

BKSM/GS/206
27th April 2012

Date:

To,
All General Secretaries:

Please circular the first draft of 'Charter of Demands" amongst our members and forward to Shri. Anand Kabadi (convenor of Negotiating Committee) in Mahasangh of any suggestions/ new demands, if any received, by 12 May 2012.

Yours faithfully,

(Rajan Tulaskar)
General Secretary

BANK KARMACHARI SENA MAHASANGH

BASIC PAY : Revised Basic Pay by merger of 100 % of DA as on 31/10/2011 i.e.1604 points (401 slabs) over 4440 points with a loading of 25% for clerical & 30% for substaff of respectively.

STAGNATION : Proposal1: Scales of Pay be increased from 20 years to 25 years.

INCREMENTS 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 7 Stagnation Increments be given at every alternate years

DEARNESS : DA shall be paid for every rise or fall of 4 points over

ALLOWANCE 4440 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.	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 0.40 % of the first stage of the scales of Pay.

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/-	20
Head Cashier/ Special Assistant	3000/-	15
Senior Assistant	2,200/-	10
Single Windows Operator 'B'	1,200/-	5
Single Windows Operator 'A'	-	on joining
Substaff		
Cash Peon	-	on Joining
Bill Collector	1000/-	5
Daftary	1400/-	10
Head Peon	1800/-	15
Head Messenger	3500/-	20
Electrician/AC Plant Oper.	3750/-	
Driver	4500/-	
Record Keepers	5000/-	25

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

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

The Fixed Personnel Pay and Professional Qualification Pay 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.1000/- p.m.

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 Allowance.

MEDICAL AID : Medical Aid should be enhanced to an amount Rs.5,000/- 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.

Group Mediclaim 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.

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.

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 : Para no. 18 (c) of VIII th Bipartite Settlement regarding inclusion of Natural Parents or Parents -in-Law of female employee to be **FAMILY** clarified further in relation to the aspect of “ Wholly Dependant” Income criteria be enhanced to Rs.10,000/-=Per Month

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.

Unavailed casual Leave should be excluded while calculation of Privilege Leave

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

The encashment of LFC on declaration be enhanced to 100 %.

Foreign journey be permitted once in entire service span after 20 years.

PART TIME EMPLOYEES : All PTS be converted to full Time as be redesignated.

PENSION : The principle of one post one pension should be introduced i.e. after every wage revision the corresponding revision should be given.

OTHER : 1.The provisions of the next settlement shall be implemented

from 01.11.2012 only & both the parties should strive to have the
DEMANDS Bipartite Settlement negotiated expeditiously.

2. Uniform Promotion Policy be formulated for all the Banks & it shall be inclusive of the Process of identification of vacancies.
3. To have five day week working as per RBI.
4. 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." The Bank should investigate whether the complaint is out of Infrastructure deficiencies and only thereafter this clause should be made applicable.

5. Promotions or increments for Artist/ those pursuing & excelling literature music and sports.
6. Increase in the limit of Special leave for mountaineering and Government approved expedition.

7. Compassionate Appointment-Review present
scheme and status

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	4200/-	20
Head Cashier/ Special Assistant	3000/-	15
Senior Assistant	2,200/-	10
Single Windows Operator 'B'	1,200/-	5
Single Windows Operator 'A'	-	on joining
Substaff		

Cash Peon	-	on Joining
Bill Collector	1000	5
Daftary	1400	10
Head Peon	1350	15
Head Messenger	2500	20
Electrician/AC Plant Oper.	2500	
Driver	3000	
Record Keepers	3000	25

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

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

The Fixed Personnel Pay and Professional Qualification Pay 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.