above. AQA shall be paid with all attendant benefits. DA on AQA shall attract the same DA pattern of the Industry-wide Bipartite Settlement, and shall stand suitably modified as modified by subsequent settlements at industry level.

Rationale : Continuous education and skill development.
(Kaizen Principle)

11) OFFICIATING PAY:

To be amended as follows:

- i) When a clerk officiates as an officer or a subordinate staff officiates as a clerk even for a single day he/she should be paid officiating pay at the rates laid down in 1st B.P. Settlement.
- ii) If a workman both Non-Subordinate and Subordinate Staff Officiates in a post in higher cadre even for a single day, he / she shall be paid officiating pay.
- iii) Officiating Pay shall be on uniform basis in all banks.
- iv) Joint key holders in Pay Offices / Branches shall be given Officiating Pay

12) TRANSPORT ALLOWANCE :

100% increase

13) MEDICAL AID / HOSPITALISATION :

- i. Adequate Increase in Medical aid and hospitalization expenses– For all confirmed employees – Rs.5000/- per annum be paid as reimbursement of medical expenses

14) HOSPITALISATION :

- i) Reimbursement of the cost of all new pathological tests not listed in the bipartite settlements equivalent to actual cost or the highest cost of test prescribed in the annexure to reimbursement of hospitalization in the bipartite settlement which ever is lower.
- ii) No discrimination between clerical and sub staff in bed charges
- iii) Reimbursement of ambulance charges for shifting from one centre to another

- iv) Increase in periodicity of reimbursement of pre / post hospitalization expenses up to 3 months.
- v) Re classification of minor/ major /special operations
- vi) Inclusion of dental treatments like root canal treatment etc.
- vii) Inclusion of all systems of medicine / alternate therapies, approved by the Central Government
- viii) Reimbursement of cost of preventive medicines / vaccines: actual cost or Rs.1000/- which ever is less shall be reimbursed under this head.
- ix) 100% reimbursement of the cost of medicines prescribed both in case of the employee and the family members.
- x) Expenses incurred in connection with maternity, whether for normal delivery or for operative interference, should be reimbursed to the extent of 100%.
- xi) Reimbursement of actual cost or amount not exceeding Rs.5000/- of tests involved in detecting / ruling out of cancer even if the results of tests are negative, if recommended by Doctors.
- xii) There should be atleast an increase by 35% on the various lab charges from the existing rates and new types of test should be included by obtaining the detailed report from major diagnostic centres / hospitals.

15) DOMICILIARY TREATMENT:

In addition to the existing ailments / disease it is suggested hereby to include heart ailments including blood pressure, Asthma and connected treatment to heart, lungs, fertility treatment, should be brought within the purview of domiciliary treatment which does not require hospitalization but

government doctor / reputed hospitals should certify that the intake of drug / medicine necessary on regular basis to protect the health of an employee.

16) LEAVE FARE CONCESSION:

- i) Liberalization / improvement in class of travel, mode of travel, distances, periodicity etc.
- ii) In case of employees working in North Eastern states, Jammu/ Kashmir, Himachal Pradesh , and Andaman and Nicobar Islands, Lakshadweep islands Air fare up to mainland Airport be reimbursed
- iii) The encashment of LFC on declaration be enhanced to 90%
- iv) Reimbursement of full eligible fare including berth charges and taxes etc linked to eligible class of travel.
- v) Reimbursement of full eligible fare including berth charges and taxes etc linked to eligible class of travel and revised distance criteria mentioned in (i) which ever is less to visit to place any where in India .
- vi) Reimbursement of full eligible fare including berth charges and taxes etc linked to eligible class of travel. to visit to place of domicile or home town
- vii) One more option for deciding periodicity
- viii) The existing rules may continue for the purpose of LFC encashment.
- ix) husband and wife working in same bank shall be eligible to avail LFC in their own right along with dependent family members but not for same travel

- x) But for those employees availing LFC, LFC rules shall be modified as under :

S. No.	BASIC PAY	CLASS OF TRAVEL
1	Subordinate Staff/ Fulltime sweepers whose Basic Pay is less than 1 st stage of Basic Pay of Clerks	AC three tier
2	Subordinate Staff/ full time sweepers whose Basic Pay is equal to or more than 1 st stage of Basic Pay of Clerks	AC II Tier AC or 1 st Class as applicable
3	Part time sweeper whose scale wages is less than 1 st stage of Basic Pay of subordinate staff	Prorata reimbursement
4	Part time sweeper whose scale wages is more than 1 st stage of Basic Pay of subordinate staff	At par with substaff
5	Clerks	AC II Tier AC or 1 st Class as applicable
6	Clerks assigned with Special Assistan Duties	Economy Class Air Fare (having regard to the Supervisory nature of duties)

Rationale : In pursuit of rest and recuperation augmenting better creation of human assets.

x) Reimbursement of Expenses on Road Travel:

Expenses incurred for road travel on duty / LFC between two places not connected or partially connected by rail should be

reimbursed at actual road mileage cost or at Rs.10/- per k.m., whichever is less.

Definition of Family : For LFC and For reimbursement of Hospitalisation Expenses.

Income of dependents ceiling be increased to an amount equivalent to gross salary at the entry stage in Clerical Cadre with DA thereon. Or the income of independents will be linked to the maximum family pension prescribed in Central Govt. Services and D.A. thereon.

Rationale: Due to fixed ceiling a ludicrous situation arises. For eg. a person considered dependent before revision of family pension is considered as not dependent after revision. In other words since the dependents grow older they are not considered dependents.

The parents and /or step parents (stepmother and stepfather) who are wholly dependent on the Government employees shall be included in the definition of family for the purpose of LFC, irrespective of whether they are residing with the Government employee or not. The extant govt. guidelines applicable to central government employees in respect of other relations in the family including married/divorced/abandoned/separated/widowed daughters shall be applicable to bank employees. Spouse, wholly dependent children (including step-children and legally adopted children) and wholly dependent brothers & sisters and parents be considered as dependents

17) LEAVE :

- i) The total number of Casual leave be increased to 15days
- ii) Encashment of casual leave after the end of each calendar year to employees to optimize regular attendance , curtail leave availment and ensure that full compliment of staff is available at the branch to render efficient customer service on certain terms and conditions

- iii) Accumulation of Privilege leave up to 300 days
- iv) Ceiling on accumulation of sick leave to be enhanced to age 25 years and additional sick leave on existing terms be granted for service beyond 25 years.
- v) Encashment of Sick leave at the time of retirement
- vi) Encashment of UCL (Unavailed Casual Leave) accumulated at the time of retirement
- vii) The legal heir of the deceased shall be eligible to encash the PL, UCL, SL standing to the credit of account of deceased employee as on the date of his/her death.
- viii) Extraordinary leave to be increased to 24 months
- ix) **PATERNITY LEAVE** : Paternity leave of 7 days shall be admissible to male employees having less than two surviving children during the confinement of the wife(within the same period for which maternity leave is admissible) on a maximum of 2 occasions in the entire period of service.
- x) **INTRODUCTION OF LEAVE BANK** : Where husband and wife are employees of the same bank, creation of leave bank of the leave earned by either spouse be considered. The leaves (PL, SL, CL, UCL) earned by the members shall be credited this leave Bank. The account will be operated by either or survivor. In the event of retirement of one of the spouse, an irrevocable letter of authority jointly signed by both can be obtained as whom the balance in the account should be settled for the purpose of encashment. Further nomination facilities for settlement of claims from this account shall be also introduced.

Rationale: Leave Bank system has been considered as a good HRD technique to augment business growth, productivity and is prevalent in many countries.
- xi) Introduction of Study leave for self, for doing researches in the field of Banking, computer, Labour, HRD, personnel

management, CAIIB (London) to clerical staff. Study leave may be also granted to all employees with not less than five years' service for undergoing a special course consisting of higher studies or specialized training in a professional or technical subject in India having a direct and close connection with the sphere of his duties as a bank employee. The course for which the study leave is taken should be certified to be of definite advantage to the bank from the point of view of public interest and that particular study should be approved by the authority competent to grant leave. The employee should submit a full report on the work done during study leave. Maximum of 24 months of leave shall be sanctioned. Study leave will not be debited to the leave account and may be combined with other leave due.

- xii) Introduction of special leave of 5 days for death of spouse, sons, daughters (entitlement restricted to small family norms size)
- xiii) Introduction of special leave for absence from duties due to natural calamities, curfew, bandhs, riots etc. as under:
- xiv) In the event of disturbances/anticipated disturbances / violence / dislocation in transport system due to bandhs, natural calamities, curfew, etc. special leave to be granted. This will not be applicable only if a section of any group / political parties / unions sponsor general strike / bandh. In that event the man hours lost will be compensated by working on the immediate preceding or succeeding holiday depending on the situation subject to Provisions of Shop and Establishment acts.
- xv) Availment of unutilised maternity leave not exceeding 45 days at time for specified major gynecological disorder to women employees.
- xvi) Availment of leave of any kind due and admissible not exceeding 60 days to be granted along with maternity leave

- xvii) 3 months' additional sick leave to women employees after attaining the age 45 years
- xviii) Child adoption leave of 135 days to women employees
- xix) Paternity leave of 15 days to be availed within a period of six months from the date of adoption to bank employees with less than two surviving children and for normal confinement of wife.
- xx) Special casual leave of 8 days to employees with disabilities
- xxi) Granting of special leave with full pay not exceeding 6 months for employees suffering from specified terminal illness / serious ailments
- xxii) **Special Casual Leave:** To be permitted in case of
 - a. Absence of Employees due to reasons beyond control such as Natural Calamity, Terrorist Activities, Bomb Blast, Riots, Strike unconnected with Banking, breakdown of public transport services.
 - b. Employees participating in relief work on production of Certificate from DC Office to the effect.
 - c. Employees attending Conciliation / Tribunal proceeding as Union Representatives.
 - d. Employees performing home guard duties
 - e. For blood donation
 - f. Training to reservists from army
 - g. For promoting official language
 - h. Not exceeding 30 days at a time and not more than 3 times in the entire service to Employees undertaking mountaineering and trekking expeditions from approved institutes/ organizations approved by Indian mountaineering federation, like youth hostel etc.

18) SMALL FAMILY NORMS:

Revision in family planning allowance for adoption of small family norms

19) OTHER ALLOWANCES (Part I) :

- i. Adequate increase in all other allowances
- ii. Special allowance of Rs.1000/- p.m for child care for women employees with disabilities
- iii. Payment of other allowances whichever / wherever paid by Central / State Government to its employees.
- iv. Increase in conveyance allowance to physically handicapped employees and inclusion of Blind, deaf and dumb in this category

20) OTHER ALLOWANCES (Part II) :**i) Washing Allowance:**

Be amended and Rs.180/- per month be paid as Washing Allowance.

ii) Cycle Allowance:

Be amended and an amount of Rs.180/- per month be paid as Cycle Allowance

iii) Split Duty Allowance:

Be modified and an amount of Rs.180/- per month shall be paid

iv) Project Area Compensatory Allowance:

Be amended and some new areas are to be included and 10% of revised pay be paid as Project Area Compensatory Allowance in both A & B Group

v) Special Area Allowance:

Revision in Special Area Allowances payable to North eastern

states and all other areas at par with Central Government employees

vi) Paradip Port Town Allowance:

5% of the revised pay be paid as Paradip Port Town Allowance.

vii) Water Scarcity Allowance:

At par with Central and State Government this allowance be paid.

viii) Island / Drought / Disturbed / Tribal / Border Area Allowance:

At par with Central and State Government this allowance be paid.

ix) NER Hardship Compensatory Allowance:

Incentive now being paid to certain categories of employees may be extended to all categories in North-Eastern Region.

x) Children Education Allowance:

Shall be introduced and actual tuition fee to be reimbursed or Rs1000 p.a which ever is less to two children.

21) HILL AND FUEL ALLOWANCE:

Be amended as follows:

- a) At places situated at a height of 3000 meters and above 15% of revised pay without ceiling with a minimum of Rs.1200/- per month.
- b) At places situated at a height of over 1500 meters but less than 3000 meters: 10% of revised pay without ceiling with a minimum of Rs.800/- per month.
- c) At all places situated at a height of over 1000 meters but less than 1500 meters and Mercara Town 5% of Revised Pay without ceiling with a minimum of Rs.400/- per month.

