SETTLEMENT ON WAGE STRUCTURE

DATED 12th OCTOBER 1970

BETWEEN

INDIAN BANKS’ ASSOCIATION

AND

ALL INDIA BANK EMPLOYEES’ ASSOCIATION
11 METHOD OF ADJUSTMENT INTO THE NEW SCALES OF PAY FOR WORKMEN WHO JOINED SERVICE BETWEEN 1-1-1970 AND 31-7-1970

12 ANNUAL INCREMENTS
   Full time Workmen
   Part-time Workmen

13 BASIC PAY/EMOLUMENTS OF WORKMEN ON TRANSFER FROM ONE AREA TO ANOTHER

14 SPECIAL ALLOWANCES
   Part I — Clerical Staff
   Part II — Clerical Staff (Educational Qualifications)
   Subordinate Staff

15 DEARNESS ALLOWANCE

16 PROVISIONS REGARDING PROVIDENT FUND OF WORKMEN OF BRITISH BANK OF MIDDLE EAST

17 OTHER ISSUES

18 OPERATION OF THE SETTLEMENT

19 Provision FOR REMOVAL OF DOUBT OR DIFFICULTY

APPENDIX "A"

<table>
<thead>
<tr>
<th>Appendix</th>
<th>Subject</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>LIST OF PARTIES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>'A' CLASS BANKS — FOREIGN BANKS</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td>'A' CLASS BANKS — INDIAN BANKS</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td>'B' CLASS BANKS</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>'C' CLASS BANKS</td>
<td>28</td>
</tr>
</tbody>
</table>


Memorandum Of Settlement arrived at on 12th October, 1970 in an industrial dispute between the Managements of the Banks as represented by the Indian Banks' Association and their workmen as represented by the All India Bank Employees Association on the wage structure of the bank employees.

PARTIES PRESENT

Representing Managements: 1. Mr. P. F. Gutta,
2. Mr. R. A. Gulmohamed,
3. Mr. D. R. Chapman,
4. Mr. P. Krishna Iyer,
5. Mr. M. V. Bhide,
6. Mr. R. K Ghotgalkar

duly authorised on behalf of the Indian Banks' Association

Representing Workmen: 1. Mr. D. P. Chadha, President,
2. Mr. K. K. Mundul, Vice-President,
3. Mr. Prabhat Kar, General Secretary,
4. Mr. H. L. Parvana, Secretary,
5. Mr. T. Chakrabarti, Assistant Secretary,
6. Mr. N. Sampath, Assistant Secretary,

All India Bank Employees Association
SHORT RECITAL

Upon the expiry of the Bipartite Settlement dated 19th October 1966, the All India Bank Employees Association raised demands inter alia for revision of wage structure of bank employees.

Negotiations were held between the Indian Banks' Association and the All India Bank Employees Association and as a result thereof, the parties (a list whereof is given in Appendix 'A' hereto) have arrived at the following terms of Settlement on wage structure.

TERMS OF THE SETTLEMENT
GENERAL

1. The parties agree that the provisions contained in the Bipartite Settlement dated 19th October 1966, relating to the subject matters of this Settlement, shall stand modified to the extent and in the manner set forth in this Settlement.

CATEGORISATION OF BANKS

2. In supersession of clause 2.2 of the Bipartite Settlement dated 19th October, 1966 the banks which are parties to this Settlement shall be classified as shown in Appendix 'A' hereto.

CATEGORISATION OF AREAS

3. In partial modification of clause 3.1 of the Bipartite Settlement dated 19th October 1966, areawise classification of different places in the country for the purpose of scales of pay stands abolished and consequently the scales of pay, dearness allowance and special allowances shall be uniform at all places.

4. In this Settlement any reference to Areas shall be to the Areas set out in clause 3.2 of the Bipartite Settlement dated 19th October 1966 and additions thereto in terms of clause 3:4 of the said Settlement.

SCALES OF PAY

(A) Clerical Staff

5. In supersession of clause 4.1 of the Bipartite Settlement dated 19th October 1966, the following uniform pay scales with re
ference to the base year 1960 shall apply to all full time workmen other than those belonging to the subordinate staff:

A CLASS BANKS


| 1 | 3 | 2 | 1 | 3 | 3 | 3 | 2 | 2 |

(20 years)

B CLASS BANKS


| 1 | 2 | 3 | 2 | 1 | 3 | 3 | 3 | 2 |

(20 years)

C CLASS BANKS


| 1 | 4 | 3 | 2 | 1 | 3 | 3 | 3 |

(20 years)

6. In supersession of clause 4.2 of the Bipartite Settlement dated 19th October 1966, the combined running scale will, therefore, be as follows:


(B) Subordinate Staff

7. In supersession of clause 4.3 of the Bipartite Settlement dated 19th October 1966, the following uniform pay scales with reference to the base year 1960 shall apply to all full time workmen who are members of the subordinate staff:

A CLASS BANKS

116-3-131-4-151-5-181-6-193-7-200

| 1 | 5 | 5 | 6 | 2 | 1 |

(20 years)

B CLASS BANKS

108-2-110-3-131-4-151-5-181

| 1 | 1 | 7 | 5 | 6 |

(20 years)
8. In supersession of clause 4.4 of the Bipartite Settlement dated 19th October, 1966 the combined running scale will, therefore, be as follows:—

(C) Part-time Workmen

9. In supersession of clauses 4.5 and 20.5 of the Bipartite Settlement dated 19th October 1966, part-time workmen shall be entitled to graduated incremental pay scales related to their working hours as follows:—

(a) Part-time workmen other than those belonging to the subordinate staff shall be paid one-third of the "scale wages" and shall also be entitled to one third of the annual increments, payable under this Settlement to full-time workmen provided that the total working hours of such part-time workmen shall not exceed 12 per week.

(b) Part-time workmen who are members of the subordinate staff shall be paid:

If their normal total working hours per week are:

Upto 3 hours ... at Bank's discretion.

More than 3 hours but less than 6 hours ... a minimum of Rs. 25/- per month.

6 hours to 13 hours ... One-third of the scale wages with proportionate annual increment.

More than 13 hours to 19 hours ... One-half of the scale wages with proportionate annual increment.

More than 19 hours to 29 hours ... Three-fourth of the scale wages with proportionate annual increment.

Beyond 29 hours ... Full scale wages.
EXPLANATION

For the purpose of sub-clauses (a) and (b) above, the expression “scale wages” shall mean basic pay, City Compensatory Allowance (as per clause 11 below), if any, special/House Rent/other allowances, if any, and dearness allowance payable under this Settlement to full time workmen.

EFFICIENCY BAR

10. There shall be no efficiency bar in the new scales of pay under this Settlement and accordingly clause 4.6 of the Bipartite Settlement dated 19th October 1966 stands deleted.

CITY COMPENSATORY ALLOWANCE

11 (a) Workmen in Area I in all categories of banks shall be paid with effect from 1st January 1970, City Compensatory Allowance (CCA) at the following rates:—

*A* Class Banks

Workmen other than those belonging to the subordinate staff 15% of basic pay with minimum Rs. 30/- and maximum Rs. 80/- per month.

Workmen belonging to the subordinate staff 12½% of basic pay with minimum Rs. 15/- and maximum Rs. 25/- per month.

*B* & *C* Class Banks

Workmen other than those belonging to the subordinate staff 15% of basic pay minimum Rs. 30/- per month.

Workmen belonging to the subordinate staff 12½% of basic pay minimum Rs. 15/- per month.

(b) (i) For workmen who were in service in Area I as on 31st December 1969 and entitled to receive C.C.A., the C.C.A. shall rank for calculation of overtime, bonus and provident fund as under:—

100% for overtime;
100% for bonus; and

50% subject to a maximum of Rs. 30/- per month for provident fund contributions.

(ii) For workmen who joined service in Area I between 1-1-1970 and 31-7-1970 (both days inclusive) the C.C.A. shall rank 100% for calculation of overtime and bonus only.

(c) On his transfer, otherwise than at his request, from Area 1 to a lower Area on or after 1-1-1970, a workman shall continue to draw in the lower Area the C.C.A. which was being paid to him on the date of his transfer and such C.C.A. shall rank, in the case of workmen who were in service on or before 31-12-1969 for calculation of overtime, bonus and provident fund contribution in the manner provided for in sub-clauses (a) and (b) (i) above and in the case of workmen who joined service between 1-1-1970 and 31-7-1970 (both days inclusive) for calculation of overtime and bonus in the manner as provided for in sub-clauses (a) and (b) (ii) above; provided, however, that a workman who had been, or may be, transferred from a lower Area to Area I and is transferred back to a lower Area before completion of one year in Area I, shall cease to draw C.C.A. on his re-transfer to the lower Area; provided further that where such period is extended at his request beyond 1 year but not exceeding 2 years from the date of his original transfer, then on his re-transfer to lower Area he shall cease to draw C.C.A.

(d) On transfer of a workman on or after 1-1-1970 at his request from Area I to a lower Area, the C.C.A. which was being paid to him in Area I on the date of his transfer shall be protected by paying it as an “adjusting pay” to be set off against his future increment/s (including dearness allowance thereon).

(e) If any workman is transferred from a lower Area to Area I, he shall be entitled to the City Compensatory Allowance, subject to the provisions of sub-clauses (a) to (c) above.
METHOD OF ADJUSTMENT INTO THE NEW SCALES OF PAY

(For workmen of banks other than those of Bank of India and Bank of Tokyo Ltd., for whom separate provisions have been made).

