

RKP
08/04/92

NATIONAL ORGANISATION OF BANK WORKERS
(AFFILIATED TO BHARATIYA MAZDOOR SANGH)
CENTRAL OFFICE : NEW DATTA MANDIR
ROAD, ITWARI, NAGPUR-440 002.

N E W Y E A R G R E E T I N G S

Chaitra Shudha Pratipada
Shaka 1914 (Saturday)
Angiranam Samvatsara
Yugabdhā 5094
4th April, 1992.

WINDS OF CHANGE ARE BLOWING FAST,
WIPING THE MEMORIES OF SHUDDERING PAST,
WELCOME, WELCOME THE DIVINE CHALLENGE,
WITH HUMILITY AND COURAGE,
FOR THIS OPPORTUNITY IS LAST.

CENTRAL OFFICE
N O B W



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

31st Dec.1991

Confidential

To : All Unit Secretaries

Namaskar,

As you are aware that some developments have taken place in respect of joint study team (AIRBEA RBI) report vis-a-vis immediate implementation in the very recent past. The participants of the joint study team including RBI have as a whole tried their best to keep the matter top confidential. Nevertheless we could gather requisite information at this hour which in our opinion may not be wrong. We advise that as a first part of implementation of the study team report the RBI & AIRBEA has entered into an agreement in respect of upgradation of certain member of post of Grade I & Tellers of Cash Department to S.O.Gr.'A' without disturbing the present pattern of working in Cash Department except changing the ratio of seven Grade IIs to one Grade I to 14 Grade IIs and one Asstt. Treasurer. The strength of NES will be 42 Grade IIs with three Gr.I including punching, four Asstt. Treasurers headed by one Dy.Treasurer with some trifling changes here and there taking into consideration the number of hands to be accommodated in NES with reference to space, the pattern of NES will be as said above. The Teller's of postal and station duty are to be upgraded as Asstt. Treasurer. Asstt. Treasurers working at exchanged counters are to be upgraded as Deputy Treasurers. The Exchange Counter Teller (manning only notes exchange one Re.1/- Coin exchange) are to be upgraded as Asstt. Treasurers subject, however to the ratio of 8 Tellers to 5 Asstt. Treasurers. In effect a clear-cut redundancy of 50% existing Tellers' post. On the same analogy 50% Gr.Is post are also to be reduced. The participants of the Study Team have, however, manoeuvred the entire redundancy game in such a manner that the surplus, reduced existing number of Gr.I and Tellers are to be added to leave reserve compliment making it a supernumerary leave reserve. Obviously without change in procedure, service conditions and only upgradation of existing Class III post without actually reducing the number of existing sanctioned strength of Grade I, Tellers, they have manoeuvred to keep us away from the ambit of Industrial Disputes Act. 1947.

2. So far as General Side is concerned the inspection team Clerk Gr.I are to be upgraded to S.O.Gr.'A'.

Friends, it is pertinent to note here that -

(1) No.of Class III posts, which are upgraded will be permanently reduced.

(2) Supernumerary compliment as said above, will be primarily adjusted against the future promotions. Consequently the No.of posts will be reduced apart from complete full stop to any promotion to the juniors.

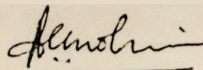
We understand AIRBEA has agreed and signed for the above said formula of promotion and at the same time virtually agreed to increase quota and other stringent conditions of the management. The height of AIRBEA bowing down may be seen in assurance to the bank for improvement of customer service. At the same time it is apprised here that Class IV Federation did not agree with the aforesaid proposal which has recommended certain changes in their service conditions. Having noted the discontent from the Class IV Federation we have for the time-being extended our hand to them for coming at a common platform and their reply is awaited.

With the foregoing information we take this opportunity to request you to convey us any sort of information with reference the said joint study team and pending re-organisation of Cash Department. We shall be glad to hear from you on the subject including your personal views for summoning AIRBWO CEC on the subject. At present we feel it better to wait and watch the developments.

Please report the any other matter/developments at your centre.

With New Years Greetings.

Brotherly yours,



(A.N. MOHARIR)
GENERAL SECRETARY

Note - Please convey your opinion/views in a neat typed letter.

A
3/12

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NATIONAL ORGANISATION OF BANK WORKERS)

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Gen.Secy. : SHRI A. N. MOHARIR A. N. MOHARIR

122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Date : 20th Jan, 1992.

To,
Dr. Manmohan Singh

Union Finance Minister,
Govt. Of INDIA,
North Block,
NEW DELHI.

Sir,

Link the personal the exemption limit, rebates,
various exemptions and deduction with the
Inflation Index of the year.

Further to our letter Dt.17th Jan.1992 on the subject we demand that to minimise the effect of Inflation, reduce the number of amendments and to provide stability to the tax rate structure. It is necessary to make a provision in the Income Tax Act like the one in various countries like Canada, Austrelia etc. to automatically Index the personal exemption limit, rebates and the various exemptions and deduction on the basis of the Inflation Index for the relevant year concerned.

The basic rates of Income Tax should be contained in the Income Tax Act or the Direct Taxes Code itself. Changes in the rates if any, may be made once in five years through the Finance Act of the relevant year. Hence, the following suggestion are made to reduce the harassment, lead to a greater voluntary Tax compliance, check the menace of Black Money to a substantial extent, provide relief to the Tax Payers and make the law respectable, simpler and more humane.

1. Raise the limit of Personal exemption limit :

The personal exemption limit for individuals etc. should be raised from Rs.22000/- to Rs.50000 effectable from the Financial Year 1992-93.

2. Lower Personal Income Tax rates : The initial rate of Income tax should be lowered from 20 to 10 percent only. The maximum rate of personal Income Tax should be lowered down from 50% to 30% only and should be made applicable on a total income in excess of Rs.One lakh to Two lakh should be 20%. Surcharge on Income Tax should be completely abolished. This

alone would curb the growth of black money.

3. Standard Deduction : The maximum standard deduction for employees should be increased from Rs.12000 to Rs.20000/-.

4. Leave Fare Concession : The actual leave travel concession assisted by way of reimbursement by 1st Class Ac rail fare or travel given to an employees must be treated as exempt and there should not be any Tax on this LFC facility.

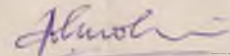
5. Deduct Municipal Tax for self occupied House property from taxable Income : The municipal Tax paid by the owner of a self occupied house property should be allowed deduction in computing the income so that the loss in respect of self occupied house property can be set off.

6. Interest on Housing Loan : The maximum limit of deduction in respect of interest on loans for acquisition etc. of self occupied house property of Rs.5000/- is extremely low. Hence, it is suggested that in tune with prevailing interest rates, this of deduction should be raised to Rs.30000/-.

The recent action of the Government in the field of economic reforms given the Tax payers a hope that the Govt may really make reform in direct Tax laws so as to reduce the harrassment of innocent Tax payers, given incentives to be more Tax Honest, make the law so simple and workable as to lead to greater voluntary Tax compliance. In view of this optimistic note, We are giving the above suggestion for the Government to be incorporated while preparing the ensuing Budget.

With regards.

Yours Sincerely,



[A. N. MOHARIR]

Gen. Secy.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION
CENTRAL OFFICE-NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION
OF BANK WORKERS)

Date : 16 Feb 1992

To All Central Executive Committee Members,

Dear Friends,

The AIRBWO CEC Meeting will be held at Jaiprakash Nagar,
Community Hall, Khamla, Nagpur on 29th February & 1st March
1992 to transact the following agenda.

A G E N D A

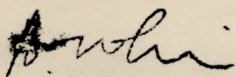
1. To consider the Recommendations of Joint Study Team
(AIRBEA - RBI)
2. Report on efforts carried out on AIRBWO-Recognition
3. Report on Pension issue
4. To consider the Nar sinhan Committee Report
5. Accounts 1989-90 - 1990-91
6. Any other matter, Industrial Dispute etc.
7. Organisational matter - Unit reporting.

The meeting will start at 3-00 PM on 29th Feb. and to complete
the business by 12-00 noon on 1st March 1992.

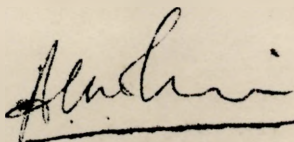
The committee members are requested to inform ^{us} to their arrival
date, time and train to Nagpur. On receipt of specific
instructions from the C.E.C. members the Nagpur Unit will
arrange for their return railway reservations. Centres
having computer Railway Reservations ^{can} ~~may also~~ arrange for
their return journey Railway Reservations.

All are requested to attend the meeting in time and without
fail.

Yours sincerely,



(A.N. MOHARIR)
GENERAL SECRETARY



To S/SWU.

- ① Dr. M.K. Singh.
- ② A.K. Oza.
- ③ Sauraji Singh.

ऑल इंडिया रिजर्व बैंक वर्कर्स ऑर्गनायझेशन

केंद्रीय कार्यालय, नागपुर

3/12

क्रमांक _____
दिनांक ६.१२.९२

१२२, जयप्रकाश नगर, खामला,
नागपुर - ४४० ०२५

प्रति,

माननीय श्री अरुणजी

महोदय,

सादर सप्रेम नमस्कार।

आपका पत्र भित्ति में श्री मोहरीरजी द्वारा रिजर्व बैंक गवर्नर को लिखे गये पत्र की एक प्रतिलिपि आपकी जानकारी हेतु भेज रहा हूँ।

आपके तापसी यात्रा (नागपुर पटना) का आरक्षण हो चुका है [29 An. Bombay-Hawrah Express on 1.3.92 leaves Nagpur 3.00 pm]

बाकी शेष कुड़ाई और त्रायफ और कुछ सेवा हो तो जरूर बताइयेगा।

आपका बंधुगत

श्रीगं गिरीश्वर

लोक: डॉ. सिंगजी को मेरा नमस्कार

201
1212

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Secretary : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Date 27.1.92

The Governor
Reserve Bank of India
Central Office
New Central Office Bldg.
Shaheed Bhagat Singh Road
MUMBAI

Sir,

Dialogue with our Organisation

&

Joint Study Team on Promotion

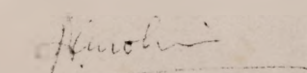
Time and again we are pressing hard for our inclusion in process of settling Reserve Bank of India employees service conditions, changes thereof. For ~~our~~ effective, smooth implementation of any change there is a need to take all employees into confidence to evolve consensus. Bank's persistent policy to ignore the sizeable chunk of employees while settling the RBI employees problem is proving to be counterproductive and causing a great discontent and anguish.

The recent exercise to impose changes in the promotional avenues of cash department, failed obviously in absence of consensus of all the employees. The retrograde and devalued promotional policy (the outcome of so called Joint Study Team) could not pass through due to stiff opposition from the majority of Class III employees.

We once again wish to inform that the so called Joint Study Team recommendations even if implemented do not solve the stagnation problem of the cash department and General side too. The right solution of the problem is to introduce 'the time bound promotion policy' as demanded by our Organisation. We would further like to remind the RBI management that the Khatri Award made amply clear that any settlement, Scheme, agreement arrived at without our consent can not be made binding on us.

We, therefore, demand of you to invite us to negotiate on all the RBI employees problems for a lasting and durable peace, in the Industry, particularly in the face of 'Disband Strikes' appeal made by our Revered President Shri R. Venkataraman in his Republic Day speech on 26th January 1992.

Yours faithfully,



(A. N. Moharir)
General Secretary



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A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 12th Feb, 1992.

Shri. N. A. Prabhu,
General Secretary,
National Organisation of Bank Workers,
BOMBAY

Dear Friend,

Ref. :- Your letter dated 8th February, 1992.

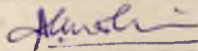
Please refer to your above letter. I have to inform you that I have neither received your notice of CEC meeting held on 2nd to 4th, February, 1992 at Hyderabad nor the decisions of the CEC meeting alongwith the materials.

In absence of M above and our non participation in the CEC meeting you will appreciate that the compliance to your follow up actions etc. has become almost impracticable.

Hope, you will not misunderstand me and will take care for proper receipt of CEC meeting notices to me in future.

With regards.

Yours Sincerely,


(A. N. MOHARIR)

General Secretary

&
NOBW CEC member.

- Copy to :-
- 1) Shri. Sabarwal Indore.
 - 2) Shri. Babu Ravishankar Bangalore.
 - 3) Shri. A. K. Ojha Patna.
 - 4) Shri. G. C. Kapoor New Delhi.



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A. N. MOHARIR

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Khamla, NAGPUR 440 025

Ref. No.

72/91

Date

14 SEP 1991

To
All Unit Secretaries and CEC members.

On 10.9.91 the local office, on recommendations of the inspection report, abruptly and arbitrarily effected change in service-conditions of class III employees by proposing to reduce two receipt relieving Tellers and one Coin-note Examiner [Asstt. to A.T.]. We have immediately raised the matter with the local management and also apprised the conciliation machinery for immediate intervention for restoring status quo in the matter. The cash deptt employee spontaneously responded to our call and staged 'Sharna' before the Treasurer. Having assessed the position vis-a-vis our unions stand to retaliate bank's anti-labour practices, the recognised union [AIRBEA] joined with us on the common platform for protecting the interest of the employees in general. The action was so spontaneous on the part of all employees that all the unions have therefore reached at a consensus to fight these menace jointly by formulating a "Joint Action Committee". At this juncture we have in unequivocal



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Date _____

--- 2 ---

terms ~~was~~ cautioned the office bearers of recognised union not to entertain any dialogue with the management on this issue unless and until we are made party for it. The terms were absolutely accepted by all the unions including recognised. And as such 'Sharna' was continued upto 11.30 a.m. At about 11.40 the bank on the one side refusing to open any dialogue with JAC, called the recognised for deliberations on the issue. Since it was against the terms accepted by all, the recognised flatly refused for deliberations on the issues individually. The stalemate was continued. The terms were so specific that the recognised have refused to have deliberations with the management on the issue separately i.e. without our participation in deliberations, at least for 3-4 times. The result was culminated in cessation of work of all the depts in RBI Nagpur and the functioning of Bank came to standstill. The local manager was all the while maintaining directly with central office without any solution to the normalcy. As already, apprised on our initiation the ALCC called all the participant unions and



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management at his office. The deliberations took place for 4 hours and finally the outcome may be seen in Annexure 'A' wherein A.D. Deshpande ^{on our behalf} has contributed his signature alongwith other participant.

However, on 12th (11th being holiday) bank did not respond to the settlement of 10th Sept 91. The JAC therefore [Joint Action Committee] again gave call of staging 'Sharna' before manager's chamber from commencement of office hours and as such there was no work in RBI upto 1.30 P.M. At this juncture ALCCO had a visit to the bank and arranged for a joint meeting of all Unions [JAC] and management. The management, during, deliberations before ALCCO, bowed down and requested to restore normalcy by accepting

A) No wage cut for absence [Half day] of 12th

B) No reduction of post of Tellers and Coinnote Exr.

Accordingly the ~~at~~ Sharna was called off and ~~the~~ normalcy restored and payment



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2 Overtime was made to Banking deptt. The ALC directed the management and JAC representatives to meet in his office on 13th Sept 91 at 10.00 a.m. sharp. Accordingly conciliation proceedings took place in his office and ended in a settlement in Annexure 'B' which is signed by Shri K.W. Bawane and A.N. Moharir along with other unions. A gate meeting at 1.30 p.m. was jointly addressed by Shri Anil Samdekar and T.K. Ghosh in the light of the settlement. The bank has also restored the posts of Teller and Coin-Note Examr. and thus normalcy has been restored at RBI Nagpur.

The foregoing ~~of the~~ facts of a agitation ^{are the} initiated by us. The entire proceedings were virtually dominated by us and ably pleaded before the conciliation machinery. The recognised at Nagpur have understood fully that unless we are made party to the issue nothing can be achieved by them singly. JAC for local problems have been revived.



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Date _____

our entire bank and file was alert and down in dominating position. The dispute ~~is being~~ has been prepared by us and lion's share of success also rest with us.

With fighting greetings. Please acknowledge.

Yours sincerely,

[Nana Deshpande]

N.B:- The programme chalked out for "Time bound promotion" and 'pension' is unchanged. You are requested to observe the dates as finalised in C.E.C.

N.B. ① We are sending copies of RBI letter dated 2/2/1983 the contents of which are self explanatory (for relief to be obtd for A.L.C. cases)

② Copy of settlement between AIRB&A & Bank dt 29/8/89 is also forwarded herewith for obtaining relief of CEC members. In case no SPL A.L. granted, you are to file dispute locally in the light of this settlement invoking article 14 of Constitution.

The management of Reserve Bank of India is represented by Shri S.J.Vinchurne, Staff Officer and Shri S.G.Summanwar, Staff Officer, whereas Shri A.D.Deshpande, Shri A.K.Ghosh, Shri V.S.Buche, Shri T.D.Gaikwad, P.J.Pathak, and ~~XXXXXX~~. Shri R.V.Naranware are present on behalf of the various unions operating in the Reserve Bank of India, Nagpur. The management submitted that they have reduced two number of posts of Tellers and one post of Coin Note Examiner w.e.f. 10-9-1991. They have further explained that office order has been effected in pursuance of instructions from their central office at Bombay. The management also tried to convince the conciliation officer in their submission that they have simply abolished the post by which some of the employees are going to be adversely affected or retrenched. They have also submitted that the above posts have been abolished after the inspection of their Nagpur Office by their Inspection Department of Central Office.

Amesure A
Tellers

The management specifically ^{submitted} opposed during the discussion that employees are agitating against the above said order of reducing the posts and they have not resorted any strike or any other unlawful action. The Union submitted in their argument that the management has acted in haste and not taken into ~~the~~ confidence of any of the unions operating in the Bank. The Union clarified that though at present ~~(number)~~ of workmen are going to be physically ~~reduced~~ retrenched but it will have its overall effects on the service of the employees and therefore it is a clear case of retrenchment. The Union also urged that the management have violated the provisions of the Industrial Disputes Act, 1947 (9-A) as well as of Departmental Rules by reducing the posts ~~of~~ in the Banks. ~~Since the recognised unions are also functioning in the Banks and it was arbitrary on the part of the management to have discussions with them prior to take any action.~~ The Unions explained that they have no intention to disturb the industrial peace in their establishment and also are not so eager to resort strike in the Bank for the above said matter but strongly oppose the action of the management taken for reduction of posts in the Bank. The workmen/employees are very much on their duties but agitating in the peaceful manner against the above ~~reduced~~ decisions of the management. The Union specifically urged that the action of the management is arbitrary and unlawful and demanded that status quo is to be maintained and the action taken is to be withdrawn with immediate effect in the best interest of the industrial peace. The management expressed their inability to maintain the status quo in the Bank for want of specific orders from their Central Office. They further explained that the action of ~~reduction~~ reduction of post, has already been taken which cannot be reviewed at this stage and the Union should co-operate with the management at this juncture because the action has been taken for reduction of post after conducting detailed study of the office by their inspection wing. The Unions specifically opposed ~~'denial'~~ the avertments ~~of~~ made by the management to the effect that reduction of post has been effected in pursuance of the findings of the inspection wing because the management has never been shown their such inclination of reduction of posts at any time and even no such report is given by the inspection wing, has been published or shown to any of the representatives of unions and thus the entire story explained by the management ~~is~~ before the conciliation officer is fabricated.

none
obligatory

In view of the above, since the matter has been seized in conciliation and both the parties are advised to submit their statement in writing by explaining their views/points with the further advice to maintain the industrial peace in the establishment and not to take any action in haste. The management has also been specifically advised to maintain status quo in the matter and the next date for discussions is fixed on 17-9-1991 at 10.00 A.M.

Union's representatives

Sdf
(S. J. VINCHURNE)

Sdr
(A. D. DESHPANDE)
RBEA (4717)

Sdf
(S. G. SUMANWAR)

Sdr
(A. K. GHOSH)
RBEA (203)

Management's Representatives

Sdr
(V. S. BUCHE)
RBIU (2112)

Sdr
(T. D. GAIKWAD)
RBEA (203)

Sdr
(B. J. PATHAK)
RBIU (2112)

Sdr
(R. V. NARNANRE)
RBI SC-ST.073.

Sdr
(K. K. DÄHUJA)
Assistant Labour Commissioner (Central) - II,
Nagpur.

File No. ALCN/11/7(A)/31/91-ID

Minutes of the Proceedings of Conciliations held between the Management of Reserve Bank of India, Nagpur and their workmen represented by all the unions operating in Reserve Bank of India over the issue of reduction of 2 posts of Tellers and one post of Coin Note examiner, Gr. II.

.....
Representing workmen/unions. Representing management

- | | |
|--------------------------------------------------|-----------------------------------------|
| 1. Shri K.W. Bawne, Secy. RBEA. (4717) | 1. Shri S.J. Vinchurne, Staff Officer. |
| 2. Shri AN. Moharir, President. RBEA. | 2. Shri Bhingare, Staff Officer, Gr. B. |
| 3. Shri A.K. Ghosh, Secretary. RBIEA. (203) | |
| 4. Shri T.D. Gaikwad, President. RBIEA. | |
| 5. Shri V.S. Buche, Secy. RBEU. (2112) | |
| 6. Shri B.J. Pathak, President, RBEU. | |
| 7. Shri S.R. Dube, Vice-President. RBKS. | |
| 8. Shri R.V. Narnaware, President, RBI SCST Org. | |
| 9. Shri D.S. Gaikwad, Secretary. RBI SCST Org. | |

The conciliation proceedings were resumed today because of the desire of the both the parties and direction of the then ALC(C)-11, Nagpur who had held conciliation proceeding on 10-9-91, over agitation in the Bank.

The management during the conciliation proceeding held on 10-9-91 was advised by the ALC(C)-11, Nagpur/conciliation officer to maintain status quo in the Bank. According to the management, status quo means the position prevailing on 10-9-91 after the implementation of their decision of withdrawal of aforesaid posts at 10-15 hours i.e. prior to the holding of conciliation proceeding on 10-9-91 at about 13.30 hours. But according to the Union, status quo means the position prevailing as on 9-9-91. The union further contended that the management had not implemented the decision of reduction of posts due to cessation of work and non functioning of the counters on 10-9-91. The Union further contended that if at all the management wanted any change in the working conditions as given in item No. 4, 8, 9 & 11 of the IVth Schedule of the Industrial Disputes Act, 1947, they should give a notice as per provisions of Section 9-A of the Industrial Disputes Act, 1947, to the concerned Authorities as well as to the Unions. The ALC(C)-11 advised the management to maintain status quo as on 9th September, 1991 on which there was no dispute. The further conciliation proceedings stand adjourned on 17-9-91 at 11.30 A.M. The Union is advised to file a formal dispute in writing in five copies and handover a copy thereof to the management at least two days in advance so as to enable them to come prepared to their rejoinder, etc.

On the advice of the ALC(C)-11, the Union agreed to maintain the industrial peace in the establishment

BEFORE ME.

I have there in violation of status quo.
Signature
1-10-91

Signature
12/10/91
14/10/91
ALC(C) Nagpur

Signature
(A.N. Moharir)
(M.T. HUGHANI)
Commissioner (Central)-II
Secy RBEA

Signature
(S. J. Vinchurne)

NACBU
12.9.1991.

To,

The Manager,
Reserve Bank of India,
Bangalore

Dear Sir,

Subject : Settlement arrived at during the course of Conciliation
Proceedings dated 10.9.1991 - Notice for implementation
of the same to immediately

In terms of the settlement arrived at before the Hon'ble A.L.O. (C),
Bangur between Reserve Bank of India Management and Trade Unions on
10th September 1991 whereby it has been agreed to maintain status quo in
the matter of reduction of two posts of Tellers and one post of Coin
Note Examiner Gr.II in Cash Department with immediate effect from 10th
September 1991.

In spite of the above clear position whereas the said settlement is
absolutely binding on either of the parties to the dispute and whereas
the Bank has decided to violate the settlement as agreed upon by the
Bank on 10th September 1991 by proposing to reduce the said three posts
in Cash Department with effect from 12th September 1991 in the matter
relating to the dis use alterah, prejudicially the conditions of service
of the class III workmen employees vis- -vis registered Trade Unions
and violated the provisions of Industrial law.

Now, therefore, your arbitrary and illegal action is very much
covered within the meaning of Section 33 and 33 A read with section
29 and 30 of the I.L. Act, 1947 for which this notice is being issued
and you will be squarely liable for the breach of provisions of Industrial
Law apart from costs and consequences of the same.

However, you are, through this notice being given as last
opportunity to rectify your illegal action immediately failing
which you shall be personally liable for disturbing the industrial
peace at R.B.I., Bangur.

Please acknowledge.

Yours faithfully,

Handwritten notes:
12/11/91
PO
1-10/91
R.B.I. Bangalore P.O.
(K.V. Narayan)

Signature:
(A.R. Suresh)

Signature:
(R.V. Narayanan)

CONVENORS
Reserve Bank Staff Joint Action Committee

RESERVE BANK OF INDIA
CENTRAL OFFICE
PERSONNEL POLICY DEPARTMENT
NEW CENTRAL OFFICE BUILDING
SHAHID BHAGAT SINGH ROAD
BOMBAY 400 023

Ref: PPD.No. 633 /R(II)-IR-65(1)-82/83

February 2, 1983
Magha 13, 1904 (Saka)

CONFIDENTIAL

All Managers and Heads of Departments,
as per list attached.

Dear Sir,

Proceedings before Conciliation
Officer, Tribunal, Arbitrator,
Labour Court & other Courts -
Relief and regularisation of
absence of the representatives
of the trade Unions

1983

Recently, we have had an occasion to review the existing practice in regard to the relief of the representatives of the recognised and unrecognised trade unions of the workmen-employees of the Bank in connection with the proceedings before a conciliation Officer, Central Government Industrial Tribunal, Arbitrator, Labour Court and other Courts of Law and it has been decided that facilities, as under, may be extended in this regard :

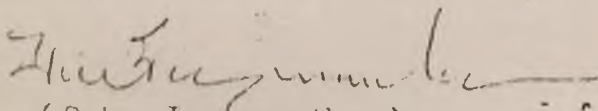
Sr. No.	Participation in	Manner of regularisation of absence, etc.
1)	Bilateral negotiations between the AIRBEA/AIRBWF and the Bank.	A minimum number of representatives of the Associations - both recognised as well as unrecognised may be treated as on duty and paid travelling and halting allowances, etc., if involved, <u>on receipt</u> of relative advice from Central Office.
ii)	Proceedings before a National Industrial Tribunal or an Arbitrator, where the concerned Unions have been impleaded as parties by the Government of India themselves while constituting the Tribunal or referring to the Arbitrator.	

HS
D

Sr. No.	Participation in	Manner of regularisation of absence, etc.
iii)	Conciliation/adjudication proceedings before a RLC(C) or ALC(C) or an Industrial Tribunal, other than those covered by item (v) below.	A few representatives (not exceeding 3 or 4 depending upon the nature and importance of the dispute) of the Associations-both recognised and unrecognised may be relieved and treated as on duty for the minimum duration <u>provided</u> their absences are not for a major part of the day or full day and are not very frequent. In other words, if the absence is for a major part of the day or full day, the employees concerned will have to avail of admissible leave. No conveyance, etc., expenses will, however, be admissible to them. If the conciliation, etc., proceedings are held outside the City, <u>no</u> facility whatsoever need be extended. The employees concerned will have to avail of admissible leave besides bearing the necessary travelling, etc., expenditure.
iv)	Cases before, Labour Court or Courts of law relating to the disputes arising out of industrial relations or implementation of the award of a Tribunal or Arbitrator.	The concerned employees may be asked to avail of admissible leave irrespective of the nature of Court case..
v)	Conciliation proceedings before the RLC(C) or CLC(C), pursuant to a notice issued by the Bank under Section-9A of the Industrial Disputes Act, 1947.	A minimum number of representatives may be relieved <u>on receipt</u> of relative advice from Central Office.

2. Please acknowledge receipt.

Yours faithfully,


(P.K. Jagannathan)
Deputy Chief Officer.

114 B

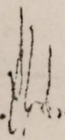
Memorandum of Settlement between the
All India Reserve Bank Employees
Association and the Management of
the Reserve Bank of India

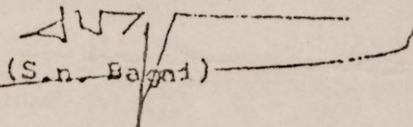
It is hereby agreed between the All India Reserve Bank Employees Association (hereinafter referred to as "the Association") and the Management of the Reserve Bank of India (hereinafter referred to as "the Bank") that members of the Units of All India Reserve Bank Employees Association as are affiliated to Bank Employees Federation of India (BEFI), will be granted special casual leave within the existing overall limit of 21 days for attending Conferenc es/Meetings of the BEFI and its State Federations.

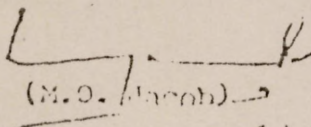
Dated at Bombay this Twentyninth day of August,
one thousand nine hundred and eightynine.

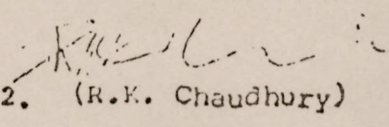
FOR THE ASSOCIATION

FOR THE MANAGEMENT

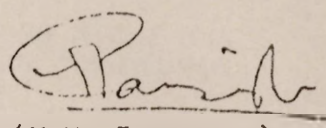
1. (T.K.  Dash)

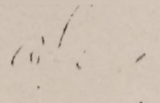
1. (S.N.  Bapat)

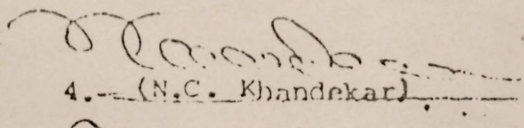
2. (M.D.  Jacob)

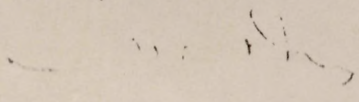
2. (R.K.  Chaudhury)

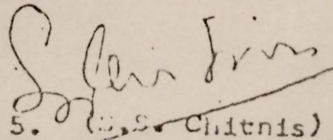
3. (G.C.  Patilkar)

3. (Y.M.  Paranjpe)

4. (A.B.  Sen)

4. (N.C.  Khandekar)

5. (H.C.  Das)

5. (S.S.  Chitnis)

6. (G.K. Dharadwaj)

6. (S. Parthasarathy)

7. (R.S. Valanjū)

7. (P.S. Karajagi)

8. (R. Sivasan)

8. (S.G. Chitnis)

9. (B.K. Son)

9. (D.R. Bankal)

10. (Samir Ghosh)

10. (K. Bhattacharya)

WITNESSES

WITNESSES

1. (M.S. Vyas)

1. (G.S. Deshpande)

2. (A.N. Subhadar)

2. (V.V. Yeragi)

ALL INDIA RESERVE BANK
EMPLOYEES' ASSOCIATION

RESERVE BANK OF INDIA,
CENTRA OFFICE,
BOMBAY - 400 023.

26-9-91 (NEW DELHI)

ECONOMIC TIMES

हिन्दुस्तान

RBI workers stir

New Delhi: The units of All India Reserve Bank Workers' Organisation (AIRBWO), held demonstrations on Wednesday at their respective offices in support of their demand for time-bound promotion, medical facilities at par with officers and conveyance allowance.

This was part of the agitational programme chalked out in the the central executive committee meeting AIRBWO, held on 19th August in the capital.

THE HINDU

RBI staff demonstrate

NEW DELHI, Sept 25.

Members of the local unit of the Reserve Bank Workers' Organisation, an affiliate of the National Organisation of Bank Workers and the Bhartiya Mazdoor Sangh, today organised a lunch-hour demonstration

FINANCIAL EXPRESS

RBI employees press demands

FE Bureau

NEW DELHI, Sept 25

The Reserve Bank of India employees held demonstrations all over the country on Wednesday to press the acceptance of their demands.

The employees, under the banner of All-India Reserve Bank Workers' Organisation, have been demanding time-bound promotions on no-vacancy basis, medical facilities at par with officers and conveyance allowance.