22) HALTING ALLOWANCE:

i) be amended and the halting allowance be enhanced from the existing as below:

Centres	Non Subordinate Staff		Subordinate Staff	
	Existing	Proposed	Existing	Proposed
Higher CCA Centre	Rs.500 per diem	Rs.800 per diem	Rs.375 per diem	Rs.500 per diem
Lower CCA Centre	Rs.375 per diem	Rs.600 per diem	Rs.250 per diem	Rs.400 per diem
Non CCA Centre	Rs.300 per diem	Rs.400 per diem	Rs.185 per diem	Rs.300 per diem

- ii) Clause III (g) B of Supplementary Settlement dated 8-11-73 stated that the workmen is not entitled to halting allowance / bhatta for travel within the Municipal / Corporation limits including Cantonment or Panchayat limits. We suggest that the workmen if asked to perform duties within the Municipal / Corporation Panchayat / Cantonment limit should be reimbursed with out of pocket expenses of Rs.200/- per day in case of metro and Rs.100/- in case of other cities.
- iii) In absence of residential training facility Actual reimbursement of lodging charges subject to a maximum amount equivalent to 3 times the revised halting allowance whichever is less in respect of workmen deputed to training.

23) COMPENSATION FOR LOSSES DUE TO BRAKAGE OR DAMAGE TO GOODS ON TRANSFER:

To be revised upwards.

24) CLOSING ALLOWANCE:

Be paid at par with officers for Half Yearly and Yearly closing of Accounts.

25) CHILDREN EDUCATION ALLOWANCE:

Shall be introduced and actual tuition fee to be reimbursed or Rs.1000/- p.a which ever is less to two children. In case both the spouses are bank employees only one of them can avail reimbursement under children education allowance

26) SHIFT ALLOWANCE :

The existing provision remains unchanged for regular shifts. However, if an employee is required to work in night shift or work any time during 8 P.M to 8 A.M., he / she shall be paid shift allowance of Rs.25/- per day . Further in case of workmen who are required to work uninterrupted during extended business hours in 8 A.M. to 8 P.M. branches shall also be paid the shift allowance of Rs.25/- per day.

27) AREAS DECLARED AS SEZ/NEZ/EPZ:

The branches coming under the above areas should be treated on par with Metro Centres for all allowances and perquisites

28) SAFETY DRIVING BONUS :

Shall be paid to drivers as under :-

Accident free driving up to 6 months	Rs.100/-
Accident free driving up to 1 year	Rs.200/-
Accident free driving up to 2 years	Rs.400/-

29) SPECIAL ALLOWANCE FOR CHILD CARE FOR WOMEN WITH DISABILITIES AND EDUCATION ALLOWANCE FOR DISABLED CHILDREN OF GOVT. EMPLOYEES:

- i) Women with disabilities shall be paid Rs.1000/- per month as Special Allowance for Child care. The allowance shall be payable from the time of the child's birth till the child is two years old.

- ii) It shall be payable for a maximum of two children
- iii) Disability means a person having a minimum Disability of 40% as elaborated in government guidelines
- iv) The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%

30) ATTENDANCE BONUS :

Employees shall be eligible for **Attendance Bonus / Punctuality Allowance** of 15 days basic pay as on 31st December every year for **not availing eligible leave of any kind in that year.**

31) AGE OF RETIREMENT :

62YEARS

For retirees whose birthday is 1st of month, next increment be granted. Retirees whose birthday is 1st of month, shall retire on the last day of that month.

32) PROVIDENT FUND :

- i. Provident Fund deduction should be raised to 12% of Pay of which 10% should be diverted to Pension Corpus and rest 2% should be continued as Contributory Provident Fund for Pension optees, subject to a maximum ceiling as provided in the Employees Provident Fund and Misc. provisions Act.
- ii. Full 12% should be continued as Contributory Provident Fund in case of PF optees.
- iii. Admission of PF from the date of first engagement including temporary period.
- iv. Clause relating to forfeiture of pension in the pension regulations to be amended as per spirit of para 368 (17) of

the Sastry award "There shall be no forfeiture of any amount due to a workman under this scheme excepting in case where he is dismissed for misconduct causing financial loss to the employer, and in such cases limited only to the extent of such financial loss".

33) PENSION:

RATE OF PENSION

Regular Pension : 50% of pay and allowance drawn at the time of retirement

Family Pension : 40% of pay and allowances drawn by the deceased employee at the time of retirement

Automatic updating of pension after every bipartite settlement to all workmen including retirees.

- i) Pension rules should be reviewed to make provision for payment of 50% pay and allowances drawn at the time of retirement. . The pension should be automatically upgraded as and when the index rises by 50% of the number of index already merged. For example if the merger of points is at 1000 points and if the D.A rises by 500 points over and above the merged level the pension payable would be automatically revised.
- ii) Family pension rate to be at par with CCS pension rule.
- iii) CCS pension rule regarding Family pension to be implemented in banking industry.

34) GRATUITY :

Payment of service gratuity / statutory gratuity without ceiling

35) INTRODUCTION OF COMPASSIONATE GRATUITY AS UNDER :

NUMBER OF YEARS OF SERVICE	AMOUNT
1 to 5 years	nil
Over 5 years but upto and including 10 years	2 months salary
Over 10 years up to and including to 15 years	4 months salary
Over 15 years upto and including 25 years	6 months salary
Over 25 years	4 months salary

The amount of this additional compassionate gratuity will in no case exceed, the difference between what the deceased would have received as gratuity had he continued in service up to 62 years on the basis of last salary drawn and what dependents actually receive. The amount is subject to overall maximum is Rs. 50,000/-

36) EX-GRATIA IN LIEU OF BONUS:

A portion of Profits should be shared with all the workmen in the form of ex-gratia payment of one month salary

37) UNIFORM AND LIVERIES:

- i) All permanent full time members of the Subordinate Staff as well as Permanent Part Time workmen in Subordinate Cadre working for not less than 6 hours per week shall be supplied with 3 sets of Terry Khadi uniforms once in two years and 2 sets of Woolen uniform once in three years.
- ii) One more pair of uniforms to Drivers who is required to perform overnight duties or *Attire* allowance of Rs.500/- p.a.

38) ABSORPTION:

- i) All personal car drivers receiving salary on reimbursement basis through Executives of the banks entitled for car shall be absorbed in regular service with the due retrospective benefits.
- ii) Badli / Daily / Contract / Casual labourers on temporary basis or continuous basis beyond 90 days or with break in service for 240 days in a calendar year shall be absorbed in regular service.
- iii) Part Time Employees shall be regularized on Full Time basis in a phased manner by entrusting them other duties along with that of part time duties.

39) LOANS AND ADVANCES :

- (a) The quantum of loans and advances granted as per extant Government guidelines to Bank employees such as SHL, vehicle loans, Personal loans etc be suitably revised as under:

ADVANCE	QUANTUM
SHL	Rs.20 lacs for Non-SubstaffRs. 10 lacs for Substaff
PL	Maximum of Rs.2 lac for Non-SubstaffMaximum of Rs.1 lac for Substaff
Vehicle Loan	Maximum of Rs.1.50 lacs for Non-Substaff for two wheelers Maximum of Rs.1.00 for Sub staff for purchase of two wheelers

The interest rates of these loans be revised as under:

FOR SHL	RATE OF INTEREST P.A. (SIMPLE INTEREST)
Up to Rs.5 lacs	5%
Rs.5 lacs to Rs. 10 lacs	10%
FOR OTHER LOANS	RATE OF INTEREST P.A.
P.L.	6%
Vehicle Loan	7%

- (b) The quantum of these advances be reviewed every 2 years.
- (c) Clerical employees drawing a Basic Pay equal to or more than 15th stage in the scales of pay be permitted to avail loan for purchase of four wheelers the maximum quantum of this loan restricted to Rs.4,50 lacs .

(d) **EDUCATION LOAN:**

Further educational loan for the purpose of education of wards who pursue professional course on training / skill development in India or Abroad be granted at Simple Interest.

Rationale : Education loan is classified as priority sector lending as per RBI guidelines.

e) **WAIVER:**

On the death of employee, all loans should be waived.

40) EXSERVICE MEN :

Pay fixation to Re-employed ex-servicemen on lines with LIC/GIC fitment formulae.

41) PART TIME EMPLOYEES :

Redesignation of all part-time / fulltime sweepers as sweeper cum peon and revision of fitment suitably. Part-time employees drawing scale wages less than the first stage of sub staff as on the date of re-designation as sweeper cum peon be fitted into the first time scale of sub staff if the scales wage and those drawing scale wages more than the first stage of sub staff be notionally fitted to next equivalent scale of sub staff. Consequent to their re-designation as sweeper cum peon they be granted all the facilities as applicable to sub staff.

42) RE-DEPLOYMENT OF STAFF :

On re-deployment of a workmen beyond 75 k.m Transfer Grant of one month Basic Pay + D.A shall be granted in addition to existing revised quantum and he / she shall be eligible to draw the higher CCA/HRA drawn by them but for this transfer.

43) PERFORMANCE INCENTIVE :

In tune with the performance incentives granted to Whole time Directors, as per recent extant government guidelines, in Public sector banks, all employees of the member banks shall be paid a PERFORMANCE INCENTIVE EX-GRATIA equivalent to one month salary subject to a maximum of 3 months salary in case of the Banks reaching the targets and parameters in business performance as stipulated in the aforesaid guidelines.

44) COMPASSIONATE APPOINTMENTS:

Implementation of compassionate appointment scheme submitted by unions and in lieu of the same financial compensation under the ex-gratia scheme submitted by the union

45) RISK INSURANCE:

Risk Insurance covers to be provided for staff accompanying cash remittances in view of increased robbery / dacoity

46) MISCELLANEOUS :

- i. Deletion of Para 522,536, of Sastry Award
- ii. Para 511 of Sastry Award to be amended so as to treat the employee on duty
- iii. Provision crèche facilities to women employees or reimbursement of Rs.1000 per month actual cost whichever is less
- iv. Introduction of 5 day week
- v. No contract labour to be introduced
- vi. No outsourcing of Banks regular jobs
- vii. Regularization of all temporary employees engaged in identified vacancies for more than 180 days in accordance with spirit on cl. 20.8 to 20.13 of the BPS dated 19/10/66.
- viii. All personal drivers engaged by the banks to be classified as workmen in accordance with spirit on cl. 20.14 (vi) of the BPS dt. 19/10/66.
- ix. Defence representatives attending enquiry be paid TA/HA at

par with Disciplinary authority/Enquiry officer/presenting officer/ supervisory staff as management witness.

- x. Scavengers engaged by the banks if any shall be treated as part time workmen and shall be paid consolidated wages of Rs.1000/- per month.
- xi. Member banks shall endeavor to ensure assured career progression to all categories of employees in award staff categories. The frequency and modalities will be worked out between the union and management at the individual bank level.

47) INJURY SUSTAINED ON DUTY:

- i) Having regard to the occupational health hazards listed by ILO attendant with computerization the scope under the head be widened to include diseases / ailments contacted by employees as a result of his occupation as certified by civil surgeon.
- ii) Fulfillment of Occupational Health Safety Norms.
 - ◆ Providing a safe, healthy and secure workplace, with adequate cross ventilation, lighting & safety to all its employees, visitors and customers.
 - ◆ Effective implementation of our Occupational Health and Safety (OHS) policy will help us achieve a work environment of zero harm for all people that work within the workplaces.
 - ◆ Acknowledging occupational health and safety requirements and ensuring compliance as the minimum acceptable standard in installation of computers, peripherals etc.

- ◆ Management accountability for the health and safety of employees under their leadership.
- ◆ Carrying out thorough investigations of incidents or injuries whilst maintaining a fair and equitable claims management process for the rehabilitation of injured parties.
- ◆ Implementing an OHS risk management process for the control of workplace hazards.
- ◆ basic designing of chairs, tables, furniture, counters in work place conforming to international Ergonomics standards.
- ◆ Adequate compensation to workmen if certified by internationally acknowledged occupational health experts that the ailment of the workmen is as a result of non observance of international occupational health & safety norms in the work place.

48) WELFARE FACILITIES:

Present Ceiling of 3% of net profits to be increased to 5% without any ceiling

49) DATE OF EFFECT:

01-11-2012, Duration : No change

50) LOAD FACTOR:

Over All Increase Of 45%

Note : Taking into account already there are many cases

pending for having deducted amount from arrears of 9th Bipartite for opting Pension, New recruits from 01-04-2010 are not covered by Pension Fund and they are covered by New Pension Scheme only. No amount should be set apart from our wage load of 45% increase for Pension Fund. It should be met in addition to the wage load. If any amount is spared for Pension Fund, there is a possibility, New recruit employees may oppose it legally.

A decorative rectangular border with a repeating geometric pattern of interlocking circles and lines, framing the central text.