12. In supersession of clause 4.7 of the Bipartite Settlement dated 19th October 1966, all full time workmen who were in service on 31st December 1969, shall be fitted in the new scales of pay on the basis of the Area in which they were posted as on 31-12-1969 in the manner set out hereinafter.

In the matter of adjustment into the new scales of pay, all efficiency bars in the existing scales of pay shall be ignored.

SECTION — I

FOR WORKMEN OTHER THAN THOSE BELONGING TO SUBORDINATE STAFF.

(a) The initial fitment in the new scales of pay shall be made without reckoning the increment/s for educational qualifications, viz., graduation/National Diploma in Commerce/CAIB/CAIIIB, if any.

(b) A workman in ‘A’ Class bank in Area II shall first be fitted into the new scales of pay by placing him at the stage in the new scale equal to, if not equal, at the nearest higher stage above, the amount comprising of his basic pay as on 31st December 1969 plus 21% thereof; and workmen in Areas I and III shall be fitted at the same stage in the new scale of pay at which the workman in Area II, who was on 31st December 1969 at the corresponding stage, has been fitted;

Provided that the workman at the first stage of the existing scale shall be fitted into the first stage of the new scale.

(c) Workmen in ‘B’ and ‘C’ Class banks in Areas II and III shall first be fitted into the new scales of pay by placing them at the stage in the new scales equal to, or if not equal, at the nearest higher stage above, the amount comprising of their respective basic pay as on 31st December 1969 plus 21% thereof and those in Area I shall be fitted at the same stage in the new scales of pay at which workmen in Area II, who were as on 31st December 1969 at corresponding stage have been fitted;
Provided that the workmen at the first stage of the existing scales shall be fitted into the first stage of the new scales.

(d) (i) After adjustments are made in accordance with sub-clauses (a) to (c) above, workmen of 'A' and 'B' Class banks in existing Areas I and II, who on 31st December 1969, were at stages 1 to 8, and those of 'C' Class banks in existing Areas I and II who on 31st December 1969 were at stages 1 to 9 of their respective existing scales, shall be granted Temporary Adjustable Allowance (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) and City Compensatory Allowance thereon, if any, in the new scales of pay, to be wiped off in two equal instalments on the date of annual increment for 1971 and 1972 i.e. the TAA will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972; provided, however, a workman of 'B' Class bank at the 8th stage of the existing scale as on 31-12-1969 shall be granted one increment instead of TAA in case he is a Graduate/NDC/CAIB/CAIIB.

(d) (ii) Workmen of ‘A’ Class banks in Area III who on 31st December 1969 were at the first stage of the existing scale shall, after fitment in the new scale as per sub-clause (b) above, be granted “Temporary Adjustable Allowance” (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) in the new scale of pay to be wiped off in two equal instalments on the date of annual increment in 1971 and 1972. i.e. the TAA will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972.

(e) Workmen of ‘A’ and ‘B’ Class banks in existing Areas I and II who on 31st December 1969, were at stages 9 to 25 and those of ‘C’ Class banks in existing Areas I and II who on 31st December 1969 were at stages 10 to 25, of their respective existing scales, shall, after adjustments are made in accordance with sub-clauses (a) to (c) above in the new scales of pay, be granted one increment in the new scales of pay.
(f) After adjustments are made in accordance with sub-clauses (a), (c) to (e) above, workmen of 'B' and 'C' Class banks in Area III, who were in service on 31st December 1969, shall be granted (a) "Temporary Adjustable Allowance" (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) in the new scales of pay OR (b) one increment in the new scales of pay, to the extent, and for the period, as stated hereunder, namely —

**Workmen of 'B' Class banks in Area III**

<table>
<thead>
<tr>
<th>Stages</th>
<th>T.A.A.</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 8</td>
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<td>1-1-70</td>
<td>30-6-70</td>
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**Workmen of 'C' Class banks in Area III**

<table>
<thead>
<tr>
<th>Stages</th>
<th>T.A.A.</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 9</td>
<td>T.A.A.</td>
<td>1-1-70</td>
<td>31-12-70</td>
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</tbody>
</table>

(g) After adjustments are made in accordance with sub-clauses (a) to (f) above, the increment/s in terms of Part II under clause 23 below for educational qualifications, viz. Graduation/National Diploma in Commerce/CAIB/CAIIB, if any, shall be added.

If, after adjustments are made in accordance with sub-clauses (a) to (g) above in the new scales, workmen drawing basic pay in any two successive stages of the existing scales are fitted in one and the same stage of the new scales, the workman drawing higher basic pay as on 31st December 1969 in the existing scale shall receive on 1st January 1970 his annual increment irrespective of the date when it falls due during the year 1970 and he shall receive his annual increment thereafter on the 1st day of January every year; provided, however, that if as a result of increments under sub-clause (g) above in the new scales for
educational qualifications, a workman is fitted at a stage higher than that at which he would have been fitted but for sub-clause (a) above, he will not again have the benefit of his increment advanced under this sub-clause.

(i) With effect from 1-7-1970 insofar as workmen in 'B' Class banks in Area III are concerned and with effect from 1-1-1971 insofar as workmen in 'C' Class banks in Area III are concerned, they shall be fitted at the same stage in the new scales of pay where the workmen in Area II at the corresponding stage were fitted as on 31st December 1969 under sub-clauses (a) and (c) to (h) above and thereafter the increment already earned during the year 1970 shall be added; provided, however, that on such fitment the TAA granted to such workmen as provided in sub-clause (f) above, other than to those at the first stage of the new scale shall be withdrawn and one increment granted to such workmen as in sub-clause (f) above shall be absorbed in the increase granted on such fitment;

Provided further that the workmen of 'C' class banks in Area III who have already reached the maximum of the new scale as on 1-1-1970 shall continue to be at the maximum of the new scale.

SECTION II

Subordinate Staff

13. (a) A workman in 'A' class bank in Area II shall first be fitted into the new scale of pay by placing him at the stage in the new scale equal to, or if not equal, at the nearest higher stage above, the amount comprising of his basic pay as on 31st December 1969 plus 30% thereof, and workmen in Areas I and III shall be fitted at the same stage in the new scale of pay at which a workman in Area II, who was as on 31st December 1969 at a corresponding stage, has been fitted.

(b) After adjustments are made in accordance with sub-clause (a) above, the workmen in Areas I and II who were in service as on 31-12-1969 shall be granted one increment at all stages in the new scale of pay and those at stages 1 and 2 of the existing
scale in Area III shall also be granted one increment in the new scale of pay.

(c) Workmen in B and C Class Banks in Areas II and III shall first be fitted into the new scales of pay by placing them at the stage in the new scales equal to, or if not equal, at the nearest higher stage above, the amount comprising of their respective basic pay as on 31st December 1969 plus 30% thereof; and workmen in Area I shall be fitted at the same stage in the new scales of pay at which workmen in Area II, who were as on 31st December 1969 at corresponding stage, have been fitted.

(d) After adjustments are made in accordance with sub-clause (c) above, the workmen in all Areas shall be granted one increment at all stages in the new scales of pay.

(e) After adjustments are made in accordance with sub-clauses (a) to (d) above, workmen who on 31st December 1969 were at stages 21, 22, 23, 24 and 25 of the existing scales shall be granted one further increment in the new scales.

(f) Workmen who had reached the maximum of the existing scales on or before 31st December 1968 shall be fitted in the maximum of the new scales of pay on 1st January 1970.

(g) If after adjustments are made in accordance with sub-clauses (a) to (e) above in the new scales the workmen drawing basic pay in two or more successive stages of the existing scales are fitted in one and the same stage of the new scales of pay the workmen drawing higher basic pay as on 31-12-1969 in their existing scales shall receive on 1-1-1970 their annual increment irrespective of the date when the increment falls due during the year 1970 and they shall receive their annual increment thereafter on the 1st day of January every year.

(h) With effect from 1-7-1970 so far as the workmen of ‘B’ Class banks are concerned and with effect from 1-1-1971 so far as the workmen of ‘C’ Class banks are concerned, the workmen in existing Area III shall be fitted at the same stage where workmen in existing Areas I and II are fitted on 31-12-1969 in the new scales of pay under sub-clauses (c) to (g) above and thereafter the increment already earned during the year 1970 shall be added provided that the workmen in the existing Area III after fitment into the new scales of pay shall not be entitled to the additional increment at various stages as agreed upon for
the workmen in existing Areas I and II, except for those at stages I and 2 in 'B' Class Banks and at stages 1 to 4 in 'C' Class banks in Area III who shall be granted one increment in the new scales of pay.

SPECIAL PROVISIONS FOR SOME BANKS
BANK OF INDIA

14. In supersession of Clause 21.6 and Appendix 'I' of the Bipartite Settlement dated 19th October, 1966, the following shall apply:

PART I — SCALES OF PAY

The following Pay Scales with reference to the base year 1960 shall apply to all full time workmen:

(In Rupees)

(i) Workmen other than those belonging subordinate Staff:

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<th>226</th>
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(20 years)

(ii) Workmen who are members of the subordinate staff

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<th>4</th>
<th>151</th>
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</tbody>
</table>

(20 years)

PART II — FOR EDUCATIONAL QUALIFICATIONS

(A) Graduates and/or holders of National Diploma in Commerce ... 2 increments

(B) Part I of CAIB/CAIIB Examinations ... 1 increment

(C) Part II of CAIB/CAIIB Examinations ... 2 increments
PART III — PART TIME WORKMEN

(i) Clause 20.5 of the Bipartite Settlement dated 19th October, 1966 shall stand deleted.