रिजर्व बैंक कर्मियों द्वारा प्रदर्शन

(हमारे कार्यालय संवाददाता द्वारा)
नई दिल्ली, २५ सितम्बर। रिजर्व बैंक के कर्मचारियों ने अपने मांगों के समर्थन में आज प्रदर्शन किया।

प्रदर्शन का आह्वान रिजर्व बैंक वर्कर्स ऑर्गनाइजेशन नई दिल्ली द्वारा किया गया था। प्रदर्शन के दौरान कर्मचारों समयबद्ध तराफ़ीं दिये जाने अधिकारियों की भांति रिजर्व बैंक के अन्य कर्मचारियों को भी चिकित्सा सुविधा दिये जाने और वहन भत्ते की मांग कर रहे थे।

ऑर्गनाइजेशन के सचिव श्री एस. पी. बंसल के अनुसार यह प्रदर्शन गत १९ अगस्त को संगठन की केन्द्रीय समिति की बैठक में लिए गये निर्णय के तहत लिया गया। प्रदर्शनकारियों का नेतृत्व सामंजस श्री मदनलाल खुराना ने किया था।

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Q99 CPTI160

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NABX403

9260
Shri AN Moharir
AIRBWO

CHAB25

INPUT ON 28-FEB-1992 11:49 HRS

FR SHRT A.N. MOHARIR GEN SECY AIRBWO RBI NP

FM GHAN SHYAM PANDEY SECY RBWO RBI PT

CONVEY DJHAJI ALL GRANTED BAIL EXCEPT SHIVDUTT ROY AND J. JHA ON
25TH FEB MANAGEMENT DID NOT REPORT TO LABOUR COURT. DOCTOR SAHEB
AND SINGHJI NOT PROCEEDING.

TLX MSG NO.245

28.2.92

DELIVERED ON 28-FEB-1992 11:49 HRS

NNNN

**** MSG:NO RECEIVED ON HRS:MTS
148 DATE: 28 FEB 92 TIME: 11:55

Minutes of discussions held on 10.3.92 between the management of RBI and their workmen represented by All India Reserve Bank Workers' Organisation over the matter req. change of conditions of service of the workmen of RBI.

(Attendance sheet enclosed)

The representatives of the management stated that they had not received the notice issued by the conciliation officer. However, they have received a copy through their Nagpur Office. The Management stated that the points raised in the application dated 11.2.92 of the All India Reserve bank Workers Organisation ~~was also~~ examined in detail and it may not be possible for them to attend the conciliation proceedings on 10.3.92. They, therefore, requested to adjourn the conciliation proceedings to some other date after two weeks' time. They also informed that they are advising their officers, which have not implemented the recommendations of Joint Study Team pertaining to Cash Deptt. to maintain status quo. The representative of the Workers Organisation stated that the management in spite of receipt of letter from the Dy.CLC(C), have implemented the recommendations of the Joint Study Team pertaining to Cash Deptt., and thereby violated the provisions of Section 33 of ID Act, 1947. In this connection, he submitted a ~~complaint~~ complaint under Section 33 of ID Act 1947 and handed over a copy of the same to the representative of the management. The Dy.CLC(C) advised the Workers Organisation to furnish the specific cases where the management have violated the provisions of Section 33 of ID Act so that appropriate action may be taken. The representative of the Workers Organisation stated that they had handed over a letter on 3.3.92 to the Manager, RBI New Delhi with request ~~not~~ not to implement the recommendations of Jt. Study Team. In spite of the receipt of the above letter, the RBI New Delhi is reported to have enforced the recommendations of the Joint Study Team on 4.3.92 in respect of Asstt. ~~Treasurers~~ Treasurers ~~and~~ ^{all} ~~one~~ ^{of} in the RBI New Delhi branch. He, therefore, requested the management not to enforce the recommendations of Joint Study Team in Delhi as well as in other branches where it has not been implemented as yet. He also requested to adjourn the discussions to some other date so as to enable the representatives of the Organisation from Nagpur to attend the conciliation

proceedings.

The Dy.CLC(C) requested the management to intimate whether they have violated Section 33 of ID Act in RBI New Delhi. He further requested the management not to violate the provision of Section 33 of ID Act after receipt of the notice dated 29.3.92 through the Union.

The representative of the management stated that the notice of the Dy.CLC(C) was not addressed to the Manager RBI New Delhi and they ~~Dy.CLC(C)~~ had referred the matter to the Governor RBI on receipt of the copy of the notice from the Workers Organisation.

~~XXXXXXXX~~ Since both the parties requested for adjournment of discussions, further conciliation proceedings in the matter will be held on 30.3.92 at 10.30 AM in this office.

On behalf of the management

On behalf of the Workers Orgn.

P. Kapoor
10/5
R. N. Nandiyatta
(R. N. NANDIYATTA)

G. C. Kapur
(G. C. Kapur)
Vice President

J. Kanakiah
(J. Kanakiah)
Dy.CLC(C)

Please let us know whether recommendations of Joint Study Team has been enforced at your Centre. If yes, on what date.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

To Shri Sheoji Singh
Patna

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

Ref. No. _____

Date 25th Mar. 1992

To : All Unit Secretaries
& C.E.C. Members

Dear Friends,

NOTICE

The Central Executive Committee Meeting of our Organisation will be held on 26th & 27th May 1992 to transact the following Agenda, at Bangalore.

AGENDA

1. To review the decisions/agitational programmes on Joint Study Team Report and Narsimha Committee Report.
2. Reporting on/Progress on AIRBWO Recognition.
3. To prepare and finalise the Charter of Demands to be submitted to the R.B.I.
4. To decide date and place for the ensuing AIRBWO Conference.
5. Accounts for the year 1991.
6. Organisational matter and any other matter with the permission of the chair.

Instructions :

The meeting will start sharp at 8-00 A.M. on 26th May 1992. For return reservation if required units are requested to write Bangalore unit, well in advance. They are also requested to inform Bangalore Unit about their arrival in advance to facilitate arrangements. The meeting will conclude on 27th by 9-00 p.m.

All are requested to reach Bangalore in time and without fail.

Please acknowledge the receipt of this notice.

N.B. All unit Secretaries are requested send their proposals, comments, suggestions regarding 'Charter of Demands' to Bangalore Unit with a copy to AIRBWO Central Office latest by 30th April 1992.

Sincerely yours,

A. Moharir

(A. N. MOHARIR)

GENERAL SECRETARY



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

To shri A.K. Ojha.
Patna

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

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Sincerely yours,

A. N. Moharir

(A.N. MOHARIR)

GENERAL SECRETARY



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

To Do. Mithilesh Kumar Singh
Patna

Ref. No. _____

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& C.E.C. Members

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Sincerely yours,

A. Moharir
(A.N. MOHARIR)
GENERAL SECRETARY

31.
6-4-92

Minutes of the joint discussions held on 30.3.92 between the management of RBI and their workmen represented by All India Reserve Bank Workers Organisation.

(Attendance sheet enclosed)

The All India Reserve Bank Workers Organisation raised an industrial dispute over alleged ^{impaction} violation of private settlement in violation of Section 18(1) and (3) of ID Act 1947. The Organisation contended that that tantamounted to change in the service conditions of the workmen of Reserve Bank of India.

The Organisation, therefore, demanded that the private settlement signed between the RBI and the recognised Association should not be enforced against the members of their Organisation.

The representatives of the management furnished their detailed comments on the ID raised by the Organisation. A copy of the comments has been handed over to the representatives of the Organisation.

The management, at the outset, stated that the All India Reserve Bank Workers Organisation was not a recognised Association and they would not be in a position to sit in conciliation jointly with the representatives of the Organisation. The Dy.CLC(C), however, requested the representatives of the management to sit in conciliation with a view to sort out the matters. At the request of the Dy.CLC(C), the representatives of the management participated in the conciliation proceedings.

The representatives of the Organisation stated that the administrative order dated 31.12.91 was the out-come of a settlement signed between the management of RBI and the recognised Association. The management, however, stated that there was no ~~valid~~ settlement signed between the RBI and the Association. The management, therefore, stated that they had not violated any provisions of the law in this regard.

.....

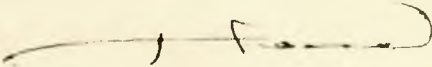
The representatives of the Organisation, however, stated that they would furnish their detailed views on the comments furnished by the management and also furnish the views on the following issues:-

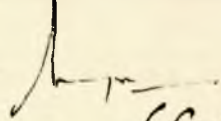
- i) Whether the administrative instructions issued by the RBI are the outcome of a valid settlement signed between the management and the recognised Association.
- ii) Whether the administrative instructions issued by the management are in contravention of Section 9-A of ID Act 1947.
- iii) How the administrative instructions issued by the management would prejudice the interest of the workmen represented by the Organisation.

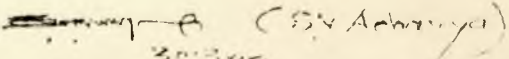
Further discussions in the matter will be held on 20.4.92 at 1030 hours in this office.

On behalf of the management

On behalf of the Organisation


(J. Kanakiah)
Dy. CLC (C)


(G.C. Kapoor)


(S.V. Acharya)
30/3/92

3-APR-1992 15:57 HRSe

CPTX

2020

SUC NAGJ994

CPTA .NAGP

CPTX123

NCB304

INPUT ON 30-MAR-1992 16:54 HRS

FR A.N.MDHARIR GEN SECY AIRBWD NP TO SHRI A.K.DJHA RBWD PT.

AIRBWD. DEC. FIXED ON 26TH AND 27TH MAY AT BANGALORE.

TLX MSG P NO. 208

30.3.92

4/47 PM/SLG.

DELIVERED ON 03-APR-1992 15:57 HRS

NNNN

***** MSG:NO RECEIVED ON HRS:MTS
122 DATE: 03 APR 92 TIME: 16:01

Sri A.K. Jha
RBWD

37
21-01-92

ALL INDIA RESERVE BANK WORKERS' ORGANISATION
(AFFILIATED TO NOBW & BMS)
CENTRAL OFFICE, NAGPUR

To :

All Unit Secretaries,

AIRBWO CEC held at Nagpur on 29th February
and 1st March 1992 - Decisions

(1) i) Dispute raised on Joint Study Team Report with the C.E.C. to be pursued. Shri S.V. Acharya (Member Nagpur Unit) alongwith Shri G.C. Kapoor ~~and~~ Vice President AIRBWO and Shri Nana Deshpande (AIRBWO CEC member) to represent before the C.E.C.

ii) All India Protest Day

Demonstrations/Mass-deputations to be held on 6.3.1992 against J.S.T. Report and to demand of Time-bound promotion.

(2) Narsimhan Committee Report

The following programme on the call of NOBW to be observed.

(a) NOBW CEC member's Dharna before Finance Ministry, New Delhi on 13.3.1992 and all units ~~regarding~~ to issue Circular against Narsimhan Committee Report ~~and improving~~.

(b) Burning of the report on 27.3.1992 at all units.

(c) One day strike - Date will be announced by NOBW.

(3) Charter of Demands

Suggestions should be sent ^{to} Bangalore with a copy to Central Office, Nagpur by the individual units before 15th April 1992. C.E.C. meeting to finalise the Charter will be held after May 15th at BANGALORE.

Organisational Tours ! -

- 1) Shri P.S. Putturaya, Present, & Shri Babu Ravishankar Org. Secy. to visit Madras, Trivandrum & Hyderabad.
- 2) Shri A.K. Ojha to visit Guwahati & Calcutta.
- 3) Shri G.C. Kapoor to visit Kanpur.
- 4) Shri S.N. Shukla to visit Patna & Jaipur.

With greetings.

Yours sincerely,

sd -

(A.N. MOHARIR)
GENERAL SECRETARY

After detail study of Joints Study Team Report Bangalore Unit will issue a separate circular.

08/04/92

37
08-4-92

NATIONAL ORGANISATION OF BANK WORKERS
(AFFILIATED TO BHARATIYA MAZDOOR SANGH)
CENTRAL OFFICE : NEW DATTA MANDIR
ROAD, ITWARI, NAGPUR-440 002.

NEW YEAR GREETINGS

Chaitra Shudha Pratipada
Shaka 1914 (Saturday)
Angiranaam Samvatsara
Yugabdhha 5094
4th April, 1992.

WINDS OF CHANGE ARE BLOWING FAST,
WIPING THE MEMORIES OF SHUDDERING PAST,
WELCOME, WELCDME THE DIVINE CHALLENGE,
WITH HUMILITY AND COURAGE,
FOR THIS OPPORTUNITY IS LAST.

CENTRAL OFFICE
N O B W

ऑल इंडिया रिजर्व बैंक वर्कर्स ऑर्गनायझेशन

केंद्रीय कार्यालय, नागपुर

क्रमांक _____

१२२, जयप्रकाश नगर, खामला,

दिनांक _____

नागपुर - ४४० ०२५

प्रति,

UNIT SECRETARIES

महोदय,

सादर सप्रेम नमस्कार।

ALL UNIT SECRETARIES ARE ADVISED TO REPRODUCE THIS CIRCULAR AT THEIR CENTRES. THEY ARE FURTHER ADVISED TO SEND ALL THE CIRCULARS ISSUED REGARDING JOINT STUDY TEAM REPORT (BY ALL UNIONS INCLUDING RIVAL ONES.) TO SHRI G.C.KAPOOR, NEW DELHI URGENTLY TO STRENGTHEN OUR CASE BEFORE C.L.C.(C), NEW DELHI.

SD/-

(A.N.MOHARIR)

GEN.SECY.

ADDRESS:- SHRI.G.C.KAPOOR
35/1 RAJINDER NAGAR
NEW DELHI 110060

RESERVE BANK EMPLOYEES ASSOCIATION : REGD.NO.4717, NAGPUR.

(Affiliated to A.I.R.B.W.O., N.O.B.W. and B.M.S.)

Circular No. 13/92.

Date : 10.4.1992.

Dear Friends,

We reproduce below the circular issued by B.M.S. Central office, New Delhi in connection with the proposed All India strike by leftist Trade Unions, for the information of our members.

With regards,

R.B.E.A.	X	
A.I.R.B.W.O.	X	
N.O.B.W.	X	ZINDABAD
B.M.S.	X	ZINDABAD
V.B.E.F.	X	

Brotherly yours,

S. Mohan
(S.F. MCH.F.I.D.)
ORG. SECRETARY.

...

"Once again, for the second time within this short period of 4 months, the left trade unions have decided to give a call for one day token strike, sometime in April 92. And of course in concert, the left political parties have reiterated their declaration in and out of Parliament that they would give a call for 'Bharat Band' probably coinciding with the proposed strike call.

Significantly, the decision to call for a countrywide strike was taken at a conclave of trade unions held at Calcutta in the first week of March. BMS delegates participated in the said convention of Central Public Sector Trade Unions and other Government Departmental Workers Organisations. The BMS representatives had clearly told the organisers that any decision cannot and should not be taken at a state level convention. Thereupon it was publicly assured to the delegates that the ultimate decision regarding strike would be taken at the Central level only after consultation with the leaders of all the Central Trade Unions. After such assurance only our representatives signed declaration with clear reservations as stated above. But unfortunately the views of the Calcutta convention are being circulated in a manner as if all Central T.U.s. are a party to this strike decision and only a date has to be decided after consultation with other organisations, which is clearly a mischievous interpretation of the proceedings of the Calcutta Meet.

Many of our colleagues in BMS have also expressed their concern at this development. It is, therefore, necessary to clarify unambiguously the BMS stand in this context.

B.M.S. NOT IN FAVOUR OF STRIKE

In respect of the November 29th strike by the Left Trade Unions, B.M.S. had taken a stand that the strike action was neither in the interest of the country nor the workers. Nothing has happened in these four months so as to revise our earlier stand.

The country's economic policies so far were over influenced by the powerful impact of the centrally controlled economy of the Soviet and all our Planning Process was built on that model which has now totally collapsed, but the Left Parties and their trade unions are clamouring for a return to the old systems which we cannot support.

However, the change that we envisage should be a change for the better and not a change for another evil. We have to evolve our economic policies based on our own 'Svatva'. BMS does not agree with the New Industrial Policy. BMS is, however, convinced that the traditional way of giving trade union reaction will in the present circumstances be ineffective. Some positive alternative will have to be suggested. For example our Swadeshi Movement, declare cost of production campaign, labourisation in place of handing over public sector units to capitalists, and making a bold attempt to make some loss making units viable, are such constructive and positive suggestions for alternatives. Let us not forget that the major left unions have opposed some of these suggestions and are ridiculed on some others. BMS and Leftist perceptions about these major issues are totally different and in some way diametrically opposed.

There is an imperative need to carry on a brisk campaign in the society for all these alternatives so as to educate the common man and remind him of his sovereign powers and to mobilise him to such an extent that he can with confidence wield his powers and in effect force the Government, the present or the future ones to abandon wrong and irrational policies. This is the need of the hour. We are all aware that through different campaigns, we are on the job. For that we may resort to different agitative modes attracting public and convincing it about BMS proposals without getting ourselves trapped by the mischievous and misleading tactics of Leftist organisations.

The Left Trade Unions have their political motive dominating in their actions. This, however, does not mean that the BMS has interest in continuance of the present Government. We all know very well that our policy is of 'Responsive Co-operation'.

Shri Jyoti Basu, who is both CITU leader and CPM Chief Minister has gone on record on several occasions praising the new Industrial and economic policies which have already been implemented by the CPM Government in West Bengal. The CITU has silently accepted the same without discussions.

So brothers and sisters let us be clear in our thinking and our outlook and carry forward our various campaigns.

Let us march on fearlessly with confidence as brave soldiers imbued with the spirit of Swa-tantra to defend Swaraj of our beloved Mother Land. Success is sure. It is ours and ours only.

With kind regards.

.....

ALLINDIA RESERVE BANK WORKERS ORGANISATION :

CENTRAL OFFICE : NAGPUR.

300
23-4-92

To,

All Unit Secretaries & CEC Members

116 1992

Dear Friends,

AIRBWO CEC at Bangalore POSTPONED

Our Bangalore Unit informed that return railway reservations are not available and requested for postponement and refix the CEC dates after 15th June 1992.

We will issue fresh notices regarding new dates and venue by the end of this month.

With ~~my~~ greetings,

Yours sincerely,

S. P. Moharir
(S.P. MOHARIR)
for GENERAL SECRETARY.

33
4-5-92

Minutes of conciliation proceedings held on 20.4.92 in the ID between the management of RBI and the workmen represented by All India Reserve Bank Workers Organisation over alleged imposition of private settlement in violation of Section 18(1) and (3) of ID Act 1947 and the alleged change in service condition of the employees working in Cash Deptt.

(Attendance sheet enclosed.)

At the outset, the management stated that the management was not prepared to sit in joint conciliation with the Organisation as it is not a recognised one. However, at the request of ~~the request~~ of the Dy.CLC(C), the parties sat in conciliation jointly.

The All India Reserve Bank Workers Organisation vide their letter dated 11.2.92 raised an industrial dispute over alleged imposition of a private settlement in violation of Section 18(1) and (3) of ID Act. The Organisation contended that the changes brought about in the Cash Deptt. in pursuance of the report of the joint study team tantamounts to change in service conditions of the workmen of Reserve Bank of India without complying with the provisions of Section ^{9-A} 10-A of ID Act 1947. The Organisation, therefore, demanded that the private settlement signed between the RBI and the recognised Association should not be enforced against the members of their Organisation who are not party to the so-called settlement. The Organisation furnished their detailed views in their letter dated 16.4.92. A copy of the views furnished by the Organisation was handed over to the representatives of the RBI. The Organisation submitted the following:

- 1) That the recommendations of the joint study team is the outcome of Part XIV of the settlement dated 29.8.89 between the bank and the All India Reserve Bank Employees Association (AIRBEA). The report of the study team is part and parcel of the principal deed dated 29.8.89, and the administrative instructions issued by the

management vide letter dated 31.12.91 are also to be considered as a settlement.

- 2) The fact that the AIRBEA has impleaded itself as a party to the dispute raised by the Organisation proves the existence of the settlement between the parties.
- 3) The minutes of the joint study team clearly indicate that the administrative instructions issued by the RBI vide Circular dated 31.12.91 are the outcome of the valid settlement between the bank and the AIRBEA.
- 4) The Bombay High Court held that the settlement dated 29.8.89 was not binding on the members of their Organisation and the recommendations of the joint study team enforced by the bank through administrative instructions were part of the principal settlement and the ratio ^{decidendi} ~~descendent~~ of the High Court order dated 17.9.91 is extended *per se* to the remanent part of the settlement. The Organisation contended that the enforcement of an understanding between the bank and the recognised Association would amount to Contempt of Court.

The Organisation further contended that the administrative instructions issued by the RBI were in contravention of Section 9-A of ID Act 1947 for the following reasons:-

- a) There is a complete structural change proposed to be introduced vis-a-vis deployment of workmen.
- b) 300 Group Supervisors (workmen) are going to be rendered surplus and proposed to be retrograded by absorbing them to the lower grade jobs.

- c) Presently, a Group Supervisor has to supervise 7 Coin-Note Examiners in processing currency note and checking etc. Under the new set up, the supervisor has to supervise the work of 14 Coin-Note Examiners. Thus, the workload of the incumbent would be doubled. Besides that, the Group Supervisor is also required to attend to additional jobs of adjudication of torn/defective mutilated currency notes.
- d) The Cash Deptt. (Note Examination Section) of the bank is proposed to be reorganised. A Note Examination section will henceforth be placed under the charge of an officer Gr.'B' as against the present Officer Gr.'A'. Structural changes/procedural changes proposed are going to revamp the working of the Note Examination Section.
- e) The Tellers manning public counters for exchange of defective notes are also upgraded as officers and thereby reduced 10 posts of Tellers. They are also required to do additional jobs in addition to attending to adjudication of defective notes.

The Organisation, therefore, stated that the reorganisation/restructuring of Cash Deptt. (Note Examination Section) would amount to the items mentioned at 10 and 11 of the 4th Schedule and the action of the management is violative of Section 9-A of ID Act.

The Organisation also submitted that the administrative instructions issued by the RBI on 31.12.91 would be prejudicial to the interests of the workmen represented by the Organisation for the following reasons:-

- 1) The Joint Study Team recommendations create an under-estimated ^{gain} ~~gain~~ in productivity of the bank to the tune of Rs.1,27,00,000/- per annum.
- 2) 300 posts of Coin Note Examiner(CNE) Gr.I would have to work in the lower grade and thereby cause retrenchment or retrogradation to Gr.^{CNE} II Clerks. 10 posts of Tellers would also become surplus.
- 3) The number of clerks reduced would be to the extent of 2-2½ times the number of additional posts of officers created. *v. Ee D.*
- 4) There will not be any recruitment to the category of Gr.II CNE in future and the posts will, therefore, be ^{created} ~~seized~~ to exist with the retirement or resignation of the present incumbents.
- 5) There is a tacit consent between the AIRBEA and the bank to eliminate 7000 jobs in future in a phased manner.
- 6) The Joint Study Team have not recommended any promotional avenues at the base cadre. There is wide-spread resentment in all of the officers of the bank because of the restructuring of the Cash Deptt. and the members of the recognised Association also submitted representation to this effect.
- 7) There is retrogradation at every cadre on implimentation of the recommendations of the joint study team. Asstt.Treasurers are required to do workmen's job. CNE Gr.I are required to do the job of CNE Gr.II.

In view of the above, the Organisation requested the management not to implement the changes brought about in Cash Deptt. vide their orders dated 31.12.91.

The management, on the other hand, stated that the entire matter regarding promotion policies was discussed with the recognised Association, and a joint study team was appointed to examine the matter in detail. The joint study team consisted of the representatives of the management and the nominees of AIRBEA. After several rounds of discussions, the team submitted its report and after due examination, the bank issued administrative instructions vide letter dated 31.12.91, with a view to give promotional avenues to the employees working in Cash Deptt., who have not been getting promotion since long. The recommendations of the joint study team are being implemented in a phased manner and as apprehended by the Organisation, there will not be any retrenchment of whatsoever nature of any category of employees. The management also submitted that there was no retrogradation as alleged by the Organisation. The Group Supervisors and the CNEs are already performing different duties and they are being asked to continue to perform those duties only and there is no demotion or retrogradation as raised by the Organisation.

The management stated that redeployment of the workmen and reallocation of duties would not amount to change in service conditions and changes brought in are not covered by items 10 and 11 of the Schedule IV to ID Act. The management further stated that after due examination of relevant aspects, they have issued the administrative instructions of 31.12.91 and they would have to comply with Section 9-A of ID Act, if there was any change in service conditions of the employee. The restructuring of the Cash Deptt. and giving promotions to the existing employees cannot be considered as change in

service conditions of the employee. They, therefore, stated that they had not violated Section 9-A of ID Act. The management also invited attention to the decision of the Calcutta High Court in the case of Nalvakrishna Vs. CST Corporation (1979 Lab IC 1966) wherein it was held that the actual work or duties to be performed by the workmen could not form part of service as contemplated under Section 33(1)(a) of ID Act 1947. The management also submitted that the duties performed by Gr.II CNES were almost the same in some of the other sections of Cash Deptt. After completion of 9 years of service, Gr.II CNES are paid special pay in lieu of promotion if not granted by that time. This position will continue the same even after the reorganisation of the Cash Deptt.

The upgraded post of Asstt.Treasurer in the Note Examination Section who will work as Group Supervisor is also of the Asstt.Treasurer at the defective note counter will be that of an officer and as an officer he is expected to shoulder higher responsibilities. Nonetheless, since they are not workmen, the Organisation cannot raise a dispute on extra additional loads of work on officers. The net gain mentioned by the Organisation is only a long-term estimate and not on account of any retrenchment or retrogradation of the workmen. The management also denied the allegation of tacit understanding said to have been made regarding elimination of 7000 jobs etc. The joint study team had envisaged promotional avenues from the workmen cadre to the officer cadre and this will, in turn, give promotional avenues even at the base level. As regards the resentment and representation submitted by the employees, the management stated that there was no such resentment of the employees and resentment, if any, is only because of the non-implementation of the recommendations of the joint study team. As regards practical difficulties in implementation of reorganisation or restructuring, the matters are being

discussed at different levels and are being sorted out to the satisfaction of all concerned. The management, therefore, stated that they could not withdraw their administrative instructions dated 31.12.91 and may be ~~allowed~~ ^{allied} to implement the recommendations in full so that the employees get the promotions.

The Organisation, on the other hand, contended that the functions of Gr.I and Gr.II CNEs are altogether different, they are distinctive cadres. ^{These} Their duties have been listed in Issue Departmental Manual.

Since both the parties are having altogether divergent views, no settlement could be arrived at and the conciliation unavoidably ended in failure. The Organisation is prepared to refer the matter for arbitration under ID Act or under Code of Discipline. But, the management is not willing as they contend that there is no dispute which can be referred for arbitration.

On behalf of the management

[Handwritten signature] (S. L. Chitambar)
[Handwritten signature] (S. L. Parmar)
 R. Mandisatz (R. MENDIRATTA)

On behalf of the Orgn.

1. *[Handwritten signature]* (G. C. Kapoor)
 2. *[Handwritten signature]* (S. V. Acharya)
 3. *[Handwritten signature]* (R. A. Aherkar)
 4. *[Handwritten signature]* (S. N. Shukla)
 26/6/92

[Handwritten signature]
 (J. Kanakiah)
 Dy. CLC(C)

अन्तर्देशीय पत्र
INLAND LETTER

415792



Sh. Arun Kumar Singh,
Sita Ram Bhawan,
Ram Nagar Road,
PATNA
पिन PIN 800001

तीसरा मोड़ THIRD FOLD

भेजने वाले का नाम और पता SENDER'S NAME & ADDRESS

Sh. C. Kapoor
35/1, Rajinder Nagar
New Delhi-110011

दूसरा मोड़ SECOND FOLD

पहला मोड़ FIRST FOLD

USE PIN... FASTER
पिन PIN
800001



[Faint, illegible handwritten text in Hindi, likely bleed-through from the reverse side of the envelope.]

प्रिय अन्य डॉक्टरों,

नमस्कार,

आपका पत्र मिला जिस पर एक बार जानकारी की अनुमति हुई। शीघ्र 1/2, कोई तो 1/2 मिले हमारे पत्र को इंतजार है। मुझे खेदपूर्वक आपको सूचित करना है कि आपका Joint Study Team से सम्बन्धित पत्र हमेशा देर ले मिला। 20 लाईन को प्रयोग होने वाला पत्र 22 को तथा दूसरा पत्र तो वाकसर ही था क्योंकि Failure Report लगा चुका था। 20 लाईन को मीटिंग के नोटों को आपकी आपकी मिला चुका होगा। (Minutes)

20 लाईन को मीटिंग के लिए जानकारी की शिकायत भी गई थी। इनके द्वारा, अपनी सुनिश्चिता को जानकारी के सम्बन्ध में उत्तर-प्रश्न के माध्यम से जगल कीर सिंह द्वारा से मिल गया जो पत्र लिखवाया गया है।

अगला में होने वाली CEC मीटिंग मिलाहाला टला गई है। अगली सूचना को इंतजार है। अगले यूनिट से कोई पत्र प्राप्त नहीं हो रहा है। न जाने क्या कारण है।

पटना के सभी साधकों को, विशेषकर श्री शिवजी सिंह को, मेरा नमस्कार भेजें।

आपका
जि. आर्यु. L.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

7th May, 1992.

To
All Unit Secretaries & CEC Members.

Dear Friends,

AIRBWO CEC TO BE HELD ON 19th & 20th JUNE, 92 AT JAIPUR

respected Shri.D.B.Thengadiji will be guiding the Banking sector active workers on 17th and 18th June, 92 at Jaipur.

The AIRBWO CEC meeting will be held on 19th and 20th June, 92 at Jaipur with the Agenda notified earlier for Bangalore meeting.

Vide our notice dt. 25.3.92.

All Unit Secretaries and CEC Members are requested to attend both these meetings and reach Jaipur latest by 16th June, 92 night positively.

Sincerely Yours,

(A.N. MOHARIR)

General Secretary.

INSTRUCTIONS

- 1) Please inform to Jaipur Unit under advise to AIRBWO, Central Office Nagpur about your reaching date, Train and time.
- 2) For return reservations please write to Jaipur unit with required details and money (Demand Draft) sufficiently in advance.
- 3) Suggestions for preparations of Charter of Demands may be sent to AIRBWO Central office, Nagpur latest by 31st May, 1992. Bangalore unit is advised to bring with them all material, suggestions ...etc to Jaipur.
- 4) All units are advised to hold their Annual General Body meetings and bring new lists of office bearers and fill in the Annual Returns (one copy for AIRBWO, Central office) as far as possible before this meeting at Jaipur.

Sd/-

(A.N. MOHARIR)

General Secretary.

To,

Shri/Smt. - A. K. Ojha

Patna

Kindly acknowledge the receipt by return of post.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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Sd/-

(A.N.MOHARIR)

General Secretary.

To,

Shri/Smt. - Dr. M. K. Singh

Patna

Kindly acknowledge the receipt by return of post.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

14/5

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Sd/-

(A.N. MOHARIR)

General Secretary.

To,

Shri/Smt. - Sheaji Singh
Patna

Kindly acknowledge the receipt by return of post.

CPTX

ZCZC

SVC NAGJ118

CPTA .NAGP

CPTX425

18/5/92

Shri Arun K. Oza (cash)
~~*S. AKOZA*~~
RBWO

BCA735

NBB322

INPUT ON 09-MAY-1992 13:30 HRS

FR A.N.MOHARIR GEN SECY AIRBWO TO ARUN KUMAR OZA PRESIDENT
RBWO PATNA.

CEC. OF AIRBWO ON 19TH AND 20TH JUNE AT JAIPUR. ATTEND
POSITIVELY.

TLX MSG P-225

9.5.92

1/34 PM/SLG.

DELIVERED ON 09-MAY-1992 13:38 HRS

NNNN

**** MSG:NO RECEIVED ON HRS:MTS
143 DATE: 09 MAY 92 TIME: 13:41

Handwritten notes:
enclose
18/5/92

1-JUN-1992 16:10 HRe

CPTA CPTI328 CPTX260

2020

Sm A.K. 0729

Q99 CPTI329

NAGP DJPA.

FROM A K DJHA RBI PATNA

TO A.N. MOHARIR GEN SECY AIRBWD NAGPUR

A< f MISHBA SECY RBWD JAIPUR

REACHING JAIPUR ON 19TH INSTANT ALONGWITH S/S SHEOJEE SINGH AND
M.K.SINGH. BMS SOURCES HAD INFORMED ME THAT 83 EX-SERVICEMEN
EMPLOYEES JOINED OUR ORGANISATION PROTESTING JST REPORT AT CALCUTTA.