**JUSTIFICATION OF OUR
CHARTER OF DEMANDS**

JUSTIFICATION OF THE RATIONLE DEMAND OF INCREASE OF 45 % IN WAGE LOAD

JUSTIFICATION- I

PERFORMANCE HIGHLIGHTS OF PUBLIC SECTOR BANKS FOR THE PERIOD 2006-2007 & 2011-2012

	2006-2007 (in Rs.Cr.)	2011-12 (in Rs.Cr.)	Increase in %	CAGR%
Deposits	1994200	4372985	119.28	21.7%
Investments	664856	1328534	99.82	18.9
Advances	1440146	3305632	129.53	23.1
Total Business	3434346	7678617	123.58	22.28
Int.income	164185	366318	223.11	22.2
Int. expended	101960	231153	126.70	22.7
Net int. income	62225	135165	117.21	21.4
Business per employee (in Rs.lakhs)	471.18	1013.63	115.12	21.1
Profit per employee (in Rs. Lakhs)	2.76	5.93	114.85	21.1
Source R.B.I				

- If we look at 5 years historical performance Public Sector Banks as per above table.
- Public sector bank has grown its deposits, advances and business per employee by the highest rate **119.28 % 129.53%**

- **115.12 % (measured in terms of CAGR- - by 21.7%, 23% and 21.1%) respectively.**

- Measured in terms CAGR Compound annual growth rate a better indicator, deposits, advances, Total Business. Business per employee has grown significantly by 21.7% 23.1% 22.28% respectively.

Viewed in the contest of Global recession, and its effect on trickle down in Indian Economy, derolvation of Rupees reduction in GDP growth to 6.9% in 2011-2012, the growth in these key parameters in PSB's is commendable.

- As far as net interest income is concerned it has grown in Public Sector Banks by **117.21%**.and profit per employee by **114.85%**. (21.4 in CGARY).
- The total business has grown by **123.58%**. (22.8 in CGARY).
- The growth in the business per employee and profit per employee has been the highest for public sector banks, in absolute terms, and has almost doubled. The average business per employee of all PSBs taken together increased from Rs. 47.84 in 1992-93 to Rs. 215.60 lac in 2002-03 to Rs. **1013.63 i.e. 21.55 times when compared with 1992-93 , 4.70 times when compared with 2002-03 and 2.16 times when compared with 2006-07**

Staff strength in public sector banks

- The staff strength of public sector banks which stood at 8,83,648 in 1998-99 has reduced to 7,57,535 as on 2010-11 – a drastic reduction of **1,26,111-** a reduction of around **17%**
- Where as the number of branches in public sector banks increased from **42301 to 64673 an increase of 52.88% during the period 1998- 2011.**

- Whereas during the same period private sector banks staff strength increase from 60,777 in 1998-99 to 2,18 679 an increase of 1,57,902 underscoring a vital point that Public Sector Banks are no longer the major employment provider in the financial market.
- This other words means **there is an increase in pressure of work on public sector bank employees, increased work load due reduced staff strength and disproportionate increase in branches**, and as a result additional of other auxiliary works instructed by Government like collection tax, electric bills, telephone bills, other miscellaneous government department work at state and central level from time to time such as disbursement of pension to unorganized, rojgar yojnas, NREG schemes and etc in addition to routine bank work.
- A study on Productivity and Cost, a comparative study of banks in India during 1997 to 2008 by Sharad Kumar and M Sreeramulu, published by the Reserve Bank of India (RBI) as one of its occasional papers reveals the following (source The Financial Express, Tuesday June 12,2012)
- **Business per employee for traditional banks—public sector and old private sector banks—has continuously improved during the past 12 years by nearly 7.29 times. Employees’ Productivity and cost, a comparative study of banks in India during 1997 to 2008** and business per employee for traditional banks has gone up from Rs 75.28 lakh to Rs 549.21 lakh between 1997 and 2008
- **In case of modern banks — new generation private sector banks and foreign banks — the business per employee has increased only 3.06 times, less than half compared to the increase for traditional banks during the same period.** It has, however, marginally declined during 1999, 2001, 2002, 2005

and 2007 compared with the previous years for the modern banks. **The ratios of business per employee between modern and traditional banks have decreased drastically from 5.28 times in 1997 to 2.21 times in 2008, indicating that the gap in business per employee between modern banks and traditional banks is consistently reducing due to the efforts made by the traditional banks,” said the study.**

- Talking about the profit per employee, the study revealed that this parameter has increased both for traditional and modern banks from 1997 to 2008. **However, this increase has been significantly higher for traditional banks (6.79 times) compared to modern banks (2.73 times) during the period of 12 years.** There has been decline of profit per employee during 1999, 2001 and 2005 compared with the previous year both for traditional and modern banks, indicating effect of some external factors impacting profitability of banks during these years.
- **The employee cost as a ratio of operating expenses in traditional banks has remained more or less constant from 1997 to 2002, and reduced gradually thereafter.** In case of modern banks, the ratio fluctuated within a narrow range and reduced marginally up to the year 2006, before showing an upward trend during 2007 and 2008.
- The employee cost to operating expenses for traditional banks remained more than double for modern banks till 2006. **This ratio, however, decreased significantly during 2007 and 2008 (1.77 and 1.65 times, respectively), indicating that efforts made by the traditional banks to reduce the wage bills in relation to operating cost made an impact during recent period, said the study.**
- As regards employee cost to total business, it has been

consistently reducing for traditional banks from 1.45% in 1997 to 0.68% in 2008. On the other hand, it has been increasing for modern banks in a very narrow range from 0.57% to 0.64% up to 2004, thereafter increased drastically to 1.23% in 2005 and again reduced to 0.88% in 2008. This **trend clearly indicates that the traditional banks have reached the level where they can very well compete with the modern banks as regards to the marginal cost of expanding new business (deposits plus advances).**

- The gap between the performance of modern and traditional banks on all the five variables has shown a decreasing trend, which, has significantly reduced during the period of 12 years under study.
- It is interesting to **observe the reduced gap in business per employee owing to improved performance of traditional banks. This gap is likely to be reduced further due to certain measures taken by the traditional banks recently.**
- In case of modern banks— new generation of private sector banks & foreign bank — *the business per employee has increased only 3.06 times during 1997 to 2008, less than half compared to increase for traditional banks; It has, however, marginally declined during 1999, 2001, 2002, 2005 and 2007 compared to the previous years in respect of modern banks.*
- The **employee cost as a ratio of operating expenses in respect of traditional banks has remained more or less constant from 1997 to 2002 and thereafter reduced gradually .**
- In case of modern banks, the ratio fluctuated within a narrow range and reduced marginally up to the year 2006 before showing upward trend during 2007 and 2008.

CONCLUSION:

- If the influx of new recruitment continues in the same trend not commensurate with the vacancies arising due huge retirements as result of superannuation and voluntary retirement under pension regulations, and other wastages, increase in volume of business, rapid branch expansion, the workload on the existing employees has increased manifold.
- It is estimated that 75,000 bank employees are set to retire by 2015. Taking into account the present trend of huge attrition rate among the new recruits mainly due to better salary packages and perks privileges offered by comparable peers in public and private sector there is need for better compensation package to retain young employees in future.
- In the context of all-round increase in the cost of living, erosion in wages of the employees, spiraling price rise, increased work load on the employee, freezing of recruitment, contribution of the employees in improving the business of the Bank, present wage structure with comparable peers, **NUBE demand of overall increase of 45% in wage load in the 10th Bipartite is fair, just & right**
- **Taking into account Establishment expenditure for 2011 is 54232.88cr. The increase of 45% sought by us to award staff as per conventional distribution will work out to Rs.13140 cr. which when measured as a percentage of business mix for 2011-2012 it will work out a mere 0.17% which is not only fair but just and right.**

JUSTIFICATION II

Some important recommendations of 6th CPC. Most of the recommendations made by 6th CPC have been accepted by the Union Government.

The following orders in respect of maternity leave, child care leave, leave travel concession, deputation allowance have been issued after the recommendation of Sixth Central Pay Commission.

Enhancement of the quantum of Maternity Leave

Maternity Leave admissible to female Government servants has been enhanced from 135 days to 180 days with effect from the 1st September, 2008. This would enable female Government employees in nursing of their children till the age of 6

months. Further, the period of leave which can be availed of in continuation of maternity leave has also been increased to 2 years.

Introduction of Child Care Leave

In order to facilitate women employees to take care of their children at the time of need, Government has introduced Child Care leave with effect from 1st September, 2008. Women employees having minor children may now be granted Child Care leave for a maximum period of two years (i.e. 730 days) during their entire career for taking care of upto two children whether for rearing or to look after any of their needs like examination, sickness etc. This leave can be availed of in more than one spell and will be admissible when the Government servant has no earned leave at her credit.

Benefits of Maternity Leave, Child Care leave extended to members of All India Service

In pursuance of the acceptance of recommendations of the Sixth Central Pay Commission, for the central civil employees, some provisions like enhancement of Maternity Leave from 135 to 180 days and Child Care leave upto two years during their entire

Service to women employees have been extended to the members of All India Services.

Encashment of Earned Leave along with LTC

Encashment of earned leave up to ten days at a time and to the extent of sixty days during entire career has been permitted while availing Leave Travel Concession (LTC) by Central Government servants. Previously, the earned leave so encashed along with LTC was to be deducted from the maximum amount of earned leave encashable at the time of retirement. With effect from 1 September, 2008, the earned leave encashed at the time of availing LTC will not be deducted from the maximum amount of earned leave encashable at the time of retirement. The special concessions/benefits granted to central government employees working in Kashmir Valley and relief to Kashmiri migrant employees of Central Government and PSUs have extended for a further period upto 31 December, 2009.

Special Casual Leave to Differently-Abled Persons

The following orders in respect of casual leave to differently-abled persons have been issued:-

- (i) Orders were issued for grant of Special Casual Leave upto 10 days in a calendar year to enable differently-abled persons in the Government to attend Conferences/Workshops held in connection with welfare of such category of persons.
- (ii) Orders were also issued for grant of Special Casual Leave for 4 days in a calendar year for differently-abled persons in connection with their absence from duty in view of their special requirements.

Children Education Allowance Scheme

Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately have now been merged and known as 'Children Education Allowance Scheme'. Under the Scheme, Government servants can claim Children Education

Allowance of Rs.12, 000/- per child per annum for two school going children till the twelfth class. Hostel subsidy up to a maximum of Rs.3000/- per month per child can also be reimbursed under the scheme. However, both Hostel subsidy and Children Education Allowance cannot be availed concurrently. The above limits would be automatically raised by 25 per cent every time the Dearness Allowance on the pay goes up by 50 per cent.

SPECIAL ALLOWANCE FOR CHILD CARE FOR WOMEN WITH DISABILITIES AND EDUCATION

Allowance for disabled Children

Women Government employees with disabilities are being paid Rs. 1000/- per month as Special Allowance for child care from the time of the child's birth till the child is two years old. Reimbursement of Children Education Allowance for disabled children of Government employees are being paid at double the normal rates prescribed for normal children, i.e. Rs. 24,000/- per child per annum.

Deputation (Duty) Allowance

Subsequent to implementation of the recommendation of 6th CPC the rates of Deputation (Duty) Allowance has been revised w.e.f. 1.9.2008 to 5 per cent of basic pay subject to a maximum of Rs. 2000/- p.m. within same station and at the rate of 10 per cent of basic pay subject to Rs. 4000/- p.m. in other case.

Leave Travel Concession (LTC)

In relaxation of CCS(LTC) Rules, 1988, the Government have decided to permit Government servants to travel by air to North Eastern Region (NER) on LTC for a period of two years w.e.f. 2 May, 2008 as indicated below:-

- (i) Group 'A' and Group 'B' Central Government employees will be entitled to travel by Air from their place of posting or nearest airport to a city in the NER or nearest airport.

- (ii) Other categories of employees will be entitled to travel by air to a city in the NER from Guwahati or Kolkata.
- (iii) All Central Government employees will be allowed conversion of one block of Home Town LTC into LTC for destinations in NER

Consequent upon the acceptance of the recommendations of Sixth Central Pay Commission following decisions have been taken regarding LTC which are effective from 1st September, 2008.

Definition of Family

The parents and /or step parents (stepmother and stepfather) who are wholly dependent on the Government employees shall be included in the definition of family for the purpose of LTC, irrespective of whether they are residing with the Government employee or not.

The definition of dependency will be linked to the minimum family pension prescribed in Central Government and dearness relief thereon. The extant conditions in respect of other relations included in the family including married/divorced/abandoned/separated/widowed daughters shall continue without any change.

Increase in the number of Home-Town LTC for fresh recruits

Fresh recruits to central government are allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocks of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are retained.

