MEMORANDUM OF SETTLEMENT DATED 3RD FEBURARY1990, BETWEEN THE MANAGEMENT OF 5 'B' CLASS BANKS AS REPRESENTED BY THE INDIAN BANKS ASSOCIATION AND THEIR WORKMEN AS REPRESENTED BY THE ALL INDIA BANK EMPLOYEES ASSOCIATION

(Under Section 2 (p) and Section 18 (1) of the industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules 1957).

Name of the Parties : 5 Banks which are on date 'B' Class Banks and listed in Schedule I to this Memorandum of Settlement.

Representing the Employers :

1) Shri R. Srinivasan
2) Shri K. Manmohan Shenoi
3) Shri N.D. Prabhu
4) Shri M. Gopalakrishnan
5) Shri M.K. Venkateswaran
6) Shri C. R. Vaitheeswaran
7) Shri J.N. Tandon
8) Dr. Surinder Mohan
9) Shri S. A Farooqi
10) Shri A.V. Rajagopalan
11) Shri R.R. Kothare
12) Shri Ramesh Mishra
13) Shri J.S. Bhatnagar
14) Shri G. Chandran
15) Shri C. Krishnamurthi
16) Shri A. K. Bakhshy

Duly authorised on behalf of the
Indian Banks Association.

Representing the workmen :

All India Bank Employees Association

1) Shri D. P. Chadha
2) Shri P. L. Syal
3) Shri P. S. Sundaresan
4) Shri L. N. Bhayal
5) Shri Tarakeshwar Chakraborti
6) Shri N. Sampath

7) Shri P.N. Tewari
8) Shri R.D. Trivedi
9) Shri Rajinder Syal
10) Shri Sudesh Kumar
11) Shri Sushil Ghosh
12) ShrI S.D. Dhopeswarkar
13) Shri R. V. Panchaity
14) Shri K. Sreenivasan
15) Shri T.B. Rai

SHORT RECITAL OF THE CASE

WHEREAS

(a) The Indian Banks' Association (IBA) on behalf of its 54 'A' Class Member Banks signed a Settlement on 10th April 1989 regarding the various terms and conditions of service of the workmen employees in those banks with the Union named above representing inter alia the workmen employees.

(b) In clause 24 of the aforesaid Settlement, it was provided that the negotiations regarding the revision of wages and other service conditions of the workmen employees in 'B' Class Banks would be concluded between the parties with in a period of 2 months from the signing of the Settlement.

(c) Due to Various constraints and for unavoidable reasons, the parties could not negotiate and settle with in the specified period.

(d) The parties have now concluded the negotiations regarding the salary revision and changes in terms and conditions of the service of 'B' Class employees etc.

Accordingly now, It is hereby agreed and declared by and between the parties hereto as under:

TERMS OF SETTLEMENT

GENERAL

1. In respect of the banks listed in Schedule I to this Memorandum of Settlement it is agreed that the provisions of the Sastry Award as finally modified and enacted by the Industrial Disputes (Banking Companies) decision Act, 1955, the industrial (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 (hereinafter referred to as the Awards) as modified by the Settlements dated 19th October 1966, 12th October 1970, 23rd July 1971, 8th November 1973, 22nd November 1979, 8th September 1983, 28th February, 1985 and 5th January, 1987 shall govern the service condition of workmen in all the banks listed in both the parts of Schedule I here to except to the extent that the same are modified by this Settlement.

2. The Awards and Settlements referred to in Clause 1 shall stand mutatis mutandis modified and added to by the Terms of Settlement set out in the two Memoranda of Settlements both dated 10th April, 1989 (hereinafter referred to as the said Settlement between the Managements of 54 'A' Class Banks as represented by the IBA and their workmen as represented by the above named Union except that the provisions of the said Settlement Shall in their application to the 'B' Class Banks listed in Schedule I here to be read subject to the amendments hereinafter appearing.

3. Scales of Pay :

Items (i) and (ii) in Clause 4 (A) of the Said Settlement shall be read as under:

(i) Subordinate Staff

755-20/4-835-25/1 -860-30/4-980-35/4-1120-40/6-1360 (20 Years)

(ii) **Clerical Staff**

810-45/2-900-50/2-1000-75/4-1300-100/4-1700-110/4-2140-120/1 -2260-215/1 -2475 -120/1 -2595 (20 years)

4. City Compensatory Allowance

Items (A) and (B) in Clause 6 of the Said Settlement shall be read as under:-

(A) Clerical Staff

(i) At the higher CCA Centres including the State of Goa	-	61/2% of basic pay Max. Rs. 135/- p.m
(ii) At the lower CCA Centres places with population of 5 lakhs and over, State Capitals, Chandigarh, Pondi Cherry and Port Blair	-	4% of basic pay i.e. Max. Rs. 90/-p.m

(B) Subordinate Staff

(i) At the higher CCA Centres including the State of Goa	-	6½% of basic pay Max. Rs. 65/-p.m
(ii) At the lower CCA Centres i.e. places with population of 5 Lakhs and over, Pondi cherry and Port Blair	-	4% of basic pay Max. Rs. *45/-* p.m.

5) House Rent Allowance

Items (i), (ii), (iii) and (iv) in clause 7 of the said Settlement shall be read as under:-

(i) At Special places and Semi - Special Places - 12% of pay-Maximum Rs. *275/-* p.m.