TLX MSG NO.332

11 06 92

1617/06

NNNN

OK 1

** MSGNO. 20 TRANSMITTED ON 11-06-92 16-19 HRS

** TO AUTOMEX WITH I/P SEQ NO. CPTI329

CPTX e

CPTX NCB342

ON 11-JUN-1992 16:19 HRS

MESSAGE NO:CPTI329 HAS BEEN TRANSMITTED TO NAGP AS NAGW163

11-JUN-1992 16:42 HR e

CPTX NCB350 BNA347 DBA935

ON 11-JUN-1992 16:26 HRS

MESSAGE NO:CPTI329 HAS BEEN TRANSMITTED TO DJPA AS DJPX086



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 410 025

Ref. No. _____

Date @ 4.6.92 _____

To
All Unit Secretaries,

Dear friends,

FOC on Joint Study Team Report Dispute received

On 1.6.92 we are in receipt of the FOC from the Secretary, Ministry of Labour, Govt. of India on the Industrial Dispute raised by us on Joint Study Team Report recommendations before Labour Commissioner (Central), New Delhi. As the pendency of the Dispute before CLC ceases on receipt of the FOC by the parties the RBI management thought it ~~is~~ fit to implement the Joint Study Team recommendations.

A

As the recommendations are faulty, anti employees, irrational the implementation of the same is bound to create infirmities disorder, anarchy in the cash deptt. Please advise our members to be watchful and not to become party for short cut methods inviting troubles and ~~is~~ irregularities in the working conditions.

We are enclosing herewith a circular issued by our Nagpur unit on the issue for your information and appropriate use. Some AIRBEA members at Nagpur and Madras are reported to have resigned from the primary membership of their union. Shri. Babu Ravishankar our organising secretary, is being deputed to have discussions with Madras dissidents of AIRBEA.

We are now awaiting Central Govt.'s communication to get reference on Joint Study Team Report. All unit secretaries are requested to inform the developments in the matter urgently to the AIRBWO central office.

2. Please attend the AIRBWO CEC to be held on 19th and 20th June, 92 at Jaipur positively.

3. AIRBWO units shall not participate in the 'strike call' of 16th June 92.

With greetings.

Yours Sincerely,

Sd -

(A. N. MOHARIR)
GENERAL SECRETARY.

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INPUT ON 10-JUN-1992 16:19 HRS

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- FOR :
- | | |
|---------------------------------------------------------|----------------------------------------------------------------|
| (1) SHRI S.P. UYAS,
GENERAL SECRETARY,
AHMEDABAD. | (2) SHRI P.S. PUTTURAYA,
BANGALORE. |
| (3) BABU RAVI SHANKAR
GENERAL SECRETARY
BANGALORE | (4) SHRI K.S. UNNIKRISSHAN
GENERAL SECRETARY
TRIVANDRUM |
| (5) SHRI S.N. SHUKLA
GENERAL SECRETARY
KANPUR | (6) SHRI A.K. DJHA
PATNA |
| (7) SHRI A.K. GUPTA
LUCKNOW | (8) SHRI B. VENKATACHALAM
GENERAL SECRETARY
FORT, BOMBAY |
| (9) SHRI CHINMAY BHATTA-
CHARJEE
CALCUTTA | (10) SHRI P.V. MANMADHA REDDY
HYDERABAD |
| (11) SHRI A.S. RAMAMURTHY
G.S., MADRAS | (12) SHRI G.C. KAPOOR
NEW DELHI |
| (13) SHRI D.N. SHARMA
GUWAHATI | (14) SHRI R.M. MOHOPATRA
BHUBANESHWAR |
| (15) SHRI K.B. MOHANVELU
MADRAS | (16) SHRI K.M. BHAWANE
NAGPUR |
| (17) SMT. M.A. VAIDYA
BOMBAY | (18) SHRI ANIL Y. DANDEKAR
NAGPUR |

FROM : SURESH CHANDRA SHARMA, GENERAL SECRETARY RBWD JAIPUR

***** MSG:NO RECEIVED ON HRS:MTS
121 DATE: 11 JUN 92 TIME: 10:42

VENUE FOR CEO MEETING - BHATIA BHAVAN, ADARSH NAGAR, NEAR
ADARSH VIDYA MANDIR, JAIPUR - EIGHT KMS. AWAY FROM RAILWAY
STATION AND BUS STAND.(.)

TLX MSG NO.P/165 18.06.92

OPTRS :

KOLY DELIVER THE MSG TO EACH SEPTLY.

BANGALORE : (1) SHRI P.S. PUTTURAYA AND BABU RAVI SHANKAR

BOMBAY : (1) SHRI B. VENKATACHALAM AND SMT. M.A. VAIDYA

MADRAS : (1) SHRI A.S. RAMAMURTHY AND SHRI K.B. MOHANAVELU

NAGPUR : (1) SHRI K.M. BHAWANE AND SHRI ANIL Y. DANDEKAR.

DELIVERED ON 11-JUN-1992 10:33 HRS

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122 DATE: 11 JUN 92 TIME: 10:42

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INPUT ON 13-JUN-1992 12:00 HRS

FR A.N.MOHARR, GEN SECY AIRBWO NP TO ARUNKUMAR OZA PT.

ATTEND THE MEETING AS PER SCHEDULE WITHHOUT BOTHERING 16TH STRIKE.

TLX MSG P NO. 247

13.6.92

11/59 AM/SLG.

S: AR. gher
2m.
13/6

AWARD
OF
THE INDUSTRIAL TRIBUNAL
HYDERABAD.

dt 22/12/88 I.D. of 14 of 1980

PRESIDING OFFICER
HON'BLE SHRI D.J. JAGANNADHA RAJU

AWARD PUBLISHED BY GOVERNMENT

ON 17TH JUNE, 1989

[भाग II - खंड 3(ii)]

ON THE SERVICE CONDITION OF
COMMISSION AGENTS
OR
DEPOSIT COLLECTORS
EMPLOYED IN BANKS

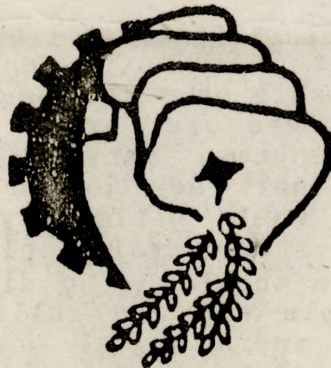
PRINTED BY

GENERAL SECRETARY

VIDARBHA BANK EMPLOYEE'S FEDERATION

542, CONGRESS NAGAR, NAGPUR (M.S.)

extract of
Award.
(only operative part)



63. The last question that remains to be considered is what is the relief that this Industrial Tribunal can give in these industrial disputes. The reference in I.1). No. 14 of 1980 reads as follow :-

"Whether the demands of the Commission Agents or as the case may be Deposit Collectors employed in the Banks listed in the Annexures that they are entitled to pay scales, allowances and other service condition available to regular clerical employees of those Banks is justified ? If not, to what relief the concerned workmen entitled to and from which date ?

64. In the claims statement the various demands are elaborated and these have been set out from paragraphs 5 to 13 of this Award. As indicated in Paragraph 12 the reference has two limbs. The first limb is to examine whether the deposit collectors are entitled to pay scales allowances and other service condition of clerical employees of the Bank. The second limb of the reference comes into play only if the answer to the first limb is negatived. In the second limb the Federation submitted that by way of alternative relief the Tribunal may be pleased to award the following :-

- (1) The full back wages of 7.50 linked with a minimum deposit of Rs. 7,500.00 per month and Attendance not less than one hour at the Branch each day for accounting and remittances purposes.
- (2) Incentive remuneration at the rate of 5 per cent for collections and over and above Rs. 7,500.00 per month.
- (3) Conveyance allowances minimum of Rs. 50.00 Rs. 100.00 for deposits of Rs. 10,000.00 and Rs. 30,000.00 per month. Rs. 150.00 for deposits of in excess of Rs. 30,000.00 upto Rs. 50,000.00 per month.
- (4) Paid weekly holiday and paid National Festival holidays, Annual leave of one month for every 11 months of service, sick leave one month per year.
- (5) Retirement benefits, Provident Fund at 10 per cent contributory, Gratuity 15 days each year of service and pension as per the Bipatlite Settlement to Clerical Staff.
- (6) Medical and Hospitalisation as per Bipartite Settlement for Clerical Staff.
- (7) Risk Insurance for one lakh for death and proportionate loss for badly injury.

65. In view of my various findings I have come to the conclusion that the Deposit Collectors are employees of the Bank and there is relationship of master and servant and employer and employee. But these are part time employees and they are not full time employees. Many of the Deposit Collectors and Agents pleaded that they joined the Scheme with the fond hope that they would ultimately be absorbed as full time employees. There are several people who are matriculates and graduates. There should be no difficulty for the Bank to absorb these people who are fully conversant with the banking transactions and clerical work of the Bank clerk and cashier on a regular basis. It may be necessary to give age exemption possibly upto age of 45 years and then conduct a qualifying examination and then absorb all those persons who qualify in that examination as clerical state

if they have qualifications of Matriculate and above. As regards the staff who are failed matriculates and who have qualifications between 8th to 10th Class or S.S.C. or H.S.I.C. there is no difficulty for absorbing them as Sub-staff by holding qualifying examination if necessary and by giving age relaxation upto the age of 45 years.

66. When such qualifying examinations are being held in othe State Govoernment services nothing prevents the Banking industry from holding qualifying examination and absorbing these people. Infact even now Nationalised Banks are conducting qualifying examinations for the Sub-staff for promoting them as Clerks when they acquire minimum educational qualifi-cations. Similarly for the clerical staff with certain amount of experience and certain qualifications they are conducting qualifying examination for selecting them as officers by the process of merit-cum-seniority basis. In this background there should be no difficulty for the Banks to conduct the qualifying examination and absorb those deposit collectors who are below the age of 45 years as suggested above. The age limit of 45 years may be reckoned as on 3.10.1980 the date of the original reference of this industrial dispute.

67. With reference to those employees who have crossed the age limit of 45 years and those who are un-willing to be absorbed as regular employee of the Bank and those who are not qualified to be absorbed. I feel that they should be paid a full back wage of Rs. 750.00 per month linked with minimum deposit of Rs. 7,500.00 per month and they should be paid incentive remuneration at 2 per cent for collections over and above Rs. 7,500.00 per month they should also be paid a uniform conveyance allowance of Rs. 50.00 per month for deposits of less than Rs. 10,000.00 per month and Rs. 100.00 per month for deposits of more than Rs.10.000.000 and upto or above Rs. 30.000.00 per month.

68. The Deposit Collectors or Agents are not entitled to weekly holidays. National and Festival Holidays, Annual Leave and Sick leave as claimed by them. They were virtually enjoying these things by viritue of the Bank not functioning on weekly holidays and paid National and Festival Holidays. They were also entitled to enjoy leave according to their own choice after intimating the Bank. As regards the retirement benefit. I feel that they cannot claim any Provident Fund or Pension but they should be paid Gratuity of 15 days comm-ission for each year of service rendered. They are not entitled to Medical and Hospitalisation charges and Risk insurance as regular employees. They told be entitled in such benefits only after they are regularly absorbed in the Banks service.

69. In the result I answer the reference in ID No.14 of 1980 as follows :-

- (1) All those Deposit Collectors and Agents who are below the age of 45 years on 3-10-1980 (the date of the first reference of this industrial dispute) shall be considered for regular at seption for the post of clerks and carries it they are matricu-lates and above including qualified Graduates and Post Graduates. They may be taken to Banks service as regular employees if they pass the qualifying examinations conducted by the Banks. Those who are absorbed shall be treated on per regular clerical employees of the Bank. Those who are qualified with 8th Class and below Matricu-lations shall be considered for absorption as Sub-Staff by conducting qualifying examinations.

(4)

- (2) As regards the Deposit Collectors and Agents who are above 45 years of age on the date 3.10.1980 and also those who are un-willing to be absorbed in Regular Banks service they shall be paid the full back wage of Rs.750.00 per month linked with minnum deposit of Rs. 7,500.00 per month and they should be paid incentive remuneration at 2 per cent for collection of over and above Rs. 7.500.00 per month and they should also pay uniform conveyance allowoance of Rs. 50.00 per month for deposits of less than Rs. 10,000.00 and Rs. 100.00 per month for deposits of more than Rs.10.000.00 upto or above Rs. 30,000.00 per month. They should be paid Gratuity of 15 days commission for each year of service renderd.

70. The reference in I.D. No. 108/84 dated 14.12.1984 relates to whether the action of the Management of Indian Overseas Bank, Madras in discontinuting the service of P.V. Srinivasan. Thrift Deposit Collector after 13.9.1983 is justified, If not to what relief is the concerned workmen been terminated as per the terms of the agreement under which he was appointed But it is a clear case where his services are artibrailly terminated while the scheme continued to operate. In view of my findings recorded in I.D.No.14 of 1980 I hold that the termination of P.V. Srinivasan is unjustified. He should also be considered for absorption on a regular basis of he is within the age limited of 45 years as on 3.10.1980.

71. The Deposit Collectors and Agents should exercise their option to be considered for permanent absorption or not within three months from the date of publication of this Award:

Award is passed accordingly.

IBA
Bulletin
April 1982

The Association on behalf of its concerned member banks had filed a writ petition before the Andhra Pradesh High Court against the Award of the National Tribunal granting certain benefits to the Tiny Deposit Collectors working under agency arrangements with such member banks. After hearing the respondents, the Hon'ble High Court had desired that attempt be made to resolve the matter between the parties as the respondents appeared to be interested in improving the monetary benefits and not in permanent absorption by the concerned banks. Accordingly, a draft package was discussed by the group constituted by the Association with the Tiny Deposit Collectors' Union. The discussions, however, did not result in any understanding as the union was not willing to give up its claim for workmen status for deposit collectors. In the circumstances, the Managing Committee of the Association decided that the court be informed of the developments and requested to hear the petition further.

SBA 102511982

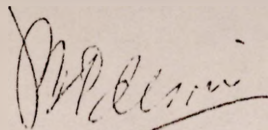
PERSONNEL POLICY DEPARTMENT

Monthly Report on developments
relating to Regional Offices/P.P.D. -
March 1992

Management Services Department may please refer to
their letter MSD.No.2246/14.14(CO)-91/92 dated 9th
January 1992 on the above subject.

2. A monthly report relating to industrial relations
and other developments at Regional Offices for the month
of March 1992 is forwarded herewith.

3. It is observed that although this Department has
earlier forwarded material to M.S.D. for the months of
January and February 1992, the copies of the final
reports prepared by M.S.D. have not been received by
this Department so far. M.S.D. may, therefore, please
let this Department know the action taken/proposed to be
taken in this regard.



(M. D. Prabhudesai)
Deputy Chief Officer
13.4.1992.

RECEIVED
PERSONNEL POLICY DEPARTMENT
366
MARCH 1992

Report on the Industrial
Relations at different offices
of the Bank and PPD for the
month of March 1992

The industrial relations climate at almost all the centres during March 1992 was peaceful. At the call of AIRBEA, all its units at different centres arranged demonstrations against the Government's decision to implement the recommendations of the Narasimhan Committee Report. They also submitted to the local Managers memorandum, addressed to Governor, requesting him not to implement the recommendations. Similarly, the units of AIRBWO (unrecognised) also arranged demonstrations at different centres against Narasimhan Committee Report and burnt copies of the Report.

2. The unrecognised unions viz. AIRBWO and AIRBEF have raised industrial disputes before the CLC(C) over the alleged imposition of a Private Settlement on promotional avenues by the Bank on their members as also for not following the procedure under Section 9A of Industrial Disputes Act before reorganisation of Cash Department. The conciliation proceedings before CLC(C) initially slated for 10th March 1992 were adjourned to 30th March 1992. In the meantime, AIRBEA also intervened with a request to CLC(C) that they should be given an opportunity to present their views before any final decision is taken. Accordingly, the conciliation proceedings were held on 30th March 1992 before the Deputy Chief Labour Commissioner, New Delhi wherein the representatives of the Bank and the recognised/unrecognised unions maintained their respective stands. The unrecognised Unions charged the Bank of violating the provisions of Section 9A by reorganising the work in Cash Department as well as by entering into with AIRBEA a Private Settlement which is

sought to be imposed on their members. From the Bank's side it was made very clear that the ~~XXXXXXXXXXXX~~ Joint Study Team Report is not a Settlement under the law nor does the implementation of recommendations attract provisions of Section 9A of the Industrial Disputes Act. The Deputy CLC also expressed a view that according to his understanding the report of the Study Group can not be deemed to be a Settlement under the law though it is the outcome of a private settlement. He has advised the Bank as well as unions to examine whether any of the administrative orders issued by the Bank on the work in Cash Department violate the items listed in the IV schedule to Industrial Disputes Act.

The representatives of the AIRBEA stressed before the Deputy CLC that any delay in the implementation of the beneficial agreed recommendations of Study Team would create industrial unrest in the Bank. The proceedings have been adjourned to 20th April 1992. Pending conclusion of conciliation proceedings, the offices which had not implemented the instructions contained in DCM and DA's circulars dated 31st December 1991 and 7th January 1992 respectively have to maintain status quo but such of the offices as have already given effect to the changed procedure in Cash Department before receipt of Central Office communication regarding maintenance of status quo are not required to revert back.

Consequent on amendments to Staff Regulation 26 and Regulation 25 of the Pension Regulations providing for voluntary retirement after 20 years of qualifying service and addition upto a maximum of 5 years to qualifying service on such retirement, the employees were allowed to exercise fresh option in favour of pension upto 15th March 1992. The last date for such option has since been extended upto 15th April 1992.

Circulars issued by the Department during March 1992

Sr. No.	Date	Outward No.	Section/Wing	Subject matter
1.	12.3.1992	PPD.No.G.55/535/R(II)-CP-223-91/92	R(II)-CP Section	Staff - Class IV - Payment of wages to daily wage/budli/ticca workers
2.	13.3.1992	PPD.No.G.66/2180/R(II)-CP-171D-91/92	R(II)-CP Section	RBI Pension Regulations 1990
3.	13.3.1992	PPD.No.G.67/2185/R(II)-CP-171D-91/92	R(II)-CP Section	RBI Pension Regulations 1990
4.	16.3.1992	PPD.No.G.68/2200/R(II)-CP-171D-91/92	R(II)-CP Section	Decentralisation of work of Pension Scheme
5.	17.3.1992	PPD.No.G.69/726/W.38A(II)-91/92	Welfare Section	Festival Advance - Officers
6.	18.3.1992	PPD.No.G.70/875/R(I)-CP-2H-91/92	CP Section	Staff - Officers - Transportation of Motor Car at Bank's cost on transfer
7.	20.3.1992	PPD.No.G.71/2225/R(II)-CP-171D-91/92	R(II)-CP Section	RBI Pension Regulations 1990 - Office Order
8.	21.3.1992	PPD.No.G.72/725/M.10(2)-91/92	Medical Section	Staff - Officers - Medical Facilities - Hospitalisation treatment - Reimbursement of Stoppage Charges, operation charges, etc.
9.	26.3.1992	PPD.No.73/2300/R(II)-CP-171D-91/92	CP Section	RBI Pension Regulations 1990
10.	30.3.1992	PPD.No.G.74/2340/R(II)-CP-171D-91/92	CP Section	RBI Pension Regulations 1990
11.	31.3.1992	PPD.No.G.75/575/R(II)-CP-223-91/92	R(II)-CP Section	Staff - Class IV - Daily Wages
12.	31.3.1992	PPD.No.G.76/746/M.10-91/92	Medical Section	Staff - Medical Facilities - Indoor Hospitalisation Treatment

3m
3-7-92

ALL INDIA RESERVE BANK WORKERS ORGANISATION
(Affiliated to B.M.S. & N.O.B.W.)
Central Office,
Nagpur.

Circular No.

Dated : 25th June 1992.

Friends,

OBSERVE MASS HUNGER STRIKE ON 7th JULY 1992.

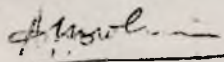
The Central Executive Committee meeting of All India Reserve Bank Workers Organisation met at Jaipur on 19th and 20th June 1992 and after detailed deliberations on

- 1) Security scandle in the Banking Industry,
- 2) Liquidation of Bank of Karad,
- 3) H.N. Ray Committee on wages and D.A.;
- 4) Governments proposed Industrial and Exit policy,
- 5) Proposed reforms in the Banking Industry in the light of Narsimham Committee Recommendations;
- 6) Charter of Demands, ~~to be adopted by the General Committee~~

Noted with concern the Government of India's surrender moves to the dictats of World Bank and IMF and Multi Nationals sacrificing the interests and Sovereignty of the Country. Government of India being in the debt-trap of World Bank seems to have made up its mind to go by the dictums of world Bank without considering the relevance and suitability of the recommendations of World Bank and IMF to the prevalent economic conditions of the Country. Hence it is felt that there is every need to intensify the agitation to protect the sovereignty and economic independence of the country. Accordingly, it is decided to observe a day long mass Hunger Strike on 7th July 1992 at all state capitals and individual head quarters. All the affiliated units are required to coordinate with BMS affiliated unions and make the programme a massive success.

With greetings,

Brotherly Yours,



(A.N. Moharir)
General Secretary

7th July 1992

MASS HUNGER STRIKE DEMANDS.

- * Investigate Banking Frauds and stock Scamp
- * Scrap "Ray Committee" on wages.
- * Commence B.P. Settlement negotiations with AIRBWO
- * Pension as Third retiral benefit.
- * Scrap N.C. Report.

WORKERS UNITY - ZINDABAD

37
3-7-92

RESOLUTION PASSED IN THE A.I.R.B.W.O., C.E.C. MEETING HELD AT
JAIPUR ON 19TH and 20TH JUNE 1992.

RESOLUTION ON BIPARTITE :

This meeting of the Central Executive Committee of All India Reserve Bank Workers Organisation held at Jaipur on 19th and 20th June, 1992, notes with serious concern and condemn's Government of India's blatant anti-employee move through Ray Committee to obstruct, dodge and delay a timely Bipartite Settlement after scheduled expiry of the last Settlement in the month of October 1992. In terms of Industrial Disputes Act, this meeting hereby serves a termination of the last Bipartite settlement - Notice on R.B.I. and finance ministry. This meeting therefore accepts and adopts the Charter of Demands placed before it and decides, ~~to~~ to undertake all legal, agitational and other steps to achieve realisation of the Charter of Demands through early Bipartite Settlement with our Organisation.

Resolution on Scraping of Ray Committee on Wages and D.A.

The Government of India have appointed Ray Committee to evolve a common formula relating to D.A. and wages, to employees serving in Central Government, Public Sector Undertakings, Nationalised banks. The purpose and terms of reference clearly exposes Government's ulterior motives for creating a justification cover for wages and D.A. freeze which has been ordered by I.M.F. and World Bank as a pre-condition for further release of loans and imposition of higher/superphases of automation technologies. Further, including the Banking Industry in the terms of reference amounts to backdoor supersession of Awards of NIT and Bipartite Settlement which is the basis of present wages, D.A. and parks of Bank employees.

In view of resultant hardships to salaried workers in Government and semi-Government sectors, Nationalised Banks, this meeting of Central Executive Committee of A.I.R.B.W.O. demands that the present terms of Ray Committee be totally scrapped. This meeting further cautions that the Ray Committee should not be used as an excuse to stall or delay the bipartite settlement.

Salient Features of Charter of Demands

1. Pay Scales : New pay-scales for Gr. A should be (Rs. 2425 to Rs. 6785/-) at 1124 points of consumer Price Index (base 1960). Accordingly the maximum pay drawn by employees in Group D would be Rs. 8855/-
2. Dearness Allowance : Should be @ 0.36% per slab of four points of Consumer Price Index (base 1960) at 100% neutralisation.
3. CCA : 10% with a minimum of Rs. 300/-.
4. HRA : 20% with a minimum of Rs. 600/-.
5. Family Allowance : 5% of pay upto 3 years of service
After 3 years Service 7.5% of pay upto 5 of service
After 5 years 10% of pay
6. Conveyance Allowance : @ Rs. 400 p.m. Reimburse or allowance on option.
7. Bonus : @ two months gross salary.
8. Travelling Allowance @ Rs. 1,25 per day (normal rate)
@ Rs. 200/- ,, ,, (enhanced rate)
Lodging empower to be reimbursed.
9. Encashment of unavailed sick leave at the time of retirement.
10. LFC - 1500 kms. each way in I Class to be availed every year.
11. Compensation for Stagnation : Employees after 1 year of reaching the maximum of the pay scales in their respective groups should be fitted in the pay scale for S.O. Gr. A.
12. Promotion Scheme
 - (a) Time bound promotion to S.O. Gr. A (after 15 years of service).
 - (b) Direct recruitment to be abolished for both S.O. Grade A & B.
 - (c) 50% of Gr. B Vacancies to be filled by meritorious candidates from Class III.
13. Housing Loan : @ 75 times of Pay with a minimum of Rs. 2,50,000/- . Procedures for grant of loan to be simplified.
14. Festival Advance : One month's gross salary.
15. Vehicle Advance : Actual price of the vehicle (two wheeler/car)
16. Consumer Article Advance : Rs. 20,000/- after 5 years of service.
17. Educational Aid : Tution fee for employees' children upto graduation to be reimbursed.
18. Reimbursement of income tax by the Bank.

3/31

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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Smt. Madhuri Vaidya,
All India Ladies Wing Incharge
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Chickenghar, Kalyan 421301.

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Trivandrum 695032.

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R.B.W.O., M.153, RBI Staff
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Madras 600 010.

N. Lognathan, K-92, RBI Staff
Quarters, Periyar EVR Road,
Kilpauk, MADRAS 600 010.

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HYDERABAD 500 016.

R.K. Saraswat, 7/74, R.B.I.
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Bombay 400 023.

B.M.S. CENTRAL OFFICE
Shri R.K. Bhakt,
General Secretary,
'Ramnaresh Bhavan',
Tilak Gali Pahar Ganj,
NEW DELHI-110055.

K.W. Bawane, Secretary,
R.B.E.A., Resi : V-104,
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Lines, NAGPUR.

Chinmoy Bhattacharjee, Gen.
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CALCUTTA 700 001.
Resi : Sree Nagar, P.O. :
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D.N. Sarma, Baikunthpur,
Geetanagar, Zoo Narangi Rd.,
GUWAHATI 781021.

Surendra Nath Shukla,
Gen. Secy. R.B.W.O.
37/19 C, Maal Road,
KANPUR 208001.

Anand Kumar Gupta,
C/1280, Indira Nagar,
LUCKNOW

Suresh Chandra Sharma,
Gen. Secy., R.B.W.O.,
House No.605, Vidyaghar
Ka Rasta, Jaipur 302 003.

B.N. Mishra, 760, Mahavir
Nagar, Tonk Road, JAIPUR
Ph.No. : 551 366 (Res.)

Rudra Modhob Mohapatra,
K/86, R.B.I. Staff Qtrs.,
Unit 4/BHUBANESHWAR 751001

* All letters should be invariably sent to All Unit Secretaries
besides others.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

23-6-92

To All Unit Secretaries & CEC Members,

Dear Friends,

AIRBWO CEC - JAIPUR - 19th & 20th JUNE, 1992

DECISIONS

The Central Executive Committee of AIRBWO met at Jaipur on 19th & 20th June, 1992 as per the notice dated 25th March, 1992 and rescheduled as per notice dated 7th May, 1992. Important issues were discussed and decisions were taken as follows :

1) Joint Study Team Report Recommendations : AIRBWO has decided to fight by exploring all avenues open to it. Units can take up some agitational programmes short of strikes and report to AIRBWO Central Office.

2) Circular mentioning the private settlement with AIRBEA by the Bank is in possession of Bombay Unit. Copies are to be sent to AIRBWO CENTRAL OFFICE & All Units.

3) AIRBWO Conference : AIRBWO Conference to be held at New Delhi in the month of February, 1993.

4) Charter of Demands : Discussed and formulated. A small committee consisting of AIRBWO President, General Secretary and Org. secretary will be finalising the draft of the Charter. The Charter is to be submitted to the Bank in July, 1992.

5) AIRBWO Recognition : By the end of July, 1992 if efforts through political sources are not fruitful an application for early hearing on the Bank's appeal against Khatri Award should be taken up in the first week of August, 1992.

6) Membership subscription : Units are advised to raise their membership subscription to Rs.5/- by amending the constitutional provision. Before the end of July all units are requested to hold their Annual General Body Meetings.

7) Monthly Information Letter : It was decided to take out Monthly Information Letter. All Unit Secretaries are requested to arrange to forward all information regarding transfer, happenings at the centre

BKX

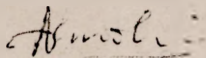
...2...

and whatever considered to be important including rival's circulars to New Delhi unit. Shri.G.C.Kapoor, Vice President, AIRBWO is entrusted with the responsibility of publication of the letter. The expenses of the letter will be borne by AIRBWO.

Important : Units shall not take out any circular on the Charter of Demands before AIRBWO submits the same to the Bank. The salient features of Charter of Demands-~~XMI~~ and AIRBWO mailing list is enclosed herewith. The salient features are being forwarded only for the ~~IM~~ information of our members for private discussions.

Kindly acknowledge the receipt by return of post.

Yours Sincerely,


(A.N.MOHARIR)

General Secretary.

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

अन्तर्देशीय पत्र
INLAND LETTER



श्री अरूण ओझा जी,
भारतीय मजदूर संघ
डी-18, विद्युत बोर्ड कालोनी,
न्यू पुनाईच, पटना- 800023.

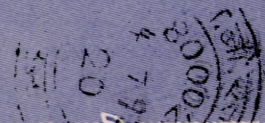
← पहला मोड़ First Fold →

← दूसरा मोड़ Second Fold →

← तीसरा मोड़ Third Fold →

20/12/19

भेजने वाले का नाम और पता :- Sender's name and address :-



इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

भारतीय मजदूर संघ

BHARTIYA MAZDOOR SANGH

Central Office : 'Ram Naresh Bhawan', Tilak Gali Paharganj, New Delhi-110055

केन्द्रीय कार्यालय : 'रामनरेश भवन' तिलक गली, पहाड़गंज, नई दिल्ली-११००५५ **R. K. BHAKT**President : **R. B. SHAH**

Gen Secretary :

MANHAR BHAI MEHTA

G. PRABHAKAR

पत्रांक. भामसे. / P-3 / 1208/92

दिनांक. 29/6/92

परमप्रिय भ्राता ओझा जी,

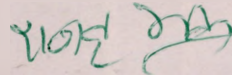
तप्रेम नमस्ते !

अत्र कुशलम् तत्रास्तु ! आपका स्नेहमय पत्र दि० 23/6/92 प्राप्त हुआ, अति धन्यवाद !

रिजर्व बैंक में अपनी यूनिथन की मान्यता हेतु एक बार श्री कृष्णलाल शर्मा संसद सदस्य के साथ डा० मनमोहन सिंह, वित्तमंत्री जी से मिला था। उसके पश्चात् पुनः वित्तमंत्री को मिलना था, परन्तु कभी मैं प्रवास पर रहता हूँ और कभी श्री कृष्णलाल शर्मा प्रवास पर रहते हैं। इस कारण अभी तक दुबारा मिलना नहीं हो पाया है। जैसे भी कोई प्रगति होगी, आपको पत्र द्वारा सूचित किया जायेगा।

46 यूनिथनों का वार्षिक विवरणसमय पर चला जायेगा, इसके लिए धन्यवाद।

आपका,



॥ राजकृष्ण भक्त ॥

महामन्त्री

भारतीय रिज़र्व बैंक
RESERVE BANK OF INDIA

केन्द्रीय कार्यालय
प्रशासन विभाग
केन्द्रीय कार्यालय भवन
शाहीद भगतसिंह मार्ग
बम्बई-400 023.

CENTRAL OFFICE
PRASHASAN VIBHAG
CENTRAL OFFICE BUILDING
SHAHID BHAGAT SINGH ROAD
BOMBAY-400 023.

संदर्भ प्रवि. सं.

Ref. DA. No.

