

Ref: **BKSM:IX BPS:CD:2007.**

Date:31st October,2007.

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

Respected Sir,

Sub: **Charter of Demand for IX th Bipartite Wage Negotiations**

We submit herewith Charter of Demands for the ensuing IX th 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 SENA
MAHASANGH)

CHARTER OF DEMANDS

FOR WAGE REVISION OF

BANK EMPLOYEES

IX th BIPARTITE

WAGE NEGOTIATIONS

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

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- BASIC PAY** : Revised Basic Pay by merger of 100 % of DA as on 31/10/2007 i.e. 656 pts (164 slabs) over 2288 pts with 15 % loading thereon for both clerical & sub-staff.
- STAGNATION INCREMENT** : Six Stagnation Increments each at a frequency of Two years for Clerical Staff & Seven Stagnation Increments each at a frequency of Two years for Sub-staff.
- DEARNESS ALLOWANCE** : DA shall be paid for every rise or fall of 4 points over 2944 pts in the quarterly average of the All India Average Working Class Consumer Price Index

(General) Base 1960 = 100.

HOUSE RENT ALLOWANCE :

AREA	RATE AS % OF PAY
1. Places with population of more than 45 lacs.	12 % of Pay
2. Places with population of more than 12 lacs.	10 % of Pay
3. Places with population of 2 lacs & over & State Capitals & Capitals of Union Territories.	8 % of Pay
4. Places with population below 2 lacs.	7.5 % of Pay

Where quarters are provided HRA shall not be payable & the rent to be recovered shall be 0.50 % of the first stage of the scales of Pay.

CITY COMPENSATORY ALLOWANCE : The existing rates be maintained for both higher & lower CCA centres for clerical & subordinate staff ceiling.

SPECIAL PAY : All special pay shall be revised upwardly by not less than 75 % of the present level & shall be computed for DA, HRA, CCA and superannuation benefits.

The criteria for assigning a sub-staff, the duties of Head Peon, be revised in view of considerable reduction of man power in their cadre.

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OTHER ALLOWANCE : There should be considerable upward revision of :

- Washing Allowance.
- Transport Allowance.
- Graduation Pay / Professional Qualification Pay.
- Hill & Fuel Allowance.
- Fixed Personal Pay.
- Halting Allowance.
- Cycle Allowance.
- Split Duty Allowance.
- Project Allowance.

MEDICAL AID & : Medical Aid should be enhanced to an amount of Rs.3,600/- per annum.

HOSPITALIZATION: Hospitalization charges shall be reimbursed in full on actual basis & there shall be no ceiling for both, the employee & his/her dependants.

There shall be no discrimination in reimbursement of hospitalization charges for clerical & subordinate staff.

Charges for engaging a nurse or attendant, if the necessity is certified by the Medical Practitioner, be reimbursed. Medical expenses within 90 days of post hospitalization period be reimbursed.

Monthly income criteria of **wholly dependant child / parent** be revised upwardly.

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

1. BRONCHIAL ASTHMA.
2. THYROTOXICOSIS.
3. MYXOEDEMA.
4. RHEUMATOID ARTHRITIS.
5. MENIERE'S SYNDROME.
6. ACQUIRED IMMUNE DEFICIENCY SYNDROME. {AIDS}
7. VARICOSE VEINS.

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

DEFINITION OF FAMILY : Para no. 18 (c) of VIII th 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 Dependant"

LEAVE : Accumulation of Privilege Leave be increased to 270 days.

Workman be granted sick leave of 15 days full pay for each year of completed service.

Encashment of 50 % of unutilized sick leave at the time of Retirement.

Leave availed for sickness of dependants be excluded from the three occasions of Privilege Leave be permitted during a calendar year.

LEAVE FARE CONCESSION : The eligible distance & the rate of Road travel be revised upwardly.

The encashment of LFC on declaration be enhanced to 90 % from present 75% and the eligibility for encashment be revised to II Tier A/c for clerical cadre & III Tier A/c for subordinate staff.

Foreign journey be permitted once in entire service span.

PART TIME EMPLOYEES : All Part Time employees to be upgraded by one step & the lowest category of Part Time employees i.e. those drawing consolidated wages be eliminated by making them work for more than 6 hours a week.

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PENSION : One more option as per the existing Pension Scheme be given & the additional cost of the same be appropriated to the Pension Optees only.

OTHER DEMANDS : 1.The provisions of the next settlement shall be implemented from 01.11.2007 only & both the parties should strive to have the Bipartite Settlement negotiated within maximum of 18 months.

2. Dearness Allowance be paid on revised Fixed

Personal Pay.

3. Uniform Promotion Policy be formulated for all the Banks & it shall be inclusive of the Process of identification of vacancies.
4. To have five day week working as per RBI.
5. Removal of Clause No. **V (q)** of the settlement dated 10.04.2002 i.e. "Mis-behavior towards Customer arising out of Bank's Business."