

MEMORANDUM OF SETTLEMENT ARRIVED AT UNDER SECTION 12(3) OF THE ID ACT 1947 BETWEEN THE MANAGEMENT OF ANDHRA BANK, HEAD OFFICE AND ALL INDIA ANDHRA BANK AWARD EMPLOYEES' UNION (Affiliated to AIBEA), BEFORE Shri M. DHARMARAJ, ASST. LABOUR COMMISSIONER (C), HYDERABAD ON 5th MARCH, 2013 REGARDING THE POLICY & PROCEDURE FOR CAREER PROGRESSION AND UPGRADATTON OF WAGES OF PARTTIME SWEEPERS TO FULL TIME SCALE WAGES

Representing the Management

R. Padmanabhan
General Manager

K. Satish Chander Reddy
Assistant General Manager

S. Veeramani
Chief Manager(HR)

A. Eswaran
Senior Manager(HR)

Representing the Union

B S R Mohan Reddy
Chairman

Manoranjan Das
President

M Sankareswaran
Vice President

B V V Kondala Rao
Vice President

Mihir Kumar Dey
Vice President

Vikas Rane
Vice President

Vijay Kumar Juneja
Vice President

T. Ravindranath
General Secretary

Ramana N.V.
Dy. General Secretary

M. Padmanabhan
Dy. General Secretary

SHORT RECITAL OF THE CASE:

Whereas the General Secretary of All India Andhra Bank Award Employees' Union has served a Strike Notice vide letter dated 17.10.2012 to the Management of Andhra Bank, Hyderabad for settling various demands and the matter was ceased in conciliation by the RLC (C), Hyderabad and thereafter Conciliation Proceedings were held on 19.11.2012 before the RLC (C), Hyderabad, where both the parties had agreed to discuss the matter in the bilateral manner to resolve the issues amicably.

And whereas both the parties as per the advice of the RLC (C), Hyderabad had mutually discussed the various issues and on 07-12-2012 a Settlement under Section 2(p) of ID Act 1947 was signed between these parties covering several issues including the issue of Career Progression and Upgradation of Wages of Part Time Sweepers to Full Time Scale Wages.

And whereas under paragraph No.4 of the said Settlement it was agreed that all PTS who have completed more than 20 years of service as on 30-09-2012 shall be converted to Full Time Sweepers-cum-Sub Staff and, be designated as Housekeeper-cum-Peon w.e.f. 01-10-2012.

And whereas it was agreed that all 1/3rd PTS who have completed more than 15 years up to 20 years of service as-on 30-09-2012 shall be upgraded to 1/2 scale wages and all those in 1/2 Scale Wages to 3/4th Scale Wages w.e.f 01-10-2012.

And it was further agreed that after one year the, Policy & Scheme for Conversion / Upgradation in a phased manner shall be further improved upon.

And where as it was agreed that a separate Settlement covering all other modalities & Fitment on Conversion to higher scale wages shall be mutually discussed and arriveLat before -31st January, 2013 shortly by way of Settlement under Sec: 12(3) of ID 1947.

And whereas both the parties have mutually discussed the Policy & Scheme for Conversion/Upgradation of Wages of Part Time Sweepers and both the parties desired to arrive at a Memorandum of Settlement under Section 12(3) of ID Act and approached the Asst. Labour Commissioner(C), Hyderabad for facilitating to arrive at a Settlement

on the issue. Today 5th March, 2013 after further discussions, in the presence of the Asst. Labour Commissioner (C), Hyderabad, the following terms of Settlement are agreed to and arrived at between the parties:

**SETTLEMENT ON POLICY & SCHEME FOR
CAREER PROGRESSION / UPGRADATION OF WAGES
OF PART TIME SWEEPERS TO FULL TIME SCALE WAGES**

TERMS OF SETTLEMENT:

1. All (Part Time Sweepers) PTS who have completed more than 20 years of service as on 30-09-2012 shall be converted to Full Time Sweepers -cum- Sub-Staff and designated as Housekeeper-cum-Peon w.e.f .01-10-2012 .
2. All PTS who are on 1/3rd Scale Wage and have completed more than 15 years up to 20 years of service as on 30-09-2012 shall be upgraded to 1/2 Scale Wages and all those PTS who are on 1/2 scale wages and have completed⁷ more than 15 years up to 20 years of Service as on 30-09-2012 shall be upgraded to 3/4th Scale Wages w.e.f. 01-10-2012. For the purpose of Seniority in Service, for conversion to Full Time Sweeper-cum-Sub Staff and Upgradation from 1/2 Scale to 3/4 Scale Wages and from 1/3 Scale to 1/2 Scale Wages, the Cut-off-date shall be 01.10.2012. For the purpose of payment of wages on Conversion/Upgradation, it shall be w.e.f. 01.01.2013.
3. Date of Joining in the Bank shall be the criteria for arriving at the completed years of Service.
4. The cut-off date for determining the conversion of Part Time Sweepers to Full Time Sweepers-cum-Sub Staff and for conversion from 1/3 scale to 1/2 Scale to 3/4 Scale shall be 30th September of the respective year from the year 30.09.2013 onwards in each year. The effective date for conversion / upgradation and for all other purposes like seniority & payment of wages shall be 1st October of the respective year.
5. The part time employee converted to full scale wages and