86/3 /04,00,10-91/92

May 20, 1992

Vaisakha 30, 1914 (शक)(SAKA)

CONFIDENTIAL / Speed Post

The Manager,
Reserve Bank of India,
Madras.

Dear Sir,

Absorption of Part-time Encoder
Operators (PTEOs) as full time
employees (Machine Operators)

In pursuance of a Memorandum of Settlement signed by the Bank with the All India Reserve Bank Employees' Association on 31st January 1992 it has been decided to absorb the 17 Part-time Encoder Operators attached to the National Clearing Cell (NCC) at Madras as full-time employees to be designated as Machine Operators.

2. The absorption of the 17 PTEOs as full-time Machine Operators will be effective from 1st June 1992.

3. On absorption of the 17 PTEOs as full time Machine Operators, one out of the 14 Data Entry Terminal Operators presently attached to the National Clearing Cell at your centre may be retained there and the remaining 13 withdrawn and posted elsewhere as Clerks/Coin Note Examiners.

4. Kindly note that the settlement between this Bank and the All India Reserve Bank Employees' Association is in the nature of private settlements and has not been registered with the Assistant Labour Commissioner (General). Therefore, although we are enclosing a copy of this settlement it is only for office record and you may ensure that no mention of

p.t.o.

बैंक हिन्दी में भी पत्राचार का स्वागत करता है

पोस्ट बैग सं.
Post Bag No.

तार : रिज़र्व बैंक
Telegrams : RESERVBANK

टेलिग्रांम : 011-2455 RBI IN
Telex : 011-2318 CURN IN
011-4222 RBCO IN

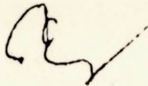
टेलीफोन : 286 1602
Telephone : 286 1604
286 0500

It is made in this office order to be issued by your office or any other communication addressed to the concerned employees in this regard.

5. A copy of the office order being issued for absorption of PTEOs attached to the National Clearing Cell at Bombay is enclosed for your guidance.

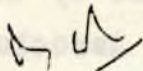
Please acknowledge receipt.

Yours faithfully,



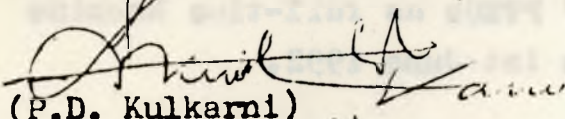
(K. N. Gangurde)
Joint Chief Manager.

Encls : Two.



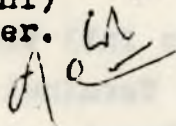
Endt.DA.No. 8764/04.00.10-91/92 dated 22nd May 1992.

Copy forwarded for information to the Director in-Charge, National Clearing Cell, Management Services Department, Reserve Bank of India, Central Office, Bombay.


(P.D. Kulkarni)

Deputy Manager.

kvt.





ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Ladies Wing in Charge :- Smt. M. A. Vaidya

H14 / 8-43

OPP. Birla College,

Chickanghar,

Kalyan 421 301

Ref. No. _____

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

Date 30 जून 1992

श्रीमती मंजूजी,

सप्रेम नमस्कार.

आपका रिजर्व बैंक परिवार में शामिल होना आप के पत्नी के दुःखद निधन की घटना के परिणामस्वरूप हुआ है. हम आपके तथा आपके परिवार के दुःख में शामिल हैं हम अपनी तरफ से आपकी हरसंभव सहायता करेंगे. तथापि भारतीय मजदूर संघ परिवार में आपका आगमन हमारे लिए खुशी की बात है. रिजर्व बैंक वर्कर्स आरगनाइजेशन में आपका हार्दिक स्वागत है. एक राष्ट्रवादी कामगार संगठन में आप अपने आप को महत्त्वपूर्ण महसूस कर सकेंगी इतना ही मैं इस समय आप को बताना चाहूँ. पत्राचार के लिए आप आपका पता भेजेगी तो सुविधा होगी. पटना युनिट में आप के कार्य को शुभेच्छा देते हुए आप के पत्र की आशा करती हूँ.

आपकी

माधुरी वैद्य...

[श्रीमती माधुरी वैद्य

अ.भा. महिला विभाग प्रमुख

लॉन्ड
दि. २ जुलै १९९२

श्री ओझाजी,

सप्रेम नमस्कार.

जयपुर में हुई हमारी वार्तचीत
के अनुसार श्रीमती मंजू शिंगगी के लिए एक
सब प्रोग्राम है जिसकी फोटोकॉपी आपके जानकारी
के लिए भेज रही हूँ. साथ ही एक फोटोकॉपी
जो देवसरजी से भेजी थी, पता नहीं उन्होंने
भेजी की नहीं, वह भी भेज रही हूँ. कृपया
प्राप्ति की सूचना भेजें. वार्तकी सब यहाँपर
ठिकठाक है. वार्तकी तो General Body की
तैयारियाँ चल रही हैं.

आपके परिवार को भी मेरा
सुजास कहना, अपने साथियों को मुकामना. अन्वयान!

आपकी

श्रीमती मंजू शिंगगी

[श्रीमती मंजू शिंगगी]

ऑल इंडिया रिजर्व बैंक वर्कर्स ऑर्गनायझेशन

केंद्रीय कार्यालय, नागपूर

क्रमांक _____
दिनांक 15th July, 92

१२२, जयप्रकाश नगर, खामला,
नागपूर - ४४० ०२५

प्रति,

Dr. Mithilesh Kumar Singh,
General Secretary, RBWO,
Patna

महोदय,

सादर सप्रेम नमस्कार ।

✓ We acknowledge the receipt of your letter and suggestions regarding Charter of Demands to be submitted to the RBI management.

We assure you that your suggestions will be duly considered at the time of finalisation of Charter of Demands.

Sincerely yours,

A.N. Moharir
15/7/92

(A.N. MOHARIR)

General Secretary.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamia, NAGPUR 440 020

Ref. No. _____

Date 25th July, 1992

Shri. B. Venkatachalam,
General Secretary, RBWO,
BOMBAY

Dear Friend,

I thankfully acknowledge the receipt of the documents / information communicated with your letter dated 16th July, 1992. As regards to the matters raised in your letter, I have to advise you that :-

1) Khatri Award vis-a-vis other channels. :- The matter was threadbare discussed in our CEC held on 19th and 20th ~~XXIX~~ June, 92. Earlier also we had apprised the CEC members about the hurdles in our case viz. availability of counsel, favourable bench etc. A consensus in CEC was already reached to pursue the matter sometime in the last week of July or first week of August. Accordingly we are making an application for early hearing of the case in the last week of this month. You may obtain further details from Smt. Madhuri Vaidya, our CEC member, and convey the same to all our activists at Bombay who have expressed concern ~~xxx~~ in the matter. You will appreciate that as an Organisation we have to deliver goods by pursuing all the avenues available to us including honouring the opinion expressed by our Bombay activists. In the last, albeit needless to mention here, since you are aware of the facts, we are leaving no stone unturned in pursuing the case and therefore, you may apprise our activists/members in the light of the foregoing details.

2) Case of promotee Employees :- You are well aware that the dispute on the captioned subject failed in conciliation in the matter is resting with the Central Govt. In terms of the deliberations held in our CEC all the units had been advised to raise the identical disputes at every ~~MM~~ centre/and / or pursue the matter at the proper level. We had also communicated you our preparedness for imploding

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in the dispute raised by our Bombay unit in the past as an All India ~~XXXX~~ body. However the same could not have been materialised because of your own reluctance. Now the issue is pending with the Govt. and any action in the matter with reference to communication to Govt. should be initiated ~~by~~ at your end which will entail for obtaining early reference from Govt. We, however, have nevertheless requested our All India vice president Shri. G.C. Kapoor at New Delhi to build up necessary pressure including political one in the matter for obtaining early reference from the Govt.

L explicit In view of the foregoing position I am very much pained to observe your attitude in respect of the captioned issue especially when you are personally aware of the situation you have allowed to grow uncalled signorole in the minds of our activists there, ~~XXXX~~ about our All India organisation in general and All India General Secretary in particular. You will appreciate that such type of feeling will unnecessarily promote hurdles, ill feelings in working of the Organisation. Please try to understand that everybody including you and me is sincerely working for the just cause of the organisation and it's members and I am confident that the same spirit shall remain ~~in~~ in future also. You may therefore, initiate action on the captioned subject as suggested above under intimation to us. We are also reminding ~~to~~ to all the concerned.

3) AIRBW Accounts :- As regards to the postponement of the item of All India accounts you may recollect that the matter was placed before the last two CECs and our ex-treasurer had submitted the reasons therefor which was unanimously approved by all including yourself. I personally therefore, do not understand the propriety in raising this issue again in your said letter although I am personally against the action of postponing the item of All India accounts. However, it is worthwhile to note that once we have ~~XX~~ nodded to postponement of agenda of accounts, may it be once or twice, it becomes our moral duty to speak of the matter ~~only~~ only during the CEC meetings instead of projecting the issue gloriously. As regards your arrowing towards FDR kept with our S.S.Co.op. I fail to understand why at all you are viewing it with suspicion, when the said society had given us lucrative rate of interest as well as security of the amount. Such type of baseless allegations should be avoided in future. Our accounts are always kept open for scrutiny and time and again it is ~~XX~~ declared and made known all the members of CEC. ~~XXXXXXXX~~ Moreover, the ~~the~~ AIRBWO accounts upto 1990 were placed in the CEC and have been duly passed.

.....3.....

.....3.....

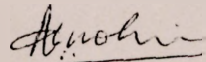
Under the circumstances, your remarks about suspicion etc. are uncalled for and be avoided in future.

As regards to the 1991 accounts Shri Bawane, Treasurer, had already apprised the CEC members at Jaipur that due to pressure of work at his unit (being the General Secretary of Nagpur unit) he could not prepare the accounts in time. However, he has ~~XX~~ sought permission of all CEC members including yourself for placing the same in the next CEC which was gracefully granted also.

The remaining unreplied issues raised in your letter are beyond the ambit of Bombay unit.

With greetings.

Yours Sincerely,



(A.N. MOHARIR)

General Secretary.

Copy to :- All CEC members alongwith the copy of Shri B,Venkatachalam's letter for information.

RESERVE BANK WORKERS' ORGANISATION, BOMBAY.

(Affiliated to AIRBWO, NOBW & BMS)

Parwatibai Sadan,
7, Pitha Street,
Sir P. M. Road,
Opp. Gopalashram,
Fort, Mumbai-400 001.

REGISTRATION NO. 4945



Ref. No. RBWO/ 1992

Date : July 16, 1992

Shri A.N. Moharir,
General Secretary,
A.I.R.B.W.O.,
Nagpur

Dear Shri Moharirji,

Namaskar, Please find enclosed copies of the following:

1. RBI, CO, DA ^{Letter} Circular Dt. May 20, 1992 addressed to MGR, Calcutta
2. -- " -- Madras
3. -- " -- N.Delhi
4. RBI CO, DA Office Order dt. May 20, 1992 regarding absorption of part time Encoder Operators as full time machine operators.
5. RBI CO, DA secret dt. 5.6.92 regarding ^{Submission} schemes of bogus LFC/TA HA Bills.
6. DO letters by RBI PPD CO Dt. 24.6.92 addressed to Y.S.Sethi, Dy. Secretary, GOI, Ministry of Finance, DEA (Bkg.Division), regarding AIRBWO recognition.
7. Draft reply provided by the Bank to be issued by Fin. Ministry.
8. PPD secret letter dated 28.9.1991 to S.P.Bhatia Under Secretary Ministry of Finance, DEA (Banking Division).
9. GOI MOF DEA Bkg. Division letter dated 14.1.92 ^{communicating} ~~commenting~~ no objection of GOI for RBI to filing writ petition in Bombay High Court against Khatri Awards.

Item at 1 to 5 are for information and action if necessary.

Item at 6 to 9 very clearly indicate to Bank's mood towards our attempts for getting recognition through political pressure building. Thus, it is very clear that ultimately we may not stand to gain awaiting the result of any political pressure, The one and only justified way is to pursue the channels of justice available to us, without further delay. Activists at Bombay are of the firm

opinion that All India should immediately pursue the High Court Case without postponing it to first or second week of the August 1992.

Activists of Bombay are also annoyed over the attitude of the All India and other units in not pursuing the case of promotees employees, which is far from the spirit of ^{the Resolution passed} the Trivandrum Conference and the personal assurances given and enthusiasm shown by All India General Secretary during his visit to Bombay.

The matter of frequently postponing the item of All India Accounts, especially those connected with the publication of All India Souvenir on two occasions, as part of fund raising programme of AIRBWO, ~~and~~ also retaining the FDRs with SSC Co.op.; in consecutive CEC meetings is also viewed with some suspicion by the office bearers of the unit. Before ^{the} situation becomes explosive and to avoid embarrassment to the concerned CES Office bearers, in this connection, ^{an} urgent meeting of the All India CEC Office bearers should be held, at the earliest, along with Sarvashri S.P. Deodhar and B. Venkatachalam from Bombay as ~~a~~ was decided in consultation with Shri Babu Ravishankar, our All India Organising Secretary, at the end of the last CEC held at Jaipur.

Thanking you,

Yours faithfully,

(^{Signature}
B. Venkatachalam)
General Secretary

30
14-8-92



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

(AFFILIATED TO BHARATIYA MAJOUR SANGHA & NATIONAL ORGANISATION OF BANK WORKERS)

Gram : NOB

Phone : 31776

Correspondence Address :-

35/1, Rajinder Nagar,
New Delhi - 110 060

MONTHLY NEWS LETTER - JULY, '92

A Committee headed by Shri S.S. Marathe was appointed by RBI sometimes in the year 1991. The actual points of reference before the Committee is not known. But alongwith other points the Committee has submitted its recommendations regarding promotion policy in R.B.I. The bank has sought the opinion of recognised unions. A copy of the recommendations alongwith the circular dated 28-7-1992 issued by Delhi Unit has already been sent to all the units.

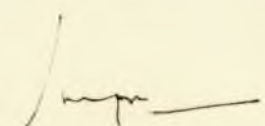
The Delhi unit of AIRBEA has passed a resolution demanding promotion of employees after completing the time scales.

They have demanded refixation of Group 'A', 'B', 'C' upto the last pay drawn of Group 'D' after reaching in their respective maximums and stagnation increment equal to the last increment drawn in Group 'D'.

The issue of Time Bound Promotions is getting grounds and slowly leading the Association towards a break-up.

REGRET

We regret to state that AIRBWO NEWS Desk has not received any information/News from any of the centres despite our reminder to all units. We once again appeal to all Unit Secretaries to make proper arrangements of feeding the News desk regularly. The information/News may be about unit action, rival's action, administrative information, Legal Cases, RBI Central Office, rumours, etc. Remember, the success of News Letter depends on cooperation of all.


(G.C. KAPOOR)

मुख्य प्रबंधक
CHIEF MANAGER



11-8-92
भारतीय रिज़र्व बैंक
केन्द्रीय कार्यालय
प्रशासन विभाग
बंबई

RESERVE BANK OF INDIA
CENTRAL OFFICE
DEPARTMENT OF ADMINISTRATION
BOMBAY

अ.शा.प्रसेवि.सं. 3/11.00/92-93

3 जुलाई 1992

प्रिय साथियों,

हमने आगामी 10 वर्षों के परिप्रेक्ष्य को देखते हुए एक रणनीति योजना तैयार करने के प्राथमिक उद्देश्य के साथ अपने कार्यों के संचालन, उनकी संरचना और तत्संबंधी कार्य पद्धति के सटीक मूल्यांकन की प्रक्रिया प्रारंभ कर दी है। इस रणनीति योजना को कार्रवाई योजना के मानदण्डों के साथ तैयार किया जाएगा जिससे कम अंतरालों में ही लक्ष्य तथा उद्देश्य परिलक्षित होंगे।

2. यद्यपि ऐसे प्रयोग और समीक्षाएँ बैंक में हमारे लिए नयी नहीं हैं, तथापि रणनीति कार्रवाई योजना तैयार करने का मौजूदा कार्य एक प्रमुख सामूहिक प्रयास है। मेसर्स ए/एफ. फर्ग्युसन एण्ड कंपनी, जो प्रबंध तंत्र परामर्शदाता हैं, को यह कार्य सौंपा गया है। मेसर्स ए.एफ.फर्ग्युसन एण्ड कंपनी के विशेषज्ञों के साथ काम करने के लिए बैंक के अधिकारियों का एक विशेष कार्यदल गठित किया गया है। उक्त कार्य के एक भाग के रूप में और बैंक के स्टाफ के दृष्टिकोण का लाभ उठाने के लिए उक्त परामर्शदाता कंपनी ने एक प्रश्नावली तैयार की है जो स्टाफ द्वारा पूरी की जानी है। स्टाफ से प्राप्त होनेवाले जबाब उपर्युक्त योजना तैयार करने में बहुत ही उपयोगी होंगे। हमारा आग्रह है कि आप इस मौके का लाभ उठाइये और प्रश्नावली के प्रश्नों के उत्तर देते हुए अपने विचार व्यक्त करें। प्रश्नावली में दी गयी जानकारी पूर्णतया योजना तैयार करने के लिए उपयोग में लायी जाएगी तथा जानकारी देनेवाले की पहचान गुप्त रखी जाएगी। एक रिक्त प्रश्नावली फार्म आपके उपयोग के लिए संलग्न है।

3. हमें इस मामले में आपके सहयोग की अपेक्षा है। किसी भी स्पष्टीकरण के लिए आप कृपया प्रबंध सेवा विभाग, भारतीय रिज़र्व बैंक, केन्द्रीय कार्यालय, बंबई ॥टेलीफोन सं. 2861602/ विस्तार 2389/2395 अथवा हॉटलाइन 2235॥ में श्रीमती ग्रेस कोशी, श्री. सुनील दत्त अथवा श्री अभय टोटा से संपर्क करें।

सादर,

आपका,

॥ ए.पी.अच्यर ॥

मुख्य प्रबंधक
CHIEF MANAGER



भारतीय रिज़र्व बैंक
केन्द्रीय कार्यालय
प्रशासन विभाग
बंबई

RESERVE BANK OF INDIA
CENTRAL OFFICE
DEPARTMENT OF ADMINISTRATION
BOMBAY

DO.MSD.No. 3/11.00/92-93

July 3, 1992

Dear Colleague,

We have begun a process of critical appraisal of our functions, structure and style of work with an ultimate goal of formulation of a strategic plan with a perspective of 10 years. The strategic plan will be designed to have modules of action plans, showing targets and objectives over shorter intervals.

2. Although such exercise and reviews are not new to us in the Bank, the present exercise of preparing a Strategic Action Plan is a major collective effort. M/s.A.F. Fergusons & Co., Management Consultants have been assigned this project. A Task Force of the Bank's officers has been set up to work with the experts from M/s. A.F. Fergusons & Co. As a part of the project work and to get the benefit of the views of the Bank's staff, the Consultants have designed a questionnaire, to be completed by the staff. The responses from the staff would be immensely useful in the preparation of the plan. We invite you to use this opportunity and express your views by completing the questionnaire. The information in the questionnaire will solely be used for the plan formulation and the identity of the respondent will be kept secret. A blank questionnaire is enclosed for your use.

3. We seek your cooperation in the matter. For any clarification you may contact Smt. Grace Koshie, Shri Sunil Datt or Shri Abhay Hota in the Management Services Department, RBI, C.O. Bombay (telephone No.2861602 ext.2389/2395 or Hotline 2235).

With Greetings,

Yours sincerely,

(A.P. Aiyer)

11-8-91

भारतीय रिज़र्व बैंक RESERVE BANK OF INDIA

ए एफ एफ - एम सी एस
AFF — MCS

स्ट्रेटीजिक ऐक्शन योजना — कर्मचारी दृष्टिकोण STRATEGIC ACTION PLAN — EMPLOYEE FEEDBACK

ए. एफ. फर्ग्युसन एण्ड कं.
बंबई
A. F. FERGUSON & CO.
BOMBAY

1. ए. एफ. फर्ग्युसन एण्ड कं (ए एफ एफ) को भारतीय रिज़र्व बैंक (भा. रि. बैं.) ने स्ट्रेटजिक ऐक्शन योजना तैयार करने में भारतीय रिज़र्व बैंक की सहायता करने हेतु रख लिया है। विधायी (लेजिस्लेटिव) और आर्थिक वातावरण में बहुत परिवर्तन हो गये हैं, जिनका प्रभाव भारतीय रिज़र्व बैंक पर भी पड़ा है और इस परिप्रेक्ष्य में भारिबैंक की भूमिका तथा कार्यकलापों की फिर से परिभाषा करने की आवश्यकता पैदा हो गयी है।

प्रयोजन

2. इस अध्ययन के एक भाग के रूप में हमने भविष्य में भारिबैंक की भूमिका के संबंध में आपके विचार प्राप्त करने के लिए यह प्रश्नावली तैयार की है। स. ए. य. तैयार करने में आपके विचार हमारे लिए आधारभूत होंगे।

3. यदि किसी प्रश्न का उत्तर देते समय अतिरिक्त जगह की आवश्यकता हो तो कृपया अलग पृष्ठ पर लिखें। यदि आपको किसी विशिष्ट प्रश्न पर अपने अभिमत नहीं देने हैं तो कृपया उक्त प्रश्न को रिक्त रखें।

गोपनीयता

4. इस प्रश्नावली की विषय-वस्तु को अत्याधिक गोपनीय माना जाएगा और केवल ए. एफ. एफ. के अधिकारी उक्त उत्तरों की समीक्षा करेंगे। भा. रि. बैं. को जानकारी देते समय ए. एफ. एफ. कर्मचारियों द्वारा इस प्रश्नावली के माध्यम से दी गयी जानकारी को संबंधित व्यक्ति की पहचान जाहिर किये बिना प्रस्तुत करेंगे।

प्रश्नावलियों का संकलन

5. पूर्ण प्रश्नावलियाँ टास्क फोर्स/ए. एफ. एफ. को आगे के संप्रेषण के लिए एक बंद लिफाफे में डालकर दिनांक 15 अगस्त 1992 तक अपने विभागाध्यक्षों को सौंप दी जाए।

नाम :
 पदनाम : ग्रेड :
 विभाग/प्रभाग/अनुभाग : आयु :
 स्थान : भारिबैं में
 (केन्द्रीय/क्षेत्रीय कितने वर्ष
 कार्यालय) सेवा की है

1. आपके दृष्टिकोण में ऐसे कौन-से कार्यमूलक क्षेत्र हैं (अपने विभाग के अलावा) जहाँ आंतरिक रूप से आवश्यक परिवर्तन तथा बदलते बाह्य परिवेश के परिप्रेक्ष्य में भा. रि. बैंक की भूमिका की समीक्षा की जानी चाहिए

परिवर्तन की आवश्यकता
 (बाह्य/आंतरिक कारण)

विभाग पर प्रभाव
 (जहाँ संभव हो वहाँ समयावधि
 निर्दिष्ट कीजिए)

COLLECTION OF QUESTIONS

2. क्या आपको ऐसा लगता है कि आपके विभाग/प्रभाग/अनुभाग की भूमिका और कार्यकलापों में परिवर्तन होना चाहिए ?

विभाग/प्रभाग/अनुभाग

आवश्यक परिवर्तन
 (संक्षिप्त रूप में स्पष्ट करे)

3. क्या आपको उत्पादकता में सुधार करने के लिए कोई अतिरिक्त भौतिक सहायता की आवश्यकता है ? (अर्थात् संचार - आंतर/अंतर कार्यालय/भौगोलिक स्थान अथवा कोई अन्य सुविधा) यदि हाँ, तो कृपया आवश्यक सहायता को विनिर्दिष्ट करें और उत्पादकता पर उसके संभाव्य परिणाम बताएँ ।

आवश्यक भौतिक
सहायता

उत्पादकता पर संभाव्य
परिणाम

4. नीति और अन्य घटकों में परिवर्तन होने के कारण कर्मचारियों को नये कार्यकलापों के लिए बढ़ी हुई जिम्मेदारियों को निभाने के लिए फिर से नियोजित करने और फिर से कुशल बनाने की जरूरत है । क्या आप सहमत हैं ? (हाँ/नहीं) यदि हाँ, तो कृपया ऐसे विभाग और क्षेत्र अभिनिर्धारित करें जहाँ कर्मचारियों का पुनः नियोजन/उन्हें फिर से कुशल बनाने की जरूरत है । यदि आप सहमत नहीं हैं तो क्यों ?

5. क्या आपको लगता है कि भर्ती पदोन्नति, नियोजन, स्थानांतरण अथवा कर्मचारियों से संबद्ध अन्य मामलों से संबंधित भारत की वर्तमान नीतियों को बदलने की आवश्यकता है? कृपया आप अपने विचार संक्षेप में दें।

आपका नाम _____
आपका पता _____
आपका शहर _____

6. क्या आपको लगता है कि भारिबैं को निम्नलिखित बातों के लिए अनुमति देनी चाहिए -

(i) कार्य के लचीले घंटे (किन्तु कार्य के कुल घंटे वही रहेंगे) (हाँ/नहीं), यदि हाँ तो, किन गतिविधियों के लिए और किसके लिए। यदि नहीं, तो क्यों ?

(ii) पारी से काम करना (हाँ/नहीं), यदि हाँ तो, किन गतिविधियों में ? आवश्यक पारियों की संख्या ? और आप किस श्रेणी या वर्ग के कर्मचारियों को इसके लिए उपयुक्त समझते हैं। यदि नहीं, तो क्यों ?

(iii) अन्य संस्थाओं में नियोजन (अर्थात् निजी क्षेत्र, सरकार, बैंक / वित्तीय संस्थाएं, अन्य केन्द्रीय बैंक) (हाँ/नहीं), यदि हाँ, तो किस स्तर पर, नियोजन की अवधि कितनी हो और किस संस्था में।

7. क्या भारिबैं में गतिविधियों को स्वचालित/मशीनीकृत किया जाए ? हाँ/नहीं

(अ) यदि हाँ, तो कृपया उन गतिविधियों को संक्षेप में उनके महत्व के अनुसार दर्शायें ।

(ब) यदि नहीं, तो क्यों ?

8. क्या आपके पास भारिबैं के कार्यकलाप और कामकाज को सुधारने के लिए सुझाव हैं ? यदि हाँ, तो कृपया आप अपने विचार संक्षेप में दें ।

1. A. F. Ferguson & Co. (AFF) has been retained by the Reserve Bank of India (RBI) to assist RBI in developing a Strategic Action Plan (SAP). There have been a number of changes in the legislative and economic environment affecting the RBI, and in this context a need has arisen to redefine the role and functions of the RBI.

PURPOSE

2. As a part of this study we have prepared this questionnaire to elicit your perceptions about the future role of RBI. Your views would form and input into the preparation of the SAP.

3. If, while answering any question, additional space is required, please append sheets. On the other hand, if you do not have comments on any particular question, please leave the question blank.

CONFIDENTIALITY

4. The contents of this questionnaire will be treated as strictly confidential, and only AFF personnel will be reviewing the reply. While providing information to RBI, AFF will bring forward inputs provided by employees through this questionnaire, without disclosing the identity of the persons concerned.

COLLECTION OF QUESTIONNAIRES

5. Completed questionnaires should be handed over to your departmental heads by 15th August 1992 in a sealed envelope for onward transmission to the Task Force/AFF.

Name : _____
 Designation : _____ Grade : _____
 Dept/Div/Sec: _____ Age : _____
 Location : _____ Years of : _____
 (Central/Regional/ service in
 Office) RBI

1. What in your view are the functional areas (other than your department) where RBI's role should be reviewed in the context of internally needed changes and the changing external environment.

Need for change
 (External/Internal Reasons)

Impact on Department
 (Specify timeframe where possible)

2. Do you think that the roles and functions of your department/division/section should change?

Dept./Div/Sec

Changes Required
 (Explain briefly)

3. Do you need any additional physical supports to improve productivity? (e.g. communication — intra/inter office/geographical location or any other facility). If yes, please specify support required and its likely impact on productivity?

Physical Supports Required

Likely Impact on Productivity

Physical Supports Required	Likely Impact on Productivity
<p>1. What is your view on the likelihood of success of your department when 50% of the staff is redeployed to the extent of currently needed change and the changing nature of work?</p> <p>Good for change (Departmental Success)</p>	<p>Productive and Efficient (Productivity Increase when possible)</p>

4. Due to change in policies and other factors there is a need to redeploy and reskill employees to take on new functions/enhanced responsibilities. Do you agree? (YES/NO). If yes, please identify the departments and areas where redeployment/reskilling is necessary? If NO, why?

Do you agree?	Identify the departments and areas where redeployment/reskilling is necessary?
<p>2. Do you think that the need for redeployment of your department/area is a good thing?</p> <p>Yes/No</p>	<p>Change Required (Productivity)</p>

5. Do you feel that the existing policies of RBI with regard to recruitment, promotion, placement, transfer, or any other employee related matters need to be changed? Please provide your views in brief.

RESPONSE

1. As a part of RBI, I have prepared the questionnaire to check your perception about the human resources of RBI. Your answer would show your perception of the RBI.

2. The questionnaire has questions designed to measure your opinion about the human resources of RBI. It is not intended to measure any particular employee's performance. The questionnaire is only for the purpose of gathering information about the perception of the RBI.

CONFIDENTIALITY

3. The contents of the questionnaire will be treated as strictly confidential, and only the concerned staff will be reviewing the report. While preparing questionnaire on RBI, IFF will have received your response by questionnaire through the questionnaire. Please do not disclose the contents of the questionnaire.

COLLECTION OF QUESTIONNAIRES

4. The questionnaire will be sent to you by the concerned staff. Please fill the questionnaire and return it to the concerned staff. The questionnaire will be sent to you by the concerned staff.

6. Do you think RBI should allow —

(i) Flexible Working Hours (but total working hours remain the same) (YES/NO); If yes, in which activities and for whom. If no, why?

(ii) Shift working (YES/NO); If yes, in which activities, number of shifts required and categories of employees you consider most suitable for this. If no, why?

(iii) Posting in other organisations (e.g. : private sector, government, banks/financial institutions, other central banks) (YES/NO). If yes, at what level, what duration of posting and to which organisation.

7. Should activities in RBI be automated? YES/NO.

(a) If yes, please indicate briefly the activities in the order of importance.

(b) If no, why not ?

8. Do you have any other suggestions for improving the functioning and working of RBI. If yes, please provide your views in brief.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 26th Aug, 92

To

All Unit Secretaries

Dear Friends,

We confirm having sent to you the following telegram.

"BOYCOTT THE FERGUSON COMPANY. BOYCOTT QUESTIONAIRE"

We have lodged our total opposition to the appointment of a private out-side agency M/s A.S.Ferguson & Co. by the R.B.I. management to go into the role, functions and structure of the R.B.I. X (protest letter enclosed for your information)

We call upon all our members not to respond to 'Questionaire' prepared by the said company and to boycott the Ferguson & Co. to defeat the sinister designs of the R.B.I. management. Please advise all our members accordingly. Please acknowledge the receipt.

Yours sincerely,

(A.N.MOHARIR)

General Secretary.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

24
7-9-92

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 26th Aug, 1992

The Governor,
Reserve Bank of India,
Central Office,
BOMBAY

Sir,

Opposition to appointment of private agency to decide
Functions, role of the R.B.I.

We hereby lodge our total protest and oppose the appointment of a private outside agency M/s.A.S.Ferguson & Co. by the management to go into the role, functions and structure of the Reserve Bank. You are well aware that the role, functions and structure of the Central bank of any country is decided by the central govt. i.e. with the approval of the Parliament, the highest decision making forum in democracy. You are also well aware that the appointment of private company to decide the functions, role of the R.B.I. in the coming 10 years is vehemently opposed by the several parliamentarians in the Rajya Sabha.

~~XXXX~~ There is a widespread feeling amongst the general masses that the beauracracy is minting money in the name of introduction of computerisation by way of receiving huge commission by the computer companies. We therefore, demand of you to cancel the appointment of a private agency to avoid further confrontation, misgivings, embarasment particularly in the background of multicrores scam where the R.B.I. has been already placed in the defence box.

In view of the above and in the larger institutional interest and R.B.I. employees' interest in particular we are making it clear that the R.B.I. employees will not extend any cooperation to and boycott the Ferguson & Co.

We therefore, demand of you to cancel the appointment of Ferguson & Co. immediately, while we are not averse to discussion/negotiations with the Bank on the functions and the future role of R.B.I., the appointment of said company virtually negates the basis of employee-employer relationship in the industry.

