Minutes of discussions between Indian Banks Association, All India Bank Employees Association and National Confederation of Bank Employees dated 15th and 16th April, 1980 at Madras.

Present:

Representing IBA

Shri K. Venkatachari	Shri K. Ruknuddin
Shri N. Vaghul	Shri M. Ram Mohan Rao
Shri R. K. Ghotgalkar	Shri C. Vijay

Representing AIBEA	**Representing NCBE**
Shri T. Chakraborty	Shri O.P. Gupta
Shri N. Sampath	Shri C.L. Rajaratnam
	Shri Sivagyanam

1. Hill and Fuel Allowance

Parties agree that hill and fuel allowance will be paid at Dehra Dun in view of the Government Notification No. O.M. 11021/4/76-E.II (B) dated the 22nd March, 1979.

In cases where hill and fuel allowance is payable to Government employees by a notification similar to the one issued in respect of Dehra Dun, hill and fuel allowance will be payable under the Bipartite Settlement dated 31st October, 1979.

Demands in respect of places declared as hilly tract areas are to be considered separately.

For the purpose of determining whether a place is eligible for hill and fuel allowance and the rate at which such allowance is payable, the height of the place as supplied by the survey of India will be taken into account-not, however, the highest point in the city or the town. At all places wherever any bank is paying hill allowance at present, the same will be continued. However, hereafter, the payment of hill allowance will be determined on the principles laid above.

On the above basis hill and fuel allowance is payable at the

following places in addition to those already agreed to:

(i) Dehra Dun	
(ii) Chickmagalur	
(iii) Aldur	at 8% of pay
(iv) Basarkatte	Min. Rs. 30/-
(v) Javali	Max. Rs. 75/-
(vi) Santhveri	

Note: The Personnel Committee at its meeting held on 19th December, 1980 accepted the guidelines issued by the Government of India for determining the height of a hill station for the purpose of hill compensatory allowance. The relevant portion of the Government notification reads as under:

"Henceforth the criterion for the purpose of determining the height of a hill station should be the height of the highest point with in the municipal / Statutory limits of a hill station."

2. Project Area Allowance

Parties agree that the project area allowance payable for Group 'B' under the Bipartite Settlement dated 31st October, 1979 will be paid at the following places:

(i) Ambikanagar (Karnataka)
(ii) Donimalai (Karnataka)
(iii) Srisailam (Andhra Pradesh)
(iv) Haldia (West Bengal)
(v) Jog Falls (Karnataka)
(vi) Maithon (Bihar -DVC Project)
(vii) Dandeli (Karnataka)
(viii) Chattargarh (Rajasthan-Rajasthan Canal)
(ix) Mahi (Rajasthan -Dam Project)

continuation of the payment of project Area Allowance at these and and other places under the Bipartite Settlement will be reviewed periodically.

3. Payment of House Rent Allowance

For the purpose of payment of house rent allowance, parties agree that all places constituting an urban agglomeration will

be taken as a unit and the house rent allowance will be paid on the basis of population of the urban agglomeration given in the the 1971 Census, e.g., Dehra Dun, Urban Agglomeration has a population of 2,03,464 and all places coming within the urban agglomeration will be taken as part of Dehra Dun for house rent allowance payable at the rate of 6 per cent. Similarly, house rent allowance payable at Cuttack-population 2,65, 759 is 6 per cent.

It is also agreed that when a Government by notification declares a place as forming part of the town municipality on the basis that the population of the place as per 1971 Census is above 10,000 all places coming whithin such town minicipality will be taken together for the prupose of payment of house rent allowance.

4. Fitment of part-time employees on Absorption as Full time Employees

Parties agree that henceforth for fitment of part-time employees consequent of thier appointment on full time basis the pro-rata increments earned by them in the course of their part-time service should be converted into full increments and their salary fitted from the date of their appointment as full time employees after taking into account such additional increments, the fraction of an increment, if any, being granted to them by advancing the date of their next increment suitably. The advanced date of the increment will, in such cases, become the date of their annual increment in future years. An example of fitment on the above basis is given overleaf for information.

Date of appointment as part -time sweeper	-	1-1-1974
Emoluments drawn as part-time employee	-	Three fourths
Date of appointment as full time sweeper	-	1-1-1980

In the above case, the employee had earned 4½ (6¾) full increments. The employee shall be fitted in the Subordinate

scale at the 5th stage, i.e., Rs. 273/- and give the benefit of the next half increment by allowing him to draw the next increment on 1st July, 1980. He will thereafter draw his annual increment on 1st July each year. Full time employees who were working as part-time employees (in the same cadre) will with effect from 1st January 1980, be fitted into the scales of pay on the above basis. They will, however, not be entitled to payment of any arrears for the period prior to 1st January, 1980.

5. Sick Leave

Union demanded that similar to the provision for officers, sick leave for workmen should be permitted to be accumulated up to a maximum of 360 days on half pay at a time without the condition of maximum for the entire service of the workmen. The representatives of IBA said that there is no justification to extend to the workmen all the service conditions as are applicable to the officers. They said they could not agree to the demand of the unions.

Indian Banks Association agrees that the present provision in the Bipartite Settlement that for considering the request of an employee for converting sick leave on half substantive pay into sick leave on full substantive pay, the employee must have served the bank at least for a period of 5 years will not be insisted upon. All confirmed employees will be entitled to convert sick leave on half substantive pay into sick leave on full substantive pay, even during the first five years service.

For Indian Banks' Association

R.K. Ghotgalkar

M. Ram Mohan Rao

For All India Bank Employees Association

T. Chakraborty

N. Sampath

For National Confederation of Bank Employees

O.P. Gupta

C.L. Rajaratnam