designated as House Keeper cum Peon shall perform all the duties relating to sweeping and cleaning of the branch / office premises and as well the duties of sub staff member within the normal working hours of a sub staff. The existing concept of sweeping area of the branch and number of hours per week will be no longer applicable to these part time employees converted and designated as House Keeper cum Peon.

6. The total working hours of the House Keeper cum Peon including the cleaning work shall not exceed the total working hours of a sub staff per day as provided under B.P.Settlement.
7. The PTS on Conversion /Up-gradation to House Keeper cum Peon the wages shall be fitted into the Sub Staff Pay Scale in terms of Clause No.18.3 of the BP Settlement dt.10.04.1989 and as modified in the B. P. Settlements from time to time.
8. All other service conditions as prescribed under Bi Partite settlement and other service conditions as applicable to Sub Staff under various guidelines / Circulars / Settlement in the Bank shall be applicable to the sweepers converted to full scale wages and designated as House Keeper cum Peon.
9. The part time employee converted to full scale wages and designated as House Keeper cum Peon shall be adjusted in the same place / branch to the extent of vacancies available. In case of non-availability of vacancies they shall be posted to any of the branches within the same district or neighbouring district within the Zone as per the requirement in the state of Andhra Pradesh and in other states it will be within the same district. Failure to report at the new place of posting by the specified date would be construed that the employee is not interested in such conversion and the employee shall be reverted back to his / her previous part time scale by giving proper notice.
10. In branch / office where more than one part time employee has been converted and designated as House Keeper cum Peon, then the senior among them based on their Seniority / Date of Birth will be retained in the same branch and the junior House Keeper cum Peon shall be posted within the same district or neighboring district within the Zone, in the State of Andhra Pradesh and within the same District in other States.

11. If the part time employee converted as House Keeper cum Peon is a physically handicapped person or a widow or is aged above 55 years, such House Keeper cum Peon shall be retained in the same place.
12. The employees directly recruited as full time subordinate staff or promoted as subordinate staff in terms of settlement dated 22. 12. 2000 and the PTS possessing educational qualifications like 10th SSC / INTER / PUC / Degree examinations promoted to Sub-staff Cadre through a Separate channel by providing 10% of vacancies on the total number of Sub staff vacancies directly recruited in terms of Clause 5 of Memorandum of Settlement dt. 07.12.2012 are not required to perform the duties relating to sweeping and cleaning of the premises since they are promoted to Sub-staff through separate Settlement and Policy and are not designated as House Keeper cum Peon.
13. The PTS upgraded to-1/2 scale or 3/4 scale wages shall be fitted in scale of pay as per provisions of BP Settlement.
14. It is mutually agreed that before 30. 09. 2013 the policy and Scheme for conversion / up-gradation of Part Time Sweepers in a phased manner shall be further improved upon.
15. The terms of this Settlement shall come into force from the date of signing this Settlement and shall be binding on the parties for a period of 2 years and shall continue to remain in force and operation even thereafter until either party gives three months notice to the other party of its intention to terminate the Settlement and a modified Settlement is arrived at.
16. During the period of operation of this Settlement, if any modifications / amendments to the terms and conditions are felt necessary the same shall be discussed and a mutual agreement may be arrived at by way of modifications / amendment to this Settlement.
17. If any doubt or difficulty arises regarding the interpretation and implementation of any of the terms of this Settlement the matter shall be mutually discussed and settled at the Head Office level between the Management and Union for proper clarification.

Signed by the parties on this 5th Day of March. 2013 at Hyderabad:

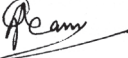
Representing Andhra Bank Management



M. Padmanabhan

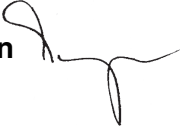


Madan Chandra Reddy

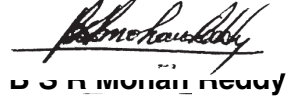


S. Veeramani

A. Eswaran



Representing AIABAF.U



M. Sankareswaran

Mar. Jas

M. Sankareswaran

B. V V Kondala Rao

Mihir Kumar Dey

Vikas Rane

Vijay Kumar Juneja

T. Ravindranath

Ramana N.V.


M. Padmanabhan

Witnesses:



1) M. Sudhakar
Assistant Manager
Human Resources Department

2) L. Chandra
Assistant Treasurer
IABAEU



5/3/13

(M. DHARMARAJ)

Assistant Labour Commissioner (Central), Hyderabad.