Wages in public sector in India a comparative study with bank employees wages in 1991 during the 5th bipartite settlement

The study is based on agreements of major Public Sector Undertakings in India and a comparative study with bank employees was published by Shri. Arvind Shrouti on behalf of Maniben Kara Institute (HMS) in July 1991. The following undertakings are covered in this study-

Sr. No.	Name of the Undertaking	Abbreviations
1.	5 th Pay Commission	---
2.	Nationalised Banks	Banks
3.	Bharat Earth Movers Limited	BEML
4.	Bharat Electronics Limited	BEL
5.	Bharat Heavy Electricals Ltd	BHEL
6.	Coal Industry	COAL
7.	Hindustan Aeronautics Ltd	HAL
8.	India Farmers Fertilizers Coop. Ltd	IFFCO
9.	India Trade Promotion Organization	ITPO
10.	Indian Tourism Development Corp. Ltd.	ITDC
11.	Life Insurance Corporation	LIC
12.	Madras Fertilizers Limited	MFL
13.	Mother Dairy	—
14.	Mahanagar Telephone Nigam Ltd	MTNL
15.	National Thermal Power Corp. Ltd	NTPC
16.	Oil India	---
17.	Oil & Natural Gas Commission	ONGC
18.	Ports & Docks	---
19.	Reserve Bank of India	RBI

The data pertaining to wages of the above undertakings is based on the bilateral agreement entered into between Company & Trade Unions.

The study dealt with pay packets of sub-staff & clerical staff in various Public Sector Undertakings. The total wage for the purpose of this study is Basic Pay, Dearness Allowance, House Rent Allowance, City Compensatory Allowance & all other allowance paid in cash. To understand total average cost per employee Provident Fund & Gratuity have been included in Total wage. The other benefits & facilities excluded as it is very difficult to convert them into money terms.

The study is based on following considerations:

1. The All India Consumer Price Index (AICPI) is held constant at 2600 AICPI. At present AICPI is around 2500 but instead of making D.A. calculation on 2500, it is made on 2600 AICPI, so that the study should not get outdated immediately.
2. In other allowances Provident Fund & Gratuity is also considered to get approximate cost per employee.
3. The sub-staff & clerical grade is the basis for comparison. These two grades are analyzed on various stages. For detail analysis recruitment stage, 5th Stage, 10th Stage, 15th Stage, 20th Stage, & 25th Stage has been considered.

Significant Findings of the Study at a Glance is given asunder

1. In most of the Public Sector Undertakings the duration of the settlement is 10 years
2. If one compares the minimum wages paid in various Public Sector Undertakings (which have been considered in this study), one finds a good deal of variation. Wages vary not

only with the level of skills of the employees but also with the industries or units. As far as quantum of wages in these units is concerned one finds **that wages in Banking Industry are very low i.e. Rs. 5133 per month at recruitment level for the sub-staff on 2600 AICPI**. While for the same level wages paid in IFFCO are very high i.e. Rs. 12337. The wage disparity ratio between Bank & IFFCO at said level is 1: 2.40. The average total wage of sub-staff at recruitment level is 9366. **At 25th Stage also Bank is the lowest i.e. Rs. 10730 & Mother Dairy is Highest i.e. Rs. 19840.**

3. Wages for clerical staff at recruitment level on 2600 AICPI again **Bank is the lowest i.e. Rs. 5579**, while for the same level wages paid in IFFCO are very high i.e. Rs. 19077. The wage disparity ratio is 1: 3.42 at this level. At 25th stage of clerical staff HAL is the lowest i.e. Rs.18430 & ONGC is highest i.e. Rs. 33455. The average wage of clerical staff at recruitment level is 12194.
4. **At one time Banking Industry was the second highest paying Organization (clerical grade-at higher stages) within Public Sector Undertakings. But now that is not the case.** At that time in most of the Public Sector Undertakings a Flat Rate Dearness Allowance Scheme was in existence and very few undertakings had double linkage D.A. Scheme & Bank was one of them. Now mostly all PSUs have Double linkage D.A. Scheme with 100% neutralization at all levels.
5. Average House Rent Allowance for sub-staff in Banking Industry is Rs.345 which is the lowest. While at the same level Oil India is the highest i.e. Rs.1962. For the clerical grade also the situation is same. The basic reason behind such scenario is the rate of HRA. In Banking Industry the

HRA is paid @ 8.5%, while in most of the PSUs this rate is 30% (A + cities)

- 6. Other Allowances paid in most of the Public Sector Undertakings are very high as compare to Banking Industry.** The average of total allowances at sub-staff level in Banking industry is Rs. 723, while for the same level it is Rs. 4544 in Mother Dairy. This is also one of the major factors contributing to huge wage disparity between Banking Sector & other Public Sector Undertakings.
7. There is no much increase in real wages of Bank employees as compare to other Public Sector Undertakings. In the period of last 12 years the wage growth in Banking Industry is nearer to growth in AICPI. In short the real wages are maintained in Banking Industry. While in other PSUs there is a fantastic rise in real wages.

Further the study reveals the following

- A) The total wages of Bank Sub-staff is lowest (Rs.5133) at recruitment level & IFFCO is the highest (Rs. 12337) as could be seen in the following table .**

The ratio between minimum & maximum at this stage is 1: 2.40.

Rank	Name of the Company	Total Wages
1	IFFCO	12337
16	5 th Pay Commission	7233
17	RBI	6097
18	LIC	5282
19	BANKS	5133

- B) The total wages of Bank Sub-staff is lowest (Rs.5607) at 5th Stage & Mother Dairy is the highest (Rs. 13519). as could be seen in the following table.**

The ratio between minimum & maximum at this stage is 1: 2.41.

Rank	Name of the Company	Total Wages
1	MOTHER DAIRY	13519
16	5 th Pay Commission	7978
17	RBI	6850
18	LIC	6072
19	BANKS	5607

C) The total wages of **Bank Sub-staff is lowest (Rs.65368) at 10th Stage** & Mother Dairy is the highest (Rs.15130) as could be seen in the following table.

The average Total wage is Rs.11201 per month at 10th stage level.

The ratio between minimum & maximum at this stage is 1: 2.31.

Rank	Name of the Company	Total Wages
1	MOTHER DAIRY	15130
16	5 th Pay Commission	8909
17	RBI	8574
18	LIC	7106
19	NATIONALISED BANKS	6538

D) The total wages of **Bank Sub-staff is lowest (Rs.7760) at 15th Stage** & Mother Dairy is the highest (Rs. 16667). as could be seen in the following table .

The ratio between minimum & maximum at this stage is 1: 2.15.

Rank	Name of the Company	Total Wages
1	MOTHER DAIRY	16667
17	5 th Pay Commission	9839
18	LIC	8186
19	NATIONALISED BANKS	7760

E) The total wages of Bank Sub-staff is lowest (Rs.9213) at 20th Stage & Mother Dairy is the highest (Rs. 18304).

The ratio between minimum & maximum at this stage is 1:1.99

Rank	Name of the Company	Total Wages
1	MOTHER DAIRY	18304
16	5 th Pay Commission	10846
17	HAL	10566
18	LIC	9520
19	NATIONALISED BANKS	9213

F) The total wages of Bank Sub-staff is lowest (Rs.10730) at 25th Stage & Mother Dairy is the highest (Rs. 19840).

The ratio between minimum & maximum at this stage is 1:1.85

Rank	Name of the Company	Total Wages
1	MOTHER DAIRY	19840
16	5 th Pay Commission	11776
17	HAL	11191
18	LIC	11017

H) The total wages of Bank Clerical-staff is lowest (Rs.6725) at 5th stage level & IFFCO is the highest (Rs. 21453).

The ratio between minimum & maximum at this stage is 1:3.19.

Rank	Name of the Company	Total Wages
1	IFFCO	21453
13	5 th Pay Commission	12564
14	HAL	12449
15	NTPC	12258
16	COAL	11427
17	RBI	8741
18	LIC	8091

J) The total wages of Bank Clerical-staff is lowest (Rs.12415) at 15th stage level & IFFCO is the highest (Rs. 25992). as could be seen in the following table.

The ratio between minimum & maximum at this stage is 1: 2.09.

Rank	Name of the Company	Total Wages
1	IFFCO	25992
13	5 th Pay Commission	15949
14	ITDC	15852
15	HAL	15417
16	RBI	15360
17	COAL	15015
18	LIC	12926

L) The total wages of HAL Clerical-staff is lowest (Rs. 18430) at 25th stage level & ONGC is the highest (Rs. 33455) as could be seen in the following table.

The ratio between minimum & maximum at this stage is 1:1.82.

Rank	Name of the Company	Total Wages
1	ONGC	33455
14	NATIONALISED BANKS	19385
16	5 th Pay Commission	19234
17	ITDC	19095
18	COAL	19053
19	HAL	18430

JUSTIFICATION - II
THE BENEFITS GIVEN TO CENTRAL GOVT. EMPLOYEES IN
THE 9TH BIPARTITE AS PER VI PAY COMMISSION : BUT
NOT AVAILABLE TO PUBLIC SECTOR BANK EMPLOYEES
IS SUMMARIZED AS UNDER

Central Govt. employees (as per VI pay commission)	Bank employees
Grade pay considered as a part of Basic Pay and attract all allowance (SEE ANNEXURE I)	No grade pay
HRA 20%-30%	Officers: 6.5% to 8.5% Clerks: 7.0 to 10%
No stagnation (3% increase every year to all employees on stagnation)	Stagnation (No Annual increment).
Transport Allowance Officer: 3200 + DA (presently 4320) Group C: 1600 + DA (presently 2160) Group D: 600 + DA: (presently 810) Transport allowance. Will increase on every increase of DA which is presently 35%(SEE ANNEXURE III)	Officer: Different banks give different meager transport allowance and that too is for official purpose works Clerk: 225 Sub-staff: 225 (NO DA payable on transport allowance)
Educational Allowance Rs.1000 per child per month (Max. for 2 children) from the earlier 50/- p.m.10 fold increase in hostel subsidy to Rs.3000/- p.m. (SEE ANNEXURE II)	No Education Allowance

Central Govt. employees (as per VI pay commission)	Bank employees
PENSION: Govt. pays the entire amount	Pension scheme for bank employees is a contributory scheme. Every time a bipartite settlement takes place, a hefty sum is earmarked from the amount offered to existing staff for payment of pension to retired employees.
Pension is revised whenever a new pay commission report is implemented	No revision of pension. Once fixed it will remain same for entire life
Condition of 33 years of service to get full pension is abolished service.	Full pension is given only on completion of 33 years of
Additional pension On attaining the age 80 yrs 20% addl. 90 yrs 30% addl. 95 yrs 50% addl. 100 yrs 100% addl.	Only pension once fixed
Accumulation of Earned Leave For 300 days	240 days
Compassionate appointment facility available	Compassionate appointment facility almost abolished

Central Govt. employees (as per VI pay commission)	Bank employees
In pursuance of recommendations of VIth Central Pay Commission, the Govt. of India approved merger of 50% DA into Basic Pay w.e.f. 01.04.2004.	No such benefit made available
VIth Central Pay Commission also recommended 50% merger of DA into basic pay	No benefit proposed
No pre condition imposed on Pay Commission to restrict its recommendations within a certain limit. Pay Commission fixes pay scales scientifically keeping in view the cost of living, medical, housing, health, education etc.	IBA imposes precondition of additional load percentage in advance

CONCLUSION

After the implementation VI pay commission Bank Employees have lagged behind in comparison to Central Government Employees This is because Average Bank employee has not been given increase equal to Grade pay, Education and Transport Allowance given by Central Govt. to its employees, leave alone HRA Basic Pay etc. In proof of the same we annex herewith The Concept of Grade Pay, office memorandum of children educational allowances, office memorandum of transport allowance as ANNEXURE I, II, III.

WAGES OF EMPLOYEES IN P.S.B AND CENTRAL GOVERNMENT FOR MAY 2012 AT THE ENTRY STAGE

After the implementation of the 6th Pay Commission, Group D officers are now known as Group 'C' Non-ministerial officers. Among these officers, those who are matriculates were granted a grade pay of 1800/-. The remaining officers has to undergo a specific training designed for them and only after that were granted the grade pay of Rs.1800/-. Also, there is no direct entry to LDCs now. It is now a promotional option for Group 'D' officers. Direct entry is now in the post of Tax Assistants in Central Excise. In Income tax department there are no more have Group 'D' service in the office.

All special services like drivers, watchman, conservancy have been out sourced. The general service as peon have been abolished and a new cadre have been created called MTS or Multi Tasking Service under the group 'C' at the lowest level is introduced.

They have instead of LDC and UDC, Tax Assistant and Senior tax assistant.

