



- (iii) A married female employee may include her natural / legal parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

Note: For the purpose of medical expenses reimbursement scheme, for all employees, any two of the dependent parents/ parents-in-law shall be covered.

19. Leave Fare Concession

- (i) In modification of Paragraph 19 of Bipartite Settlement dated 27th April 2010, with effect from the date of this Settlement, leave fare concession payable will be the actual return railway fare or steamer fare incurred by the workman and members of his family subject to the following:
- For availment of leave fare concession under a 2 year block for visit to any place within India, the maximum permissible distance shall be 2500 kms. (one way), for the subordinate staff and 2000 kms. (one way) for non-subordinate staff.
 - For availment of leave fare concession under a 4 year block for visit to any place in India, the maximum permissible distance shall be 5000 kms. (one way) for subordinate staff and 4000 kms. (one way) for non-subordinate staff.
- (ii) With the effect from 1st June 2015, the class of fare to which the workman and the members of his family would be entitled, shall be as follows:

Subordinate Staff :

AC III Tier for the journey by mail/express train.

By Steamer – II Class Cabin

Non-subordinate Staff :

II AC for the journey by mail/express train.

By Steamer – I Class Cabin

Note: The above entitlement shall also be applicable for travel on duty.

Provided further that where the non-subordinate employee and / or members of his family undertake travel by air either to his place of domicile or to any

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other place for rest and recuperation within India, he shall be entitled to be reimbursed the actual air fare so incurred or the II AC class fare by train by a direct route in case of travel to place of domicile or to the extent of the maximum admissible distance in case of travel to any other place for rest and recuperation, during the two year/four year block respectively, whichever is less.

- (iii) An employee and/or members of his family, when availing leave fare concession may undertake travel by any mode of surface transport between places and the employee will be eligible to claim in respect of such journey his actual expenditure or the notional train fare by the entitled class for the admissible distance, whichever is less, within his overall entitlement.

For the purpose of this sub-clause, travel by any approved mode of surface transport would mean such travel undertaken through any public transport or transport (including taxi) operated by agencies / tour operators approved by appropriate Government authorities or motorcar owned by the employee with permission of the Bank.

- (iv) By exercising an option anytime during a block of 2 years or 4 years, as the case may be, an employee can either undertake travel availing of leave fare concession and claim reimbursement upto his entitlement or to encash the facility for the concerned block. The option so exercised shall be irrevocable for the block concerned. On opting to encash the facility, he will be entitled to receive a lump sum equivalent to notional train fare for the admissible distance (depending on a 2 year or 4 year block) by the entitled class, subject to deduction of admissible tax at source. Leave Fare Concession for travel to place of domicile is not encashable. An employee opting to encash his LFC shall prefer the claim for himself and his family members only once during the block / term in which such encashment is availed of. The facility of



encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LFC.

- (v) All employees will be given an opportunity to exercise an option within 90 days from the date of this Settlement to avail LFC under two years/four years block as the case may be. If no option is exercised within the stipulated period, the earlier option will continue to be operative.

20. **Hospitalisation (other than SBI)**

In substitution of Clause 20 of the Bipartite Settlement dated 27th April 2010, the reimbursement of hospital expenses shall be as per the Medical Insurance Scheme detailed in Schedule IV to this Settlement.

21. **Compensation on Transfer**

In supersession of Clause 22 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, compensation on transfer, shall be as under:-

An employee on transfer shall be paid the cost actually incurred for transporting his personal effects, as under:

By Train:

	Non Sub-staff	Sub-staff
a. For married persons	3000 kg.	2000 kg.
b. For unmarried persons	2000 kg.	1150 kg.

By Road: An employee on transfer from one station to another can transport his/her personal effects by rail/road upto the stipulated weights by an IBA approved

Transport Operator.

