

Ref: **BKSM: X BPS:2012.**

Date:20th October,2012.

**THE CHAIRMAN,
INDIAN BANKS' ASSOCIATION,
World Trade Centre, Centre – I,
6th Floor, Cuffe Parade,
Mumbai 400 005.**

Respected Sir,

Sub: **Charter of Demand for Xth Bipartite Wage Negotiations**

We submit herewith Charter of Demands for the ensuing Xth Bipartite Wage Revision for the Bankmen for discussions / negotiations. The list of demands is not exhaustive & therefore, we reserve our right to amend / alter the demands, if warranted, in the course of discussion.

In this connection, we would like to enlist your co-operation in early resumption of discussions / negotiations with a view of timely wage settlement & its implementation.

Your early action is highly appreciated.

Thanking you,

Yours faithfully,

**(Rajan Tulaskar)
General Secretary**

**BANK KARMACHARI
SENA MAHASANGH**
(Affiliated To: BHARTIYA KAMGAR SENNA MAHASANGH)

CHARTER OF DEMANDS

**FOR WAGE REVISION OF
BANK EMPLOYEES**

Xth BI PARTITE

WAGE NEGOTIATIONS

Address: **c/o** Union Bank Karmachari Sena Office, 66/80, Union Bank Building, 5th Floor, Mumbai Samachar Marg, Fort, Mumbai 400 023.

BASIC PAY : Revised Basic Pay by merger of 100 % of DA as on 1/05/2012 i.e.1712 points (428 slabs) over 4548 points with a loading of 25% for clerical & 35% for sub staff of respectively.

STAGNATION INCREMENTS : Proposal 1: Scales of Pay be increased from 20 years to 25 years.
If the scales of pay to increased to 25 years then 5 Stagnation Increments be given at every alternate year after 25 years.

Proposal 2: If the scales of pay are not increased to 25 years then 8 Stagnation Increments be given at every alternate year.

DEARNESS ALLOWANCE : DA shall be paid for every rise or fall of 4 points over 4548 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at a neutralisation rate of 120%.

HOUSE RENT ALLOWANCE :

AREA	RATE AS % OF PAY
1. Places with population of more than 45 lacs.	15% of Pay
2. Places with population of more than 12 lacs.	12% of Pay
3. Places with population below 12 lacs & State Capitals & Capitals of Union Territories.	10% of Pay

Where quarters are provided HRA shall not be payable & the rent to be recovered shall be 0.40 % of the first stage of the scales of Pay.

Leased Accomodation be provided to workmen employees on transfer/promotion outside the present district or 100 km whichever is less.

SPECIAL PAY :

In view of time bound career progression, the following Special pay be paid after a period of service mentioned there against.

SPECIAL PAY	Amount(Rs)	Period of service
Clerical		
Senior Special Assistant	5000/-	16
Head Cashier/ Special Assistant	3000/-	12
Senior Assistant	2,200/-	8
Single Windows Operator 'B'	1,200/-	4
Single Windows Operator 'A'	-	on joining
Substaff		
Cash Peon	-	on joining
Bill Collector/Armed Guard	1000/-	4
Daftary	1400/-	8
Head Peon	1800/-	12
Head Messenger	2500/-	16
Electrician/AC Plant Oper.	3000/-	
Driver	3500/-	
Record Keepers	3500/-	25

All aforesaid special Pay shall be computed for DA, HRA and Superannuation benefits.

The duties to each of the above special allowances shall be revised accordingly.

The Fixed Personal Pay and Professional Qualification Pay (PQP) too shall be upwardly revised. All employees completing their graduation after reaching the maximum of scale shall get the PQP immediately on becoming a graduate and his first stagnation increment should be preponed by two years.

TRANSPORT ALLOWANCE : Be revised to Rs.2000/- per month.

OTHER ALLOWANCE :

The following allowance be increased by 40%.

- a) Washing Allowance.
- b) Hill & Fuel Allowance.
- c) Halting Allowance.
- d) Cycle Allowance.
- e) Split Duty Allowance.
- f) Project Area Allowance.
- g) Special Area Allowance. This should include Chandrapur & Gadchiroli District of Maharashtra which are affected by Naxalite activities.

MEDICAL AID :

Medical Aid should be enhanced to an amount Rs.5,000/- per annum.

HOSPITALISATION:

- Hospitalisation charges shall be reimbursed in full on actual basis & there shall be no ceiling for both, the employee & his/her dependants.
- Group Medclaim policy for employees and his/her family members be formulated.
- Charges of attendant after major surgery be reimbursed in actual after discharge.
- Medical expenses within 90 days of post hospitalization period be reimbursed.
- Monthly income criteria of **wholly dependant child /parent** be revised accordingly.
- Reimbursement of Hospitalisation for self & spouse after retirement to a maximum of Rs.300,000/- on monetary contribution of 10% of Rs.300,000/-
- The bank should permit the settlement of Hospitalisation bills against Medical Insurance (Mediclaime) and thereafter reimburse the balance of Hospitalisation bills against certified Xerox copies of the bills.
- Hospitalisation should include Dental treatment and Physiotherapy as advised by the surgeon after 45 days.