(ii) In supersession of Clauses 4.5 and 21.6 of the Bipartite Settlement dated 19th October, 1966, part-time workmen shall be entitled to graduated incremental pay scales related to their working hours, in the same manner as prescribed in Clause 9 of this Settlement.

PART IV — METHOD OF ADJUSTMENT IN THE NEW SCALES OF PAY

Workmen other than those belonging to the subordinate staff:

Area I: Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scales of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1st January 1970. Thereafter,

(a) such of those workmen who were on the stages 1 to 19 of the existing scale of pay before 1-1-1970 shall be granted one ad-hoc increment in the new scale of pay and

(b) those who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 72/- per month.

Those workmen who were at the 19th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period 1-1-1970 to 31-12-1970 and would have thereby reached the maximum (i.e. 20th stage) in the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 72/- per month from the date on which they would have so entered the 20th stage of the existing scale of pay.
Area II: Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years' span, shall be fitted into the new scale of pay on a “stage-to-stage basis” as on 1st January 1970. Thereafter,

(a) Such of those workmen who were on stages 1 to 19 of the existing scale of pay before 1-1-1970 shall be granted one ad-hoc increment in the new scale of pay and

(b) those who were on the 20th stage before 1-1-1970 shall be granted a ‘Personal Allowance’ of Rs. 40/- per month.

Those workmen who were at the 19th stage of existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period 1-1-1970 to 31-12-1970 and would have thereby reached the maximum (i.e. 20th stage) in the existing scale of pay shall be paid a ‘Personal Allowance’ of Rs. 40/- per month from the date on which they would have so entered the 20th stage.

Area III: Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years’ span shall be fitted on a “stage-to-stage basis” into the new scale of pay as on 1-1-1970; provided that the workmen fitted at the 1st stage of the new scale of pay shall be granted Temporary Adjustable Allowance (TAA) equivalent to the amount of one increment plus dearness allowance thereon (payable for the month of January 1970) in the new scale of pay, to be wiped off in two equal instalments on the date of annual increment in 1971 and 1972, i.e. the Temporary Adjustable Allowance will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972.

NOTE: After fitment of the clerical staff in Areas I, II and III into the new scale of pay as above, the increments for educational qualifications as prescribed under Part II
hereinabove shall be added and the special allowances now being drawn by the employees for the said qualifications shall cease but the special allowances after the 20th stage of the scale as prescribed under sub-clause (a) of Clause 23 of this Settlement shall continue.

Subordinate Staff:

Area I: Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years' span shall be fitted into the new scale of pay on a "stage-to-stage basis" as on 1st January 1970. Thereafter,

(a) such of those workmen who were on the stages 1 to 18 of existing scale of pay before 1-1-1970 shall be granted two ad-hoc increments in the new scale of pay;

(b) those who were on the 19th stage before 1-1-1970 shall be granted one ad-hoc increment in the new scale of pay and in addition a 'Personal Allowance' of Rs. 15/- per month; and

(c) those who were on the 20th stage before 1-1-1970 shall be granted a 'Personal Allowance' of Rs. 25/- per month.

Those workmen who were at the 18th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 19th stage of the existing scale of pay shall be paid a 'Personal Allowance' of Rs. 15/- per month from the date they would have so entered the 19th stage in the existing scale of pay. Similarly, those workmen who were at the 19th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 20th stage of the existing scale of pay shall be paid a 'Personal
Allowance’ of Rs. 25/- per month from the date they would have so entered the 20th stage in the existing scale of pay.

**Area II**: Those workmen who entered the service of the Bank before 1st January 1970 and who are at present governed by the scale of pay with 20 years’ span shall be fitted into the new scale of pay on a ‘stage-to-stage basis’ as on 1-1-1970. Thereafter,

(a) such of those workmen who were on the stages 1 to 18 of the existing scale of pay before 1-1-1970 shall be granted two increments in the new scale of pay;

(b) those who were on the 19th stage before 1-1-1970 shall be granted one increment in the new scale of pay and in addition a ‘Personal Allowance’ of Rs. 15/- per month; and

(c) those workmen who were on the 20th stage before 1-1-1970 shall be granted a ‘Personal Allowance’ of Rs. 25/- per month.

Those workmen who were at the 18th stage of the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 19th stage of the existing scale of pay shall be paid a ‘Personal Allowance’ of Rs. 15/- per month from the date they would have so entered the 19th stage in the existing scale of pay. Similarly, those workmen who were at the 19th stage in the existing scale of pay before 1-1-1970 and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 20th stage of the existing scale of pay shall be paid a ‘Personal Allowance’ of Rs. 25/- per month from the date they would have so entered the 20th stage in the existing scale of pay.

**Area III**: Those workmen who entered the service of the Bank before 1st January 1970 and who are at present gov-
erned by the scale of pay with 20 years’ span shall be fitted into the new scale of pay on a “stage-to-stage basis” as on 1-1-1970. Thereafter.

(a) such of those workmen who were on the stages 1 to 19 of the existing scale of pay before 1-1-1970 shall be granted one ad-hoc increment in the new scale of pay; and

(b) those who were on the 20th stage before 1-1-1970 shall be granted a ‘Personal Allowance’ of Rs. 15/- per month.

Those workmen who were at the 19th stage of the existing scale of pay and whose normal annual increment falls due during the period from 1-1-1970 to 31-12-1970 and thereby would have reached the 20th stage of the existing scale of pay shall be paid a ‘Personal Allowance’ of Rs. 15/- per month from the date they would have so entered the 20th stage in the existing scale of pay.

**GENERAL**

(i) The ‘Personal Allowance’ referred to above shall not rank for the purpose of calculation of Dearness Allowance, Provident Fund, Bonus, Gratuity, Overtime, Halting Allowance etc.

(ii) The dates of annual increments shall remain unchanged.

(iii) The basic pay of the workmen who are at present governed by scales of pay with 25 years’ span applicable to other ‘A’ Class Banks shall, however, be fitted as per the scheme prescribed under this Settlement in respect of the workmen of the ‘A’ Class Banks.

**THE BANK OF TOKYO LTD.**

15. The scheme for adjustment of the workmen of the Bank of Tokyo Ltd. into the new scales of pay will soon be finalised by the parties.
PART-TIME WORKMEN

16. In supersession of clauses 4.9 and 20.5 of the Bipartisan Settlement dated 19th October 1966, the existing part-time workmen in the respective Areas shall be fitted where full-time workmen at the same existing stages in the same Areas are fitted into the new scales and thereafter be paid proportionate wages in terms of clause 9 above.


17. All workmen who joined service between 1-1-1970 and 31-7-1970 (both days inclusive) shall, after fitment into the new scales, be given a 'Temporary Adjustable Allowance' (TAA) equivalent to one increment plus dearness allowance thereon (payable for the month of January 1970) and City Compensatory Allowance, if any, to be wiped off in two equal instalments on the date of annual increment in 1971 and 1972 i.e. the TAA will be reduced by 50% on the date of annual increment in 1971 and will cease to be paid on the date of annual increment in 1972.

ANNUAL INCREMENTS

18. Subject to the provisions of clauses 12(h) and 13(g) above, in the case of full-time workmen, annual increment in the new scales shall fall due on the same date on which increment in the existing scales would have fallen due if the existing scales were continued, so that the period of service since the date of the last increment in the existing scales shall be available for the purpose of calculating the period of earning an increment in the new scales of pay.

19. Part-time workmen shall also be entitled to receive proportionate annual increment in the new scales, on the same date on which the increments in the existing scales would have fallen due if the existing scales were continued, so that the period of service since the date of the last increment in the existing scales shall be available for the purpose of calculating the period of earning an increment in the new scales of pay.
PART-TIME WORKMEN

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ANNUAL INCREMENTS

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20. In supersession of clause 4.13 of the Bipartite Settlement dated 19th October 1966 it is agreed that:—

(a) On transfer from a higher Area to a lower Area, a workman shall continue to draw the same basic pay and TAA, if any, that was applicable to him prior to his transfer.

(b) A workman transferred from a lower Area to a higher Area shall be fixed at a stage in the new scale of pay where an employee in the higher Area at the same stage has been fixed. If, however, such workman is transferred back to his original Area before completing a total service of one year in the higher Area, his basic pay shall be refixed in lower Area at the stage where he would have otherwise been, had he not been so transferred to the higher Area.

(c) If a workman is transferred at his request, from a lower Area to a higher Area temporarily for a specified period and where such period is extended at his request beyond one year but not exceeding two years from the date of his original transfer, notwithstanding the provisions contained in sub-clause (b) above, he shall, on his transfer to the original lower Area, be governed by the same stage of the pay scale at that lower Area where he would have otherwise been, had he not been so transferred, even though he may have exceeded the total service of one year in the higher Area. During his period of stay in the higher Area, he shall, of course, draw emoluments applicable at such higher Area as stated in sub-clause (b) above.

(d) Where a workman is transferred from one Area to another temporarily for a specified period, he shall be entitled only to the halting allowance applicable to the Area to which he is transferred and no adjustment in his salary will be made.