Yours Sincerely

A. N. Moharir
(A. N. MOHARIR)
GENERAL SECRETARY

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DR MITHILESHKUMAR SINGHGEN SECY R B W O D-18 VIDYUT BOARD COLONY

16/26

PATNA800023

-BOYCOTT FERGUSAN CO BOYCOTT QUESTION

INSTRUCTIONFOLLOWS

- A N MOHRIR GENSECY

-LN 17 391 R B W O D-18

28/8/92





ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

35/1, Rajinder Nagar,
New Delhi - 110 065

N E W S L E T T E R

No.2/92

A U G U S T - 1992

1. AIRBWO case before the CLC in the matter of Joint Study Team could not get reference to the Tribunal. The Labour Ministry did not find the dispute fit for reference on the following grounds :-

" Re-organisation of work and re-deployment of Staff according to the requirement are the prerogatives of the management. It has, moreover been reported that the bank at present has implemented such of the recommendations of the Joint Study Team as were beneficial to the common interests of the employees, and do not involve any retrenchment."

AIRBWO has preferred to file an appeal in the High Court, Bombay against the above observations. It is yet to come up for hearing.

2. AIRBWO is taking steps for early hearing of case in the matter of Khatri Award. Details not known.

3. R.B.I. has appointed A.F. Ferguson & Co., management consultants, for preparing a strategic action plan for the next ten years. This move of RBI is being opposed by both AIRBWO and AIRBEA. The General Secretary of AIRBWO Sh. A.N. Moharir, has advised all its units to boycott Ferguson & Co. and the Questionnaire to be circulated by them.

UNIT REPORTING

BOMBAY

Our Bombay unit was to hold its General Body Meeting on 22nd August, 1992. The same has been postponed for certain reasons.

The Director-in-charge, N.C.C., Bombay Sh. S.R. Mittal has been transferred to Nagpur as a Jt. Manager. His farewell party on 14th August, 1992 was addressed by Smt. Madhvi Vaidya, Ladies Wing-in-charge, AIRBWO.

CC(ND)...2/-

KANPUR

A delegation headed by Sh. Swinder Nath Shukla, met the Finance Minister, Government of Uttar Pradesh, Sh. Rajender Gupt on 28th July, 1992 and demanded through a memorandum that the U.P. Govt. should do all its financial dealings through R.B.I., Kanpur/Lucknow. A copy of this memorandum was handed over to The Manager, RBI, Kanpur also. This news got desired place in the local press.

FAINA

The suspension orders of the President of R.E. Workers' Union (our rivals) Sh. Someshwal Lal and a worker Sh. Suresh Yadav have been revoked. They remained suspended for 6 months. The Departmental Enquiry shall be held against them.

NEW DELHI

As reported in our last News Letter, the local unit of AIRBEA had passed a resolution regarding inclusion of item for promotion in a Reasonable period of Time in Charter of Demands of AIRBEA. But the demand of 'Time Bound Promotions on no vacancy basis' did not get support in the All India General Council Meeting of AIRBEA held on 8th and 9th August, 1992 at Bhopal.

Accordingly, 21 members of the Current Managing Committee/General Council of local unit of AIRBEA have resigned from their responsibilities. A printed circular dated 19-8-1992 in this regard is enclosed. Most of them have been elected for the Managing Committee/General Council for next year also, thus disturbance in the local unit of AIRBEA is unavoidable. The General Secretary, Sh. K.L. Washist also belongs to this group and has been re-elected as General Secretary. However, *the designations have not been accepted.*

NAGPUR:

Nagpur unit has won majority seats in the Sports Club elections for the year 1992-93. Report is awaited.

LEGAL VICTORY

The Hon'ble Labour Court (I), Nagpur has given a Historical Award in a case of grant of stagnation increment to class III employees, raised by our Nagpur Unit. Those employees who acquire qualifications viz. graduation and CALIB Part II shall be ipso-facto entitled to draw stagnation increment only after putting 19 years of service.

Brief History of Case

Shri Arvind S. Joshi, Clerk Grade I appointed on 20.11.1963. Ordinarily he would have reached maximum on 20.11.1982 and first stagnation increment would have been admissible to him on 20.11.1987. However, Shri Joshi passed graduation and CAIIB Part I before completion of the span of scale. He passed CAIIB Part II examination on 7.7.1979 while his last increment in the pay scale was due on 20.11.1979. The Bank conceded him the last only one increment of pay scale in advance on 7.7.1979. Thereafter from 7.7.1980 to 7.7.1984 Shri Joshi had drawn admissible five instalments of post-scale special pay and became entitled ipsofacto, to draw stagnation increment (then existing provision of five years). But the Bank instead of granting him said stagnation increment in 1984 conceded in 1989 on the most absurd plea of five completed years of service after drawal of all the instalments of post-scale special pay. Surprisingly enough, the Bank conceded first stagnation increment on 20.11.1987 to some of his colleagues who have either acquired less qualifications than Shri Joshi or have passed Graduation and CAIIB Part II quite before reaching maximum in the scale, but appointed on the same day i.e. 20.11.1963.

Aggrieved with the arbitrary interpretation, the matter was contested at various forums and finally claim under section 33(c)(2) of Industrial Disputes Act was preferred in Labour Court.

The Hon'ble Labour Court, interalia, passed the following order on 4.8.1992 :-

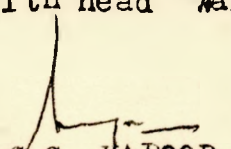
" Application is allowed. The Bank is directed to pay to Shri Joshi the first stagnation increment w.e.f. 7.7.1984 and the second stagnation increment from 7.7.1989 according to Section B Part II of the Dighe Award."

News Desk congratulates Nagpur Unit in general and S/Shri A.D. Deshpande and K.W. Bawne in particular, who could successfully plead above case.

CALCUTTA:-

Calcutta unit reproduced the circular on promotion policy issued by New Delhi Unit with head "Wake up - RBI Management".

Encls: 2


(G.C. KAPOOR)

31
11-9-92



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 2-9-92. _____

To All Unit Secretaries,

Friends,

We confirm having sent ~~you~~ to you the following express telegram on 29th August, 1992.

"GOVT. REJECTS REFERENCE ON JSTR. THIS ORDER CHALLENGED BY AIRBWO BEFORE THE NAGPUR BENCH OF BOMBAY HIGH COURT. HEARING DATE IS YET TO BE FIXED"

2. The JSTR case may come up for hearing in second week of September. Further developments in this regard will be communicated in due course.

With greetings,

Yours sincerely,

for
(A. N. MOHARIR)

General Secretary.



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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 3 SEP 1992

Shri G. Jagan Mohan Rao,
General Secretary,
Reserve Bank of India Officers'
Association,
Office of the Central Committee,
G.P.O. Box No. 1455,
c/o Reserve Bank of India,
BOMBAY

Dear Friend,

We acknowledge the receipt of your letter dated 13th August, 1992 today.

At the outset we express our sincere gratitude to you for inviting us in the concerted campaign by the entire staff of R.B.I. for safeguarding the institution in all its entirety against the attempts to maim and reduce the functional activities of R.B.I.

We are completely in agreement with you that these onslaughts must be fought unitedly by the entire staff of R.B.I. In fact this is the need of the hour.

It will be convenient for me to attend the preliminary meeting proposed by you in the third or fourth week of September 1992.

With regards.

Sincerely yours,

A. N. Moharir
A. N. MOHARIR
General Secretary

Copy to: Shri A. K. Ojha
Patna

- Copy to :- S/shri. P.S.Putturaya, President, AIRBWO, Bangalore.
 Sheoji Singh, Vice President, AIRBWO, Patna.
 G.C.Kapoor, Vice-President, AIRBWO, New Delhi.
 Babu Ravishankar, Org.Secretary, AIRBWO, Bangalore.
 M.V.Phatak, Dy.Gen. Secretary, AIRBWO, Jamsandé.
 ✓ A.K.Ojha, Secretary, AIRBWO, Patna.
 A.Y.Dandekar, Secretary, AIRBWO, Nagpur.

Kindly convey your views on :-

- 1) Desirability to join the Joint Front.
- 2) The President and Gen. Secretary may please be authorised to represent AIRBWO in the said Joint Front.

(Signature)
 (A.N.MOHARIR)
 General Secretary.

We acknowledge the receipt of your letter dated 12th August, 1951 today.
 In the context we express our sincere gratitude to you for inviting us to the proposed meeting by the various units of A.R.I. for discussing the formation of all India's solidarity against the attempts to split and retard the national activities of A.R.I.
 We are desirous of agreement with you that these proposals must be fought actively by the units of A.R.I. In fact this is the need of the hour.
 It will be convenient for us to attend the preliminary meeting proposed by you in the city of Patna on 20th September 1951.

Yours faithfully,
 Secretary

(Faint handwritten notes)

Copy to 'du' Mohan Gen. Sec., workers organization, newspaper
G. Jagan Mohan Rao
August 13, 1992.

From : G. Jagan Mohan Rao, General Secretary,
Reserve Bank of India Officers Association,
Bombay.

- For :
1. The General Secretary,
All India Reserve Bank Employees Association,
Calcutta.
 2. The General Secretary,
All India Reserve Bank Officers Association,
(Formerly AIRBSOA)
Calcutta.
 3. The General Secretary,
All India Reserve Bank Workers Federation,
Calcutta.

4. The General Secretary, workers organization
Friends, G. Jagan Mohan Rao

You are well aware that the attempts to main and reduce the functional activities of RBI in a systematic manner in by various quarters are on the increase particularly in the recent past. While some including of our own are engaged in the discussion from prudential angles with a view to skittling ill-advised designs, the necessity of safeguarding this institution in all its entirety should be translated into a concerted campaign by all our employees. Towards this end, certain amount of coordination is effected amongst all the associations/unions at Bombay. It is our sincere desire that there need be All India Level coordination amongst our Associations/Unions. We therefore, propose that we meet in the first week of September at Bombay to probe into different areas that need our action thrust in the immediate future. We feel this sort of cooperation is long overdue and we can't afford any postponement. The exact time and date can be decided after hearing from you. I shall be happy if you will please let me know your views and the date convenient to youf immediately.

with regards

(G. Jagan Mohan Rao)
General Secretary

Copy to the Gen. Sec. of the All India Workers Federation
(Chirukishan Reddy)
G. Jagan Mohan Rao



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

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Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 3 SEP 1992

Shri G. Jagan Mohan Rao,
General Secretary,
Reserve Bank of India Officers'
Association,
Office of the Central Committee,
G.P.O. Box No. 1455,
c/o Reserve Bank of India,
BOMBAY

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We are completely in agreement with you that these onslaughts must be fought unitedly by the entire staff of R.B.I. In fact this is the need of the hour.

It will be convenient for me to attend the preliminary meeting proposed by you in the third or fourth week of September 1992.

With regards.

Sincerely yours,

A. N. Moharir
A. N. MOHARIR
General Secretary

Copy to: Shri Sheoji Singh
Patna

Copy to :- S/shri. P.S.Putturaya, President, AIRBWO, Bangalore.

✓ Sheoji Singh, Vice President, AIRBWO, Patna.

G.C.Kapoor, Vice-President, AIRBWO, New Delhi.

Babu Ravishankar, Org.Secretary, AIRBWO, Bangalore.

M.V.Phatak, Dy.Gen. Secretary, AIRBWO, Jamsandé.

A.K.Ojha, Secretary, AIRBWO, Patna.

A.Y.Dandekar, Secretary, AIRBWO, Nagpur.

Kindly convey your views on :-

- 1) Desirability to join the Joint Front.
- 2) The President and Gen. Secretary may please be authorised to represent AIRBWO in the said Joint Front.

(A.N.MOHARIR)

General Secretary.

We acknowledge the receipt of your letter dated 13th August, 1951 today. At the outset we express our sincere appreciation to you for inviting us in the concerted campaign by the All India Reserve Bank of India for safeguarding the interests of all its workers against the attempts to split and reduce the functional activities of A.R.B.I. In the context of an agreement with you that these objectives must be fought unitedly by the entire staff of A.R.B.I. in fact this is the need of the hour. It will be convenient for us to attend the preliminary meeting proposed by you at the time as follows: 10th - 12th October 1951.

With regards,

Sincerely yours,

[Handwritten signature]

copy to Mr Mohan Gen. Sec., workers organization, newspaper
G. Jagan Rao
August 13, 1942.

From : G. Jagan Mohan Rao, General Secretary,
Reserve Bank of India Officers Association,
Bombay.

- For :
1. The General Secretary,
All India Reserve Bank Employees Association,
Calcutta.
 2. The General Secretary,
All India Reserve Bank Officers Association,
(Formerly AIRBSOA)
Calcutta.
 3. The General Secretary,
All India Reserve Bank Workers Federation,
Calcutta.

4. The General Secretary workers organization
G. Jagan Rao

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with regards

(G. Jagan Mohan Rao)
General Secretary

Copy to Mr Gen. Sec. (Shri Krishna Reddy)
 G. Jagan Rao
 All India Workers Federation



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamia, NAGPUR 440025

Ref. No. _____

Date 18-9-92.

To,
All Unit Secretaries.

Dear Friends,

AIRBWO, on finalisation of Charter of Demands, has submitted the same to R.B.I. on 11th September, 1992. The copies to be circulated amongst members are under print. Per copy, the cost is estimated at around Rs 5/-. You are requested to convey your requirements (NO. of copies) urgently.

Yours Sincerely,

(A.N.MOHARIR)

General Secretary.

रिजर्व बँक की कार्यप्रणाली से फटे-पुराने नोटों का चलन

बँक एम्प्लाइज असोसिएशन का आरोप

नागपुर. रिजर्व बँक की अत्यवहारिक कार्यप्रणाली से विदर्भ, मध्यप्रदेश व मराठवाडा में फटे-पुराने नोटों का चलन जारी है. नोट के अभाव में घड़ल्ले से कूपन चलाये जाने का आरोप रिजर्व बँक एम्प्लाइज असो. की ओर से लगाया गया है.

संगठन के महासचिव श्री ए.एन. मोहरीर ने पत्रकारों को बताया कि रिजर्व बँक के करेसी आफिसर ने रिमोट्स प्रणाली में तब्दीली कर समस्या और जटिल कर दी है. उन्होंने बताया कि तब्दीली के पूर्व ४९९ वेस्ट काउंटर के नोट रिजर्व बँक में बदले जाते थे. नई नीति के तहत नोट रिमोट्स का कार्य केवल जिले के स्टेट बैंक को दिया गया. फलस्वरूप रिजर्व बँक में पुराने नोट की आवक कम हुई है. विगत २ साल से करेसी का शार्टेज बना हुआ है. उन्होंने बताया कि विगत ५ सितंबर को करेसी की आवक नहीं होने से नोट

एकजामिनेशन सेक्शन का कामकाज ठप्प रहा. जनहित को देखते हुये संगठन की ओर से उन्होंने पुरानी प्रथा लागू करने तथा करेसी शार्टेज की निष्पक्ष जांच की मांग वरिष्ठ अधिकारियों से की है.

उन्होंने बताया कि बैंक की नवनिर्मित इमारत में करेसी सेक्शन के मुख्यालय की योजना ठप्प होने से बैंक की पालिसी के अनुसार ३ हजार लोगों को नौकरी मिलने की संभावना समाप्त हो गई है. पत्र परिषद में सर्वश्री एम.एम. तारे, बावणे उपस्थित थे.

जे.ए.ए.ए.ए.
जाने २९
1-10-92

रिजर्व बँकेच्या नोटाही संपल्या!

(आमच्या प्रतिनिधीकडून)
नागपुर, दि. ३० - नोटांचा तुटवडा आणि तोही बँकेत? हे शक्य आहे का? अशाक्यप्राय असे हे घडले आहे. आणि तेही अन्य कोणा द्रोत्या मोठ्या बँकेबाबत नव्हे तर बँकांना नोटांचा पुर्वठा करणाऱ्या साक्षात रिजर्व बँकेबाबत!!

रिजर्व बँक एम्प्लॉईज असोसिएशनतर्फे आज झालेल्या एक वार्ताहर परिषदेत ही खळबळजनक माहिती देण्यात आली.

रिजर्व बँकेच्या नागपुर शाखेला होणारा नवीन नोटांचा पुर्वठा पूर्णपणे थांबला आहे आणि याला स्थानिक व्यवस्थापनच जबाबदार आहे असा आरोप करून असोसिएशनच्या सर्वश्री ए. एम. मोहरीर, के. डब्ल्यू बावणे, एम.एम. तारे प्रभृती नेत्यांनी सांगितले की नवीन नोटांचा पुर्वठा गेल्या दोन अडीच वर्षांपासून थांबला असल्याने त्याच त्या जुन्या नोटा चलनास येतात. सहाजिकच वाढत्या मागणीप्रमाणे

नोटांचा पुर्वठा होऊ शकत नाही. परिणामो विदर्भ, मराठवाडा आणि मध्यप्रदेशातील अनेक शहरात नोटांचा तुटवडा जाणवू लागला आहे.

पुसदला तर पुराणा प्रमाणात नोटा मिळविण्यासाठी काही महिन्यांपूर्वी खुद्द मुख्यमंत्री मुधाकरराव नाईक यांना त्यांचे वजन वापरवे लागले. गेल्या वर्षी दिवाळीत भंडान्याच्या स्टेट बँकेत नोटांची इतकी तीव्र टंचाई जाणवली की सर्व उशांय अन्य बँकातून उसने पैसे आणून व्यवहार चरकावा लागला, अशी माहिती या नेत्यांनी दिली.

रिजर्व बँकेच्या नागपुर शाखेतर्फे विदर्भ, मराठवाडा आणि मध्यप्रदेशातील स्टेट बँका, जिल्हा कोषागार, राष्ट्रीयकृत बँक आदी ४९० ठिकाणी नोटांचे वितरण केले जाते. नवीन नोटांचा पुर्वठा सुरु झाला नाही तर तिन्ही विभागात नोटांची तीव्र टंचाई जाणवणार आहे असा इशाराही या बँक कर्मचारी नेत्यांनी दिला.

Notes crunch hits RBI

[Staff Reporter]

NAGPUR, Sept. 30:

There is a terrible dearth of fresh currency notes in most of the banks under Reserve Bank of India, Nagpur, and the general people are put to a lot of inconvenience for want of the currency notes.

This was stated by Mr. A.N. Moharir, General Secretary of the Reserve Bank Employees Association, while addressing a press conference here today. He said that there are no currency notes in the banks in Vidarbha, Marathwada and Madhya Pradesh region for the past two years, and blamed the management of RBI for such a state of affairs.

He claimed that the situation has come to a level that in RBI, Nagpur, there are no notes to feed to the staff engaged for processing of currency notes and added that the day is not far off when number of employees would be without work. RBI, Nagpur, looks after the supply of currency notes to 490 currency chests established at SBI and its subsidiaries, government treasuries and at some of the nationalised banks. Now the currency system has come to grinding halt and utter chaos and disorder prevails in almost all the branches of SBI and nationalised banks. He pointed out that the banks in Madhya Pradesh are the worst hit to the extent that soiled currency notes are clipped in a plastic packets and are circulated.

According to Mr. Moharir, the Chief Minister was required to put pressure on RBI officials for sending an emergent consign-

ment of fresh notes to SBI, Pusad. He said that the Reserve Bank Employees Association, affiliated to Bharatiya Mazdoor Sangh, time and again took up the issue with local management of RBI but it paid no serious attention to this problem. Mr. Moharir has demanded that a high-level enquiry should be conducted to probe in this burning issue. Messrs K.W. Bawane, M.M. Tare, S.V. Acharya, A.Y. Dandekar, S.R. Munshi, R.A. Aherrao, V.A. Deodhar, S.N. Sowale, V.A. Joshi, D.V. Haldule, S.P. Moharir and others were present in the press conference.

Janvada
Nagpur
1-10-92

विदर्भात नोटांचा तुटवडा

नागपुर, दि. ३० (प्र.) रिजर्व बँकेच्या युकीच्या कार्यपद्धतीमुळे विदर्भ मराठवाडा व मध्यप्रदेशात चलनी नोटांचा मोठ्या प्रमाणात तुटवडा निर्माण झाला असल्याचा आरोप रिजर्व बँक कर्मचारी संघटनेचे नेते ए. एन. मोहरीर यांनी आज येथे पत्रपरिषदेत केला.

नागपुरातील रिजर्व बँकेमार्फत उपरोक्त ३ विभागातील स्टेट बँकेतील किंवा त्यांच्या सहकारी बँकेमार्फत ४९९ करेसी चेस्टद्वारे नवीन चलनी नोटा वितरणाचे काम केल्या जाते आणि उपरोक्त ठिकाणाहून जुन्या व खराब झालेल्या चलनी नोटा जमा करण्यात येतात. जमा करण्यात आलेल्या जुन्या नोटांची तपासणी करून त्या जाळण्यात येतात.

मात्र मागील अनेक दिवसांपासून जुन्या नोटा जमा करण्याचे काम ठप्प पडले आहे तर नवीन नोटांच्या मागणीच्या प्रमाणात पुर्वठाही होत नसल्याचे ते म्हणाले.

पुर्वठा फक्त जिल्हा पातळीवर केल्या जात आहे आणि तोही फार कमी प्रमाणात यामुळे प्रामुख्याने ग्रामीण भागात मोठ्या प्रमाणात चलनी नोटांचा तुटवडा निर्माण

झाला आहे. मध्यप्रदेशात तर जुन्या नोटांना पॉलिमिने कडूर लावून या नोटा चलनास असल्याचे ते म्हणाले.

मागील दोन वर्षांपासून येथील कर्मचारी आक्षेपही विहीकी यांनी अवलंबिलेल्या धोरणामुळे हा योद्ध निर्माण झाला असल्याचा आरोपही त्यांनी यावेळी केला.

यामुळे येथील कर्मचाऱ्यांना अनेकदा काम नसते. मागील ५ सप्टेंबर रोजी सुमारे २० नाणे व नोटा तपासणीसाठी तर काहीच काम नव्हते, अशीही स्थिती निर्माण झाली होती असे ते म्हणाले.

नागपुरात सेटलकरांनी पॅनेलमधे कार्यालय सुरु करण्याची बँकेची योजना होती यासाठी नागपुरात एक अतिरिक्त इमारत बांधण्यात आली. मात्र हा योजना रद्द करण्यात आली असून यामुळे सुमारे ३ हजार कर्मचारी नोकऱ्यापासून वंचित झाले असल्याचेही ते म्हणाले.

चलनी नोटा पुर्वठा पद्धती पूर्वीप्रमाणे असावी, याप्रकरणी चौकशी करण्यात यावी आदी मागण्याही त्यांनी केल्या.

पत्रपरिषदेत सर्वश्री एम.एम. तारे, के. डब्ल्यू बावणे इत्यादी उपस्थित होते.

All India Reserve Bank workers Organisation
Central office - Nagpur.

To Shri G. C. Nagpur, New Delhi
for Monthly Information letter
and
All unit secretaries, for
information pl.

जनशक्ति
1-10-92
Nagpur

जे.ए.ए.ए.
Nagpur
1-10-92

Currency shortage in Vidarbha

EXPRESS NEWS SERVICE

NAGPUR - The acute shortage of fresh currency notes in all the banks under Nagpur RBI, especially in the Vidarbha, Marathwada and Madhya Pradesh for the last two years is putting the public to great hardship. This was charged at a press conference, called by the Reserve Bank Employees Association (RBEA), affiliated to the Bharatiya Mazdoor Sangh, held here on Wednesday.

Incidentally, the Nagpur RBI looks after the supply of currency notes to 490 currency chests established at SBI and its subsidiaries, government treasuries and at some of the nationalised banks.

Worst hit are the banks in the Madhya Pradesh region, where

soiled currency notes are clipped in a plastic packet for circulation. According to the association, the RBI mismanagement in the last two years is responsible for this situation.

The currency supplied from RBI to currency chests go to the nationalised banks, state government treasuries, State Bank etc. for payment to the public. In the reverse flow the soiled and consumed notes are collected at these currency chests and they are sent to the RBI for processing and destruction.

Normally, each currency chest is supplied fresh currency notes two-three times in a year and at bigger places and commercial areas, the supply of fresh notes is almost

throughout the year. The currency cycle had been running smoothly in the previous years and the Nagpur RBI, was known to have managed the currency supply to these areas very smoothly.

But now, the currency system has been severely hit and there is chaos in almost all the SBI and nationalised banks, according to the RBEA. Under the garb of saving bank's money the currency supply to these currency chests was drastically cut-off and fresh notes were supplied to only a few cities like Indore, Gwalior, Jabalpur, Aurangabad etc. The result of this 'saving exercise' is especially severe at the rural level.

According to the RBEA, the 'inflow' and the 'outflow' of currency regulates the requirement of staff in RBI.

रिझर्व बँकेतील गैरकारभारामुळे चलनी नोटांचा गंभीर तुटवडा

नागपूर, दि. ३० (शहर प्रतिनिधी)

रिझर्व बँक व्यवस्थापनाच्या गैरकारभारामुळे विदर्भ, मराठवाडा आणि मध्यप्रदेशातील बँकांमध्ये चलनी नोटांचा गंभीर तुटवडा निर्माण झाला आहे, असा आरोप भारतीय मजदूर संघाशी संलग्न ऑफ इंडिया रिझर्व बँक वर्कर्स ऑर्गनायझेशनने केला आहे.

आज एका पत्रपरिषदेत ही माहिती

देताना संघटनेचे नेते श्री. ए. एस. मोहरीर व अन्य सदस्यांनी चलनी नोटांच्या तुटवड्यासाठी रिझर्व बँकेच्या वरिष्ठ अधिकार्यांना जबाबदार धरले आहे.

शेवत्या २ वर्षांपासून नागपूर रिझर्व बँकेत नव्या चलनी नोटा येतच नाहीत. नव्या नोटा बँकांना तसेच सरकारी कार्यागारांना देणे आणि त्यांच्याकडून जुन्या, फाटक्या नोटा घेणे, असे रिझर्व बँकेचे कार्य आहे. नवीन नोटांची आवश्यक बँकेच असल्याने बँकांना आणि पर्यायाने सर्वसामान्य ग्राहकांना गैरसोयीचा सामना करावा लागत आहे, असे श्री. मोहरीर यांनी सांगितले.

नव्या-जुन्या चलनी नोटांच्या आवागमनाचे चक्र मध्येच खंडित झाल्याने मध्यप्रदेशातील काही बँकांची स्थिती फारच खराब झाली आहे, असे ते म्हणाले. नागपूर रिझर्व बँकेच्या व्यवस्थापनाच्या गैरकारभारामुळे ही दयनीय अवस्था निर्माण झाली, असा आरोप त्यांनी केला.

नागपूरच्या रिझर्व बँकेचा केल्या जाणाऱ्या नवीन चलनी नोटांच्या पुरवठ्यात कपात करून जबलपूर, ग्वाल्हेर,

औरंगाबाद या शहरांना नवीन नोटा पुरवण्यात आल्या. त्या भागातील लहान बँका व ग्रामीण बँकांनी या शहरातील मोठ्या बँकांतून नोटा घेऊन जाव्या असा या निर्णयामार्गे हेतू होता, पण याचा परिणाम मात्र वेगळाच झाला आणि जुन्या नोटाच पुन्हा पुन्हा वापरण्याची या बँकांवर वेळ आली, असे श्री. मोहरीर यांनी सांगितले.

रिझर्व बँक एम्प्लॉईज असोसिएशनने या गंभीर पेचप्रसंगात ताडगाळ करवण्यासाठी बँकेच्या व्यवस्थापनाशी सहकार्य करण्याची तयारी दर्शावली होती. पण त्याला व्यवस्थापनाने योग्य प्रतिसाद दिला नाही, असा आरोप त्यांनी केला.

या गैरव्यवस्थापनाचा फटका मात्र ग्राहकांना व लहान बँकांना बसला आहे. पुसदच्या स्टेट बँकेत मध्यमस्थानी हस्तक्षेप केल्यानंतर नोटा पाठवण्यात आल्या अन्यथा बँकेचे सर्व व्यवहार ठप्प होण्याची वेळ आली होती, असे श्री. मोहरीर म्हणाले.

या गैरकारभाराला जबाबदार अधिकार्यांवर कारवाई झाली पाहिजे, अशी मागणी त्यांनी केली.

करेसी नोटों की किल्लत क्यों?

कार्यालय संवाददाता

नागपूर. रिझर्व बँक की गलत नीतियों के कारण विदर्भ, मराठवाडा तथा मध्यप्रदेश में करेसी नोटों का संकट उत्पन्न हो गया है. यह जानकारी रिझर्व बँक एम्प्लॉईज एसोसिएशन के महासचिव ए.एस. मोहरीर ने आज शाम यहाँ एक प्रेस कॉन्फ्रेंस में दी. उन्होंने इस मामले की उच्चस्तरीय जांच की मांग की है.

श्री मोहरीर ने बताया कि रिझर्व बँक में व्याप्त अव्यवस्था के कारण यह स्थिति निर्माण हुई है. पिछले दो वर्षों से रिझर्व बँक में आने वाले सड़े गले नोटों की संख्या कम हो गई है. परिणामस्वरूप करेसी नोटों का निर्माण बंद हो गया है. पुराने नोटों को जलाने के बाद ही नए नोट बनाए जाते हैं.

उन्होंने बताया कि करेसी नोट की किल्लत के कारण कुछ माह पूर्व पुसद स्थित स्टेट बँक ऑफ इंडिया बंद होने की स्थिति में आ गई थी. तत्पश्चात महापौर के मुख्यमंत्री सुधाकरराव नाईक ने दबाव लाकर इस बँक को करेसी नोट उपलब्ध कराए. कई स्थानों पर आज भी सड़े गले नोट ही चलाए जा रहे हैं. मध्यप्रदेश का उदाहरण देते हुए श्री मोहरीर ने बताया कि वहाँ की बँकों में सड़े गले नोटों को प्लास्टिक के पैकेट में पिन कर के चलाया जा रहा है.

पत्रपरिषद में के.डब्ल्यू. बावने, एम.एम. तारे, एस.वी. आचार्य, ए.वाय. दांडकर, एस.एन. सावले, वी.एन. जोशी, डी.वी. हल्द्वले, एस.पी. मोहरीर आदि उपस्थित थे.

Tarun Bhasat
Nagpur
11.10.92

→ Lokmat Samachar
Nagpur
11.10.92

35.
28-10-92

No.3/92

N E W S L E T T E R

15TH OCTOBER, 1992

1. AIRBWO SUBMITS ITS CHARTER OF DEMANDS TO RBI on 11th September, 1992. The printed copies of the Charter of Demands, 1992 have been despatched to all units for distribution among the members.
2. AIRBWO has filed a Writ Petition in the High Court, Nagpur against the observation of Labour Ministry in the matter of Joint Study Team recommendations. The notice has been served on Ministry of Labour and the first hearing was on 7th Oct., 1992. Details awaited.
3. Sh. G. Jagan Mohan Rao, General Secretary, RBI Officers Association, Bombay has written a letter dated 13-8-92 to all the All India unions functioning in RBI calling for their views regarding formation of All India Coordination Committee of all Associations/Unions in R.B.I. in a systematic manner. AIRBWO has acknowledged the receipt of the letter and conveyed its consent with the proposal. Further details awaited.
4. Sh. A.N. Moharir, addressed a well attended press conference on 30th Sept., 92, in the matter of acute shortage of fresh notes at RBI, Nagpur.* Moharir's statement and the news was published in bold letters.

*The Nagpur press gave wide coverage to Shri

UNIT NEWS

NEW DELHI

1. A case of misappropriation of funds involving lacks of Rupees has come to light in the R.B.I. Thrift and Credit Society, New Delhi. Four employees of the Society have been suspended. The books and accounts of the society are still under scrutiny. It is learnt that during the last 2 - 3 years, the society-employees had been depositing cheques with the society for collection from its banker, Bank of India. They used to withdraw cash from society, varying from Rs.50,000/- to Rs.1,00,000/- on the same day irrespective of the honour/dishonour of cheques. In some cases they could change figures in their ledger/vouchers etc. No director has been found involved till now. Incidentally, Rs.2.4 lacs have been recovered from the concerned employee and the case has not been handed over to any authority yet.

contd...2/-

PATNA

The Manager, Sh. A.Q. Siddiqui was relieved on 14-9-1992 and Sh. Taqui Husani has taken over.