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22. Compensation for losses due to breakage or damage to goods on Transfer

In modification of Clause 23 of Bipartite Settlement dated 27th April 2010, with effect from the 1st June 2015, compensation on transfer, shall be as under:-

- a. Where an employee produces receipts or a statement of loss in respect of breakages subject to a maximum of:

Clerical Staff	:	₹1,500/-
Subordinate Staff	:	₹1,000/-

- b. Where no receipts/statement of loss are produced, a lumpsum payment of:

Clerical Staff	:	₹1,000/-
Subordinate Staff	:	₹750/-

23. Halting Allowance

In modification of Clause 24 of the Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, halting allowance shall be payable at the following rates for the days spent on duty outside the headquarters:

	(A)	(B)	(C)
	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals/ Capitals of Union Territories not covered in column (A)	Other Places
Clerical Staff	₹700/- per diem	₹600/- per diem	₹450/- per diem
Subordinate Staff	₹500/- per diem	₹400/- per diem	₹250/- per diem

24. Washing Allowance

In supersession of Clause 25 of Bipartite Settlement dated 27th April 2010, with effect from 1st June 2015, washing allowance shall be payable at ₹150/- p.m., where the washing of livery is not arranged by the bank.

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25. Cycle Allowance

In supersession of Clause 26 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, cycle allowance is payable to the members of the subordinate staff who are required to use a cycle on regular assignment for outdoor duties at ₹100/- p.m. at all centers.

Cycle allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

26. Split Duty Allowance

In partial modification of Clause 27 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, Split Duty Allowance shall be payable at all centers at ₹150/- p.m.

27. Project Area Compensatory Allowance

In partial modification of Clause 28 of the Bipartite Settlement dated 27th April 2010, w.e.f. 1st November 2012, workmen in project areas shall be paid project area compensatory allowance as under :

Project Area Group 'A'	Project Area Group 'B'
Clerical Staff - ₹250/- p.m.	Clerical Staff - ₹200/- p.m.
Sub-Staff - ₹200/- p.m.	Sub-Staff - ₹175/- p.m.

28. Special Area Allowance

In partial modification of Clause 29 of Bipartite Settlement dated 27th April 2010, in view of revision in 'Pay Scale', w.e.f. 1st November 2012, the Pay referred to under Columns (3) and (4) of Schedule VI of Bipartite Settlement dated 27.4.2010, shall be read as ₹24,000/- instead of 14,700/-, the rates, other details and conditions remaining unchanged.



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29. Reimbursement of expenses on Road Travel

In substitution of Clause 31 of Bipartite Settlement dated 27th April 2010, w.e.f. 1st June 2015, where an employee has to travel on duty / LFC between two places he shall be reimbursed actual road mileage cost or at ₹6/- per k.m., whichever is less.

30. Privilege Leave

In partial modification to Clause 13.20 of Bipartite Settlement dated 19.10.1966 (other than State Bank of India) and para 7.20 of Settlement dated 31st March 1967 (in case of State Bank of India), an employee other than a member of the Executive Committee of a registered trade union of the employees of the Bank shall not be entitled to take privilege leave on more than four occasions in a calendar year.

Where however, the reasons for the request by an employee for leave on more than four occasions in a year are adequate and genuine and it is not administratively inconvenient, such leave may be granted.

Privilege Leave should be applied not less than 15 days before the proposed date of commencement of such leave.

In partial modification to Clause 8 of Bipartite Settlement dated 29.6.1990, Privilege Leave accruing to an employee on or after the date of this settlement, shall be allowed to be accumulated beyond 240 days up to a maximum of 270 days. However, encashment of privilege leave shall be restricted up to a maximum of 240 days.

31. Maternity Leave

Clause 30 of Bipartite Settlement dated 27th April 2010 shall be substituted by the following:



- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- (d) Leave may also be granted once during service to a childless female employee for legally adopting a child who is below one year of age, for a maximum period of six months, subject to the following terms and conditions: -
 - (i) Leave will be granted for adoption of only one child.
 - (ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.
 - (iii) The permanent part-time employees are also eligible for grant of leave for adoption of a child.
 - (iv) The leave shall also be available to biological mother in cases where the child is born through surrogacy.
 - (v) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

32. **Paternity Leave**

With effect from the 1st June 2015, male employees with less than two surviving children shall be eligible for 15 days Paternity Leave during his wife's confinement. This leave may be combined with any other kind of leave except

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Casual Leave. The leave may be availed upto 15 days before or upto 6 months from the date of delivery of the child.