21. The “adjusting pay”, if any, which a workman who was transferred before 1-1-1970 from a higher Area to a lower Area at
his request was getting as on 31-12-1969 (in terms of clause 4.13 (a) of the Bipartite Settlement dated 19th October, 1966), shall be continued to be paid to him until it is set off against his future increment/s (including dearness allowance theron).

22. Where a workman is initially recruited in a C.C.A. Centre, for eventual posting to a new Branch/Office to be opened at a non-C.C.A. Centre, the letter of appointment issued to him by the bank shall clearly specify the State and the place in which he would be eventually posted. In such a case the workman shall be started on C.C.A. Centre emolument and so long as he remains at the C.C.A. Centre, he shall be paid as “Local Allowance” the difference between the emoluments of the other place and the C.C.A. Centre in which he is temporarily posted.

If, within one year of his appointment, he is not posted to the other place for which he was recruited, he shall be deemed to have been appointed in the C.C.A. Centre in which he was temporarily posted on recruitment. In that event the “Local Allowance” drawn by him till then shall be regularised.

SPECIAL ALLOWANCES

23. In supersession of clause 5.2 of the Bipartite Settlement dated 19th October 1966, the special allowances payable to workmen other than the members of the subordinate staff, for duties/responsibilities as listed in Part I of Appendix ‘B’ to the Bipartite Settlement dated 19th October 1966, shall be as follows:

<table>
<thead>
<tr>
<th>Categories of workmen</th>
<th>Class of Banks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A</td>
</tr>
<tr>
<td>i) Telephone Operator</td>
<td>10</td>
</tr>
<tr>
<td>ii) Relieving Telephone Operator</td>
<td>5</td>
</tr>
<tr>
<td>iii) Audit Clerk</td>
<td>17</td>
</tr>
<tr>
<td>iv) Comptist</td>
<td>20</td>
</tr>
<tr>
<td>v) Telex Operator</td>
<td>25</td>
</tr>
</tbody>
</table>
(In Rupees per month)

<table>
<thead>
<tr>
<th>Categories of workmen</th>
<th>Class of Banks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A</td>
</tr>
<tr>
<td>vi) Teller</td>
<td>33</td>
</tr>
<tr>
<td>vii) Punch Card Operator</td>
<td>28</td>
</tr>
<tr>
<td>viii) Accounting Machine Operator</td>
<td>43</td>
</tr>
<tr>
<td>ix) IBM, ICT (Hollerith-Power Samas) Machine Operator</td>
<td>49</td>
</tr>
<tr>
<td>x) Stenographer</td>
<td>49</td>
</tr>
<tr>
<td>xi) Head Clerk</td>
<td>49</td>
</tr>
<tr>
<td>xii) Assistant Head Cashier (above the level of routine clerks).</td>
<td></td>
</tr>
<tr>
<td>Units of 5 clerks and above</td>
<td>31</td>
</tr>
<tr>
<td>Units of 4 clerks and below</td>
<td>22</td>
</tr>
<tr>
<td>xiii) Cashier-in-Charge of Cash in Pay Office or Branch</td>
<td>33</td>
</tr>
<tr>
<td>xiv) Head Cashier — Category A :</td>
<td></td>
</tr>
<tr>
<td>Units of 5 clerks and above</td>
<td>43</td>
</tr>
<tr>
<td>Units of 4 clerks and below</td>
<td>33</td>
</tr>
<tr>
<td>xv) Head Cashier — Category B :</td>
<td></td>
</tr>
<tr>
<td>Units of 5 clerks and above</td>
<td>49</td>
</tr>
<tr>
<td>Units of 4 clerks and below</td>
<td>39</td>
</tr>
<tr>
<td>xvi) Head Cashier — Category C :</td>
<td>55</td>
</tr>
<tr>
<td>xvii) Head Cashier — Category D :</td>
<td>61</td>
</tr>
<tr>
<td>xviii) Head Cashier — Category E :</td>
<td>85</td>
</tr>
<tr>
<td>xix) Special Assistant</td>
<td>91</td>
</tr>
<tr>
<td>xx) Credit Investigator, Opinion Compiler, Bazar Clerk, Munshi, Translator, Supplementary/Ledger Caller</td>
<td></td>
</tr>
</tbody>
</table>
| With regard both to the duties/responsibilities of these categories status quo shall be maintained in each bank concerned but the special allowances, if any, shall be enhanced by adding 21% thereof, thereof and rounding off to the next digit.
NOTE: (1) Head Cashiers — Categories A and C are for banks other than the subsidiary banks of the State Bank of India.

(2) Head Cashiers — Categories B and D are for the subsidiary banks of the State Bank of India.

(3) Head Cashiers — Category E is for all banks.

PART II — FOR EDUCATIONAL QUALIFICATIONS

(A) Graduates and/or holders of National Diploma in Commerce \{ 2 increments \}

(B) Part I of CAIB/CAIIIB Examinations \{ 1 increment \} in the scale

(C) Part II of CAIB/CAIIIB Examinations \{ 2 increments \}

(a) Note (b) to Part II under clause 5.2 of the Bipartite Settlement dated 19th October 1966, shall be substituted by the following:

i) For those workmen who are already getting special allowances after reaching 25th stage of the existing scales of pay, the Special allowances in consideration of this/these educational qualification(s) shall be continued to be paid irrespective of the stage at which they are fitted in the new scales of pay and the existing special allowances in their case shall be substituted as in sub-clause (ii) below:

ii) For those workmen who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of this/these educational qualification(s) Special allowance(s) shall be payable as under:

(In rupees, per month)

12 after they have completed 1 year \{ after reaching 20th stage \}

24 after they have completed 2 years \{ of the scale \}

36 after they have completed 3 years

48 after they have completed 4 years

60 after they have completed 5 years
subject to the following limits:

24 for those who are Graduates and/or N.D.C.
12 for those who have passed Part I CAIB/CAIIB.
36 for those who have passed Part I & II of CAIB/CAIIB
36 for those who are graduates/NDC and have passed Part I of CAIB/CAIIB.
60 for those who are graduates/NDC and have passed Part I and II of CAIB/CAIIB.

24. In supersession of clause 5.3 of the Bipartite Settlement dated 19th October 1966, the special allowances payable to members of the subordinate staff for duties/responsibilities as listed in Part II of Appendix ‘B’ of the Bipartite Settlement dated 19th October 1966, shall be as follows:

(In Rupees per month)

<table>
<thead>
<tr>
<th>Categories of workmen</th>
<th>Class of Banks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A</td>
</tr>
<tr>
<td>i), Cyclostyle Machine Operator</td>
<td>8</td>
</tr>
<tr>
<td>ii) Liftman</td>
<td>10</td>
</tr>
<tr>
<td>iii) Relieving Liftman</td>
<td>6</td>
</tr>
<tr>
<td>iv) Cash Peon</td>
<td>10</td>
</tr>
<tr>
<td>v) Watchman/Watchman-cum-Peon</td>
<td>10</td>
</tr>
<tr>
<td>vi) Armed Guard</td>
<td>17</td>
</tr>
<tr>
<td>vii) Bill Collector</td>
<td>17</td>
</tr>
<tr>
<td>viii) Daftary</td>
<td>20</td>
</tr>
<tr>
<td>ix) Head Peon</td>
<td>23</td>
</tr>
<tr>
<td>x) Air-conditioning Plant Helper</td>
<td>46</td>
</tr>
<tr>
<td>xi) Electrician</td>
<td>46</td>
</tr>
<tr>
<td>xii) Driver</td>
<td>52</td>
</tr>
<tr>
<td>xiii) Head Messenger</td>
<td></td>
</tr>
</tbody>
</table>

With regard both to the duties/responsibilities of these categories, status quo shall be maintained in each bank concerned but the special allowances, if any, shall be enhanced by adding 30% thereof thereto and rounding off to the next digit.
DEARNESS ALLOWANCE

25. In supersession of clause 7.2 of the Bipartite Settlement dated 19th October 1966, the scheme of dearness allowance shall be as follows:

(a) In the case of workmen other than members of the subordinate staff, the dearness allowance shall be calculated and paid at the rate of 3% of the pay (i.e. basic pay, special allowance, if any, and officiating allowance, if any, payable under this Settlement) for every rise of 4 points above 100 in the quarterly average of the All-India Average Working Class Consumer Price Index (General) : base 1960 = 100; and

(b) In the case of members of the subordinate staff, the dearness allowance shall be calculated and paid at the rate of 4% of the pay (i.e. basic pay, special allowance, if any, and officiating allowance, if any, payable under this settlement) for every rise of 4 points above 100 in the quarterly average of the All-India Average Working Class Consumer Price Index (General) : base 1960 = 100.

(c) For the purpose of calculating dearness allowance ‘quarter’ shall mean the period of 3 months ending on the last day of March, June, September or December.

(d) Final index figures as published in the Gazette of India or the Indian Labour Journal, whichever is earlier, shall be the index figures which shall be taken for the purpose of calculation of dearness allowance.

(e) For the purpose of calculating the dearness allowance for any particular month, the quarterly average for the last quarter for which the final index figures are available on the 15th day of that month should be taken. Thus, if the dearness allowance for the month of January is to be calculated, the quarterly average for the last quarter for which final index figures are available on the 15th January should be taken.
PROVISIONS PERTAINING TO PROVIDENT FUND OF WORKMEN OF BRITISH BANK OF THE MIDDLE EAST

26. The provisions regarding Provident Fund of the workmen of the British Bank of the Middle East at present governed by the Employees' Provident Fund Act, 1952, shall continue to be in force.