TRIVANDRUM

The Silver Jubilee Conference of Kerala Pradesh Bank Workers Organisation (KPBWO) was held at Cochin on 19th-20th Sept., 1992. Four representatives from our Trivandrum Unit attended the Conference. Sh. K.S. Unnikrishnan was elected unanimously as the State President of KPBWO.

NAGPUR

1. A Joint Action Committee of three Class III Unions was formed to fight out Reduction of Head Typists posts and Clerk Gr. II posts in Verification Section. Our leaders took the lead and joint circulars were also issued. Two massive deputations were held before Manager's Chamber. The Management restored the two posts of Head Typist and joint fight for restoration of Gr. II post continued.
2. 12 out of 13 members of our unit panel got elected in the Sports Club Elections held in August, 1992.
3. Following office bearers have been elected for the year 1992 :-

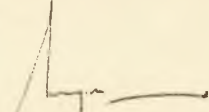
President	:	Shri M.M. Tare
Vice President	::	Shri S.P. Moharir
Secretary	:	Shri K.W. Bawne
Organising Secretary	:	Shri S.R. Munshi
Treasurer	:	Shri V.A. Joshi
4. Nagpur Unit Team entered into a bilateral agreement with the employees of RBI Employees Coop. Society (Credit). The workers of Society have called it a Model Wage Accord.

R E G R E T

The News Desk expresses its regret for the delay in taking out this News Letter for the reason that the undersigned received bone injury in his right shoulder and remained plastered for a month.

However, no information/material has been received from Bombay, Bangalore, Madras, Kanpur, Jaipur Units. The General Secretaries are requested to look into the matter.

WITH DIWALI GREETINGS


(G.C. KAPOOR)

RESERVE BANK EMPLOYEES ASSOCIATION : REGD.NO.4717, NAGPUR.

(Affiliated to A.I.R.B.W.O., N.O.B.W. and B.M.S.)

Circular No. 32/92.

20.10.1992.

Friends,

Vindictive behaviour of local Manager - Show Cause Notices issued to our office-bearers - Mass deputation before the Manager today after signing the muster -

The local management has come out with a vindictive action of issuing show cause notices to S/Shri A.N. Moharir, General Secretary, A.I.R.B.W.O., K.W. Bawane and M.M. Tare, local Secretary and President respectively for holding a press conference. In fact as a registered Trade Union it is our right to hold a press conference to ventilate the public grievance. The paucity and the scarcity of currency notes cannot be denied and it being a fact the local management, in an attempt, cover-up their inefficiency and mismanagement, issued the show cause notices to our office bearers.

Hence we condemn this action of the management in no uncertain terms and demand the management to withdraw the show cause notices immediately failing which we may be constrained to take appropriate steps in the matter. We appeal each one of you to participate in today's mass deputation. With fighting greetings.

R.B.E.A.)
A.I.R.B.W.O.) ZINDABAD
N.O.B.W./B.M.S.) ZINDABAD
V.B.E.F.)

Brotherly yours,

S.P. Moharir
(S.P. MOHARIR)
VICE PRESIDENT.

रिजर्व बैंक एम्प्लॉईज असोसिएशन, पंजीयन क्र. ४७१७, नागपुर:

(अ.आय.आर.बी.डब्ल्यू.ओ., एन.ओ.बी.डब्ल्यू. तथा बी.एम.एस. के संलग्नित)

परिपत्र क्र. ३३/९२.

२१.१०.१९९२.

साथियों,

तानाशाही के विरोध में संघर्ष शुरू

लोकल मैनेजमेंट के तानाशाही नितो के विरोध में और श्री. अरुण मोहरीर, एम.एम. तारे, के.डब्ल्यू. बावने इन असोसिएशन के पदाधिकारी को दिये हुये शोकाज नोटिस के विरुद्ध सभी सदस्यों को जो एकता का परिचय देकर मैनेजमेंट को तानाशाही के विरुद्ध बुलंद आवाज दो उसके लिये सभी को धन्यवाद. ऐसाही एकता परिचय देकर आनेवाले सभी कार्यक्रमों में आपका सक्रीय सहभाग आवश्यक है.

शोकाज नोटिस वापस नहीं लिया गया तो रिजर्व बैंक में औद्योगिक अशांति के लिये रिजर्व बैंक मैनेजमेंट जिम्मेदार रहेगो.

दोपाकलो रुधिरितन के साथ,

अ.आय.आर.बी.डब्ल्यू.ओ. } जिदाबाद
एन.ओ.बी.डब्ल्यू. } जिदाबाद
आर.बी.इ.अ., बी.एम.एस. }

आपका साथी,
S.P. Moharir
(एस.पी. मोहरीर)
उपाध्यक्ष

RBI employees up in arms

[Staff Reporter] ^{Hitvada}
NAGPUR, Oct. 20:- ^{D. 21.10.92}

Working in the local branch of Reserve Bank of India came to a standstill for a while today when the staff members staged a demonstration before the Manager's cabin to lodge their protest against the alleged vindictive attitude of the management.

During the demonstration, the Manager of the bank had locked himself in his cabin, some of the leaders of the Reserve Bank Employees Association have alleged.

It has been alleged that the management had issued show cause notices threatening disciplinary action against three office-bearers of the Reserve Bank Employees Association who had, while addressing a press conference, criticised the RBI's alleged mismanagement regarding the issue of fresh currency notes to banks, government departments in Vidarbha and Madhya Pradesh region.

Today, Mr. K.W. Bawane, Secretary of the Employees Association has, in a press note alleged that the RBI bosses are sore over their exposure and as a result have issued show cause notices to these three members of the Association. The employees have demanded that the notices be withdrawn immediately.

Mr. Bawane questioned that whether a trade union had the right to expose such mismanagement in public interest or not? Could

any management throttle down the voice of a trade union in a democratic country to hide its own misdeed? These were some of the vital issues which the RBI bosses transgressed upon by their dictatorial action, he alleged.

Nan Dhasal dt 23.10.92

नाला क नवृत्त म कडा सुरक्षा व्यवस्था का गई ह.

रिजर्व बैंक प्रबंधक के खिलाफ प्रदर्शन

नागपुर, ह. स्थानीय रिजर्व बैंक के मैनेजर के रवैये को तानाशाही बताते हुये भारतीय मजदूर संघ से संलग्न रिजर्व बैंक एम्प्लाइज एसोसिएशन ने रिजर्व बैंक के समक्ष जोरदार प्रदर्शन किया.

एसोसिएशन के पदाधिकारी सर्वश्री ए.एन. मोहरीर, एम.एम. तारे तथा के.डब्ल्यू.बावणे ने हाल ही एक पत्र परिषद लेकर नोटो व सिक्को की दोषपूर्ण वितरण के लिये मैनेजमेंट को दोषी बताया था. इस पत्र-परिषद के मुद्दे पर मैनेजर ने उक्त नेताओं को 'कारण बताओ' नोटिस जारी कर कार्रवाई प्रारंभ कर दी. इसी कार्रवाई के खिलाफ रोष जताने एसोसिएशन ने प्रदर्शन का आयोजन किया. एसोसिएशन के नेताओं का कहना है कि पत्र-परिषद लेना उनका ट्रेड यूनियन अधिकार है और मैनेजर रोब जमाने के उद्देश्यमात्र से अन्यायपूर्ण कार्रवाई कर रहे हैं. प्रदर्शन के दौरान नेताओं ने अपने भाषणों में मैनेजर की कार्रवाई की तीव्र भर्त्सना करते हुये कारण-बताओ नोटिस वापिस लेने की मांग की. नोटिस जल्दी वापिस नही लेने पर आंदोलन को तीव्र करने की चेतावनी भी एसोसिएशन की ओर से प्रबंधक को दी गई.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Regd AID

Date 27.10.92

To,

Unit Secretary,
Patna

Dear Friends, Namaskar,

AIRBWO Gen. Secy. served with show Cause
Notice for Holding Press Conference.

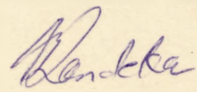
AIRBWO Gen. Secy. Shri A. N. Moharir alongwith Shri K. W. Bawane & Shri M. H. Fare, Secy. and President Nagpur Unit are served with Show-Cause Notices by the RBI Nagpur for holding Press Conference and exposing mismanagement of Currency Notes at Nagpur. (Press Clippings already sent to all unit secys.)

The Nagpur Unit on 20-10-1992 held a massive protest Deputation and demanded immediate withdrawal of the Notices. Locally the agitation is getting massive support and office bearers of Nagpur Unit have decided to keep the agitation restricted to Nagpur as far as possible. But as our All India Gen. Secy. is involved AIRBWO will also have to show resentment and exhibit solidarity with Nagpur Agitation. On watching the situation AIRBWO will enter into fray. Unit Secretaries are requested to be in readiness to respond to AIRBWO call with a short notice.

The Press Clipping in this connection is enclosed herewith for information and further action.

With fighting greetings,

Yours sincerely,


(A. Y. Dandekar).
Secretary.

Encl. : Press Clipping.



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A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 2 - 11 - 92

प्रिय मित्र श्री० अरुण कुमार जोशी,

जगन्नाथर. आशा है आप स्वस्थ तथा अपने कार्य में जुटे होंगे।

1. स्वर्गी अकाउंट केस में जल्दी मुनवाई हो इसके लिये हमने जो अर्जी लिखी थी उसकी मुनवाई मायः दिनांक 20 नोवें. 92 को अकाउंट उच्च न्यायालय में होगी। इसके संबंध में AIRBWO की ओर से कर्पेंरनी नागपुर के अधिवक्ता श्री० श्रीहरी अणे नुरंगे। उजुडो अकाउंट के अकाउंटेंट श्री० लमी सिन्धारी सहजार्थ नुरंगे. बोर्ड ऑफ प्रोसिजर और नकीकोडी कामरनाई तथा System की मजबूतियाँ इसने तारण विवेक होता है. जिसमें AIRBWO के पदाधिकारी के जाते स्वयं में तथा श्रीमति माधुरी नेर अयनी ओर से पूरी तरह विवेक व हो इसके लिये प्रयास कर रहे हैं।

2. JSTR के केस में अर्जी मॉरि कर्फे अन्वयित्व जो जोरी सेल जारी कर दिखे गयी है। अंततः इस महिने में यह केस नागपुर उच्च न्यायालय में ~~कर~~ अन्वयित्व हो जाएगा। इसके श्री० श्रीहरी अणे हमारे नकीक हैं। श्री० श्रीहरी अणे आपके विचारने राज्यपाल तथा जाने जाने के दिग्गज नेता श्री० गांधन श्रीहरी उपर्यक्त वापुजी अणे जो विद्वानादी नेता अणे उन्के जाती हैं. अर्जी नागपुरमें श्री० श्रीहरी अणे कर्मांक लंड के लकीक माने जाते हैं.

3. मैं तथा श्री० नारे तथा कावनेजी को जो Show Cause जोरी सेल मिले रहे हैं उस संबंध में All India callis दिल गये हैं यह Callis लमी केन्ट्रोलर सफल हो ऐसा प्रयास हो.

अभी कार्यालयों को जगन्नाथर.

आपका
अमी मोहरी

आपने जो श्रीमति माधुरी देवां प्रस्तावना लिखी थी उसके संबंध में विस्तृत जानकारी देने के लिए यह पत्र लिखा है.
राम मेधा



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Date

Ref. No. _____

SPEED POST A/D

TO ALL UNIT SECRETARIES,

Dear Friends,

Further to our letter dated 23-10-92 regarding show cause notices issued to our Gen. Secy. Shri.A.N.Moharir, S/shri. M.M.Tare and K.W.Bawane President and Secretary Nagpur Unit, we call upon all our units to observe the following Protest Actions demanding withdrawal of the above show cause notices immediately.

ALL INDIA PROTEST ACTIONS :-

A) Mass / Committee Deputations on 12-11-92.

Please prepare a memorandum addressed to the Governor, Reserve Bank of India, Central Office, Bombay and hand-over the same to respective managers.

B) Protest Demonstrations on 17-11-92.

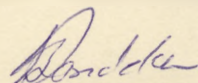
INSTRUCTIONS :-

- 1) Please send a Press Release on observance of Calls to all local / All India News Papers.
- 2) Forward the reports of the programmes to AIRBWO Central Office, Nagpur immediately.

The circular issued by Nagpur unit is enclosed for ready reference.

With fighting greetings.

Yours Sincerely,


(A.Y. DANDEKAR)

Secretary.

RESERVE BANK EMPLOYEES ASSOCIATION : REGD.NO.4717, NAGPUR.

(Affiliated to A.I.R.B.W.O., N.O.B.W. and B.M.S.)

Circular No. 34/92.

Date : 6.10.1992.

Friends,

Mass Deputation to protest against Bank's vindictive and patently anti-trade union action today the 6th November 1992 after signing the muster

As you all know that despite our thunderous mass-deputation dated 20.10.1992 the R.B.I. Management has not gained its concious. The show cause notices issued on S/Shri A.N. Moharir, General Secretary, A.I.R.B.W.O., M.M. Tare and K.V. Bawne, President and Secretary respectively of Nagpur Unit, are not yet withdrawn by the local office. The rights of a registered trade-union interalia, include the right to hold a press conference. Further, it need to be specifically mentioned here that unions affiliated to Bharatiya Mazdoor Sangh are not merely bread-butter trade unions but to take up the public issues in the interest of the public in general and institution in particular is also our policy. The overall position of the currency notes is very much grave in this region and the issues raised by us have been properly considered by the management now. Is it not a fact that no. of inward and outward remittances have been increased to a great extent? Did you not receive two packets of Re. 1/- notes in your salary? Why the exchange counters for issuing fresh notes including Re. 1/- notes have been reopened? :...:2.

: 2 :

R.B.I. Management rectified its earlier policies, the policies which put the general public in the vast jurisdiction of Nagpur Office under precarious currency notes conditions. The prompting was ours and perhaps this co-ordination is the spirit of world-wide doctrine of WORKERS PARTICIPATION. The R.B.I. Management's orthodox, views and obsolete working systems have recently been widely criticised in the press by renowned journalists but still the R.B.I. authorities are adopting the same age-old tactics against the employees and the public also.

Friends, the organisation has taken the stock of the things and decided to forge a mass action to press for withdrawal of the show-cause notices forthwith. In this sequence we are holding a mass-deputation today the 6th November 1992 after signing musters. All of you are requested to treat this as management's onslaught on the hard earned trade union rights and are requested to assemble before the Manager's chamber after signing the musters. Every Member's participation is a must.

With fighting greetings!

R.B.E.A.)
A.I.R.B.W.O.) ZINDABAD
N.O.B.W. B.M.S.) ZINDABAD
V.B.E.F.)

Brotherly yours,

S. Moharir
(S.P. MOHARIR)
VICE PRESIDENT.

Down with Bank's anti employee
policies - Down ! Down !! Down !!!



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Regd A/D

Ref. No. AUS/ECM/CF/92

Date 19-11-92

To,
ALL CEC MEMBERS.

Dear Friends,

Proposed AIRBWO CEC postponed.

As per the instructions received from BMS headquarters not to keep any meeting etc. upto 6th Dec., 92, we are deferring our proposed AIRBWO CEC to be held at Nagpur before 10th Dec. 92. However we report the following developments.

- 1) The Agitation to withdraw 'Show Cause Notices' issued to shri.A.N.Moharir, Gen.Secy. AIRBWO, s/shri.M.M.Tare and K.W. Bawane President and Secretary respectively of Reserve Bank Employees' Association Nagpur is being intensified and the unit is observing agitational programmes such as mass deputations, demonstrations and non-cooperation movement. The Bombay, N.Belhi, and Trivandrum units reported compliance of the AIRBWO Call on 12th November, 92. Remaining units are requested to report at the earliest.
- 2) The Case against the Central Govt.'s refusal of reference on JSTR has been admitted on 16-11-92 by the Hon'ble Justice shri Patel, Nagpur bench of Bombay High Court. The Central Govt. did not appear but Adv.Modak represented the RBI. From our side Adv.S.G.Aney appeared. Next hearing will be fixed on receipt of returns from ~~the~~ defendant parties i.e. Central Govt. and ~~the~~ RBI.
- 3) Our application for early hearing ⁱⁿ the case filed by the RBI against Khatri Award is listed and may come up for hearing either on 20th Nov, or 27th Nov., 92 before Bombay High Court, Bombay.
- 4) As per last AIRBWO CEC decision to hold our next Conference at NEW Delhi in the second or third week of Feb. 93, we advise our New Delhi unit to go ahead for preliminary preparations. As per our previous experience maximum 200 delegates from all over the centres may ~~XX~~ attend the conference.
- 5) Bombay unit is set to take over the Credit Society. The elections of the Society are being held on 1st Dec. 92.

With greetings.

Yours Sincerely,

A.N. Moharir
(A.N. MOHARIR)
General Secretary.

To
shri Sheoji Singh.
Vice-President
AIRBWO
Patna



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Khamla, NAGPUR 440 025

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With greetings.

Yours Sincerely,

A.N. Moharir

(A.N. MOHARIR)
General Secretary.

To
Shri A.K. Ojha
Secretary
AIRBWO
Patna



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With greetings.

Yours Sincerely,

A.N. Moharir

(A.N.MOHARIR)
General Secretary.

To
Shri M.K. Singh
Gen. Secy. RBWO
Patna

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 2nd January '93.

To,
All Unit Secretaries.

Dear Friends,

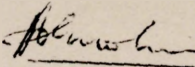
Show Cause Notices turned - ineffective
Agitation called off

We are immensely happy to inform that due to massive protest demonstration/deputations and non cooperation movement launched by our Nagpur Unit against the Show Cause notices served on our principal office bearer S/Shri A.N. Moharir, M.M. Tare and K.W. Bawne for allegedly violating the R.B.I. Staff Regulation and office circulars as regards to holding of press conference, the R.B.I. management made the show cause Notices ineffective by not persuading the same and closed the matters. In view of this favourable development the unit called off the agitation.

We express our sincere gratitude and thanks to all our members throughout the country for their valuable spontaneous support in fighting the battle to restore our fundamental right of holding the press Conference to uphold the workers' as well as public grievences.

With victorious greetings.

Yours Sincerely,


(A.N. Moharir)
Gen. Secy.

.....



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 13-1-93

To,
ALL C. E. C. MEMBERS

Dear Friends,

NOTICE

A.I.R.B.W.O. C.E.C. Meeting at Nagpur on 7th Feb.'93

The A.I.R.B.W.O. C.E.C. meeting will be held on Sunday the 7th Feb.' 93 at "AMRUT EHAVAN", ANDHRA ASSOCIATION, North Ambazari Road, Nagpur from 9.00am to 7.00pm to transact the following business.

As in the prevailing situation it is not advisable to convene frequent meetings, all C.E.C. members are requested to attend the meeting positively to facilitate the A.I.R.B.W.O. to decide a long term planning.

AGENDA

- 1) REPORTING BY THE UNITS :- Unit Secretaries are requested to report on membership as well as financial position as on 31-12-1992, also efforts taken by the units to raise the rate of monthly subscription to Rs. 5/-. They may please report on other trade union events & activities.
- 2) To consider & pass the A.I.R.B.W.O.'s Accounts for the year 1991 & 1992.
- 3) To decide further course of action on CHARTER OF DEMANDS and reporting about the KHATRI AWARD and JSTR case.
- 4) ORGANISATIONAL MATTERS :- Tours, News Letter publication, inter unit correspondence etc.
- 5) Any other matter with the permission of the Chair.

A. N. Moharir
A. N. MOHARIR
General Secretary

INSTRUCTIONS

- i) All C.E.C. members are requested to inform well in advance to AIRBWO C.O. about their arrival, date and train positively. This will help organisers for proper arrangements.
- ii) Those centres which have no return journey reservation facility may write at the earliest to AIRBWO C.O. for their return reservation.

WITH BEST WISHES & NEW YEAR GREETINGS

To
Shri Sheoji Singh
PATNA

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamma, NAGPUR 440025

Ref. No. _____

By. Regd. A/D

Date 16-2-93

To,
All Unit Secretaries and CEC members

Dear Friends,

AIRBWO CEC : NAGPUR: 7th Feb.93.
DECISIONS.

As per our notice dated 9-1-93, the CEC was held at Nagpur on 7-2-93 and the following decisions were taken.

1) On raising of subscription to Rs 5/-.

The NAGPUR, Hyderabad, Patna, Madras, Trivandrum have already raised their monthly subscription to Rs 5/-. The remaining centres are requested to persuade the general members at their centres and fall in line with the above centres.

2) Accounts : Accounts for the year 1991 and 1992 were passed subject to the Souvenir's Account taken out at Bombay.

3) Charter of Demands : On Charter of Demands and realisation thereof, it was decided to pass the enclosed resolution and await Bombay High Court decision on the appeal against Khatri award. The case is likely to come up for final hearing within a short time.

4) News Letter : As regards the continuance of News Letter to be published from New Delhi, the CEC made an earnest appeal to all to forward the news material without fail. The News Letter will continue as in the past.

5) AIRBWO Conference : The next conference of AIRBWO has been decided to be held at New Delhi succeeding the BMS MORCHA on 16-4-93, on 17th and 18th April, 93 subject to the prevailing situation political or otherwise, in our country.

Unit Secretaries are requested to take all efforts to expand our membership as the situation in general and in RBI in particular, is most favourable. The workers are frustrated with the performance of all other Central Trade Unions and they are mostly depending on the BMS Unions. BMS Unions are the only hope for the workers of our country.

With Greetings,

Sincerely Yours,

A. N. Moharir
(A.N.MOHARIR)
General Secretary.

Encl : 3

RESOLUTION PASSED IN CEC MEETING OF AIRBWO HELD ON 7/2/93

AT NAGPUR.

R E S O L U T I O N

This Central Executive committee meeting of all India Re-serve Bank Workers' Organisation held at Nagpur on 7th Feb. 93 unanimously resolves to demand the Governor, Reserve Bank of India, Bombay to immediately open the dialogue with AIRBWO over the Charter of Demands submitted earlier in Sept. 92. The C.E.C. took serious objection over the illegal and unlawful action of the RBI management of continuing to conferring a sole-bargaining status to the AIRBEA despite the clear cut directions issued in an award of C.G.I.T presided over by Hon'ble Justice Khatri. It is pertinent to note here that all the issues related to legal position of recognition, Code of Discipline, increasing support by the RBI employees to AIRBWO, etc. have been assessed by the Tribunal before finally issuing explicitly clear directives to negotiate with the AIRBWO. The C.E.C. noted with utter displeasure over RBI management's action of challenging the same award before the Bombay High Court Judication which clearly manifests management's intention to favour the AIRBEA.

In the background elucidated in the foregoing para the CEC demands the Governor R.B.I Bombay, to withdraw the case against the Khatri Award and immediately invite AIRBWO to negotiate. ~~AIRBEA~~ This C.E.C Committee further cautions the RBI management that if the RBI management delays our rightful and legal claim, the AIRBWO WOK will be compelled to take up agitational method the responsibility of the same will squarely lie upon the management of Reserve Bank alone.

2) SECURITY SCAM - REVOKE SUSPENSION OF R.B.I. OFFICERS :

As regards to security scam, following suspension of 4 R.B.I. Officers, The CEC severely condemned the R.B.I. management in passing the buck on innocent employees. It further demands the management to withdraw the suspensions immediately before it causes the serious industrial unrest.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamta, NAGPUR 440 025

Ref. No.

Date 16-2-93

The General Secretary,
N.O.B.W. Central Office,
MUMBAI

Dear Friend,

Please find herewith the circular issued by AIRBEA, THE CPM Union, functioning in RBI, alleging NOBW for separation of supervisory control from RBI. In our Bank it is our considered and popular opinion that these jobs should not be delinked from RBI, for supervision, monitoring regulation of Banking system as it will shrink the present employment and job opportunities, thereby creating job redundancy. In such circumstances we would like to have NOBW's Official version on these matters. We hope that the allegations made by AIRBEA are completely misleading and devoid of facts. You may ask clarification/explanation from AIRBEA within reasonable time. If they don't respond ~~XXXX~~ you are requested to forward ~~XXXX~~ addressed by you to AIRBEA.

∠ the copy of the letter to us

With greetings.

Yours Sincerely,

A N Moharir
(A.N.MOHARIR)
General Secretary.

1001 1

RESERVE BANK EMPLOYEES ASSOCIATION
NEW DELHI

Circular No 47/92

November 17, 1992

TO ALL THE MEMBERS

Dear Comrades,

AIRBEA deposes before J.C probing
Security Scam.

Reproduced for information is the text of AIRBEA circular No 39/92 dated 7.11.1992 giving the gist of deposition on behalf of AIRBEA before JPC probing Security Scam.

With greetings,

Yours comradely,

(HARISH SHARMA)
PRESIDENT

RBEA - ZINDABAD
AIRBEA - ZINDABAD
BEFI - ZINDABAD

Text of AIRBEA Circular No 39/92 dated 7.11.1992

"AIRBEA, conveyed its views on securities scam to the Joint Parliamentary Committee (JPC) through a 15-page detailed memorandum on 9th September 1992. The memorandum highlighted, inter alia,

- a) the parameters of RBI inspection of banks and dilution thereof over the years to effect curtailment of inspecting staff, DRCD has not been allowed to grow apace with the phenomenal growth of banking industry, despite constraints the inspection wing functioned commendably, they exposed irregularities but that was not properly acted upon by the policy makers, and violation of DRCD rules and regulations by banks were not hauled up;
- b) misuse of BR (Bankers' receipts) system for securities transactions by a nexus of top personnel of banks and brokers, PDO was kept in the dark about such dealings, it was RBI personnel who unearthed the scam and though RBI PDO Bombay was deliberately kept understaffed, there was no failure on its part;
- c) need for strengthening RBI inspection and supervision, make RBI fully autonomous and truly independent and bring under its control the entire financial system.

The JPC called AIRBEA alongwith other trade unions in banking sector for oral deposition in Bombay on 5th November 1992, and it was represented by the General Secretary and CEC members from Bombay. We submitted another memorandum to JPC (copy enclosed for units' information and not for circulation), supplementing our earlier views and brought into sharp focus before the JPC, that -

- a) there has been no failure at functional-operation base level of RBI, policy making top level has palpably failed to take timely and appropriate actions to be probed whether that is deliberate.
- b) records prov. RBI inspection has been made crippled, both in content and manpower, as policy decision;

...2.

- c) interference of the banking division of the Ministry of Finance has substantially diluted RBI's supervisory role to the overall detriment;
- d) Government's policy of liberalisation, deregulation and privatisation acted as a signal to and encouraged the cheaters and swindlers to trample RBI regulations in concert.

Demanding exposure of culprits and exemplary punishment, we strongly argued against Narasimham Committee recommendation for setting up of a supervisory board or suggestions from some apex unions of bank employees for a separate agency, completely delinked from RBI, for supervision, monitoring, regulation of banking system (To AIBEA, even Narasimham Committee recommendation of supervisory board was 'welcome' provided it had no link with RBI - that is their concept of 'independence'. MOEW advocated separation of these jobs from RBI in "complete agreement with others"). We reasoned that Central banking system of the country has developed as a historical process and has acquired immense expertise and experience. Hence, dismantling the system to create a separate agency would be ill-advised, for, the proposed new entity would just add to proliferation of such agencies - these will work at cross purpose, and the nation can ill-afford such experimentation. Rather inadequacies and lacunae in RBI's function should be properly rectified, for which we gave several suggestions, and RBI should continue to perform its inspecting, monitoring, and regulatory role, while a body comprising M.Ps. representing all segments of national opinion and economic experts can be formed by Parliament, to which RBI should report periodically and through which RBI would be accountable to Parliament. This is in conformity with our representation to the Narasimham Committee.

On 6th November 1992, in a welcome development, all the four All India organisations of RBI employees and officers jointly addressed a Press conference at Bombay, which was quickly and efficiently organised by our Bombay unit. The press handout and some press-clippings xax are enclosed (for units), which should be circulated amongst all employees. Together we strongly urged for strengthening RBI as an autonomous institution, depoliticise it and make it the strong regulatory authority. We have sharply opposed any dilution of its role. We all jointly demanded immediate revocation of suspension of four officers in RBI PDO who have been absolved of any involvement in the scam by the Janakiraman Committee.

Friends, the situation is very complex. The top managements' role for past few years has made RBI suspect before public eyes, and strident demand from certain quarters to bifurcate RBI is further complicating the situation. RBI employees and officers are being asked to pay the price for failure of a few top policy makers. The base level employees are trying to save the institution which the top echelons have systematically let down. AIRBEA is trying its best in a grim situation to protect the interest of RBI employees of all cadres and RBI as an institution. We assure our continued efforts".



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 10-3-93

To
All Unit Secretaries.

Dear Friends,

Observe STRIKE on 29th March 1993 and Participate
in BMS rally on 20th April, 1993 at New Delhi.

As per the call given by NOBW in its office bearers meeting held on 4th and 5th March, 93 at Bombay, we call upon all our members to participate in one day token strike on 29th March, 1993 for the following demands.

1) Recognition of AIRBWO and negotiations on Charter of Demands. Time and again we are demanding the RBI Governor to immediately open dialogue with AIRBWO over the Charter of Demands submitted by us in September, 92. We are seriously concerned over the unlawful action of RBI management of continuing the sole bargaining status to AIRBEA despite clearcut directions issued by the Khatri Award. It is pertinent to note here that all the issues related to legal position of recognition, code of discipline and increasing popularity of AIRBWO, we are being denied our right of negotiations. NOBW at its meeting ~~is~~ demanded from RBI management to stop litigations, withdraw the suit filed by the RBI management before the Bombay High-Court against Khatri Award.

2) Interim Relief :- Taking into ~~the~~ account the delaying tactics adopted by the RBI and AIRBEA in wage settlement which is long overdue, We further demand interim relief at the rate of 15 % with effect from 1.11.92 pending final settlement of wages.

3) Stop indiscreet computerisation :- AIRBWO while supporting labour aid machines has apposed and shall appose labour saving machines which are throwing hundreds of workers jobless. The economy ~~needs~~ needs full utilisation of working hands to save precious foreign currency reserves as well as much needed purchasing power in the hands of masses to uplift the domestic economy, we further demand to lift the ban on recruitment

.....2..

and start immediate recruitment in our bank.

4) Pension as third retiral benefit :- matter is enclosed with this letter.

5) We have ~~XX~~ further demanded to stop implementation of Dunkel proposal to save India and resist the thrust of IMF/World Bank to save Indian economy and our p or people from disasters.

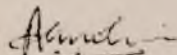
We are enclosing the NOBW circular issued in this regard and a speciman for printing of postars at unit level. Unit Secretaries are requested to hold one or two demonstrations for warming up preceeding the strike action. They are further requested to issue circulars and hold press conference at unit level.

It has further been ~~XXXX~~ decided that the undersigned alongwith~~XXX~~ the four other office bearers of NOBW will meet Finance Minister at New Delhi on 26th or 27th March,1993.

Frèends please make alround efforts to make the strike a grand success.

With fighting greetings.

Yours Sincerely,



(A.N.MOHARIR)

General Secretary.

POSTAR SPECIMAN

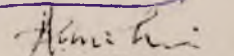
BANK EMPLOYEES' STRIKE ON 29th MARCH,1993

--: D E M A N D S :-

- 1) Recognition of AIRBWO and Negotiations of Charter of Demands
- 2) 15% interim relief.
- 3) Pension as third retiral benefit.
- 4) Stop indiscreet computerisation.
- 5) ~~XX~~ Lift ban on recruitment.
- 6) Drop Dunkel Proposal -- Save India.
- 7) Resist IMF/World Bank thrust.
- 8) Formation of National Rural Bankl
- 9) Negotiations with NOBW on Charter of Demands.

AIRBWO :
 NOBW : ZINDABAD.
 BMS :

- Flash :- 1) BMS rally has been fixed on 20th Apr.93. Participate in large numbers.
- 2) AIRBWO Conference :- Due to unstable atmosphere and request from some units this conference has been postponed which was proposed to be held in April-93 at New Delhi.

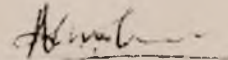


Gen. Secy.