33. Casual Leave

In supersession of Clause 13.22 of Bipartite Settlement dated 19.10.1966 (in case of State Bank of India, Clause 7.22 of the Settlement dated 31st March 1967), an employee shall be entitled to Casual Leave upto a maximum of 12 days in each calendar year, provided that not more than 4 days may be taken continuously. It is reiterated that holidays and weekly offs prefixing/suffixing or falling within the period of Casual Leave will not be treated as part of Casual Leave.

34. Sick Leave

In partial modification to Clause 27 of Bipartite Settlement dated 27.3.2000, Casual Leave converted into Sick Leave may also be availed without production of medical certificate for 4 days at a time once in a year or two days at a time, twice a year.

35. Special Sick Leave

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an employee once during his/her entire period of service for donation of kidney/organ.

36. Extraordinary Leave

In partial modification of Clause 13.34 of Settlement dated 19th October 1966, (in case of State Bank of India, Clause 7.34 of Agreement dated 31st March 1967) in exceptional circumstances, Extraordinary Leave may be sanctioned (without wages) not exceeding 3 months on any one occasion and upto a maximum of 24 months during the entire period of an employees' service.

37. Joining Time

It is agreed by and between the parties that with effect from the date of the Settlement, joining time of six days allowable under Para 511 of Sastry Award may

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be granted either immediately after relieving or within three months after joining the new place of posting.

38. Holidays

In terms of understanding dated 23rd February 2015 reached between IBA and Workmen Unions, every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. IBA has initiated steps to get clearances from the Reserve Bank of India and Government of India. The change will be effective after approval by the Reserve Bank of India and Notification of the change issued by the Government of India.

39. Special provision for State Bank of India

Special compensatory provisions in respect of State Bank of India as in bank level settlements may be reviewed and settled at bank level.

40. Implementation

The various provisions of this Settlement shall take effect from the dates specified hereunder, unless provided to the contrary and the financial benefits emanating therefrom shall be given effect to within a period of 90 days from the date of this Settlement.

		<u>With effect from</u>
1.	Scales of Pay: As per Clause 4	1 st November 2012
2.	Dearness Allowance, Professional Qualification Pay/ Graduation Pay, House Rent Allowance, Provident Fund, Gratuity, Fixed Personal Pay, Transport Allowance, Annual Medical Aid, Special Area Allowance, Hill & Fuel Allowance, Split Duty Allowance, Cycle Allowance, Project Area Compensatory Allowance	1 st November 2012
3.	Stagnation Increment - 8 th	1 st May 2015
4.	Special Allowance	1 st November 2012

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5.	Special Pay	1 st November 2012
6.	Halting Allowance, Washing Allowance, Compensation on Transfer, Compensation for losses due to breakage of damage to goods on transfer, Reimbursement of Expenses on Road Travel	1 st June 2015
7.	LFC, Definition of Family, Amendments in PL, Sick Leave, Casual Leave, Extraordinary Leave	1 st June 2015
8.	Accumulation of PL up to 270 days	1 st June 2015
9.	Paternity Leave	1 st June 2015
10.	Special Sick Leave	1 st June 2015
11.	Maternity Leave, Joining Time	25 th May 2015

41. Date of Effect and Operation

- i. This Settlement shall be binding on the parties for five years from 1st November 2012.
- ii. The terms and conditions hereof shall continue to govern and bind the parties even thereafter until the Settlement is terminated by either party giving to the other a statutory notice as prescribed in law for the time being in force.
- iii. The All India Bank Employees' Association, the National Confederation of Bank Employees, the Bank Employees' Federation of India, the National Organisation of Bank Workers and the Indian National Bank Employees Federation on behalf of the workmen agree that during the operation of this Settlement, the workmen will not for any reason whatsoever, raise any demand of any nature whatsoever on any of the banks in respect of matters, monetary or otherwise, covered by this Memorandum of Settlement.
- iv. Copies of the Memorandum of Settlement will be jointly forwarded by the parties to the authorities listed in Rule 58 of the Industrial Disputes (Central) Rules, 1957 so that terms and conditions thereof are binding on the parties as provided in law.