OTHER ISSUES

27. The parties agree that immediately after signing this settlement on wages they shall continue negotiations with a view to finding out as expeditiously as possible, mutually satisfactory solutions to the various issues already raised by both of them.

RETROSPECTIVE EFFECT AND THE PERIOD OF OPERATION OF THE SETTLEMENT

28. This Settlement shall come into force with retrospective effect from 1st January 1970 and shall be binding on the parties for four years from 1st January 1970 to 31st December 1973 and shall continue to be binding even thereafter until either party gives to the other two months' notice in writing of intention to terminate this Settlement.

29. The existing provisions for the purpose of calculation and payment of overtime and halting allowances will continue to apply from 1st January 1970 till 31st October 1970, notwithstanding the fact that the new scales of pay, dearness allowance, etc. have come into operation in the meantime.

30. For the purpose of making the requisite adjustments and payments thereof under this Settlement banks shall have time till 30th November 1970.

31. If any doubt or difficulty arises regarding interpretation of any provision of this Settlement, the matter will be taken up only
at the level of Indian Banks' Association and the All India Bank
Employees Association for discussion and settlement.

for Indian Banks' Association

1. Sd/- R. A. Gulmohamed.
2. Sd/- P. F. Gutta.
5. Sd/- M. V. Bhide.

for All India Bank Employees Association

1. Sd/- D. P. Chadha (President)
2. Sd/- Prabhat Kar (Gen. Secretary)

Bombay,
12th October 1970.

Witnesses:

1. Sd/- P. S. Sundaresan
2. Sd/- C. W. Tilve
APPENDIX ‘A’

LIST OF PARTIES

BANKS REPRESENTED BY INDIAN BANKS’ ASSOCIATION

‘A’ Class Banks — Foreign Banks

1. Algemene Bank Nederland N.V.
4. The Bank of Tokyo Ltd.
6. The British Bank of the Middle East.
8. The Eastern Bank Ltd.
10. The Hongkong and Shanghai Banking Corporation.
11. Mercantile Bank Ltd.
12. National and Grindlays Bank Ltd.

‘A’ Class Banks — Indian Banks

1. Allahabad Bank.
2. The Andhra Bank Ltd.
4. Bank of India.
5. Bank of Maharashtra.
7. Central Bank of India.
15. State Bank of Tranvacoare.
17. Union Bank of India.
18. United Bank of India.

'B' Class Banks

1. The Bank of Rajasthan Ltd.
2. The Canara Banking Corporation Ltd.
3. The Hindustan Commercial Bank Ltd.
4. The Karnataka Bank Ltd.
5. The New Bank of India Ltd.
6. The Oriental Bank of Commerce Ltd.
7. The Sangli Bank Ltd.
8. The South Indian Bank Ltd.
10. The Vijaya Bank Ltd.

'C' Class Banks

1. The Belgaum Bank Ltd.
2. The Hindustan Mercantile Bank Ltd.
3. Krishnaram Baldeo Bank Ltd.
4. The Lakshmi Commercial Bank Ltd.
5. The Miraj State Bank Ltd.
6. The Nedungadi Bank Ltd.
7. The Punjab and Sind Bank Ltd.
8. United Industrial Bank Ltd.
9. The Vysya Bank Ltd.

AND THEIR WORKMEN
REPRESENTED BY
ALL INDIA BANK EMPLOYEES ASSOCIATION
SETTLEMENT
ON "OTHER ISSUES"

8th November, 1973

between

INDIAN BANKS' ASSOCIATION

and

ALL INDIA BANK EMPLOYEES ASSOCIATION
## CONTENTS

<table>
<thead>
<tr>
<th>Item</th>
<th>Clause(s)</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Short Recital</td>
<td>..</td>
<td>1-2</td>
</tr>
<tr>
<td>2. General</td>
<td>..</td>
<td>3</td>
</tr>
<tr>
<td>3. Categorisation of Areas — Upgradation of certain places</td>
<td>..</td>
<td>I 3-5</td>
</tr>
<tr>
<td>4. House Rent Allowance</td>
<td>..</td>
<td>II(a)-(d) 5-7</td>
</tr>
<tr>
<td>5. Other Allowances</td>
<td>..</td>
<td>III(a)-(i) 7-11</td>
</tr>
<tr>
<td>a) Washing Allowance</td>
<td>..</td>
<td>(a) 7</td>
</tr>
<tr>
<td>b) Cycle Allowance</td>
<td>..</td>
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</tr>
<tr>
<td>c) Hill Allowance</td>
<td>..</td>
<td>(c) 8</td>
</tr>
<tr>
<td>d) Fuel Allowance</td>
<td>..</td>
<td>(d) (1), (2) 8-9</td>
</tr>
<tr>
<td>e) Water Scarcity Allowance</td>
<td>..</td>
<td>(e) 9</td>
</tr>
<tr>
<td>f) Officiating Allowance</td>
<td>..</td>
<td>(f) 9</td>
</tr>
<tr>
<td>g) Halting Allowance</td>
<td>..</td>
<td>(g) 10</td>
</tr>
<tr>
<td>h) Overtime Allowance to Drivers</td>
<td>..</td>
<td>(h) 11</td>
</tr>
<tr>
<td>i) Paradip Port Allowance</td>
<td>..</td>
<td>(i) 11</td>
</tr>
<tr>
<td>6. Leave Fare Concession</td>
<td>..</td>
<td>IV(i)-(viii) 11-13</td>
</tr>
<tr>
<td>7. Leave Rules</td>
<td>..</td>
<td>V(i)-(iii) 13-14</td>
</tr>
<tr>
<td>a) Privilege Leave</td>
<td>..</td>
<td>(i)-(ii) 13-14</td>
</tr>
<tr>
<td>b) Sick Leave</td>
<td>..</td>
<td>(iii) 14</td>
</tr>
<tr>
<td>8. Hours of Work and Overtime</td>
<td>..</td>
<td>VI 14</td>
</tr>
<tr>
<td>9. Medical Aid and Expenses</td>
<td>..</td>
<td>VII 14-16</td>
</tr>
<tr>
<td>‘A’ Class Banks</td>
<td>..</td>
<td>A 15</td>
</tr>
<tr>
<td>‘B’ Class Banks</td>
<td>..</td>
<td>B 15</td>
</tr>
<tr>
<td>‘C’ Class Banks</td>
<td>..</td>
<td>C 16</td>
</tr>
<tr>
<td>10. Combined Designations</td>
<td>..</td>
<td>VIII 16</td>
</tr>
<tr>
<td>11. Miscellaneous</td>
<td>..</td>
<td>IX(a)-(d) 17-18</td>
</tr>
<tr>
<td>a) Diploma in Rural Services of the National Council for Rural Higher Education.</td>
<td>..</td>
<td>(a) 17</td>
</tr>
<tr>
<td>Item</td>
<td>Clause(s)</td>
<td>Page(s)</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>-----------</td>
<td>---------</td>
</tr>
<tr>
<td>b) Compensation on Transfer</td>
<td>(b)</td>
<td>17</td>
</tr>
<tr>
<td>c) Part-time Workmen</td>
<td>(c)</td>
<td>17</td>
</tr>
<tr>
<td>d) Temporary Godown-keepers and Godown-watchmen</td>
<td>(d)</td>
<td>17-18</td>
</tr>
<tr>
<td>12. Period of Operation of this Settlement</td>
<td>X</td>
<td>18</td>
</tr>
<tr>
<td>13. Provision for Removal of Doubt or Difficulty</td>
<td>XI</td>
<td>18</td>
</tr>
<tr>
<td>14. Settlement Binding under Section 18 of I. D. Act</td>
<td>XII</td>
<td>18</td>
</tr>
</tbody>
</table>

**APPENDICES**

<table>
<thead>
<tr>
<th>Appendix</th>
<th>Subject</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Procedure to be followed in respect of reimbursement of expenses incurred on hospitalisation.</td>
<td>19-20</td>
</tr>
<tr>
<td>B.</td>
<td>List of Parties.</td>
<td>21-22</td>
</tr>
<tr>
<td></td>
<td>'A' Class Banks — Foreign Banks</td>
<td>21</td>
</tr>
<tr>
<td></td>
<td>'A' Class Banks — Indian Banks</td>
<td>21-22</td>
</tr>
<tr>
<td></td>
<td>'B' Class Banks</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>'C' Class Banks</td>
<td>22</td>
</tr>
</tbody>
</table>
MEMORANDUM OF SETTLEMENT under Section 2(p) and Section 18(1) of the Industrial Disputes Act, 1947, arrived on 8th November, 1973, between Indian Banks' Association (hereinafter referred to as IBA) and All India Bank Employees Association (hereinafter referred to as AIBEA).

PARTIES PRESENT

Representing Managements: 1. Shri J. N. Saxena  
2. Shri P. F. Gutta  
3. Shri R. A. Gulmohamed  
On behalf of Indian Banks' Association.

Representing Workmen: 1. Shri H. L. Parvana, Secretary.  
2. Shri T. Chakrabarti, Asst. Secretary.  
3. Shri N. Sampath, Asst. Secretary.  
4. Shri N. S. Purao, Asst. Secretary.  
All India Bank Employees Association.

SHORT RECITAL

WHEREAS it was agreed between the parties in terms of Clause 27 of the Settlement dated 12-10-1970 on wage structure that they shall continue negotiations on the various issues already raised by both of them.