Regarding pay for all cadres they have worked out what is called a pay band plus a grade pay. If a person is fitted in a pay band and a grade pay, his increment is worked as 3% of basic plus Grade Pay computed as next multiple of ten. DA is also available on composite travel plus CCA. The wages of employees in PSB and central government for May 2012 at the entry stage taking up the study of central excise in government services is appended below.

**WAGES OF EMPLOYEES IN P.S.B AND
CENTRAL GOVERNMENT FOR MAY 2012
AT THE ENTRY STAGE**

**Note : (comparison is done with the prevalent scale in CENTRAL
EXCISE AND PSB employees at the entry stage for May 2012)**

Heads	Clerk Govt. of India	Group D (Rs.) (peon) in Govt. of India (Rs.)	TA (Direct Employee Rs	Clerk in PSB entry) Rs.	Sub staff in PSB Rs.
Basic Pay	4860	4440	5200	7200	5850
Grade Pay	1900	1600/1800	2400	Nil	Nil
Special Pay	—	—	—	Nil	Nil
Dearness Allowance (@65%)	4394	3926/4056	4940	4622.40	3755.70
H.R.A. @30%)	2028	1812/ 1872	2280	720	585
C.C.A.	—	—	—	—	—
Education Allowance (Rs.1000/= per child max for 2 children)	Rs.1250/- per month per child (for max 2 children) or the actual expenses incurred, whichever is less	Rs.1250/- per month per child (for max 2 children) or the actual expenses incurred, whichever is less	Rs.1250/- per month per child (for max 2 children) or the actual expenses incurred, whichever is less	Nil	Nil
Transport Allowance	400+260	400+260	400 + 260	225	225
Gross Monthly salary	13842	12438/12828	15480	12767	10415

ANNEXURE I

THE CONCEPT OF GRADE PAY “Hierarchy” in Central Government Employees

Generally we all know that the word ‘Hierarchy’ means ‘an arrangement of items’. The same word plays an important role among the government employees. An employee who gets promoted from lower pay-scale to higher pay-scale as a result of promotion, the formation of pay structure is called ‘Promotional Hierarchy’.

It is very normal that each and every central government employee is eager to get a promotion in his service. The advancement of an employee from one grade to another grade is called promotion. That pattern of pay structure for promotion, which gives one grade to another grade with pay range, is called ‘Promotional Hierarchy’.

In every central government departments, various staff are working together, but their pay differs. Promotion is provided on the basis of their own promotional hierarchy of category of post. Hierarchy is not common for all employees. It maintained ‘Basic Pay Structure’ for every category of post in every department. Even though, the same category of employees working in different departments, they may have also different promotional hierarchy.

Initially in 2008, 6th CPC had recommended the new Grade Pay structure for all Central Government employees, this formation also called ‘Hierarchy of Grade Pay’. This Grade Pay Hierarchy is common for all employees, but ‘Promotional Hierarchy’ will differ to each category. In 5th CPC, the order in pay structure was 3050, 3200, 4000, 4500, 5000, 5500, 6500, but all the employees didn’t

get promotion in this order. Every department has different pattern of pay structure for promotion. This is known as 'Promotional Hierarchy'

Sixth CPC Report: (iii) Concepts of Pay Band, Grade Pay, Performance Linked Incentives

The Sixth Pay Commission has brought about certain significant changes in the pay fixation methodology. The newly introduced concepts are (i) Running Pay Bands (ii) Grade Pay (iii) Performance linked incentives. **The concept of running pay bands** although familiar to Armed Forces is proposed for the first time in respect of civilian employees. Running Pay bands were earlier recommended for Armed forces by Fourth CPC but were again replaced with regular scales by Fifth CPC. The Commission has attempted simplification of pay structure by reducing the number of pay grades to 20 against the prevailing 39 scales.

These reduced number of pay scales (now referred as grades) have been clubbed together to form several distinct pay bands named as -1S, PB-1, 2, 3, 4. Pay band **-1S (Rs. 4400/-7400/-)** corresponds to Group D scales marked as **S-1 to S-3** by the Fifth CPC. The Commission has recommended gradual absorption of such employees in Group C posts and also recommended that no further recruitments be made in this scale of pay. The Scale would thus be phased out with passage of time. It has **3** grade pays in its span.

The next Pay Band **PB-1 (Rs.4860/- -20200/-)** covers the Group C Scales which were classified by fifth CPC as **S-4 to S-8**. PB-1 has **5** distinct pay grades within it.

PB-2 (Rs.8700/-34800/-) covers the Gr. B employees (**S-9 to S-15 Scales of Fifth CPC**). It includes **4** pay grades within it.

(In Rs.)

Pre-Revised		Revised		
Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay
S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
S-4	2750-70-3800-75-4400	PB-1	4860-20200	1800
S-5	3050-75-3950-80-4590	PB-1	4860-20200	1900
S-6	3200-85-4900	PB-1	4860-20200	2000
S-7	4000-100-6000	PB-1	4860-20200	2400
S-8	4500-125-7000	PB-1	4860-20200	2800
S-9	5000-150-8000	PB-2	8700-34800	4200
S-10	5500-175-9000	PB-2	8700-34800	4200
S-11	6500-200-6900	PB-2	8700-34800	4200
S-12	6500-200-10500	PB-2	8700-34800	4200
S-13	7450-225-11500	PB-2	8700-34800	4600
S-14	7500-250-12000	PB-2	8700-34800	4800
S-15	8000-275-13500	PB-2	8700-34800	5400

PB-3 (15600/-391000/-) is the Pay Band corresponding to Group A services and has a total span of 32 years. The old scales covered by the Band are **S-16 to S-27**. It has total of **8** grades embedded in its span.

PB-4 (Rs.39200/-67000/-) corresponding to Super time Scale covers **S-28 to S-32** Scales of Fifth CPC and has **3** distinct grade pays corresponding to various stages of movement of the employee.

Pre-Revised		Revised		
Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay
New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
S-16	9000	PB-3	15600-39100	5400
S-17	9000-275-9550	PB-3	15600-39100	5400
S-18	10325-325-10975	PB-3	15600-39100	6100
S-19	10000-325-15200	PB-3	15600-39100	6100
S-20	10650-325-15850	PB-3	15600-39100	6500
S-21	12000-375-16500	PB-3	15600-39100	6600
S-22	12750-375-16500	PB-3	15600-39100	7500
S-23	12000-375-18000	PB-3	15600-39100	7600
S-24	14300-400-18300	PB-3	15600-39100	7600
S-25	15100-400-18300	PB-3	15600-39100	8300
S-26	16400-450-20000	PB-3	15600-39100	8400
S-27	16400-450-20900	PB-3	15600-39100	8400
S-28	14300-450-22400	PB-4	39200-67000	9000
S-29	18400-500-22400	PB-4	39200-67000	9000
S-30	22400-525-24500	PB-4	39200-67000	11000
S-31	22400-600-26000	PB-4	39200-67000	13000
S-32	24050-650-26000	PB-4	39200-67000	13000
S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil
S-34	30000 (Fixed)	Cab. Sec./ Equ.	90000 (Fixed)	Nil

Apex Scale (Rs.80000/-) corresponds to erstwhile scale of S-33 which is the pay Scale designated for officers of the rank of Secretary Govt. of India. The **Cabinet Secretary's Scale (Rs. 90000/-)** corresponds to S-34 Scale of Fifth CPC.

The Commission expects that the concept would lead to elimination of hierarchies and weed out several pay scales which had lost relevance. The concept of a continuous pay band would obviate anomalies which are generated at the various stages of pay fixation. It would also prevent stagnation in those cases where an employee has reached the maximum of his pay scale. It has been pointed out that when the recommendations of the Fifth CPC were implemented several employees reached the maxima of respective pay scales immediately. Such a situation is required to be averted. In the proposed system any officer reaching maximum of Pay Band would be automatically rolled over to next Pay Band subject to the condition that the original grade pay would not change unless the official is formally promoted to higher Pay Band. The Commission has tried to maintain the increase in scales to the approximation of 74% which is the % increase of DA which was admissible on 1/1/06 in the pay scales of Fifth CPC.

Concept of Grade Pay:-In order provide fitment benefits in the new pay scales and also to provide for a hierarchy based structure for the various Pay bands the Commission has introduced the concept of grade pay. The grade pay for various stages have been fixed on basis of the span of original pay scale covered as well as the nature of the Fifth CPC pay scale of the beneficiary. The grade pay has been fixed in the range of 40% of the maximum of the pre revised scales (of Fifth CPC). It would change in course of time when a promotion takes place within the pay band or to the next pay band. It would also help in earmarking posts against different grades depending on the job requirement. The Grade Pay would also be taken as part of the pay for calculation of allowances including DA.

Performance linked Incentive Scheme have been conceived

for PB-3 which covers the group A Services. The scheme suggests a higher rate of increment (3.5%) for good performers against standard rate of 2.5% per annum. It has been suggested that not more than 20% officers in a cadre should be covered with the higher increment category. The Commission considers this to be an innovative measure for promoting efficiency in Services.

Other innovations: The Commission has maintained a ratio of 1:12 in the minimum to maximum salary. It has also suggested that henceforth all increments be released on 1st of July.

ANNEXURE II**Office Memorandum on Children Educational Allowance**

**Recommendations of the Sixth Central Pay Commission-
Implementation of decisions relating to the grant of Children
Education Assistance and Reimbursement of Tuition Fee.**

No.12011/03/2008-Estt. (Allowance)

GOVERNMENT OF INDIA

Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 2nd September, 2008

OFFICE MEMORANDUM

**Sub : Recommendations of the Sixth Central Pay
Commission- Implementation of decisions relating
to the grant of Children Education Assistance and
Reimbursement of Tuition Fee.**

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions: -

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as '**Children Education Allowance Scheme**'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2 children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only

i.e., for children from classes **nursery to twelfth**, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.

- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, **even if a child fails** in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme: **Tuition Fee, admission fee, laboratory fee, and special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the child**, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.
- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000/-
- (g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000/-, and in another quarter less than Rs.3000/-, subject to the annual ceiling of Rs.12000/- per child being maintained.
- (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
- (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000/- per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.

- (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of **original receipts on the basis of self-certification** by the Government servant.

3. These orders shall be effective from 1st September, 2008.

4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India

ANNEXURE III

Office Memorandum on Transport Allowance

Revision of Conveyance Allowance to Central Government Employees under SR-25

F.No.19039/2/2008-E.IV
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 23rd September, 2008

OFFICE MEMORANDUM

Subject : Revision of Conveyance Allowance to Central Government Employees under SR-25. Recommendations of the Sixth Central Pay Commission.

Consequent upon the acceptance of the recommendation of the Sixth Central Pay Commission and in modifications of this Department's OM No. 19039/3/98-E.IV, dated 18th September, 1998 the President is pleased to revise the rates of Fixed Conveyance Allowance admissible under SR-25 as indicate below:

Fixed Conveyance Allowance

Average monthly travel For journeys by own motor car For journeys by other

On official duty modes of conveyance	(in Rupees)	(in Rupees)
201-300 kms	1120	370
301-450 kms	1680	480
451-600 kms	2070	640
601-800 kms	2430	750
Above 800 kms	3000	850

2. These rates shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.

3. These order will be effective from 1st September 2008.

4. In so far as the staff serving in the Audit and Accounts Department are concerned, these orders issue in consultation with the comptroller & Auditor General of India.

5. Hindi version will follow.

(MADHULIKA P. SUKUL)

Joint Secretary to the Government of India

JUSTIFICATION IN RESPECT OF THE OTHER CHARTER OF DEMANDS

Different Types of Leave privileges available to central government employees not in vogue to bank employees and a brief description of each leave.

- ◆ Extra leave Privileges to central government employees not available to bank employees
- ◆ Privilege leave can be **accumulated up to 300 days** for leave encashment
- ◆ Provision to avail half pay leave (sick leave in banks) **with or without medical certificates**
- ◆ Commuted leave not exceeding half the amount of half-pay leave up to a maximum of 60 days can be **granted to a female employee in continuation of maternity leave without medical certificate and upto a maximum of 60 days can be granted without medical certificate to a female employee with less than two living children, on adoption of a child less than one year old.** Commuted leave may be granted at the request of the employee even when earned leave is due to him
- ◆ As per CCS rules for government employees, maternity leaves can be combined with any kind of leaves (including commuted leave up to 60 days and leave not due) and extendable up to one year in continuation without medical certificate. Casual Leaves can not be combined with maternity leave but child care leave can be combined with Maternity leave.
- ◆ **Leave not due is granted when there is no half-pay leave at credit and the employee requests for the grant of Leave Not Due.** Temporary officials with one year's service and suffering from TB, Leprosy, Cancer or Mental illness may also be granted

LND if the post from which the official proceeds on leave is likely to last till his return.