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42. Interpretation

If there is any difference of opinion regarding interpretation of any of the provision of this Settlement the matter will be taken up only at the level of the Indian Banks' Association, the All India Bank Employees' Association, the National Confederation of Bank Employees, the Bank Employees' Federation of India, the National Organisation of Bank Workers and the Indian National Bank Employees Federation for discussion and settlement.


Dated: 25th May 2015


Indian Banks' Association


T M Bhasin

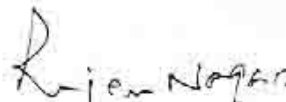

Ashwani Kumar

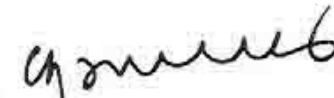

Animesh Chauhan

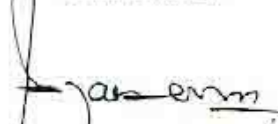

Shyam Srinivasan



Ashwini Mehra


All India Bank Employees' Association


Rajen Nagar


C H Venkatachalam


B S Rambabu


E Arunachalam


Vishwas Dtagi



10th Bipartite Settlement

M V Tanksale

K Unnikrishnan

K S Chauhan

J P Sharma

Lalita Joshi

D D Rustagi

V K Sharma

P P Varghese

National Confederation of Bank Employees

Vinil Kumar Saxena

M V Muran

Sanjeev K Bandlish

Bank Employees' Federation of India

C J Nandakumar

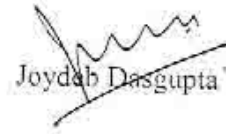
Pradip Biswas

K Krishnan



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Settlement


R K Sharma


Joydeb Dasgupta


Jyothi B Mohapatra

National Organisation of Bank Workers


Ajay N Badani

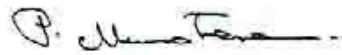

Prabal Pratap Singh


Brajesh K Mishra


Ramanath R Kini


Arun Bhagoliwal


Mohan Kumtakar


P Monoharan


Man Mohan Gupta

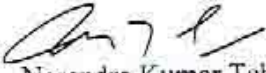

Dharmendra Agarwal

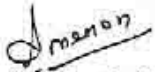
Indian National Bank Employees'
Federation



-Subhash S Sawant



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Narendra Kumar Tehri


Siddharth B Menon

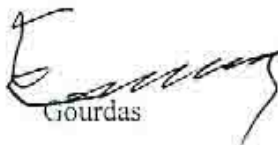

Shyam Mukhopadhyay

WITNESSES


W Ferreira


Rushmi Patwardhan

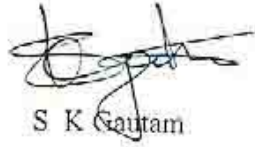

R Vijayakumar


Gourdas



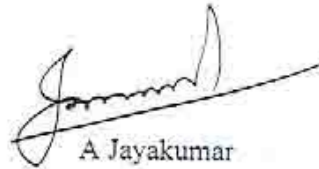
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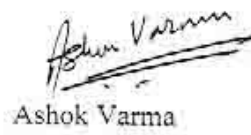

M M Rai


S K Gautam

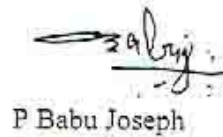

N Venugopal


N Radhakrishnan


A Jayakumar


Ashok Varma


K K Singh


P Babu Joseph




10th Bipartite
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Srinivasa Babu


P Venkataramaiah


S Sudhakar Shetty


Ravindra G Joshi


Dharnidhar Swain


R Meenakshi Sundaram

- CC TO: 1. Assistant 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.