AND WHEREAS the representatives of IBA and AIBEA met and discussed at length on many occasions the said issues.
AND WHEREAS the parties came to certain understandings regarding certain issues in respect of ‘A’ Class banks, which were incorporated in the minutes of joint discussions dated 10-6-1972 and in respect of ‘B’ and ‘C’ Class banks on 31-10-1972.

AND WHEREAS as a result of subsequent negotiations further understandings on “Other Issues” were reached in respect of ‘A’, ‘B’ and ‘C’ Class banks on 16-12-1972.

NOW THESE PRESENTS WITNESS AND IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

The parties to this Settlement appreciate the need to promote harmonious industrial relations, better discipline and efficient service and to that end agree to expeditiously settle all differences, disputes and grievances by mutual negotiations.

The parties agree to have a grievance procedure on mutually agreed basis, for settlement of all disputes.

The parties hereby record the following settlement.
TERMS OF SETTLEMENT

GENERAL

The parties are agreed that the provisions of the Award of the All India Industrial Tribunal presided over by Shri P. Sastry as finally modified and enacted by the Industrial Disputes (Banking Companies) Decision Act, 1955, the Industrial Disputes (Banking Companies) Decision Amendment Act, 1957 and the provisions of the Award of the National Industrial Tribunal presided over by Mr. Justice K. T. Desai in Reference No. 1 of 1960 which Award inter-alia modifies certain provisions of the Sastry Award, the Bipartite Settlement dated 19-10-1966 as modified by the Settlement on wage structure dated 12th October, 1970 and Supplementary Settlement dated 23-7-1971, shall govern the service conditions therein covered except to the extent that the same have been modified in this Settlement.

I. Categorisation of Areas — Upgradation of Certain Places —

The parties have agreed to upgrade a number of places with effect from 1-1-1969 and subsequent dates as a result of review of the population figures published by the Registrar General of India, the Census of India 1971 and also on due consideration of certain special factors.

A list of these places with the dates on which they have been upgraded is given below:

1. Durg (M.P.) : From Area III to Area II 1-1-69
2. Bahadurgarh (Haryana) : From Area III to Area II 1-1-69
3. Robertsonpet (KGF-Mysore) : From Area III to Area II 1-1-70
4. Kalyani  : From Area III to Area I 1-1-70
5. Kanchrapara, (W. Bengal) : From Area III to Area I 1-1-70
6. Bansberia : From Area I
7. Halisahar :
8. Nanded (Maharashtra)  From Area III to 1-3-71
9. Berhampur (Orissa)  Area II
10. Kumbakonam (Tamil Nadu)
11. Faizabad (U.P.)
12. Nadiad (Gujarat)
13. Bokaro Steel City (Bihar)
14. Jalgaon (Maharashtra)
15. Bhubaneshwar (Orissa)
16. Burhanpur (M.P.)
17. Erode (Tamil Nadu)
18. Bijapur (Mysore)
19. Shimoga (Mysore)
20. Cuddalore (Tamil Nadu)
21. Bhadravati (Mysore)
22. Alwar (Rajasthan)
23. Bihar Sharif (Bihar)

24. Porbandar

25. Habra  From Area III to 1-1-71
(W. Bengal)  Area II
26. Mogra
27. Barasat
28. Katanganj

29. The following places adjoining Greater Bombay—

(A) Places on the Western Railway (Suburban line)
Bhaynder,  From Area III to 1-4-71
Bassein,
Manickpur,
Holi,
Bangli Naka,
and places upto and including Virar.

(B) Places on the Central Railway (Suburban line)
Places on the Thana Belapur Road from Thana upto Belapur, Ambarnath, Turbhe, Shahad, and places upto and including Titwala,

<table>
<thead>
<tr>
<th>Bhiwandi</th>
<th>From Area</th>
<th>To Area</th>
<th>From Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>III</td>
<td>I</td>
<td>1-4-71</td>
</tr>
</tbody>
</table>

30. Ramakrishnapuram and Habsiguda adjoining Hyderabad City (A.P.)

<table>
<thead>
<tr>
<th>From Area</th>
<th>To Area</th>
<th>From Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>III</td>
<td>I</td>
<td>1-3-71</td>
</tr>
</tbody>
</table>

31. Ballabghar

<table>
<thead>
<tr>
<th>From Area</th>
<th>To Area</th>
<th>From Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>III</td>
<td>I</td>
<td>1-1-72</td>
</tr>
</tbody>
</table>

II. House Rent Allowance

(Chapter VIII of Bipartite Settlement dated 19-10-1966)

a) In supersession of Clause 8.1(c) (iii) of the Bipartite Settlement dated 19-10-1966, House Rent Allowance at the rate payable at “Other Places” shall be payable at places having population of 2 lacs and over (with effect from the dates mentioned below).

| In respect of ‘A’ Class banks | 1-1-72 |
| In respect of ‘B’ Class banks | 1-4-72 |
| In respect of ‘C’ Class banks | 1-9-72 |

b) As the following places have a population of 2 lacs or over, House Rent Allowance at the rate applicable shall be payable as stated in Clause II(a) above.

1. Agra 5. Jabalpur
2. Varanasi 6. Allahabad
3. Indore 7. Surat
1. Madurai 8. Baroda
9. Cochin-Willingdon
Island-Ernakulam
10. Amritsar
11. Gwalior
12. Ludhiana
13. Sholapur
14. Hubli-Dharwar
15. Meerut
16. Mysore
17. Coimbatore
18. Vijayawada
19. Calicut
20. Bareilly
21. Jodhpur
22. Salem
23. Tiruchirapalli
24. Rajkot
25. Jullundur
26. Moradabad
27. Guntur
28. Ajmer
29. Kolhapur
30. Aligarh
31. Gorakhpur
32. Bhavnagar
33. Saharanpur
34. Jamnagar
35. Kota
36. Ujjain
37. Warangal
38. Tirunelveli
Pallayamkottai
Melapalayam
39. Dhanbad-Jharia-Sindri
40. Belgaum
41. Mangalore
42. Raipur
43. Nasik-Nasik Road
Deolali

**c)** In addition to the places mentioned in Clause 8.1(d) of the Bipartite Settlement dated 19-10-1966, the following places shall be treated as Project Areas Group 'A' with effect from the dates mentioned against their names:—

1. Burnpur (W. Bengal) — From 1-1-1969
2. Durg (M. P.) — From 1-8-1971
3. Visakhapatnam (A.P.) — From 1-7-1971

**d)** In addition to the places mentioned in Clause 8.1(c) of the Bipartite Settlement dated 19-10-1966, the following places shall be treated as Project Areas Group 'B' with effect from the dates mentioned against their names:—

1. Bhopal Heavy Electricals — From 1-1-1969 (M.P.)
2. Ankleshwar (Gujarat) — From 1-1-1969
3. Cambay (Gujarat) — From 1-1-1970
4. Mandi (Himachal Pradesh) — From 1-1-1970
5. Ranchi (Bihar) — From 1-8-1971
6. Pophali (Maharashtra) — From 1-8-1971
7. Kargal (Mysore) — From 1-7-1971
8. Pochampadu (A.P.) — From 1-7-1971
9. Sileru (A.P.) — From 1-7-1971

III. Other Allowances

a) Washing Allowance
In modification of Clause 9.1 of the Bipartite Settlement dated 19-10-1966, with effect from 1-1-1972, the members of subordinate staff entitled to uniforms will be paid Washing Allowance at the following rates:

i) Rs. 5/- p.m. in Area 1 and in places where H.R.A. is payable, and
ii) Rs. 4.50 p.m. in all other places.

No Washing Allowance would be payable where Washing Arrangements have been made by a bank.

b) Cycle Allowance
In modification of Clause 9.2 of the Bipartite Settlement dated 19-10-1966 with effect from 1-1-1972, Cycle Allowance payable to the members of subordinate staff who are required by a bank to use cycle on regular assignment for out-door duties shall be paid at the following rates:

If employed in 'A' class bank: Rs. 16/- p.m. in the cities of Bombay, Calcutta, Delhi and Madras.
Rs. 10/- in all other places.

If employed in 'B' Class bank: Rs. 12/- p.m. in the cities of Bombay, Calcutta, Delhi and Madras.
Rs. 8/- p.m. in all other places.
EXPLANATION: The Cycle Allowance of Rs. 16\textdollar\textperperiodcenter - p.m. in the case of 'A' and 'B' Class banks and Rs. 12\textdollar\textperperiodcenter - p.m. in the case of 'C' Class banks is to be paid only in the cities of Bombay, Calcutta, Delhi and Madras and not in places which have been treated as Area I on account of their contiguity to these cities.

c) Hill Allowance

In partial modification of Clause 9.3 of the Bipartite Settlement dated 19-10-1966, the Hill Allowance shall be paid at the following rates with effect from 1-1-1972 to workmen employed at:

A — Places situated at a height above sea level:

i) 4000 ft. to 5500 ft.: 10\% of pay — Minimum Rs. 15\textdollar\textperperiodcenter - p.m.

ii) 5501 ft. and above: 12\% of pay — Minimum Rs. 20\textdollar\textperperiodcenter - p.m.

B — Places declared as: 10\% of pay —

“Hill Stations” by Central/State Governments irrespective of their height.