It is granted only medical certificate if the leave sanctioning authority is satisfied that there is a reasonable prospect of the employee returning to duty on its expiry. It may be granted without medical certificate in continuation of maternity leave, and may be granted without medical certificate to a female employee with less than two living children, on adoption of a child less than one year old. The amount of leave should be limited to the half-pay leave that the employee is likely to earn subsequently.

Leave not due during the entire service is limited to a maximum of 360 days and due will be debited against the half-pay leave that the employee may earn subsequently.

- ◆ A male employee with less than two surviving children may be granted **Paternity Leave for a period of 15 days during the confinement of his wife**. During the period of such leave he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. Paternity Leave **shall not be debited against the leave account and may be combined with other kind of leave** as in the case of Maternity Leave.
- ◆ **Study leave may be granted to all government employees with not less than five years' service for undergoing a special course consisting of higher studies or specialized training in a professional or technical subject** having a direct and close connection with the sphere of his duties as a civil servant.

The course for which the study leave is taken should be certified to be of definite advantage to get from the point of view of public interest and that particular study should be approved by the authority competent to grant leave.

The official should submit a full report on the work done during study leave. **Maximum of 24 months of leave is sanctioned.** In the case of CHS officers 36 months of leave can be granted at a stretch or in different spells.

Study leave will not be debited to the leave account and may be combined with other leave due. Study leave is not granted for studies outside India if facilities are available in India and to an official due to retire within 3 years of return from the study leave

- ◆ **Woman employees having minor children may be granted Child Care Leave by an authority competent to grant leave for a maximum period of 730 days (2 years) during their entire service for taking care of up to two children., whether for rearing or to look after any of their needs like examination, sickness, etc.**

Conditions for Child Care Leave

1. Child care leave shall not be admissible if the child is eighteen years of age or older equal to the pay drawn immediately before proceeding on leave.
2. It can be availed in more than one spell.
3. It can not be debited against the leave account.
4. It may be combined with leave of the kind due and admissible.

Note: child care leave shall not be debited against the leave account

- ◆ **Special disability leave admissible to all employees when disabled by injury intentionally or accidentally inflicted or caused in or in consequence of the due performance of official duties** or in consequences of official position. The disability above should have manifested within three months of the occurrence to which it is attributed and the person

disabled had acted with due promptitude in bringing it to notice. The leave sanctioning authority, if satisfied as to the cause of the disability, may relax the condition and grant leave in cases where disability has manifested more than three months after the occurrence of its cause.

Special disability leave is also admissible when disabled by illness incurred in the performance of any particular duty, which has the effect of increasing liability to illness or injury beyond the ordinary risk attaching to the civil post held, under the same condition. This disability should be certified by an Authorized Medical Attendant to be directly due to the performance of the particular duty.

Maximum of 24 months of leave may be granted.

May be combined with any other leave.

Will count as service for pension.

Will not be debited to the leave account.

- ◆ **Child adoption leave is granted to Female employees**, with fewer than two surviving children on valid adoption of a child below the age of one year, **for a period of 135 days** immediately after the date of valid adoption.

Leave salary will be equal to the pay drawn immediately before proceeding on leave.

It may be combined with leave of any other kind.

Leave not debited against the leave account.

- ◆ ***Special Casual Leave to Differently-Abled Persons***

Differently abled persons are eligible for grant of Special Casual Leave upto 10 days in a calendar year to enable differently-abled persons in the Government to attend Conferences/Workshops

held in connection with welfare of such category of persons. They are also eligible for Orders were also issued for grant of Special Casual Leave for 4 days in a calendar year for differently-abled persons in connection with their absence from duty in view of their special requirements.

◆ **Special CL** is granted on the following grounds:-

- (a) For participation in **Sports Events**.
 - (i) Maximum 30 days in a calendar year for attending coaching or training camps.
 - (ii) Maximum 10 days in a calendar year for participating in inter-ministerial or inter departmental tournaments and sporting events held outside Delhi.
 - (iii) Period exceeding 30/10 days will be treated as regular leave.
 - (iv) Special CL subject to maximum of 30 days may also be granted to a sportsperson injured or hospitalized during Telecom Sporting events.
- (b) For participating in **In Cultural Activities**.
 - (i) Taking part in dance, drama, music, poetic symposium etc of all India or State character organized by Central Secretariat Sports Cultural Board, subject to maximum of 30 days.
 - (ii) Taking part in dancing and singing competition organized on National or International level by Govt. of India sponsored bodies.
- (c) For participating in **Mountaineering /Trekking Expeditions**. A maximum of 30 days in a calendar year for participating in mountaineering/trekking expeditions approved by Indian Mountaineering Foundation or Youth Hostels Association of India.

(d) For Family Planning:-

Male Employee

- (i) Maximum of 6 working days for vasectomy operation and for second time similar operation another 6 working days.
- (ii) Maximum of 21 working days for recanalization operation.
- (iii) Maximum of 7 working days to follow the date of operation, if his wife undergoes tubectomy, laparoscopy or salpingectomy operation.

Female Employee

- (i) Maximum of 14 working days if she undergoes tubectomy/laparoscopy and another 14 days for second occasion.
- (ii) Maximum of 14 working days for salpingectomy operation after Medical Termination of Pregnancy.
- (iii) One day's Special CL on the day of IUCD/IUD insertion/re-insertion.
- (iv) Maximum of 21 working days for recanalization operation. Special CL for one day for her husband's vasectomy operation.

Note: Extension or additional Special CL for the period of hospitalization due to post operational complications. Additional Special Casual Leave of 7 days for vasectomy operation and 14 days in case of tubectomy operation when not hospitalized but not fit to resume duty. Special CL is not admissible to temporary status casual labourers.

- (v) In the event of Natural Calamities, Bandhs etc. HOD may grant Special CL to its employees residing 3 miles away from office in the event of natural calamities, bandh or traffic disorder etc. and Special CL on account of curfew irrespective of distance from residence to office. Leave already applied by an employee on these days will be treated as Special CL.

LIST OF ALLOWANCES IN VOGUE TO CENTRAL GOVERNMENT EMPLOYEES

S. No.	Name of the Allowances & Advances	Dept. & Order No.	Date
1.	Children Education Assistance & Reimbursement of Tuition Fee	DOPT 12011/03/2008- Estt.(Allowance)	2.9.2008
2.	Advances for purchase of Bicycle Advance, Warm clothing Advance, Festival Advance, Natural Calamity Advance	Fin.Min. No.12(1) E.II(A)/2008	7.10.2008
3.	Special Compensatory Hill Area Allowance	Fin.Min. 4(2)/ 2008-E.II (B)	29.8.2008
4.	Special Compensatory Scheduled / Tribal Area Allowance	Fin.Min. 17(1) /2008-E.II (B)	29.8.2008
5.	Project Allowance	Fin.Min. 6(3) /2008-E.II (B)	29.8.2008
6.	Special Compensatory (Remote Locality) Allowance	Fin.Min. 3(1) /2008-E.II(B)	29.8.2008
7.	Cycle Maintenance Allowance	Fin.Min. 19039 /3/2008-E.IV	29.8.2008
8.	Mileage for road journey all components of daily allowance on tour, rate of transportation of personal effects.	Fin.Min. 19030/3/2008 -E.V	23.9.2008
9.	Rates of Conveyance Allowance under SR-25	Fin.Min. 19039/2/ 2008-E.IV	23.9.2008
10.	Washing Allowance	Fin.Min. 14/3/2008-JCA	11.9.2008
11.	Split Duty Allowance	Fin.Min. 9(11) /2008-E.II (B)	29.8.2008

S. No.	Name of the Allowances & Advances	Dept. & Order No.	Date
12.	Spl. Allowance for Child Care for Women with Disabilities and Education Allowance for disabled children (SEE ANNEXURE IV)	DOPT 12011/ 04/2008-Estt. (Allowance)	11.9.2008
13.	Cash Handling Allowance (SEE ANNEXURE V)	DOPT 4/ 6/2008-Estt. (Pay.II)	1.10.2008
14.	Risk Allowance	DOPT 21012/ 1/2008-Estt. (Allowance)	12.3.2009
15.	Postgraduate Allowance	Min.of Hohfw A.45012/4/ 2008-CHS.V	16.4.2009
16.	Desk Allowance	DOPT 1/10/2009-PIC	17.4.2009
17.	Bad Climate Allowance	Fin.Min. 1/10/2008-E.II (B)29.8.2008	

ANNEXURE IV**Special Allowance for child care for women**

No.21011/04/2008-Estt.(Allowance)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi the 11th September, 2008

OFFICE MEMORANDUM

Subject : Recommendations of the Sixth Central Pay Commission – implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees.

1. Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission for providing extra benefits to women employees with disabilities especially when they have young children and children with disability, the President is pleased to issue the following instructions:-
 - (i) Women with disabilities shall be paid Rs.1000/- per month as Special Allowance for Child care. The allowance shall be payable from the time of the child's birth till the child is two years old.
 - (ii) It shall be payable for a maximum of two children.
 - (iii) Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No. 16-18/97-NI.I dated 1.6.2001. (Annexure)
 - (iv) The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed for reimbursement of Children Education Allowance for disabled children of Government Employees is Rs. 24000. The rest of the conditions will be the same as stipulated vide OM No. 12011/03/2008-Estt. (Allowance) dated 2nd September, 2008 on the subject.
3. Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No. 16-18/97-NI.I dated 1.6.2001. (Annexure).
4. These orders shall be effective from 1st September, 2008.
5. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Audit General of India.
6. Hindi version will follow.

(Simmi R. Nakra)
Director (P&A)

ANNEXURE V**Revision of Special Allowance and Cash Handling Allowance – Recommendations of the Sixth Central Pay Commission**

No.4/6/2008-Estt. (Pay II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi the 1st October, 2008

OFFICE MEMORANDUM

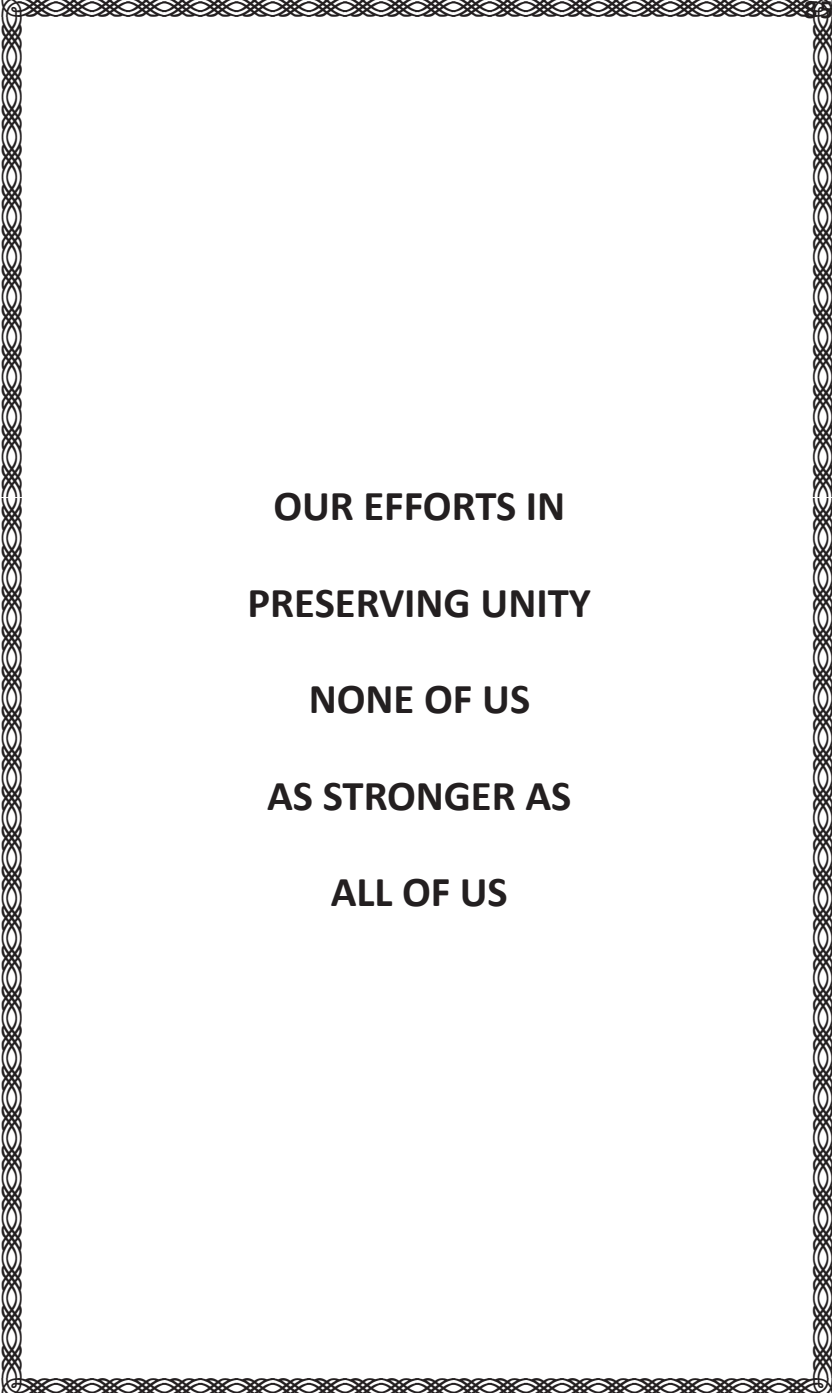
Subject : Revision of Special Allowance and Cash Handling Allowance – Recommendations of the Sixth Central Pay Commission.

1. Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of this Department's O.M. No. 4/4/97-Estt. (Pay II) dated 22.4.98 and O.M. No.4/5/97-Estt. (Pay II) dated 5.5.98 on the subject of Special Allowance and Cash Handling Allowance respectively, the President is pleased to double the existing rates of these Allowances. The rates of these allowances will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.
2. These orders shall be effective from 1st September, 2008.
3. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
4. Hindi version follows.

(Rita Mathur)
Director

CONCLUSION

Viewed in the above context one will agree taking into account that bank employees shoulder higher responsibility in fulfillment target for Financial Inclusion fixed by the government, the that bank job is itself fraught with risks, with view of demanding semblance of parity in wage structure and other privileges as prevalent in government departments and other public sector undertakings we have been fair enough to rationalize some of the benefits available to Central Govt. Employees and other PSU's to be granted to Bank Employees in our charter of demands.



**OUR EFFORTS IN
PRESERVING UNITY
NONE OF US
AS STRONGER AS
ALL OF US**

NATIONAL UNION OF BANK EMPLOYEES

Administrative Office : 763, Anna Salai, Chennai – 600 002.

Fax : 044-28522969 Ph: 044-28523392 / 28523561

Date : 20-06-2011

Com.C.H.Venkatachalam
Convener

United Form of Bank Unions
Singapore Plaza, 3rd Floor,
No.164, Lingi Chetti Street
Chennai – 600 001

Dear Comrade,

Ever since the Bank employees came together to form UFBU in late 1996, the united voice of Bank employees has always triumphed. National Union of Bank Employees (NUBE) an actualization of independent, apolitical Union was established at Chennai on 19-06-2011. Our Union has membership of over fifteen thousand (15,000) which includes membership of Nationalised Banks and Regional Rural Banks. With a view of strengthening the Bank employees' movement, under the united umbrella of United Forum of Bank Unions (UFBU), we have resolved in our Central Committee to join UFBU. Kindly enroll us as constituent of UFBU. We eagerly look forward to confirmation of our affiliation and participation in the further meeting of UFBU. Pending your confirmation, our Central Committee has unanimously decided to join the proposed strike call on 07-07-2011, called by UFBU, in pursuance of our long pending demand as detailed in the strike notice.

We reassure you that we shall participate in all the preparatory programmes preceding strike, chalked out by UFBU spiritedly and wholeheartedly.

With regards,

Yours Comradely,

A handwritten signature in red ink, appearing to be 'L. Balasubramanian', written in a cursive style.

(L.BALASUBRAMANIAN)

GENERAL SECRETARY



NATIONAL UNION OF BANK EMPLOYEES

Administrative Office :: 763, Anna Salai, Chennai – 600 002.

(Regd No.3415/CNI dated 29-07-2011)

Fax : 044-28522969 Ph: 044-28523392 / 28523561

Date : 31-05-2012

Com.G.D.Nadaf
Convener
United Forum of Bank Unions

Dear Comrade,

We inform you with verve and gusto that the following unions in the Banking industry

1. All India Overseas Bank Employees' Union
2. All India UCO Bank Staff Federation
3. Allahabad Bank Staff Association
4. Central Bank of India Staff Congress
5. Pandyan Grama Bank Workers' Union
6. P N B Progressive Employees' Union (W.B.)

have been affiliated to us, fortifying our strength and we have emerged as the **fourth largest union** among the unions negotiating with IBA as per material on records. We are delighted to further inform you that we are receiving encouraging messages and enthusiastic response from various trade unions from Banking industry in India.

We write this at a very crucial moment in the trade union history of our country. The fate of the recent struggles waged by the workers against privatization, disinvestments, job security and for fair service conditions is well known to all of you. The way the Management and

the Government put down just struggle of the workers in private sector, against increase in foreign investments, merger and acquisitions and other just struggles must be fresh in your mind.

An impending danger awaits Bank employees. The government is on the prowl to dilute public sector Banking, further liberalize our Banks, encourage private sector and foreign Banks and FDI amending the Banking Regulations Act and Banking Companies (Acquisition and Transfer of Undertakings) Act, closure of loss making rural branches, outsourcing, compassionate appointment etc., and above all thrusting of anti employees recommendations of the Khandelwal committee.

Already indications are there that their eyes now fall on the Bank employees whose service conditions do urgently require upward revisions and their machineries are gearing up for early commencement of 10th Bipartite. In the context of upcoming danger of merger and acquisition of nationalized Banks speeding up of Banking reforms, our unity and action can only protect our identity and nobody else will come to our rescue.

In the meantime, in the name of new economic reforms steps are afloat to push through Banking reforms detrimental to the interests of Bank employees in general and replacement of the current industry-level negotiations on wage revisions with Bank level as per the perverse recommendations of the committee on HR headed by Dr. Anil Khandelwal in particular.

We hold the conviction if today as Bank employees we are in a position to talk about it, write about it instead of being written about as engendered species, it is because of unity, solidarity and struggle of the Bank employees under the protective umbrella UFBU.

In the context of upcoming danger affecting the Banking industry, our unity and action can only protect our identity. In this connection

we wish to reiterate that NUBE had always been in the vanguard of all just struggles for Bank employees' in the country and had contributed in the past in no uncertain terms, extended its unequivocal support to all the organizational decisions of UFBU at the industry level. Any call for total preparedness of sacrifice and unity today beyond mere verbosity is more valid than ever before to dispel the attacks on the Bank employees' movement with disdain and contempt it deserves.

Hence considering our past and the role that NUBE is poised to play at the industry level in the days to come and taking into consideration the historical & significant role played by the undersigned, having the distinction of being the signatory to the last **five Bipartite Settlements** commencing from the fifth Bipartite onwards.

We request you to reconsider your decision and formally admit us as a member of UFBU in tune with the maxim ***UFBU unites unions.***

Yours Comradely,



(L.BALASUBRAMANIAN)

GENERAL SECRETARY

UNITY IS STRENGTH

NATIONAL UNION OF BANK EMPLOYEES

Administrative Office :: 763, Anna Salai, Chennai – 600 002.

June 15, 2012

Com.G.D.Nadaf
Convener
United Forum of Bank Unions

Dear comrade,

We refer to the circular issued by UFBU under reference 26/134/2012/21 dated 8th June 2012 and wish to inform you that NUBE is not a newly formed union, but is the revival of the Union established in 10-06-1969 as per under mentioned records and facts.

Name of the Union	Acronym	Established	Political Leaning
All India Bank Employees Association	AIBEA	20-04-1946	CPI
All India Bank Employees Federation National Congress	AIBEF	1950	Indian
National Organisation of Bank Workers	NOBW	05-02-1965	BMS
National Union of Bank Employees	NUBE	10-06-1969	NIL
Indian National Bank Employees Congress	INBEC	1978	Indian National Congress
National Confederation of Bank Employees	NCBE	October' 1979	NIL

Name of the Union	Acronym	Established	Political Leaning
Bank Employees Federation	BEFI	06-10-1982	C P M
Bank Karmachari Sena Mahasangh union in 1990 and as B.K.M.S in 1995	B.K.S.M	Registered as Sena Trade	Shiv Sena
All India Confederation of Bank Officers Organisation	AICOO BOO	1972	NIL
Indian National Bank Officers Congress	INBOC	1978	Indian National Congress
All India Bank Officers Association	AIBOA	14-2-1981	CPI
All India Bank Officers Congress	AIBOC	06-10-1985	NIL
National Organisation of Bank Officers	NOBO		BMS

In other words NUBE is the fourth oldest union in the banking industry and the fourth largest union in terms of membership.

The aforesaid data underscores a vital fact that most of the constituents of UFBU have traditionally seceded from some organization if one looks at the history of Bank employees' movement. Seceding from organization on ideological and objective grounds in safe guard of principle should be recognized as a positive step.

You will agree, a trade union is "unity among the workers" and a trade union is a symbol of unity. United forums should not,

therefore, be used for disuniting the workers, much less for workers fighting workers.

Based on the experience of The Joint Struggle Committee of Award Staff Unions, having tasted success in their struggle against the IBA and the Government on varied issues, in deference to appeal made by the convener for formation of united forum ,many like minded unions expressed their intention to form such a forum . Under this background, on the 14 February, 1997, the nine Unions, representing both workmen and officers, in the banking industry which expressed their intentions to join the untied forum orally or in writing, met at Mumbai and decided to fight against the Government's proposal under the banner of United Forum of Bank Unions (UFBU) in pursuance of the philosophy of trade union unity. Since BKMS did not express their willingness to join the UFBU they are not part of the united forum.

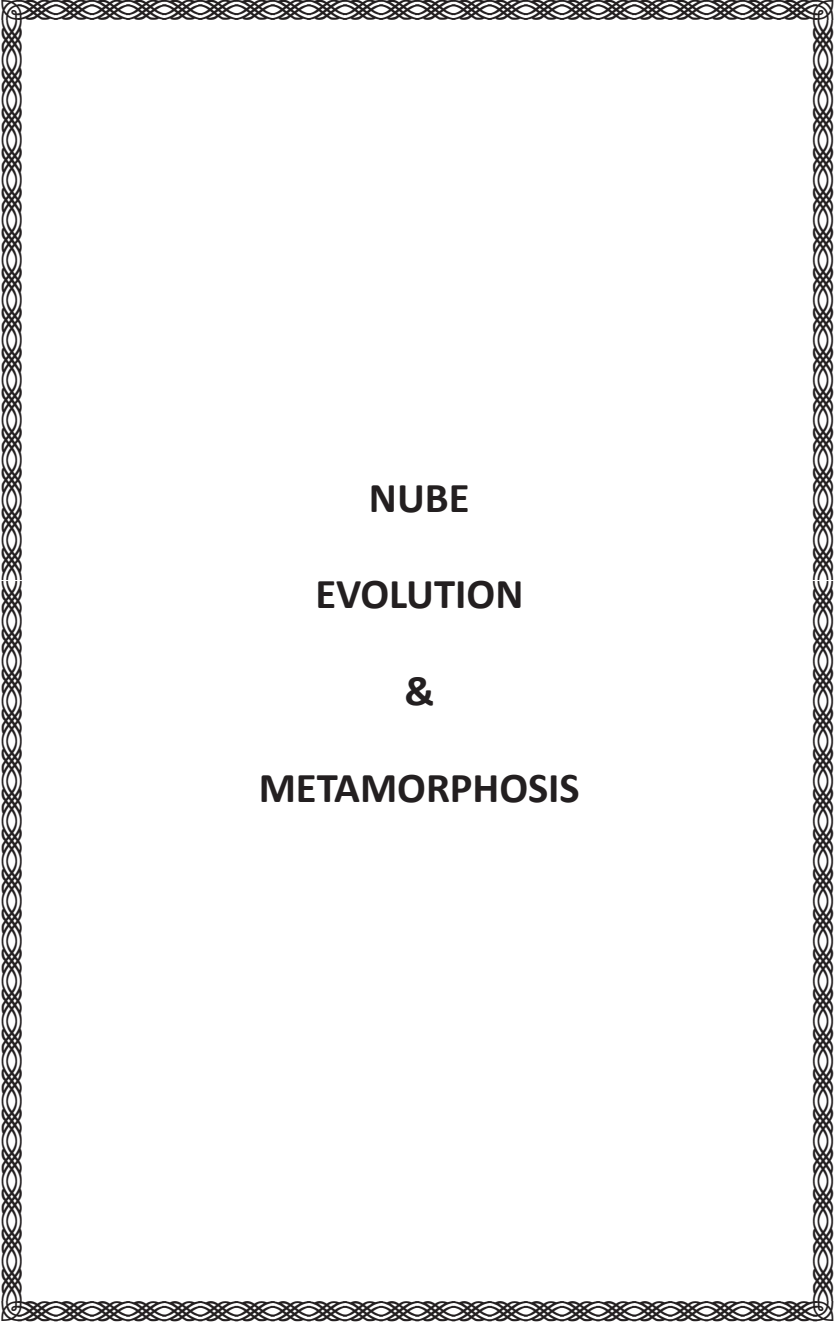
In tune with this tradition in the interest of unity for which the forum stands for, any union sympathizing the objects of the forum should be *ipsofacto* be a part of the forum. Taking into account NUBE had always been in the vanguard of all just struggles for bank employees' in the country and had contributed in the past in no uncertain terms its unequivocal support to all the organizational decisions of UFBU at the industry level, you will agree it has all the legitimacy to be part and parcel of UFBU.