(ii) At Places with population of 2 lakhs and over (other than Special and Semi-Special Places) and State Capitals and Capitals of Union Territories -10% of pay - Maximum Rs. 230/- p.m.

(ii) At Places with population of 10, 000 and over but below 2 lakhs - 8% of pay - Maximum Rs. 185/- p.m.

(iv) At places with population of less than 10,000/- 61/2% of pay-Minimum Rs. 50 /- p.m. Maximum Rs. 145/-p.m

6) Special Allowances

Allowances Specified in Schedule II A and II B to the said Settlement shall be substitued by such allowances as specified in Schedule II A and II B to this Memorandum of Settlement.

7) Medical Aid

Items (1) and (2) of Clause 12 of the said Settlement shall be read as under-

1) For Workmen with service upto 5 years till the completion of 5th year : Rs. 325/- p.a

2) For workmen who have completed 5 years service and above : Rs. 425/- p.a

8) Hospitalisation Charges

Clause 13 of the said Settlement shall read as under:-

- In respect of bills related to the period between 1.11.1987 and 31.12.1989 already paid or submitted and pending for payment, the benefit of higher percentage of reimbursement provided in this Settlement shall be extended within the rates and limits stipulated in the Fourth Bipartite Settlement.

9) Payment of Overtime

The overtime paid to the employees for the overtime work performed uptil 31st December 1989 shall not be recalculated on account of this Settlement.

10) Re-Categorisation of Banks

In Partial modification of Clause XIX of the Settlement dated 17th September, 1984 between the IBA and the Union(s) named therein, the Working Funds taken for the purpose of Classification of 'B' Class Banks shall be Rs. 100 Crores and below with effect from 1st April, 1990. All other provisions will remain unchanged.

For Indian Banks Association		**For All India Bank Employees Association**
(S/Shri)		(S/Shri)
R. Srinivasan		D.P. Chadha
N.D. Prabhu		P.S. Sundaresan
J.N. Tandon		Tarakeshwar Chakraborti
Dr. Surinder Mohan	Sd/-	N. Sampath
S.A. Farooqi		P.N Tewari
R. R. Kothare	Sd/-	R.D. Trivedi
Ramesh Mishra		
J.S. Bhatnagar		
G. Chandran		
C. Krishnamurthi		
A.K. Bakhshy		

Witness:

Sd/-	Sd/-
(Sushil Ghosh)	(Mrs. H.N. Shroff)
Sd/-	Sd/-
(P.L. Syal)	(Mrs. D.H. Hormusji)

C.C.to:
1. Asstt. Labour Commissioner (Central)
2. Regional Labour Commissioner (Central)
3. Chief Labour Commissioner (Central) New Delhi
4. The Secretary to the Government of India, Ministry of Labour , New Delhi.

SCHEDULE-I

LIST OF BANKS

1) Kashi Nath Seth Bank Limited
2) Lord Krishna Bank Limited

3) Nainital Bank Limited
4) The Parur Central Bank Limited
5) The Purbanchal Bank Limited

SCHDULE - II-A

SPECIAL ALLOWANCES
FOR CLERICAL STAFF

		Amount of Special Allowance Rs.	Amount Ranking for P.F Rs.
1.	Telephone Operator	58	52
2.	Relieving Telephone Operator	30	27
3.	Audit Clerk -Category 'A'	98	89
	Category 'B'	185	167
4.	Comptist	*115*	*104*
5.	Telex Operator	145	130
6.	Teller	150	135
7.	Punch Card Operator / Data Entry Operator	161	145
8.	Accounting Machine Operator	248	224
9.	IBM/ICT Machine Operator	282	254
10.	Stenographer	282	254
11.	Head Clerk	282	254
12.	Assistant Head Cashier		
	- Units of 5 Clerks and above	150	135
	- Units of 4 Clerks and below	115	104
13.	Cashier -in -Charge of Cash in Pay office or Branch	189	170
14.	Head Cashier -category 'A'		
	- Units of 5 Clerks and above	189	170
	- Units of 4 Clerks and below	145	131
15.	Head Cashier -Category 'B'		

	- Units of 5 Clerks and above	224	202
	- Units of 4 Clerks and below	145	131
16.	Head Cashier - Category'C'	316	284
17.	Head Cashier - Category'D'	316	284
18.	Head Cashier - Category 'E'	453	408
19.	Special Assistant	489	440

Note:

The Graduation Allowance/Professional Qualification Allowance for clerical staff in 'B' Class Banks will be the same as for Clerical Staff in 'A' Class Banks as provided in the Schedule IIA of the Settlement of 10 th April 1989.

SCHEDULE II-B
SPECIAL ALLOWANCES
FOR SUBORDINATE STAFF

		Amount of special Allowance Rs.
1)	Cyclostyle Machine Operator	42
2)	Liftman	60
3)	Relieving Liftman	36
4)	Cash peon	49
5)	Watchman/Watchman-cum -peon	49
6)	Armed Guard	90
7)	Bill Collector	101
8)	Daftery	96
9)	Head Peon	114
10)	Air Conditioning plant Helper	233
11)	Electrician	233
12)	Driver	251