C — Mercara Town in Mysore State as a special case: 10\% of pay — Minimum Rs. 15\textdollar\textperperiodcenter - p.m.


d) Fuel Allowance

(1) In partial modification of Clause 9.4 of the Bipartite Settlement dated 19-10-1966, the Fuel Allowance shall be paid at the following rates with effect from 1-1-1972 to workmen employed at:

A — Places situated at a height above sea level:

i) 4000 ft. to 5500 ft.: 10\% of Pay —
ii) 5501 ft. and above: 12% of Pay —
   : Minimum Rs. 15/- p.m.
   : Maximum Rs. 40/- p.m.

B — Places declared as "Hill Stations" by Central/State Governments irrespec-
    tive of their height.
   : 10% of Pay —
     : Minimum Rs. 15/- p.m.
     : Maximum Rs. 40/- p.m.

C — Mercara Town in Mysore State as a special case.
   : 10% of Pay —
     : Minimum Rs. 15/- p.m.
     : Maximum Rs. 40/- p.m.

(2) In modification of Clause 9.5 of the Bipartite Settlement dated 19-10-1966, Fuel Allowance will be payable for six months from October of one year to March of the following year (both inclusive).

e) Water Scarcity Allowance

In partial modification of Clause 9.9 of the Bipartite Settlement dated 19-10-1966, Water Scarcity Allowance will be paid @ Rs. 10/- p.m. for the non-subordinate staff and @ Rs. 8/- p.m. for the subordinate staff with effect from 1-1-1972, wherever it is payable.

f) Officiating Allowance

In partial modification of Clause 9.11(a) of the Bipartite Settlement dated 19-10-1966, if a workman other than subordinate staff in 'A' Class banks officiates in a post in a higher cadre for a continuous period of 7 days or more, he shall be paid with effect from 10-6-1972 an officiating allowance for the period for which he officiates at the rates laid down in Clause 9.11(a) (i) or 9.11(a) (ii) of the said Settlement, whichever may be applicable. The same terms will be applicable to a workman other than subordinate staff in 'B' and 'C' Class banks with effect from 1-11-1972.
g) *Halting Allowance*

A — In partial modification of Clause 9.12 of the Bipartite Settlement dated 19-10-1966, Halting Allowance will be payable at the following rates, with effect from 1-1-1972:

<table>
<thead>
<tr>
<th>Non Sub-Staff</th>
<th>Sub-Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Rupees per day)</td>
<td></td>
</tr>
<tr>
<td>All places in Area I and HRA Centres as per the Bipartite Settlement dated 19-10-1966, excluding those HRA Centres included in terms of Clause II (a) above</td>
<td>Rs. 15/-</td>
</tr>
<tr>
<td>In all other places</td>
<td>Rs. 12/-</td>
</tr>
</tbody>
</table>

B — In partial modification of Clause 9.13 of the Bipartite Settlement dated 19-10-1966, where a workman is required to travel within the municipal limits, municipal corporation including cantonment or panchayat limits, no Halting Allowance is payable. Where the place is outside such limits, the workman will be entitled to batta, provided the place of outstation duty is more than 5 kilometres from the branch or office where he is working.

C — For the purpose of entitlement of Halting Allowance, it is hereby clarified that, places covered under Clause 3.2 A(i) to (viii) of Bipartite Settlement dated 19-10-1966, which consist of more than one municipality/panchayat limits no Halting Allowance/batta is payable for travel within such places.

ILLUSTRATION: Delhi comprises of New Delhi, Old Delhi, Delhi Shahdara, Delhi Cantonment and Loni.

Though New Delhi and Delhi are different municipal areas, no Halting Allowance/batta will be payable for travel from New Delhi to Old Delhi or vice-versa as
it is one place under Clause 3.2 A(iii) of Bipartite Settlement dated 19-10-1966.

D — If a workman is temporarily transferred to a nearby place, where batta is payable as per sub-clause B above and can return to his place every day, he will be entitled to travelling expenses as per entitlement under rules in addition to batta.

h) Overtime Allowance to drivers in addition to Halting Allowance

After the proviso to Clause 9.13 of the Bipartite Settlement dated 19-10-1966, the following proviso shall be added:—

"Provided further that drivers required to drive the vehicles on out-station duty shall be paid Overtime Wages for the period of actual driving beyond normal working hours in addition to batta/Halting Allowance at the rates payable to them."

This proviso will come into effect from 10-6-1972 for ‘A’ Class banks and 1-11-1972 for ‘B’ and ‘C’ Class banks.

i) Paradip Port

It has been agreed between the parties that with effect from 1-1-1972, workmen working in branches situated in Paradip Port Town shall be paid an allowance (as "Other Allowance"), in lieu of the existing allowance, as under:—

@ 20% of Basic Pay with a minimum of Rs. 25/- p.m.

IV. Leave Fare Concession


i) In partial modification of Clause 10.2(b) of the Bipartite Settlement dated 19-10-1966, Leave Fare Concession for travel for rest and recuperation shall be granted from the place of work to any place in
India situated at not more than the undermentioned distances:

<table>
<thead>
<tr>
<th>Class</th>
<th>Non Sub-Staff</th>
<th>Sub-Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>'A'</td>
<td>1200 k.m.</td>
<td>1500 k.m.</td>
</tr>
<tr>
<td>'B'</td>
<td>900 k.m.</td>
<td>900 k.m.</td>
</tr>
<tr>
<td>'C'</td>
<td>500 k.m.</td>
<td>500 k.m.</td>
</tr>
</tbody>
</table>

ii) In modification of Clause 10.3(b) of the Bipartite Settlement dated 19-10-1966, road mileage will be paid @ 0.12 paise per k.m. or actual road transport fare, whichever is less, for that part of the journey which of necessity has to be covered by a means of transport other than train or steamer.

iii) The following Clause shall be added as Clause 10.3(c) to the Bipartite Settlement dated 19-10-1966:

"Journey expenses by bullock cart/pony/camel for that part of the journey, which of necessity has to be covered by one of these means of transport in the absence of train, steamer or bus transport, will be reimbursed @ 0.90 paise per k.m. provided evidence is produced in respect of such journeys to the nearest railway station, steamer halt or bus link."

iv) After the proviso to Clause 10.3 of the Bipartite Settlement dated 19-10-1966, the following proviso is added:

"Provided further that workmen travelling between Goa, Cochin and Bombay may travel by rail or road at their option, even if sea route is available, in which case he will be paid at the appropriate rate."

v) Clause 10.7 of the Bipartite Settlement dated 19-10-1966 is modified to read as follows:

"A member of the non-subordinate staff and/or his family when availing of the Leave Fare Concession laid down under Clause 10.2(b) as modified herein may travel beyond the maximum per-
possible distance laid down therein, by a class lower than that to which he is entitled, in which case he will be paid the actual fare incurred including reservation and sleeping berth charges, if any, (irrespective of the number of stages in which the journey is undertaken) or the first class fare for the distance permissible under Clause 10.2(b) as modified herein whichever is less."

vi) In partial modification of Clause 10.13(i) of the Bipartite Settlement dated 19-10-1966, for the purpose of Leave Fare Concession, the expression "Family" will mean the workman’s spouse, wholly dependant children and wholly dependant parents."

vii) The modified terms of Leave Fare Concession stated above are to be effective from 10-6-1972 in respect of workmen of ‘A’ Class banks and from 1-11-1972 in respect of workmen of ‘B’ Class banks.

viii) All the provisions of Leave Fare Concession (Chapter X of Bipartite Settlement dated 19-10-1966) as modified above shall be applicable to ‘C’ Class banks with effect from 1-1-1973.

V. Leave Rules

(Chapter XIII of the Bipartite Settlement dated 19-10-1966)

i) Privilege Leave

In partial modification of Clause 13.17 of the Bipartite Settlement dated 19-10-1966, calculation of privilege leave earned shall be done @ one day for 11 days of active service. Such calculation has to be done only for the limited purpose of calculation of entitlement. The workmen will be eligible to avail such leave only after the completion of 11 months service as laid down in Clause 13.17 of the Bipartite Settlement dated 19-10-1966 and for calculating privilege leave, all types of leave availed except casual leave will be excluded. These terms are made applicable to ‘A’ and ‘B’ Class banks with effect from 1-1-1972.
Privilege leave of workmen of ‘C’ Class banks will be calculated in the same manner with effect from 1-1-1973.

ii) In further modification of Clause 13.17 of the Bipartite Settlement dated 19-10-1966, privilege leave will be cumulative up to a maximum of 120 days.

iii) Sick Leave

In partial modification of Clause 13.29 of the Bipartite Settlement dated 19-10-1966, sick leave will be granted on pro-rata basis during the first calendar year of service.

The provisions of sub-clauses (ii) and (iii) above shall be effective from 1-1-1972 for ‘A’ and ‘B’ Class banks and 1-1-1973 for ‘C’ Class banks.

VI. Hours of Work and Overtime

(Chapter XIV of the Bipartite Settlement dated 19-10-1966)

National/Festival/Gazetted Holidays for Watch and Ward Staff.

In partial modification of Clause 14.13(b) of the Bipartite Settlement dated 19-10-1966, the members of the Watch and Ward staff will be granted 10 holidays for the year 1972. From 1-1-1973, the members of the Watch and Ward staff will be given 12 holidays in a calendar year. The members of the Watch and Ward staff will be given National/Festival/Gazetted holidays calculated at the rate of one day per month of service, in the first calendar year of employment.