Yours comradely,

(Sd./-)

(L.BALASUBRAMANIAN)

GENERAL SECRETARY

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NUBE
EVOLUTION
&
METAMORPHOSIS

NUBE - HISTORY

Our organization, National Union Of Bank Employees (NUBE), one of the oldest unions in the banking industry was revived on 19-06-2011 at Chennai , the birth place or the cradle of trade union movement where , *Tiru Vi Ka* - Tiruvarur Vi Kalyanasundaram most visible face of the Madras Labour Union formed the first confederation of trade union in 1923. NUBE was formed to rebuild a strong, cohesive and -coordinated movement of employees in the banking sector.

We deem it appropriate to bring it the notice of the members the historic evolution & metamorphosis of NUBE .

All India Overseas Bank Employees' Union, one of the oldest trade union in the Banking Industry delinking from political persuasions right from its inception in the trade union movement **in its 16th annual conference at Karaikal in Pondicherry State on 14th and 15th September 1969** resolved that an appeal should be made like minded unions functioning in public sector Banking industry urging upon them to form an organization with the sole object of providing a common platform exclusively for all the employees in the Nationalised Banks – enabling them to be the makers their own destiny.

In response to the appeal made of like minded unions, sequel to the initiative taken by AIOBEU mentioned above the following 5 organisations ,All India State Bank of India Staff Federation ,. All India Bank Employees Federation, .All India Bank of Baroda Employees Federation, All India Indian Overseas Bank Employees Union, . Canara Bank Staff Union met at Bombay on the 26th, 27th, 28th January 1970, and **On the 26th January, 1970 National Union of Bank Employees (NUBE) is born.**

The Principal Objects of NUBE are as under :

- * To organize on trade union lines the employees in public

sector Banks throughout India and outside wherever such bank or banks have their office and to foster a spirit co-operation & comradeship among all the classes of employees in such banks

- ✱ To co-ordinate the activities of the Federations, Unions and Associations operating within public sector banks within Indian Unions and the Federating Units located outside and initiate policies conducive to the progress and benefit of such Federation, Unions, Associations of federating units and their members
- ✱ To Secure Improvement of the status and service conditions of every member of the Federations, Unions / Association or such other Federating Units of NUBE Equality of rights and privileges for all the employees in public sector banks engaged to perform the same kind of jobs
- ✱ The dominant characters of NUBE as envisaged by the founding members are as under
- ✱ Each constituent-member can deal with their concerned management in the manner that it thinks fit, while keeping in view the national perspective of NUBE
- ✱ Full participation of the rank and file in the functioning of their unions
- ✱ Development of Trade Union Cadre on a big scale
- ✱ Decentralization of decision making process and development of the trade unions

The guiding principle of NUBE:

NUBE decided to guide itself and confine its activities solely within the well-defined principles of collective bargaining and in matters connected with labour welfare alone. NUBE decided not to

dabble in or associate itself with political affairs having no bearing on the labour and not to allow itself to be influenced or dominated by any political ideologies

NUBE elected its office bearers in the **First Convention held on 2nd and 23rd March 1970, Bombay.**

On 3rd August 1973, at a mammoth gathering of NUBE, was held at Calcutta.

Leaders, delegates and members of different constituents of NUBE attended a General body meeting held at Calcutta. This meeting gave a clarion call to one and all for their whole hearted and unstinted support for the formation and activation of NUBE at different parts of the country for the growth of a healthy and better trade-unionism in Banking sector.

In the meanwhile, there was a big revolt in U.P and a new state body of Bank employees in the name of UP Bank Employees Congress emerged there. There were tremors in Punjab also, where the PNB Bank employees Union, revolted and joined AIBEF. In Central Bank of India, the General Secretary of AIBEA union in Punjab and Haryana quit the AIBEA with a large chunk of members and joined AIBEF. Revolts on the same pattern in one or the other way developed in other states too, which were symptomatic of the growing dissatisfaction of the bank employees with the antics and policies of the monopoly unions.

The efforts at Co-ordination among like minded organizations having *apolitical* ideology continued in one or other form. In the year 1972, a Coordination Committee of NUBE, AIBEF was formed at Bhopal. . It was at this critical juncture that a conference was held at Delhi on 23.7.1973. The Unions thus assembled to form themselves into a new organisation of Bank employees in the name of Indian National Bank Employees Congress and it was further resolved to coordinate the activities of INBEC with NUBE and, if

possible, to bring about a merger of the two in order to provide a strong viable alternative .

The first task to which INBEC/NUBE coordination set itself was to expose the various ills and evils which were plaguing the banking industry and swiftly eating into the vitals of its very structure. A number of memorandum were submitted to the Government listing the cases of corruption, malpractices and frauds. Memorandum were also submitted on numerous cases of victimization, unfair labour practices and discrimination against individual employees,.. Demands were raised upon the Ministry of Labour to institute court of enquiry against the defaulting managements under provisions of I.D Act. The Government and Ministry of Labour had to move on these unions' (NUBE/INBEC) sustained intervention and initiative to deal with situations in many cases.

When leaders of NUBE and INBEC were busy creating a powerful lobby, com.M.Rajagopal, Asst. General Secretary of NUBE and Gen.Secretary of All India Bank of Baroda Employees' Federation was suspended by the Bank of Baroda management. This came as a rude shock to the Bank employees movement and NUBE. It was a sinister conspiracy to divert the attention of NUBE from the task of mobilizing public opinion regarding bipartite talks. This suspension is also a case of victimization for legitimate trade union activity. The federation launched a fight and was supported by all the NUBE units. A mammoth demonstration was also held before the Banking Department, New Delhi to press the demand for reinstatement of Sri M.Rajagopal. Ultimately, the Finance Minister intervened in the matter and ordered unconditional reinstatement of Shri M.Rajagopal.

This singular but significant victory gained by the INBEC strengthened bank employees' confidence in INBEC and hastened the pace of unity between INBEC and NUBE. At the Tripartite Conference held on 26.7.75 the Ministry of Labour did not invite

NUBE and NOBW, though the All India State Bank of India Staff Federation, which was a constituent of NUBE was invited. However the constituents of NUBE i.e. the All India Bank of Baroda Employees' Federation. All India Overseas Bank Employees' union and Canara Bank Staff Union joined at the same time for discussions with the representatives of All India State Bank of India Staff Federation and efforts for unity continued and meetings with them were held at Hyderabad, Mumbai and Delhi. The discussions were fruitful and ultimately the All India State Bank of India Staff Federation also decided to join INBEC, which fulfilled the long cherished goal of bank employees to build up a strong, free democratic trade union of bank employees. Then President Late Com.O.P.Gupta took courageous lead and played a vital role in formation of INBEC by inspiring several bank employees organisations.

With subsequent affiliation of three out of four unions of NUBE and with the affiliation of the All India State Bank of India Staff Federation with INBEC, it was felt that the Charter of Demands submitted in 1974 should be suitably revised to conform to the new situation and taking into account the economic changes in the intervening period. The INBEC therefore, constituted a Committee to go into all aspects of the matter. In the meantime, a memorandum on CDS, bonus and wage revision was submitted to Hon'ble Labour and Finance Ministers, copies of which were sent to all MPs

During dark days national emergency in the period 1975-76, much to its chagrin and hesitation of other constituents, particularly AIOBEU, All India State Bank of India Staff Federation which confederated with INBEC and took affiliation of INTUC and constituents of NUBE were in disarray. NUBE remained non functional temporarily.

Immediately after national emergency during 1977 it was also felt that in the changed political context, it would be more prudent to free the INBEC of any impression of its being the appendage of

any political party and to carry on its activities on purely independent lines, which was the principle on which the INBEC was founded. It was in the context of these cumulative circumstances and with the larger objective of broad basing the activities of INBEC that the decision to dissociate INBEC from INTUC was taken in Delhi. Accordingly INBEC disaffiliated itself from INTUC. Constituents' of NUBE reunited under the banner of INBEC now an independent organization.

In this year 1979 during the closing stages of the third bipartite INBEC fought a legal battle in Calcutta High Court regarding a dispute challenging the authority to use the name of the organization INBEC even after being disaffiliated from INTUC. The constituents of INBEC then changed the name INBEC to NCBE.

As in the past a historic duty was once gain cast on AIOBEU. Disenchanted with the functioning of certain unions in the banking industry the National Executive of All India Overseas Bank Employees' Union, one of the oldest and vibrant union in the banking industry serving the and espousing the cause of not only IOB employees but also the banking fraternity for over six and decades resolved on **19-6-2011 to revive NUBE (National Union Of Bank Employees')** a independent apolitical union to bring various like minded unions in the industry level under its umbrella. In the aforesaid meeting where first affiliate - Pandyan Grama Bank Workers' Union ,from regional rural banks participated and **Com.L. Balasubramanian was unanimously elected as the General Secretary of NUBE.**

In response to appeal made by the General Secretary of NUBE presenting NUBE vision for the future as a free community of trade union, independent but inter-dependent, apolitical, uniting one great family of working class, outgrowing and transcending the hates and fears that rend our age, The General Secretaries, Presidents and the central committee of the following unions

- a) PNB Progressive Employees' Union
- b) Central Bank of India Staff Congress (West Bengal, Sikkim & U.P)
- c) Allahabad Bank Staff Association
- d) All India UCO Bank Staff Federation met at Kolkata / unanimously decided to affiliate with NUBE on 21-05-2012.

While joining NUBE, these affiliates did not expect any individual favours excepting the warmth of our beloved organisation and comradarie between them. They had placed us in our debt.

The affiliates of NUBE with view of fortifying its strength once again met at Kolkata and established formation of **West Bengal State Unit of NUBE ON 16-6-2012**. The meeting deliberated in length the ill advised steps of the Government particularly pushing Banking reforms in a breakneck speed impending danger that awaits Bank Employees' ham – handed manner in which the Government continues to dilute Public Sector Banking, encourage Private Sector and Foreign Banks, opening of banking sector to private and foreign sharks, amendments to Banking Regulations Act and Banking Companies (Acquisition and Transfer of Undertaking Act). Closure of loss making branches and above all thrusting of anti-employee recommendations of the Khandelwal Committee.

After live discussion it was unanimously resolved to protest against the above moves of the Government and decided to observe **All India Bank Strike on 25th July 2012**, followed by **Dharna** near Parliament on 25-07-2012, proceeded by demonstrations, rallies, processions, mass meetings, badge wearing and submission of memorandum in all districts and towns. The Central Committee also decided to seek the support of various leaders of political parties, Members of Parliament in pursuance of above demands and struggle.

Taking into account that 9th Bipartite Settlement expires on

31-10-2012 and need has arisen to revise the same having regard to the all-round increase in the cost of living, erosion in wages of the employees, spiralling price rise, increased work load on the employee, freezing of recruitment, contribution of the employees in improving the business of the Bank, deliberated and **finalized the CHARTER OF DEMANDS for the 10th Bipartite demanding on overall increase of 45% in wage load.** To trigger further take off it was unanimously decided in the meeting to hold the first conference of NUBE at Chennai with all the splendor it deserves very shortly.

The General Secretary, NUBE concluding the meeting appealed to all the affiliates and rank and file to fight for the multiple tasks before us and the attacks and challenges on the anvil. The General Secretary urged IBA and Government to consider all the pending issues including Compassionate Appointment without further delay.

Our future tasks, from now on should be focused on organization building at bank level, state level and district level. Let us pledge to take this message to every nook and corner of the Country so as to build a strong organization to continue to play its due role with more energy and enthusiasm acting as sword and shield, of the bank employees. We have enhanced confidence that NUBE shall blossom embracing more and more bank employees in the days ahead.

NUBE stands for constructive trade-unionism

NUBE stands for non-political, internal leadership of trade-unions

NUBE stands for peace and prosperity in the industry

NUBE stands for negotiated settlement of problems

NUBE stands for cordial staff-management, staff-customer relation

NUBE stands for unity of bank employees