SUPPLEMENT

Item No. 4 of the letter :- PENSION AS THIRD RETIRAL BENEFIT :-

Our demand of Pension as third retiral benefit is on the lines of State Bank of India, by creating a Corpus Fund, where R.B.I. Will contribute 10% of the basic pay of each employees towards the Pension Fund.



(A.N.MOHARIR)

General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

30/3
13-4-93

To,
All Unit Secretaries.
Dear Friends,

29th March, 93 STRIKE A TOTAL SUCCESS

As we are required to report the performance of AIRBWO to asses the position and take further desisions on the demands enlisted in the Strike of 29th March, 93 in the NOBW CEC scheduled to be held on 21st and 22nd April, 93 at New Delhi, all unit secretaries are requested to send the 29th Strike report - total Class III strength and number of participants latest by 15th April, 93 to AIRBWO central office, Nagpur.

II) We reproduce below Circular no BMS/16-5/661/93 dated 13-3-93 issued by BMS Central Office. We call upon all the units to mobilise members to participate in the historic rally and ensure to send donations as per the decisions taken in the office bearers meeting and conveyed to you vide minutes of the meeting.

With greetings.

Brotherly yours.

A. N. Moharir
(A. N. MOHARIR)
General Secretary.

MASSIVE MAZDOOR RALLY AT DELHI ON 20TH APRIL, 1993

You are already aware of the decision of our Karya Samiti to organise a massive workers rally at Delhi on April 20, 1993.

We all have to strain every nerve to make it magnificent, memorable, mammoth, and massive. There is no time to relax. We should all become active and activate our cadres to mobilise for this one programme.

After the Government repression on the Rashtra Chatana Rally of Sangh Pariwar on 25th February, it looks the tension atmosphere is setting to normalcy and by the time our rally is to take place, it will become quite normal.

Kisan Rally was allowed to be held, but not at Boat Club, only behind Red Fort.

Delhi Pradesh BMS was permitted to hold a protest meeting at Jantar Mantar against the union Budget where the Budget copies were set on fire.

We have already made applications to proper authorities for rally to be held at Boat club. Further information in this regard will be conveyed to you in due course.

Delhi Pradesh unit has geared up to take the responsibility of hosting the rally and has chalked out plans for stay, arrangements for those who reach Delhi on 19th as also for those who have to stay on for 20th night, for food packets, for decorating the entire procession route, for the mass meeting, for making effective propoganda and so on.

Any one who comes earlier than 19th or wishes to stay on 21st or beyond should make his own arrangement. Please note that it will not be possible to accommodate our participants in the central office premises in this period.

A group of Karya Kartas is meeting regularly to finalise the arrangement in all respects.

Hope you will be planning tours of your activists to mobilise workers to take part in the rally. Every Pradesh should see that the number of participants as given in the Karya Samiti is fulfilled. Financial/travel arrangements etc. should be ensured early.

Locally you have to step up publicity, propoganda through posters, wall writings, pamphlets and so on.

Since the weather in Delhi in April will, ^{be} warm, the participants need bring only enough light luggage. But please ensure that something to spread and to cover at night is brought by every one. So also a plastic mug a tumbler to drink water etc. is also brought for personal use.

It is necessary that the Central Office is kept informed from time to time about the developments at your end.

Please note that Rs.10/- per head of participants has to be remitted to the Central Office latest on your reaching Delhi and if possible earlier to that. Financial help promises, if made, should be complied with by remitting the amount without delay.

Please also bring your Pradesh/All India Federation Banners (about 3 metre in length and preferably of bhagwa colour) along with you. You should also bring enough flags for use of your participants in the procession which you may take back after the programme.

You have to ensure your return reservation from your end only.

So onward march for the April 20, massive rally.

I hope you have taken suitable programmes of Anti-budget as informed in our previous circular.

Please reproduce this circular in the local language and circulate. Federations also should issue circulars and instructions.

Yours Brotherly

Sd/-
(G. PRABHAKAR)



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

21-10-92

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 9.10.92

To
Unit Secretary,

Patna

Dear Friend,

COPIES OF CHARTER OF DEMANDS

We are despatching 50 copies of Charter of Demands, in absence of any specific demand, to your centre. As the printing charges have gone up we could not print more copies MK without knowing the actual requirement. We have asked the printer to preserve the proofs for a period of one month ~~fortnight~~ and more copies can be made available if required. Per copy cost will be Rs. 3.50.

2) 1) The case against/in connection with JSTR before the Nagpur bench of Bombay High Court is fixed for hearing in the weekly board, High Court starting from Monday the 12th Oct, 92.

1) The application for early hearing of the case against Khatri Award has been fixed for hearing on 16th Oct, 92 at Bombay.

We are required to meet in CEC :-

- a) To chalk out strategy to realise the Charter.
- b) To decide details about the AIREWO Conference to be held at New Delhi in the month of February 1993, regular notices of AIREWO CEC for the above purpose will be issued shortly.

Please write to us by return of post your requirement of the copies of Charter of Demands.

With Dasera and Deepavali greetings.

Yours Sincerely,

A. N. Moharir

(A.N.Moharir)

General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION :

CENTRAL OFFICE : N A G P U R.

(Affiliated to N.O.B.W. and B.M.S.)

Nagpur, 22.7.1991.

NOTICE

The Central Executive Committee Meeting of A.I.R.B.W.O. will be held on 19.8.1991 at New Delhi at 9.00 a.m. sharp to transact the following agenda.

A G E N D A

1. Reporting on the developments regarding KHATRI TRIBUNAL, Bombay High Court Stay Order and our appeal pending against the same.

2.1. Agitation on : i. Pension as third retiral benefit;

ii. Against computerisation and iii. Labourisation of Banking as planned by All India Coordination Committee of Financial Institutions (BMS affiliates) (in Negotiation with AIRBWA)

2.2 To consider the issue of Time Bound Promotion and agitation for the same.

2.3 Class IV Promotees - All India perspective and dispute to be raised if need be.

3. Organisational Matters :

3.1 Farewell send off to Shri M.V. Phatak, Dy. General Secretary, A.I.R.B.W.O. who has served notice to R.B.I. for voluntary retirement.

3.2 Organisational Tours : To start our work at Ahmedabad, Bhopal, Bhubaneshwar, Guwahati. To consider developments at Calcutta.

4. To pass accounts for the half year January 1991 to June 1991.

5. Any other matter with permission of the Chair.

A.N. Moharir
(A.N. MOHARIR)
GENERAL SECRETARY.

Instructions :

Please inform urgently if possible by telex the date of your arrival at New Delhi (Train and Time) to Shri G.C. Kapoor and also write to him all details about your return reservations to avoid eleventh hour inconvenience.

Posters - locally printed

20th Aug Dhans

6th Sept Strike

Dispute to be raised at all centres - ref. to Kanti - final

20 Aug Sec-29 -33 (complaint)

25.9 - circular demonstrⁿ Rest prog. from Nagpur

4.10 - Mass deputh before local Hqsⁿ 11.10 - Gate down 22.10 - to different dept. heads & Subⁿ of demand letter

NID - $\frac{150}{1800}$ \$ 10,000/- 10-12 person group.
(1800) - check off - last month - resolution passed.

Seema - 125 4,000/-
(465) - last month - check off started for RB 34.

Buby - 600 - $\frac{63 \text{ lakh}}{\text{check off prevailing}}$ for the last many years.
(5800) Ar-2527 - (7m 74-75)

Nayyar - 595 - Activities 70-80
(1400) Fund - 2500/-
check off - 600 funds ~~prevailing~~

Bainyashore - 250
(1000) 25 - class IV members
funds - 1 lakh.
check off - prevailing - 650

Patra - 150
(650) 4000/-
check off - prevailing
officers - as members
40-45 activists
20-25 - Nashinim group
regular meeting, agitations
demonstrations etc.
- Khetri award.

Kanpur - 250
(1000) funds - 1500/-
check off - prevailing - 713

H'bad - 60
(1100) by 1000/-

e
CPTX P
CPTX
2020
SVC NAGJ543
CPTA .NAGP
CPTX780

Dr. M. K. Singh
Secy. P.B.W.D

BCA543
NBB929
INPUT ON 00-MAY-1993 12:00 HRS

FROM A. N. MOHARIR GEN SECY AIRSUD WF 00.

- 1) SHRI VENKATACHALAN GEN SECY R000 BY
- 2) " T. C. UNNIKRIISHNAN " UN.
- 3) " A. S. RAMAMURTHY " IS
- 4) " BABU RAVISHANKAR " BB
- 5) " MANNADH REDDY " HYD
- 6) " SURESH CHANDRA SHARMA " JP.
- 7) " ANAND SUARUP SHARMA " KP.
- 8) " DR. M. K. SINGH " PT.
- 9) " CHINMOY BHATTACHARJEE " CAL.

11TH AND 12TH MAY STRIKE PUT OFF FOLLOWING TALKS WITH CENTRAL GOVERNMENT. NEXT MEETING WITH THE GOVT. ON 20TH MAY.

TLXMSG P NO. 130 0.5.93 11/57 AM/SLG

DELIVERED ON 00-MAY-1993 12:24 HRS

NNNN

MSG: NO RECEIVED ON HRS: MTS
122 DATE: 00 MAY 93 TIME: 12:24



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

To,

All Unit Secretaries,

Dear Friends,

+++ LIST OF AIRBWO AFFILIATES :-

The General Secretary, NOBW requested us to furnish the List of our affiliates with Regd. No., Address and membership as on 30-06-1993 vide his letter No. NOBW/77/93 dt. 04-08-1993.

We, therefore, request all our Unit Secretaries to forward the above information by 22-08-1993 in quadruplicate for further transmission to General Secretary NOBW.

With greetings.

Yours sincerely,

A. N. Moharir

(A. N. Moharir),
General Secretary.

Copy forwarded to General Secretary NOBW, Bombay with reference to his letter No. NOBW/77/93 dt. 4.8.93.

A. N. Moharir

A. N. Moharir,
General Secretary.

395-81



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 24.8.1993.

Reminder I

To,
ALL Unit Secretaries

Dear Friends,

Namaskar. Please ref. to our letter dated 12.8.93.
Kindly expedite the despatch of the information
required by ~~NOBWA~~ as early as possible. The information
required in the following format.

1. Name of the Union :
2. Registration No.
3. Membership as on 30.6.1993.

Yours Sincerely,

(A.N. MOHARIR)
Gen. Secy.

.....

CPTX

ZCZC

SUC NAGJ556

CPTA .NAGP

CPTX320

RBWO

~~27/8~~
27/8

NCB487

INPUT ON 27-AUG-1993 11:23 HRS

FROM A.N.MOHARIR, GEN SECY AIRBWO NP TO:

1. S/S. P.S.PUTTURAYA, RBWO BG
2. B.VENKATACHALAM RBWO BY,
3. C.BHATTACHARJEE, RBISO, CAL.
4. P.U.MANMADHA REDDY, RBWO HYD.,
5. SURESH CHANDRA SHARMA, RBWO, JP,
6. ANAND SWAROOP SHARMA, RBWO, KP,
7. A.S. RAMAMURTHY, RBWO, MS,
8. G.C.KAPOOR, RBWO, ND,
9. VIJAY VATSA, RBWO PT,
10. K.S. UNNIKRIISHNAN, RBWO, TUM.

AS NCBE-JAC DID NOT CONSULT NOBW-AIRBWO PRIOR TO ANNOUNCMENT
OF AGITATIONAL PROGRAMME, NOBW-AIRBWO DIRECTS ALL ITS AFFILIATES
NOT TO PARTICIPATE IN 2ND SEPTEMBER, 1993 STRIKE.

TLX MSG P.NO. 18

27.8.93

11/28 AM/SLG.

DELIVERED ON 27-AUG-1993 11:36 HRS

NNNN

***** MSG:NO RECEIVED ON HRS:MTS
139 DATE: 27 AUG 93 TIME: 11:43



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 27.8.93

PRESS STATEMENT.

THE NOBW, AIRBWO, AIGBWO, AND NOIW NOT TO PARTICIPATE IN 2nd SEPTEMBER, ~~XXX~~ 1993's STRIKE.

The trade unions-NCBE, BEFI etc. which have proposed to observe Strike on 2nd Sept, 93 had approached ~~to~~ the NOBW, AIRBWO, AIGBWO on 20th April, 93 and requested participation in the then proposed Strikes on 11th and 12th May, 93. The BMS affiliated above unions made it clear to the representatives of NCBE, BEFI that the BMS affiliates are prepared to make common cause of agitations and the participations will only be possible when all unions sit together, chalkout joint programme of action including that of Strikes, following a joint negotiations.

The 2nd September's strike call has been given arbitrarily by the above unions without involvement and consultation of NOBW, AIRBWO and AIGBWO, thus sabotaging the spirit of Unity of Bank employees as a whole, probably keeping an eye on political gains. Such politically motivated employees agitations not only damages the employees interest but brings shame to the working fraternity and their organisations in the eyes of masses.

Therefore, NOBW, AIRBWO and AIGBWO in their steering Committee meeting held at Bombay on 25th August '93 rightly decided to keep away from such politically maneuvered agitations and appealed to all Bank employees not to participate in the strike call of 2nd September 1993.

sd/-.

(A.N. MOHARIR)

GEN. SECY.

&
Members of NoBW,
AIRBWO, AIGBWO
Steering Committee.



AIRBOW — NEWS LETTER

No. :

Correspondence Office :
G. C. Kapoor
35/1, Rajinder Nagar,
New Delhi-110060,
Tel : 5748138

20th September, 1993

ALL UNIT SECRETARIES

Dear Friends,

About a year back AIRBWO NEWS LETTER was discontinued, the responsibility of which should be shared by all of us.

We could not develop a habit of providing regular information which we feel others in AIRBWO should also know.

As desired by our General Secretary, Shri A.N. Moharir, I am making another attempt and hence request you to appoint a responsible member of your unit as correspondent of NEWS LETTER and send me his name and address for further follow up.

I am confident that you will take immediate steps and extend help to make AIRBWO NEWS LETTER a success.

Brotherely your,

(G.C. KAPOOR)

79/8/93


ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Date **16-9-93.**

Ref, No.

Shri. N.A. Prabhu,
General Secretary,
NOBW,
BOMBAY

Dear Friend,

Participation of AIRBWO in the Agitational Calls
Given by the Joint Action Committee.

We acknowledge the receipt of your letter no. NOBW/96/93 dated 27-8-93 alongwith the copy of the JAC letter No. NOBW/93/18 dt. 24-8-93.

While endorsing the views on the subject expressed by our representative Shri. Avinash D. Deshpande (Nana) in the NOBW Meeting held on 25-8-93, we have to inform you that, we held an informal meeting on 4-9-93 in the presence of Shri. Abaji Puranik former General Secretary, NOBW on the captioned subject and accordingly communicate our views as under.

1. All the BMS affiliates operating in financial sector should be formally be accepted as the constituents at par of JAC in addition to the present other members of JAC.
2. One of the present constituent of JAC i.e. AIRBEA is opposed to the joint participation of AIRBWO in the negotiations with RBI. Unless the AIRBEA specifically agrees for our Joint participation in the negotiations with RBI, AIRBWO will not be in a position to join the JAC. We are of the considered opinion that when BEFI aspires to become party in the wage revision negotiations with IBA, upholding the principle that Bank Management should speak, negotiate with all unions operating in the Banking Industry their ally AIRBEA should not have any objection for AIRBWO's entry in the negotiations with RBI.
3. The programme of actions should be decided in the JAC (Extended by the inclusion of BMS affiliates) meeting before announcement in the Press or Public.
4. The negotiations with Central Govt., IBA, or RBI, should be held jointly. No single union should be permitted to meet the ~~xxx~~ above authorities.

....2....



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122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref, No. _____

Date _____

....2....

Shri.A.M.Puranik, Ex-General Secretary, NOBW ~~XXXX~~ shared identical views and advised AIRBWO to express our views (the undersigned alongwith S/shri. A.D.Deshpande and A.Y.Dandekar, Secretary AIRBWO) in the proposed meeting on the above lines in the JAC alongwith our other BMS affiliates. Shri. Abaji further advised that the NOBW & AIRBWO should express total unity and speak with one voice in the JAC.

With regards.

Yours Sincerely,

(A.N.Moharir)

General Secretary.

Copy to :-

1. Shri. Sabarwalji, President, NOBW, Indore.
2. Shri. R.K.Bhaktji, General Secretary, BMS, New Delhi.
3. Shri. P.S.Putturayaji, President, AIRBWO, Bangalore.
4. All Unit Secretaries, AIRBWO.

National Organisation of Bank Workers

(Affiliated to Bharatiya Mazdoor Sangh)

Central Office : NEAR JATHAR BUILDING, NEW DATTA MANDIR ROAD, IIWARI, NAGPUR - 440 002.

President's Office :-

37, Bakshi Galli,
Fruit Market,
INDORE - 452 004.
Phone : 21201 (Std : 0731)



General Secretary's Office :-

Room No. 27, 1st Floor,
9-B, Cawasji Patel Street
Fort, BOMBAY - 400 001.
Phone : 2043367 (Std : 022)

Ref. No. NOBW/96/93

Date 27th August, 93

Dear Shri. A.N. Mohini

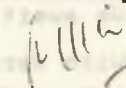
Namaskar,

Enclosed please find a Zerox copy of letter No. NOBW/93/18 dated 24.8.93 addressed to me by the Chairman of the Joint Action Committee inviting BMS affiliates in Financial Sectors to join the JAC.

With a view to form a collective opinion of BMS affiliates in Financial institutions, I request you to advise me the views of your unit in the matter of joining or otherwise the JAC. Your response should reach me per return of post (Speed post or courier service) latest by 1st Sept. 1993.

Please treat this as most urgent.

Brotherly yours,


(H.A. Prabhu)

General Secretary.

To

The General Secretary.

NOBO/NCIB/AIRBWO/AIGBWO/AIGBOC

JOINT ACTION COMMITTEE

OF

TRADE UNIONS IN BANKS, INSURANCE & FINANCIAL INSTITUTIONS

BY COURIER SERVICE

Post Box No. 528
STATE BANK OF INDIA BLDGS.
BANK STREET,
HYDERABAD 500 195Date: 24-08-1993.

Com.N.A.Prabhu,
General Secretary,
National Organisation of
Bank Workers,
Room No.27, 1st Floor,
FORT, BOMBSAY - 400001.

Dear Comrade,

We confirm having wired to you as under :

"I INVITE ALL UNIONS AFFILIATED TO BMS
OPERATING IN FINANCIAL SECTOR TO JOIN JAC(.)
LETTER FOLLOWS ."

The Joint Action Committee of Unions in Banks, Insurance
and other Financial Institutions as you are aware, has been
agitating for realisation of the following demands.

- 1) Wage Revision;
- 2) Pension in addition to C.P.F. and Gratuity
and
- 3) Bonus for all

Besides the above, the JAC has been fighting against the
moves of the Government to privatise Banks, Insurance and
Financial Institutions.

We understand organisations affiliated to BMS operating
in Financial Sector have taken a stand similar to that of JAC
on the above demands/issues. We, therefore, suggest that BMS
unions may join JAC and be one with others in fighting for
realisation of the above demands.

We await your response.

With Warm Greetings,

Yours comradely,

(P.Lakshminarasiah),
Chairman.

MEMBERS OF J A C**Chairman :**

Com. P. LAKSHMINARASIAH (NCBE)

Secretaries :

Com. ASHIS SEN (BEFI)

Com. R.N. GODBOLE (AIBOC)

Com. C.S. BOSE (AIIEA)

Com. S.K. BHATTACHARYA (AIRBOF)

Members :

Com. NARESH PAUL (BEFI)

Com. O.P. GUPTA } NCBE &

Com. M.R. AWASTHI } NCRRBE

Com. S.R. SENGUPTA (AIBOC)

Com. N.M. SUNDARAM (AIIEA)

Com. T.K. GHOSH (AIRBEA)

Com. R.K. DWIVEDI (NCGIOA)

Com. D.K. MUKHERJEE (AIRRBEA)

Com. R. KHOBRAGADE (AIIFCEA)

Com. S.K. BHATTACHARYA (AIRBOF)



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. AUS/OW/10/93

Date 4th Oct. 93

To All Unit Secretaries.

Dear friends,

We enclose herewith the draft circular,
captioning " Appointments of Compassionate Grounds. -
Mandatory to R.B.I. Management." for your information.
You are also requested to circulate the same at your centre.

With greetings.

Yours Sincerely,

(A.N.Moharir)

General Secretary.

Encl. :- One Circular.



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A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 4th Oct. 93

APPOINTMENTS ON COMPASSIONATE GROUNDS.

MANDATORY TO R.B.I. MANAGEMENT.

Ld'y
The appointments on compassionate grounds is not only a matter of right for the espouse of the deceased but a mandatory obligation on the management. The ~~dally~~ dallying tactics being adopted by the R.B.I. management in the name of arbitrarily nomination of one Man Commission to review such appointments is not only antihuman, cruel but against the basic welfare of the labour and oppressed. The various decisions of the highest Judicature of India and follow ups by various High Courts do not allow the R.B.I. to stop or stall the compassionate appointments on any pretext. The Bank is not at all justified in throwing ~~Xm~~ to the winds and leave to suffer miserably the dependants of the deceased dying in harness. We report here some of the ~~xxx~~ judgements for appointments on compassionate grounds for your information.

I. In Smt. Sushma Gosain and others the Hon'ble Supreme Court while directing to appoint ~~xxxx~~ immediately the applicant on compassionate grounds has observed that, " We consider that it must be stated unequivocally that in all claims for appointment on compassionate grounds there should not be any delay in appointment. The purpose of providing appointment on compassionate grounds is to mitigate the hardship due to death of the breadearner in the family. Such appointment should, therefore, be provided immediately to redeem the family in distress. It is improper to keep such cases pending for years. If there is no suitable post for appointment, supernumerary post should be created to accommodate the applicant." (Emphasis ours)

II. The Hon'ble High Court of Allahbad in separate four cases has adjudicated this issue further and has passed orders as follows on Doctrine of Compassionate appointments ----- A case of Dinesh Rai, " Even if no post is there, it is mandatory on the part of the employer to create the post and appoint the applicant"

~~Case of Shalok Kumar~~



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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440026

Ref. No. _____

Date _____

.....2....

b) Case of Shailesh Kumar Pandey, " Compassionate Appointment ~~is~~ is to be given by creating supernumerary post if such post is not available and further should be made to such post for which the person applying is really eligible and competent." (Emphasis ours)

c) In a case of Dinesh Kumar Mishra, " Existance of vacancy and sanction of post is not necessary. Appointment is mandatory". The petition was allowed with cost.

d) In a case of Budhi Sagar Dubey, " Even if a leave vacancy is created it has to be offered to the person who is entitled to the benefit of Dying in harness rules and if the person who had gone on leave does not return, the beneficiary of dying in harness rule should be continued on that post. If, however, the person who had gone on leave returns, then the person entitled to the benefit of dying in harness rules should be given an appointment by creating an additional post.

III. In an revolutionary judgement on the captioned subject in the case of K.Raja, the Division Bench of the Hon'ble High Court of Karnataka held that " Denial of appointment of compassionate grounds in ~~XXX~~ cases where another dependent of the deceased employee is already in same employment is unsustainable. Compassionate appointment should be given even where deceased employee's another son is already in the same employment." Friends! in the instant case the employee died in the course of employment. His eldest son was also in the same employment at the time of his death. His widow sought compassionate appointment of her another son which was rejected on the ground of her eldest son already in employment. The rejection was set aside. Evently, the plea of the employer~~X~~ about if at all raised is unmaintanable.

IV. Smt. P.S.Seetha Lakshmi, who was the widow of the deceased employee was interviewed a d empanelled but was not appointed on the ground of no vacancy during the currency of the panel. The Hon'ble High Court of Andhra Pradesh while directing to appoint her with retrospective effect from the date of her ompanellment by creating supernumerary post held that, " It was obligatory on the part of the respondant to consider the claim on compassionate grounds with some sence of urgency and a greater

.....3...



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122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date _____

....3....

sense of justice and fairness Denying of appointment held arbitrary and unreasonable."

V. The Respondent shri.Chandra Narain Verma had sought an appointment on Compassionate grounds since his father died in harness. He was not given appointment on the ground that he was overaged. He filed an Writ petition before High Court of Rajasthan and was successful in it. The Govt., therefore, preferred an appeal which was dismissed by the Hon'ble Division Bench of High Court of Rajasthan which held tat, " Rules not having prescribed age limit, the Respondent is entitled to be appointed".

Friends! there is a simmering discontent and acute irritation, anger in the R.B.I. employees at all centres against the Bank's antihuman and cruel approach on appointments on Compassionate grounds. Our Kanpur unit has already taken the issue on street by staging massive demonstrations and ^{holding} rallies. We demand the R.B.I. management to make all such compassionate appointments immediately or else face the intensified All India Agitation and appeal to all employees in all categories to be in readiness to respond to any call on the issue with a short notice.

Yours Sincerely,

(A.N.MOHARIR)

General Secretary.

These with full details viz. Year, Number, Volume & Parties &
N.B. :- ~~Similar~~ cases have been reported to AIRBWO News Letter being published from our New Delhi Unit. ~~with full details~~

QPTX
ZCZC
099 NAGJ617
CPTA .NAGP
QPTX720

Sr A.K.ojha
RBWO

NCBJ70
INPUT ON 13-OCT-1993 13:12 HRS

FR A.N.MOHARIR GEN SECY AIRBWO NAGPUR.
TO K.S. UNNIKIRISHNAN, GEN SECY RBWO TVM.
A.S. RAMAMURTHY. ** ** MS.
BABU RAVISHANKAR ** ** BG.
CHINMAY BHATACHARJEE ** RBSD. CAL.
A.K. OJHA ** RBWO PT.
G.C.KAPOOR ** ** ND.
A.S.SHARMA ** ** KP.
MURARILAL SHARMA ** ** JP.
B.VENKATACHALAM ** ** BY.

NOBW AIRBWO AIRBWO, NOBO, NOIW FORMALLY JOINED SAC AS CONSTITUENT
MEMBERS. NEWLY CONSTITUTED JAC UNANIMOUSLY DECIDED ON 12TH OCT.
AT HYDERABAD TO OBSERVE INDEFINITE STRIKE FROM 2ND NOV.1993. LETTER
FOLLOWS.

TLX MSB P/NO. 48 13.10.93 1/13 PM/SLG.

DELIVERED ON 13-OCT-1993 13:24 HRS

NNNN
***** MSG:NO RECEIVED ON HRS:MTS
146 DATE: 13 OCT 93 TIME: 13:30



RECEIVED BY THE
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AT
MUMBAI
ON
21 NOV 1993



BOOK-POST

General Secretary,
Reserve Bank Workers' Union,
Dr. Nitillesh Kumar Singh
C/o. Bheriye Mazdoor
Sangh,
0/10, Vidyut Board
Colony,
New Punaichak,
Patna - 800 023



ORGANIZATION
ORGANIZATION
ORGANIZATION



NATIONAL ORGANISATION OF INSURANCE WORKERS
NATIONAL ORGANISATION OF BANK WORKERS
NATIONAL ORGANISATION OF BANK OFFICERS
(Affiliated to BHARATEEYA MAZDOOR SANGH)
NOBW Office, R.No.27, 9-B, Cawasji Patel St.
Fort, Mumbai : 400 001. (Tel : 204 33 67)

29th OCTOBER 1993.

TO ALL THE MEMBERS OF AFFILIATED UNIONS.

- * JAC SNATCHES ADDITIONAL BENEFIT OF P.F. ON D.A.
- * SETTLEMENT IN BANKS CONCLUDED.
- * INDEFINITE STRIKE CALL FROM 2ND NOVEMBER 1993 WITHDRAWN.

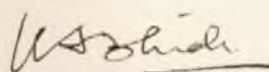
The threat of indefinite strike commencing from 2nd Nov. 1993 given by more than 1 Million financial sector employees under the banner of **JOINT ACTION COMMITTEE** has forced the Government of India and Managements of financial institutions to come round and to cough out additional retirement benefit over and above the offer already agreed upon by IBA and AIBEA on 20th May 1993.

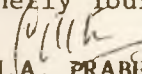
The Government has finally agreed to grant provident fund at the rate of 10% on D.A. upto 1148 index points with effect from 1-11-1993 to those employees who do not opt for pension on RBI Pattern. The JAC could ensure additional benefit to pension optees also. The employees taking RBI pattern pension will enjoy increase in quantum of commuted value because the IBA has agreed to consider D.A. upto 1148 points for computing basic pension. As demanded by JAC, the IBA has also agreed to start wage negotiations immediately. This is also one more achievement over the M.O.U. signed by IBA/AIBEA on 20th May 1993 which stipulated no negotiations on wage revision. As regards Bonus Demand raised by JAC, it was stated that the amendment to Bonus Act raising present limit from Rs.2500/- to Rs.4500/- and bringing the RBI employees under the provisions of Bonus Act is under active consideration of Government of India.

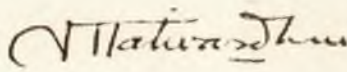
Thus the attempts, made by IBA/AIBEA combine to peg down the pension deal and to prevent grant of financial benefits to Bank employees, got totally demolished because of the united and militant struggle launched by more than 1 Million employees of financial sector under the banner of **JOINT ACTION COMMITTEE**. The advances made by JAC in regard to pension and assurance extracted from the IBA for initiating wage negotiations has nailed the false and mischievous propoganda of AIBEA that their memorandum of understanding on pension and related financial demands signed in May 1993 was the last word on retiral and financial benefit to financial sector employees. The settlement in Banking Industry incorporating the clause of P.F. on D.A. was signed on 29-10-1993.

Although we could succeed in defeating the conspiracy hatched by IBA/AIBEA combine to impose a lower deal on Bank Employees and made positive advances on major issued of financial sector employees in regard to pension and wage revision, yet we cannot remain complacent over this victory. We will have to transmit these gains achieved in Banking to Insurance, Reserve Bank and other financial institutions. We will have to fight for further gains like pension to all, P.F. on full D.A., expeditious wage revision, Bonus to All etc. The IBA/AIBEA combine will make every effort to create obstacles in our struggles for achieving this objective. Let us, therefore, consolidate the gains already achieved by us and carry on united struggle for protecting the interests of financial sector employees and securing still better service conditions for them.

With greetings,


(K.S. BHIDE)
General Secretary.
NOBO - BMS

Brotherly Yours,

(N.A. PRABHU)
General Secretary.
NOBW - BMS


(M.P. PATWARDHAN.)
General Secretary.
NOIW - BMS

NATIONAL ORGANISATION OF BANK WORKERS.
(Affiliated to BMS)

BOMBAY OFFICE.

R. No. 27, 9 B. Cawasji Patel Street, Fort, Bombay- 400 001

Circular No. NOBW/21/93

Tel: 204 33 67

1st Nov.93-

TO ALL MEMBERS,

Friends,

A STEP FORWARD.

The united struggle earmarked by Joint Action Committee (JAC) put a step forward by ensuring benefits to all sections of employees while introducing pension in Financial Institutions. BMS affiliated unions in Financial Institutions were amongst the constituents of JAC.

AIBEA leaders, compelling their members to observe strikes on the issue of pension scheme as dictated by Indian Banks Association (IBA), were dumbfounded. But for their continued protests till the last moment, P.F. on D.A. on a continuing basis to all employees, would have been a reality. AIBEA, the signatories to the memorandum of understanding dated 25.5.93 were propagating for pension w.e.f. 1.7.93 without benefit to the employees retiring earlier or for the employees in service and who do not opt for pension. As against this, the united agitation by JAC constituents resulted in a settlement on 29.10.93 with guaranteed benefits to all sections of employees.

The comparative points of MOU between AIBEA/AIBOA and IBA on 25.5.93 and settlement on 29.10.93 between AIBOC/NCBE and IBA shall clear our above submissions.