VII. Medical Aid and Expenses

(Chapter XV of the Bipartite Settlement dated 19-10-1966)

In partial modification of Clause 15.1(c) of the Bipartite Settlement dated 19-10-1966, the total expenses from January to December of each calendar year on account of medical attendance and treatment payable by a bank to a workman shall not exceed the following limits:—
'A' Class banks

A. (a) (i) For workmen with service upto 10 years (till the completion of 10th year).
Rs. 150/- p. a.

(ii) For workmen who have completed 10 years service and above.
Rs. 160/- p. a.

(b) In addition to annual limit of expenses on medical attendance and treatment laid down in VII A(a) above, hospitalisation charges will be reimbursed to the extent of 75% in the case of workman and 50% in the case of members of his family, only in respect of the following diseases:

1. Cancer
2. Tuberculosis
3. Paralysis
4. Cardiac Ailments
5. Brain Tumours
and 6. Major Accidents requiring hospitalisation.

The procedure to be followed in respect of reimbursement of expenses of hospitalisation of workmen and their families for the aforesaid diseases/accidents, is laid down in Appendix 'A' attached hereto, which forms an integral part of this Settlement.

'B' Class banks

B. (a) (i) For workmen with service upto 10 years (till the completion of 10th year).
Rs. 120/- p. a.

(ii) For workmen who have completed 10 years service and above.
Rs. 130/- p. a.

(b) Hospitalisation for certain special diseases/accidents.
Same as in 'A' Class banks.
'C' Class banks

C. (a) (i) For workmen with service upto 10 years (till the completion of 10th year).
   Rs. 100/- p. a.
(ii) For workmen who have completed 10 years service and above.
   Rs. 110/- p. a.

(b) Extension of benefits of hospitalisation for certain special diseases in respect of 'C' Class banks will be discussed between the parties.

EXPLANATION: A workman will qualify for Medical Aid at the higher rate effective from the same calendar year if he completes 10th year of service on or before 30th June of that year and with effect from next calendar year if he completes the 10th year of service on 1st July or thereafter.

The provision regarding Medical expenses excluding hospitalisation for certain special diseases will come into effect on 1-1-1972 in case of 'A' and 'B' Class banks and from 1-1-1973 in case of 'C' Class banks.

The provision regarding hospitalisation for certain special diseases in respect of 'A' and 'B' Class banks will come into effect from 1-1-1973.

In modification of Clause 15.1(a) of the Bipartite Settlement dated 19-10-1966, "family" shall mean the workman's spouse (husband or wife), wholly dependant children and wholly dependant parents.

VIII. Combined Designations, etc.

(Chapter XX of the Bipartite Settlement dated 19-10-1966)
In partial modification of Clause 20.1 of the Bipartite Settlement dated 19-10-1966, the provision regarding not combining more than two designations in the case of any workman would not be applicable in cases of workmen in rural area branches of banks.

For the purpose of this Clause, rural area means a rural place where only one commercial bank has a branch.
IX. Miscellaneous

a) Diploma in Rural Services of the National Council for Rural Higher Education

In the case of a member of non-subordinate staff, the acquisition of Diploma in Rural Services of the National Council for Rural Higher Education is recognised as equivalent to graduation for all purposes under the Settlements.

b) Compensation on Transfer

In modification of para 6.75 of the Award of the National Industrial Tribunal (Bank Disputes) in Reference No. 1 of 1960 (Desai Award), the compensation on transfer will be Rs. 50/- in the case of a member of non-subordinate staff and Rs. 30/- in the case of a member of subordinate staff, with effect from 1-1-1972.

c) Part-time Workmen

It is agreed that permanent part-time workmen whose normal total hours of work per week are 6 hours or more will be given full leave and they will also be granted full medical aid with effect from 1-1-1972 in respect of 'A' Class banks. These provisions will come into effect from 1-1-1973, in respect of 'B' and 'C' Class banks.

d) Clause 20.13 of the Bipartite Settlement dated 19-10-1966 will read as follows:—

"Temporary godown-keepers and godown-watchmen who are required to look after one or more godowns belonging generally to one party and whose salary and allowances are generally borne by the parties who are owners of the goods in the godowns, shall, if their work has been found satisfactory and if their services can be utilised to look after other godowns in the same place or other places or in the clerical posts or any other subordinate cadre post as the case may be, on completion of one year's service, be given preference for ab-
scription in the permanent service of the bank, subject to the bank’s recruitment rules, if any."

X. Period of Operation of this Settlement
The provisions of this Settlement will come into force with effect from the dates mentioned in each of the Clauses. Wherever such mention has not been made, the effect will be from the date of this Settlement. This Settlement shall be binding on the parties upto 31st December, 1973 and shall continue to remain binding thereafter until either party gives to the other two months’ notice in writing of intention to terminate this Settlement.

XI. If any doubt or difficulty arises regarding interpretation of any provision of this Settlement, the matter will be taken up only at the level of Indian Banks’ Association and the All India Bank Employees Association for discussion and settlement.

XII. This Settlement shall be binding on the banks listed in Appendix ‘B’ hereto and their workmen under Section 18 of the Industrial Disputes Act, 1947.

For Indian Banks’ Association.

J. N. Saxena

P. F. Gutta

R. A. Gulmohamed

For All India Bank Employees’ Association.

H. L. Parvana, Secretary

T. Chakrabarti, Asst. Secretary

N. Sampath, Asst. Secretary

Witnesses:
1. P. K. Menon
2. R. K. Ghotgalkar

Bombay,
APPENDIX 'A'

(Enclosure to the Settlement on "Other Issues" between IBA and AIBEA dated 8th November, 1973)

Procedure to be followed in respect of reimbursement of expenses incurred on hospitalisation of workmen themselves and/or members of their families, in case of certain diseases/accidents.

1. In cases involving hospitalisation of the workmen themselves and/or the members of their families for diseases/accidents enumerated under Clause VII A(b) and VII B(b) of this Settlement, the bank will reimburse the charges in respect of the following, to the extent of 75% for the workmen and 50% for the members of their families:—

   i) Hospital charges excluding charges for board.

   ii) Diagnostic material charges, X-Rays, Pathological tests, ECGs, etc.

   iii) Medicines and drugs except tonics.

   iv) Surgeon’s fees including Anaesthetists’ fees, blood transfusion and dialysis.

   v) Operation theatre charges.

   vi) Physician’s and Consultant’s fees.

All the above charges would be reimbursed on the scale applicable to the lowest paying beds.

2. The workmen or members of their families as the case may be, will secure admission to the lowest paying beds, in a Government/Municipal hospital or any ‘private’ hospital (i.e. hospitals under the management of a Trust, Charitable Institution or a religious mission). The reimbursement will be restricted to the charges applicable to the lowest paying beds in such hospitals, subject to 75% or 50% as the case may be, of a maximum rate of Rs. 10/- per day.
3. In cases where it is unavoidable, the workmen and/or their family members may avail themselves of the services of one of the approved private nursing homes/private hospitals. Reimbursement in such cases will, however, be restricted to the extent of the amount which would have been reimbursable in case of admission to a public or private hospital, subject to 75% and 50% of the maximum rate of Rs. 10/- per day.

4. Hospitalisation charges in connection with maternity will not be reimbursable. Operation charges in cases involving operative interference because of complicated labour and caesarean operation (but not hospital charges) will, however, be reimbursable to the extent indicated in paragraph 1 above.

5. In cases where hospitalisation and treatment of any of the diseases mentioned in Clauses VII A(b) and VII B(b) of this Settlement is followed by domiciliary treatment, the doctor’s fee and cost of medicines will also be reimbursed to the extent of 75% for the workmen themselves and 50% for members of their families for a maximum period of one month after discharge from hospital, on production of the prescriptions from the hospital concerned.

6. The purchase of drugs/medicines will be restricted to approved chemists and arrangements will be made by banks wherever possible, to make direct payments to the chemists.

7. Banks will have discretion to refuse payment of bills in cases where they are not satisfied about the genuineness of the bills.
APPENDIX 'B'

LIST OF PARTIES

BANKS REPRESENTED BY INDIAN BANKS' ASSOCIATION

'A' Class Banks — Foreign Banks

1. Algemene Bank Nederland N. V.
4. The Bank of Tokyo Ltd.
6. The British Bank of the Middle East.
9. Mercantile Bank Ltd.
10. National and Grindlays Bank Ltd.

'A' Class Banks — Indian Banks

1. Allahabad Bank.
2. The Andhra Bank Ltd.
4. Bank of India.
5. Bank of Maharashtra.
7. Central Bank of India.
10. The New Bank of India Ltd.
11. The Oriental Bank of Commerce Ltd.
15. State Bank of Indore.
20. Union Bank of India.
23. The Vijaya Bank Ltd.

'B' Class Banks

1. The Bank of Rajasthan Ltd.
2. Corporation Bank Ltd.
3. The Hindustan Commercial Bank Ltd.
4. The Karnataka Bank Ltd.
5. The Lakshmi Commercial Bank Ltd.
6. The Punjab and Sind Bank Ltd.
7. The Sangli Bank Ltd.
8. The South Indian Bank Ltd.
9. The Vysya Bank Ltd.
10. United Industrial Bank Ltd.

'C' Class Banks

1. The Belgaum Bank Ltd.
2. The Hindusthan Mercantile Bank Ltd.
3. Krishnaram Baldeo Bank Ltd.
4. The Miraj State Bank Ltd.
5. The Nodungadi Bank Ltd.

AND THEIR WORKMEN
REPRESENTED BY
ALL INDIA BANK EMPLOYEES ASSOCIATION.