The following diseases be added for reimbursement of hospitalization as Domiciliary Treatment in terms of Para No.12 of Schedule V of the IXth Bipartite Settlement.

1. BRONCHIAL ASTHMA.
2. THYROTOXICOSIS.
3. MYXOEDEMA.
4. MENIERE'S SYNDROME.
5. ACQUIRED IMMUNE DEFICIENCY SYNDROME {AIDS}
6. VARICOSE VEINS.
7. ADDISONS DISEASE
8. HYPERTENSION (BP)
9. MIGRAINE
10. INSOMNIA
11. ALZHEIMER

The reimbursement of the cost of all New Pathological Tests not listed in earlier Bipartite Settlements but conducted by Major Hospitals & at Medical Laboratories should be reimbursed.

DEFINITION OF FAMILY :

Para no. 18 (c) of IXth Bipartite Settlement regarding inclusion of Natural Parents or Parents -in-Law of female employee to be clarified further in relation to the aspect of " Wholly Dependent" and " Ordinarily residing with". Income criteria be enhanced to Rs.10,000/- Per Month

LEAVE :

- Accumulation of Privilege Leave be increased to 300 days.
- Notice period for application of Privilege Leave be reduced from 30days to 15 days.
- Casual Leave be increased from 12 to 18 in a calendar year.
- Workmen be granted sick leave of 15 days full pay for each year of completed service.
- Encashment of 50 % of unutilized casual and sick leave at the time of Retirement.
- Leave availed for sickness of dependants be excluded from the three occasions of Privilege Leave during a calendar year & Privilege leave be permitted on 5 occasions.

- Un-availed casual Leave should be excluded while calculation of Privilege Leave.
- All Bank Holidays falling on Sundays be compensated during the same calendar year.
- Medical Certificate should not be insisted in case absence of not more than 4 days.
- Special Leave to be given to employees who participate in Government approved 'Stress Management courses'.

LEAVE FARE CONCESSION :

The eligible distance & the rate of Road travel be revised upwardly as under.

CLERICAL STAFF	AC II Tier	2 Years Block	2200 Kms
		4 Years Block	4400 Kms
SUBORDINATE STAFF	AC III Tier	2 Years Block	3000 Kms
		4 Years Block	6000 Kms

- The encashment of LFC on declaration be enhanced to 100 %.
- Foreign journey be permitted once in entire service span.
- LFC Encashment to be given to both Husband and Wife working in same bank.
- Road Mileage charges to be increased from Rs.3/- Km to Rs.5/- Km.

PART TIME EMPLOYEES:

All PTS be converted to full Time as be redesignated.

PROVIDENT FUND : 12% of Pay.

PENSION :

- The principle of one post one pension should be introduced i.e. after every wage revision the corresponding revision should be given.
- Pension Scheme as available to employees who have joined prior to 1/04/2010 be made applicable to remaining set of employees.
- For calculation of Basic Pension, last month Basic Pay and other eligible aspect be considered, as against average of last 10 months pay.
- Present permissible percentage for Commutation of Pension be increased from 33% to 40%.

OTHER DEMANDS :

- The provisions of the next settlement shall be implemented from 01.11.2012 only & both the parties should strive to have the Bipartite Settlement negotiated expeditiously.
- Bonus to be paid to all and if wage ceiling exceeds then Ex-gratia be paid @ 8.33%.
- Rationalisation of all benefits to employees in all banks covered under this settlement.
 - a) Reimbursement of Petrol Expenses.
 - b) Payment of Inconvenience Allowance.
 - c) Increase of Lunch allowance to Rs.100/- to be paid to staff on being entrusted to accomplish official duties during lunch time.
- Uniform Promotion Policy be formulated for all the Banks & it shall be inclusive of how the Process of identification of vacancies is done. It should also have repatriation provisions for sub staff on their promotion as given to officers.
- All vacancies caused due to resignation, retirement, termination and death be filled up by recruitment.
- Staff members after the age of 55 years be posted as per their choice for the last phase of remaining service.
- To have five day week working as per RBI.
- Removal of Clause No. **V (q)** of the settlement dated 10.04.2002 i.e. "Misbehavior towards Customer arising out of Bank's Business". The Bank should investigate whether the complaint is out of Infrastructure deficiencies and only thereafter this clause should be made applicable.
- Promotions or increments for Artist/ those pursuing & excelling literature music and sports.
- Increase in the limit of Special leave for mountaineering and Government approved expedition.
- Compassionate Appointment-Review present scheme and status and increase the financial assistance presently given to minimum of Rs. 12.00 lac.