Memorandum of understanding of 25.5.93 between AIBEA/AIBOA and IBA

Settlement of 29.10.93 between AIBOC/NCBE and IBA

-
- | | |
|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a) Pension scheme to be prospective from 1.7.93 retirees prior to 1.7.93 not covered. | a) All retirees from 1.1.86 eligible. They can get pension amount effective from 1.11.93 You will notice here that for the first time a retrospective benefit is stretched back to 7 1/2 years. |
| b) Basic pension linked to basic pension at 600 points in index. | b) Basic pension linked to 1150 points in index. Basic pension is almost doubled. |
| c) Commutation linked to basic pension at 600 points in index. | c) Commutation linked to basic pension at 1150 points. Commutation amount almost doubled. |
| d) No relief for those not opting for pension. | d) In case of those not opting for pension, additional contribution by the Bank to PF at 10% on DA upto 1150 points in index matching contribution by employer. PF amount is almost doubled. This additional PF on retirement, when invested, will yield an amount equal to pension. PF on DA is third benefit PRINCIPLE THAT PF WILL BE ON D.A. ESTABLISHED. For 40 years bank employees were denied this. |

Educate your colleagues and ensure that they do not follow blindly, the leaders. Joint Action Committee at its meeting held on 29.10.93 decided to forge ahead and ensure that similar benefits are extended in all financial institutions by respective managements.

Also find herebelow a ready work chart of the pension scheme.
With Greetings,

Fraternally yours.

(N.A. Prabhu)
General Secretary.

ex. B.	Sub. Rs	Staff	Clerk.	Sub. Staff Pension.	Clerk
	Rs	Rs	Rs		
Max. Basic Pay	1670/-		3220/-	Basic Pension	835/ 1610/-
D.A. at 1150/-points	1533/-		2837/-	D.A. on 1150 points.	1418/-
	3203/-		6057/-	Dearness Allow.	767/-
					16027/- 30287

1. Pension in case of retirement between 1.11.87 to 31.10.93

LL Pension in case of retirement after 1.11.93

	Sub. Rs	Staff	Clerk.	Sub. Staff	Clerk
Basic Pension.	835/-		1610/-	1602/-	3028/-
D.A. on 1150 points	767/-		1418/-		
D.A. on remaining point 95/-17slabs	95/-		176/-	95/-	174/-
	1697/-		3204/-	1697/-	32027/-
Commutable pension.	278/-		537/-	534/-	1009/-
Commutation Value	32726/-		63215/-	62862/-	118779/-
Basic pension after commutation.	557/-		1073/-	1068/-	2019/-
D.A. on 154 slabs	862/-		1595/-	D.A. on 17 slabs-95/-	174/-
Total.	1419/-		2668/-	11637/-	21937/-
Notional Interest on commuted value	327/-		632/-	628/-	1187/-
Total	1746/-		3300/-	1791/-	3380/-

Commutated value if retired in the year as per column

Year	Age of retirement in 1993	Com. Factor.	Value.	
			Sub. Staff.	Clerk.
1987	66	7.85	26188/-	50585/-
1988	65	8.17	27255/-	52647/-
1989	64	8.50	28356/-	54774/-
1990	63	8.82	29423/-	56836/-
1991	62	9.15	30524/-	58962/-
1992	61	9.48	31625/-	61089/-

COMMUTATION (DISCOUNTING) FORMULA OF PENSION.

1/3 of Basic Pension X 12 X Com. factor per Rupee.

RESERVE BANK EMPLOYEES ASSOCIATION : REGD.NO. 4717 : NAGPUR.

(Affiliated to A.I.R.B.W.O., N.O.B.W. and B.M.S.)

Circular No. : 34 /1993.

2.11.1993.

Friends,

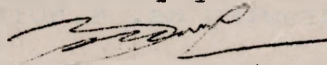
Press Brief by J.A.C.

We reproduce below Press Brief issued by J.A.C. Secretary Shri R.N. Gobdole the contents of which are self explicit.

With greetings.

R.B.E.A.)
A.I.R.B.W.O.) ZINDABAD
N.O.B.W.) ZINDABAD
B.M.S.)
V.B.E.F.)

Brotherly yours,


(K.W. BAWANE)
SECRETARY.

Workers Unity : Zindabad.

.....

29.10.1993.

PRESS BRIEF

After prolonged negotiations at the tripartite meeting held at Delhi between the Government, I.B.A. and AIBOC/NCBE, an agreement was reached on an improved superannuation package for bank officers and employees which will also cover RBI, LIC, GIC, IDBI, NABARD, UTI and other financial institutions.

Joint Action Committee (JAC) representing 11 lacs officers and workmen had launched agitation and called for indefinite strike from November 2, 1993 against the Memorandum of Understanding (MOU) entered into between IBA and AIBEA which offered inferior pension to the bank employees and officers. Under the MOU basic pension was related to only 600 points in Consumer Price Index (CPI). No relief was provided to those who were not opting for pension. Pension scheme was to be only prospective.

These deficiencies have been removed in the agreement signed today between AIBOC/NCBE and IBA. Basic Pension is linked to index level of 1150 points in CPI. Basic Pension is almost doubled. Consequently commutation amount is also doubled. DA will be paid on the remaining points in the index. The pension scheme is made applicable retrospectively from 1.1.86. More than all, substantial relief is provided to those who will not opt for pension. In their case banks will make additional contribution to Provident Fund (PF) at 10% of DA payable at 1150 points in CPI. In other words, contribution will be doubled. This will eventually entitle them for higher loans from PF for house construction and other social obligations etc. Besides this the principle that DA will rank for PF is established in financial sector.

The demand for PF on DA was very vehemently opposed by AIBEA. It had called for a counter strike on 28th September, 19th and 20th October 1993 demanding implementation of its MOU with IBA without any modification. The strike call was however withdrawn on an appeal by the Minister of State for Finance, Dr. Abrar Ahmed.

The Joint Action Committee which met at Bombay yesterday on 28.10.1993 decided to call off the ~~in~~ indefinite strike, but to pursue the other issues of Salary Revision, Bonus for all

.....2.

and also to continue the movement against privatisation of Banking and Insurance Sector.

The Government offered to JAC that eligibility ceiling for Bonus would be raised to Rs. 4,500/-. While welcoming this as a partial relief, JAC has demanded that Bonus should be given to all irrespective of salary. Particularly, anomalies arising out of this salary ceiling should be removed. Quantum of Bonus is related to maximum emoluments of Rs. 1,600/- and all employees drawing more than Rs. 1600/- get flat amount of bonus. Anybody crossing the wage level of Rs. 4500/- merely because of increase in D.A. consequent upon rise in index, will be denied bonus in totality. This creates serious anomaly as between an employee drawing Rs. 4,500/- and another drawing Rs. 4,501/-.

IBA has assured that talks will begin on a serious note on salary revision. One contentious issue about the merger of part of DA in basic pay is more or less resolved with the agreement that DA upto 1150 points will rank as basic pay for superannuation benefits. Accordingly to JAC this is one step forward in the salary negotiation. JAC wanted that a time limit of 6 months should be set for conclusion on salary negotiations. IBA was not agreeable to any time limit but expressed the hope that negotiations can conclude well in time. JAC will consider various ways for expediting salary settlement within 6 months and if settlement does not come, JAC will also decide upon appropriate Trade Union actions.

The struggle against the moves of privatisation will continue.

Sd/-
(R.N. GODBOLE)
SECRETARY-JAC.

Please reproduce this circular at your
Unit also

By Speed Post :

2.11.93.

To
Shri. Vijaykumar Vatsaji
Gen. Secy.
R.B.W.O.
PATNA 16.

OFFICE OF THE ELECTION COMMISSION
R.B.I. EMPLOYEES COOPERATIVE SOCIETY LTD., NAGPUR.

ELECTIONS 1993-98

R E S U L T

Following are the results of the election held on
10th November 1993.

<u>PRESIDENT</u>	:	1. Shri Deshpande A.D.	818	ELECTED
		2. Shri Wadnerkar A.N.	665	
<u>SECRETARY</u>	:	1. Shri Kane Madhao P.	868	ELECTED
		2. Shri Mudliar T.G.	615	

M E M B E R S

S/SHRI

1.	Agutale M.H.	689	
2.	Ahirrao R.A.	877	ELECTED
3.	Akotkar S.L.	865	ELECTED
4.	Bodele M.J.	604	
5.	Dalal S.J.	646	
6.	Dandekar V.S.	874	ELECTED
7.	Kanthe P.M.	864	ELECTED
8.	Kosare K.S.	750	ELECTED
9.	Lade H.S.	651	
10.	Madhikar A.P.	881	ELECTED
11.	Mohadikar K.N.	611	
12.	Pathak N.N.	656	
13.	Fatil M.M.	512	
14.	Selukar K.V.	568	
15.	Shambharkar B.M.	595	
16.	Shastri M.M.	844	ELECTED
17.	Sheode N.D.	827	ELECTED
18.	Wankhede D.A.	767	ELECTED

Election Commission is thankful to all members for their
cooperation in smooth conduction of the elections.

Sd/-	Sd/-	<i>(Kashikar)</i>	Sd/-
(N.M. Sarma)	(S.A. Khan)	(J.M. Kashikar)	(G.B. Kohad)
Chairman	Member	Member	Member
Sd/-	<i>(Naidu)</i>	Sd/-	Sd/-
(K.R. Muley)	(A.V. Naidu)	(C.L. Pingle)	(D.G. Wyavhare)
Member	Member	Member	Member

We have retained Credit Society by winning all 11 seats.

क्रेडिट सोसायटी चुनाव

एन.ओ.बी.डब्ल्यू. बंधुदवासी भरणे, एवं कामडी संयुक्त पनेल की भारी
विजय

साथियों,

११-११-९३.

सचचेका बोलबाला

कल सपन्न हुअे क्रेडिट सोसायटी चुनाव मे आपने हमारे संयुक्त पनेल को विजयी करके को-ऑपरेटीव्हमे केक नया विर्तीमान स्थापित किया हे. हमारे पनेलको जिस पृच्छ बहुमतसे विजयी बनाया हे इससे आपका पूरा विश्वास स्पष्ट दिखता हे. निवे दिये हुअे नतिजोसे यह स्पष्ट होता हे की इमानदारीसे, मेहनतसे ओर निष्पक्ष बुद्धिसे काम करनेवाले लोगही अब अश-धारकोके विश्वास पात्र हे. साथहीमे इन नतिजोने यह पुनश्च एकबार साबीत दिया हे की हमारे चतुर्थ श्रेणी कर्मचारी बंधुओको केवल हमारी पनेल पर यज्ञायोग्य सन्मान ओर वोटस मिलते हे.

सहकारीतामे यह भी एक रिकार्ड हुआ हे की सचीव पदके लिये करीब २५० व्होटोसे कोई अुम्मोदवार चुनकर आया हो. झुठा पचार ओर राजद्वारण से सहकारी क्षेत्र अलग रहे इसलिये हम कटिबध्द हे. जिस प्रकारका सहयोग ओर विश्वास आपने कलके चुनावमे हमारे पनेलपर दिखाया हे अुसके लिये हम अतःकरणपूर्वक आभारी हे ओर भविष्यमे भी अुसी सहयोगकी हमे अपेक्षा हे. सभी निर्वाचित सदस्योका हम हादीक अभिनन्दन करते हे.

आपके सहयोग तथा विश्वास के लिये पुनःश्च धन्यवाद.

दीपावली शुभकामनाओके साथ.

हमारा विजयी पनेल

- १) अध्यक्ष : श्री देशपाडि अे.डी. (नानाजी) 818
२) सचीव : श्री काणे माधव पी. 868

स द स्य

3 श्री. अहीरराव आर.अे.	877	8 श्री मढीकर अे.पी.	881
4 श्री. अकोटकर एस.एल.	865	9 श्री शास्त्री एम.एम.	844
5 श्री. दाडिकर वही.एस.	874	10 श्री शेवडे एन.डी.	827
6 श्री. कठे पी.एम.	864	11 श्री वानखेडे डी.अे.	767
7 श्री. कोसारे के.एस.	750		

आपके सहयोगी

नारायण जाधव, एस.टी. गजभिये, अनिल दाडिकर, अरुण टिचदुले, वामनराव काके, सुरेश सोवके, भालचंद्र जावडे, दादू पाडे, सजय थोरात, अनिल-जाधव, कोहाड, सतीश मुन्शी, ईश्वर छोटे, सुधाकर टोण्णे, मेजर जाडे, कामडी, सफदरखान, आर.आर. श्रीवास्तव, एन.सी. गणवोर, एस.जी. सरदार, राईकवार, पी.आर. नादिडकर, एस.एम. चेपूरवार, के.वही.के. नायडू, धमश्याम समृतवार, ईश्वर अमरनानो, मुकुंद क्षीरे, मुकुंद काणे, श्रीमती रिगी, श्रीमती इंदूरकर, श्रीमती नानिखेडकर, श्रीमती वैरागडे, अे.के. दोक्षीत, के.डब्ल्यू. बावने, सुभाष नंदनकर, के.एन. दास, टी.डी. अषोतीकर, प्रभाकर बरवड, एम.एम. तारे, पी.एस. सप्रे, भगवान नंदनवार, जीवन देशपाडि, अे.एन. मोहरीर, नाना मोहरीर, एस.वही. आचार्य, सोमकुवर, दिलीप बिडकर, दीपक हलदुले, वही.अे. देवधर तथा



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. AUS/11/93.

Regd AID

Date 17th Nov, 93.

TO ALL UNIT SECRETARIES.

Dear Friends.

I hope you had a happy festive Dipavali mood and prosperous new start.

The JAC is scheduled to meet at Hyderabad on 23 Nov., 93. The agreement of 29th Oct., 93 and withdrawal of indefinite Strike from 2nd Nov. 93 has been a welcome event from the commercial banks and Insurance employees point of view. There is a negative reaction from BEFI and AIRBEA.

Shri Sameer Ghosh, General Secretary, AIRBEA and Shri. T.K. Ghosh talked of Joint Action in R.B.I. also. The issue of early Wage Revision, Bonus to all will be taken up on priority basis on the JAC forum and programme for realisation thereof may be chalked out in the meeting. Therefore all units are requested to be in readiness and consolidate our organisational strength to plunge into any trade union action.

We intend to convene AIRBWO CEC on 26th and 27th December, 1993 at Kanpur. The regular notice will be issued alongwith the report of JAC Meeting of 23rd November, 93.

NAGPUR unit retains Credit Society with vast margin of votes. :- Our Nagpur unit has scored a convincing victory over the CPM CFI and Class IV Union combined pannel. Shri Nanaji Deshpande our CEC member headed the Team. Shri Nanaji Deshpande is elected as President and our most valued activist Shri. Madhav P. Kane has been elected as Secretary by ~~XX~~ breaking all previous records of margin of votes with his 9 colleagues as members. The team has been elected for 5 years. We congratulate our Nagpur Unit and all the 11 victorious candidates for their splendid performance.

With Greetings.

Yours Sincerely
A. N. Moharir
(A. N. Moharir) Gen. Secy

RESERVE BANK EMPLOYEES ASSOCIATION : REGD.NO.4717 : NAGPUR.

(Affiliated to A.I.R.B.W.O. , N.O.B.W. & B.M.S.)

Circular No. : 37 /93.

Date : 18.11.93.

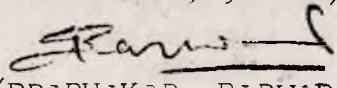
Friends,

We reproduce below the text of circular No. 22/93 dated 9th November 1993 issued by National Organisation of Bank Workers the contents of which are self explanatory.

With greetings,

Brotherly yours,

R.B.E.A.)
A.I.R.B.W.O.) ZINDABAD
N.O.B.W.) ZINDABAD
B.M.S.)
V.B.E.F.)


(PRABHAKAR BARWAD)
ASSTT. SECRETARY.

.....

"NOBW STAYS AWAY FROM COMPUTERISATION SETTLEMENT

The Bipartite Settlement dated 29th October 1993 on computerisation signed between the IBA and AIBEA/NCBE may prove to be the last nail in the coffin of recruitment in the Banking Industry. Taking advantage of a mischievous clause in the 1987 settlement, the SBI management first lured their workmen union to sign a bank-level settlement, enlarging the scope of computerisation in SBI. This was followed in Bank of Baroda and Indian Overseas Bank. The AIBEA and its affiliates in Bank of Baroda had then criticised those bank-wise settlements. The same AIBEA leaders have now shamelessly signed the similar settlement on industry level forgetting their commitments made earlier to the employees while leading them to the strike actions.

The failure of the signatory unions is all the more glaring in allowing the IBA to remove the most important clause on recruitment in the 1983-settlement. Though that clause was never fully implemented by Banks and the unions also ignored it, the unemployed young men and women in the job market could at least hope for a job. Under the new settlement, the Banks and the union leaders have washed their hands by dropping the recruitment issue altogether. They seem to be showing boot to the job-seekers while embracing machines, more machines.

And still the leaders boast their achievement of one increment and increased hospitalisation reimbursement. They say it was a package of allowing unrestricted computerisation solely at the discretion of management and in return getting financial benefits for the existing workmen. Nothing can be more insulting to the enlightened bank employees and their trade union movement. In 1983, the IBA succeeded in linking wage revision with the computerisation. In 1993, the unions allowed the linking of pension issue with computerisation. Regrettably, in ten years, the leaders seem to have learnt nothing about the devastating magnitude of the computerisation issue. Already in developed countries, the workers have realised its adverse impacts and are building pressure on the managements and governments. The day may not be far off when the armies of unemployed youth will force out the job-killer machines from the establishments.

The reasons advanced for full scale computerisation in banks are : a) Growing volume of work; b) Efficient service to

customers and c) competition. We sincerely believe that these reasons do not really justify the agreement, considering the conditions prevailing in our country. When we have large battalions of unemployed educated youth, the growing volume of work must be met not with machines but with human hands except where the hands are incapable to do a job. Also, it is a myth that the machines alone can give efficient customer service as it is proved by delayed clearing transactions after the introduction of MICR technology. Moreover, the human society is built up by association through inter-personal relationships. The all out resort to machines is bound to cut the bond between the human beings on either side of the counters in the banks. Even the customers, when properly informed, will appreciate the need for use of hand instead of machine. As regards the talk of competitive age, the need is for healthy competition among equals and not cut-throat competition of unequals as is being forced by the government on banks under the dictates of IMF/World Bank. The unions have miserably failed in taking such proper perspective of the issue.

As rightly pointed out by Bhartiya Mazdoor Sangh, the basic issue about the ever-developing technology through scientific progress is not of 'KNOW HOW' but of 'KNOW WHAT'. In the Indian context, it means that we should not blindly import the know-how from the developed countries but to decide ourselves first the 'know-what' i.e. the technology necessary for our country and then to adopt, adapt or reject the foreign technology even while developing indigenous technology.

Unfortunately, the bankers and the bankmen have failed to realise this. We must however be grateful to them for this new agreement which is valid for three years only. Let us hope, they will see the reason during these years and terminate it themselves before they are forced to do so by the millions outside in search of jobs and respectable living. In the meantime, the NOBW has decided not to subscribe to this sinful agreement on computerisation. However, our association with JAC will continue to achieve the other demands viz. wage revision and bonus to all and also to fight the attacks on workmen and officers of the Banks inflicted by Government/Managements through closures/mergers/privatisation of banks. "

....

N.B. JAC is meeting at Hyderabad on 23rd November 1993 to decide further course of action to realise the demand of (1) Bonus to all and (2) Early wage revision. Shri A.N. Moharir, General Secretary, A.I.R.B.W.O. will be attending the same.

*Please reproduce this circular at your
Centre also.*

AME



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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Ref. No. AUS/11/93.

Date 17th Nov, 93.

- Copy -

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With Greetings,

Yours Sincerely
A. N. Moharir
(A. N. Moharir) Gen. Secy

P.T.O.

-Copy-

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SAC B8HI028

DATA WABP DIAL MHEP NTRA WMAO MBQA.

FROM A.N. MOHARIR GEN SECY AIRAVD CAMP BOMBAY

TO L.VIJAY VATSTA GEN SECY PBD PATNA.

23 NOVEMBER INDEFINITE STRIKE WITHDRAWN BY JAC ON 23-10-93 NIGHT
PROPOSAL OF DPF ON G.P. UPTO 1150 INDEX 137 SLABS POINT FOR DPF
OFFERS WITH CORRESPONDING BENEFITS IN BASIC PENSION FOR OFFERS
EFFECTIVE FROM 1-11-1993. NEW ENTRANTS TO COME UNDER PENSION, FOR
SINCE NO FINALITY AND TO BE DECIDED BY GOVT. LEVEL. PAGE
NEGOTIATION TO RESUME SHORTLY. MOWM AND BEFI ARE INVITED FOR
BANKING WAGE NEGOTIATION BY ISA. CIRCULAR FOLLOWS.

WABP

04

** MSGNO. 41 TRANSMITTED ON 23-10-93 04-46 HRS
** TO AUTOMEX WITH I/P SEQ NO. B8HI028

29-OCT-1993 12:20 HRS

33-4

04 29-OCT-1993 12.20 HRS

आदरणीय श्री. ओशाजी.

सभेभ नमस्कार.

उम्मीद है की आप सभी स्वस्थ व स्वानंद लोगे। आपका दि. 4.11.93 को लिखा हुआ पत्र दि. 15.11.93 को प्राप्त हुआ। इस पत्र में 2 नवंबर, 1993 से शीगेवाली अनिश्चितकालीन हड़ताल के बारे में आपने जो कुछ लिखे हैं उसका स्पष्टीकरण निम्नानुसार है।

- ① सर्वप्रथम 13.10.93 के टेलिक्स संदेश के संदर्भ में (जो की सभी मुनिसिपल को भेजा गया था) हमें 2 नवंबर से अनिश्चितकालीन हड़ताल में शामिल होना है इस आशय का पत्र सभी केन्द्रों पर दि. 15.10.93 को स्पीड पोस्ट द्वारा भेजा गया जिसके साथ हड़ताल की नोटीस की कॉपी भी संलग्न थी। [स्पीड पोस्ट रासिद सं. 604, नागपुर जी पी. ओ. दि. 16.10.93]
- ② इसके बाद दि. 18.10.93 को बम्बई में हुई Conciliation Proceedings के Minutes को प्रतिभां सभी केन्द्रों पर दि. 21.10.93 को स्पीड पोस्ट द्वारा भेजा गई [स्पीड पोस्ट रासिद सं. 497 जी.पी.ओ. नागपुर दि. 21.10.93]
- ③ दि. 28.10.93 को श्री. मोहरीरजीने बम्बई से (जो की दूसरी Conciliation Proceedings के लिये बम्बई में उपस्थित थे) परना केन्द्र को हड़ताल वापस लेने संबंधी टेलिक्स किया था। [टेलिक्स सं. 41 दि. 28.10.93 -की प्रति संलग्न]।
- ④ इसके पश्चात JAC द्वारा जारी की गई Press Brief जिसका Circular नागपुर मुनिसिपल ने निकाला था। इस Press Brief के reproduction हेतु इस संव्युक्ति की प्रतिभां सभी केन्द्रों को स्पीड पोस्ट द्वारा दि. 3.11.93 को भेजा गई थी। [स्पीड पोस्ट रासिद सं. 541, जी पी ओ नागपुर दि. 3.11.93]।

इस पत्र के साथ जो स्पीड पोस्ट रासिद सं. लिखी है उसका उद्देश्य यह है की अगर स्पीड पोस्ट के पत्र आपको हमेशा ~~बंद~~ देरी से मिलते हो तो उसकी विकल्प हम जी पी ओ. नागपुर को कर सकते हैं। इसीलिये आपसे जमा निवेदन है की ऊपरनिर्दिष्ट सभी पत्रोंकी तात्की की तारीख हमें लिखकर भेजे और साथ ही परना जी.पी.ओ. में भी स्पीड पोस्ट पत्रोंकी विलंबसे प्राप्त की विकल्प दे दें ताकी अविष्य में

पत्रों का आदानप्रदान समय ~~समय~~ पर हो।

दिसंबर में प्रस्तावित

~~सं. 41/28.10.93~~

की, CEC की भिरींग तथा दि. 23.11.93 को हैहाबाद

में होनेवाली JAC भिरींग एवम् नागपुर क मे हुए फ़ैजिल सोसायटी
चुनावों के परिणाम संबंधी एक पत्र दि. 17.11.93 को राजिस्टर्ड डाक
द्वारा श्री विजयजी वत्सके नाम भेजा है ही सकता है ~~समय पर~~
अब तक प्राप्त हो गया हो. फिरभी आपकी जानकारी हेतु इसी
पत्र की Copy इस पत्र के साथ भेज रहा हूँ। साथही दि. 9.11.93
की NOBW द्वारा जारी किये गए (सक्युलर सं. 22/93) Circular
की कॉपी भी भेज रहा हूँ। आदरणीय मोररीर जी 22 ता को
हैहाबाद जा रहे हैं वहीसे बंगलोर भी जाने का विचार चल रहा
है। नागपुर में सोसायटी के चुनावमें हमारा पूरा पैगल बहुमतसे
विजयी हुआ है। सभी कार्यकर्ताओंमें हबील्हास का वातावरण है।
इसी पत्रके साथ ~~स~~ पटना ~~सहित~~ सभी आईयों एवम् बहनोकी मेरी
स्प्रैम वन्दे।

अनुसूचक:-

- ① टेलिक्स सं. 41/28.10.93 की प्रती.
- ② पत्र क्र. AUS/11/93 दि. 17.11.93 की प्रती.
- ③ NOBW Circular No. 22/93 dt. 9.11.93.

शुभकामनाओं सहित

आपका

श्री गं. रिसालदार

हिन्दी भाषा में इतना बड़ा पत्र पहली बार लिख रहा हूँ, ही सकता
है इसमें भाषा एवम् व्याकरण की गलतियाँ हीं. इस्तलिये क्षमा
चाहता हूँ।



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

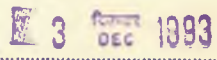
CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

Date  3 DEC 1993

To,
All CEC Members,
Dear Friends,

AIRBWO CEC AT KANPUR ON 26TH & 27TH DECEMBER, 1993

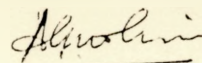
AIRBWO CEC meeting will be held at Kanpur on 26th & 27th December, 1993 to Transact the following Agenda.

A G E N D A

1. Report on our participation in the Joint Action Committee, vis-a-vis our demands of wage revision, Bonus & against privatisation.
2. Reporting of Court Cases.
 - 1) Recognition of AIRBWO (ii) J.S.T.R.
3. Organisational matters-Unit reporting.
4. To decide about AIRBWO Conference.
5. To pass the Accounts upto the year December, 1992 including those of Silver Jubilee Souvenir Accounts taken out from Bombay.
6. Any other matter with permission of the chair.
7. To address gate meeting before the R.B.I., Kanpur on 27th December, 1993.

All are requested to reach Kanpur before 26th Morning. The meeting will start at 11.00 a.m. sharp. Please attend the meeting without fail.

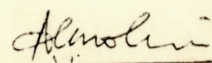
Yours Sincerely,



(A.N. MOHARIR)
General Secretary.

N.B. : Please write to Kanpur Unit about arrival and return Reservations, if needed, under advise to AIRBWO Central Office, Nagpur. Members are informed that as the season is of severe cold, they are requested to make adquate arrangements of Woolen Blankets,..e..... etc.

To
Shree Sheegi Singh.
A.K. Osha.
Vijay Vatsa
Patna



(A.N. MOHARIR)
General Secretary.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No. 2/94

Date : 4.1.1994

ALL UNIT SECRETARIES

Dear Friends,

Subject : Encashment of leave of employees dying in harness -

Enclosed herewith a circular issued by our Nagpur Unit and it's reply submitted by AIRBEA's Nagpur Unit on the captioned subject.

In this connection it may be noted that three tier system of encashment of leave is presently in vogue consequent upon the preposterous consent of A.I.R.B.E.A. to it vide part IX - 5(b) of bipartite agreement reproduced in our Unit's circular. This abnoxious and indifferent treatment being meted out to the families of deceased employees is a glaring example of hollowness of the so-called recognised brain. The defence given by the local unit of A.I.R.B.E.A. in the form of letter to the Executive Director on the captioned subject speaks volumes. You may project the issue at your centre for the knowledge of employees.

With victorious greeting and HAPPY NEW YEAR.

Yours sincerely,

(A.N. MOHARIR)
GENERAL SECRETARY.

N.B. : For Shri Venkatachalam - The enclosed circulars are being sent to you as per Nana's version in C.E.C. Please acknowledge the same and please send the two cases with reference to Housing Loan interest recovery.

RESERVE BANK OF INDIA EMPLOYEES ASSOCIATION
(REGD.NO.MGP/203)

NAGPUR.

Circular No.99/93.

December 23, 1993.

TO ALL MEMBERS:

Dear Comrades,

LUNCH-TIME DEMONSTRATION TO-DAY AT
1.30 P.M. TO OPPOSE PRIVATISATION
OF BANKS

As you are aware, the Central Committee of Bank Employees Federation of India (BEFI) which met at Madras on 4-5 December 93 has decided to oppose the ill-concieved move of privatisation of Public Sector in general and Banks in particular. Accordingly, BEFI has given a call to stage a countrywide Lunch-Time gate demonstration to-day. In persuance of the call, we will be holding the Lunch-time demonstration to-day at 1.30 p.m. in front of the Bank's Main gate to oppose the privatisation moves of the Govt.

Friends, the Government at the Centre is persuing the path of privatisation of Banks, Insurance, Public Sector units and Central Government establishments including Railways, Defence and Telecom, etc. at the diktates of the IMF and World Bank unmindful of the stiff opposition of working people of the country and thus negating the social responsibility and the very role the public sector has to play in the socio economic fabric of the country. In the process to denigrate the role of public sector Banks in the country, the Central Government has reported to have signed/going to sign a Memorandum of Understanding (MOU) with number of Banks as Allahabad Bank, Bank of Baroda, UCo.Bank, Indian Overseas Bank, UBI and several other Banks are also to fall in line.

The conditions, in the main, of MOU are -

- i) Closure of branches in urban centres which have been in loss for 5 years or more;
- ii) Stoppage of O.T. and Officiating Allowance payment;
- iii) Withdrawal of LFC and Leave Concession facilities;
- iv) No recruitment and
- v) No further branch expansion.

The Central Committee of BEFI has severally condemned these anti-employee and anti-people moves of the Bankers and Govt. combine emanating from the IMF-World Bank conditionalities and have decided to oppose these moves and build up unity with other organisations as broad as possible.

We, therefore, call upon all of you to participate in to-day's Lunch Time demonstration and make it a thundering success.

With greetings,

Yours fraternally,

RBIEA |
BEFI | ZINDABAD !!!
BEFEM |

PRIVATISATION - SHALL NOT PASS !!

(A.B.Mulay)
Assistant Secretary.

(Please turn over)

AIRBEA'S REPLY.

-2-

ENCASHMENT OF LEAVE - EMPLOYEE DYING IN HARNESS

Reproduced below is the text of the letter No.18/85/93 dated the 30th June 1993 from the General Secretary, AIRBEA, Calcutta to the Executive Director (Shri Saraf), RBI, CO, Bombay relating to Encashment of Leave of an employee dying in harness, which speaks for itself. It is needless to add that AIRBEA is always for protection and betterment of service conditions, you all know it better.

...

"You will kindly recollect that the undersigned along with other representatives met you at Bombay recently and requested you, inter alia, to look after an issue which continues till date despite discussions between the Bank and AIRBEA several times in the past. This relates to encashment of leave at the credit of an employee dying in harness, which is paid only on the basic pay. During the last wage negotiations the Association raised this issue and reasoned that when an employee retiring from the Bank receives both basic pay and dearness allowance for due leave period, it is incongruous that the same is denied and the amount curtailed drastically in case of employees dying in harness whereat actually more compassion should be extended. The management also agreed ~~to~~ in principle but ultimately this could not be secured because of Bank's reference to the Central Government eliciting a negative response, we were given to understand. We do not understand the rationale behind negation of a very genuine demand like this. You have, however, agreed to look into the matter once again and appropriately. While thanking you for the same we solicit an expeditious move."

AIRBEA'S
Reply to
our
query
made in
our
Circular
dt
22.12.93

23

...

RESERVE BANK EMPLOYEES ASSOCIATION : REGD.NO.4717 : NAGPUR.

(Affiliated to A.I.R.B.W.O., F.O.B.W. and B.M.S.)

Circular No. : 38 /93.

Date : 22.12.93.

Friends,

AIRBEA stabbed employees' interest -
Bank submits Evidence -

As informed earlier we apprise the members that the Industrial Dispute raised by our Association over the vital issue of 'payment of cash equivalent of leave salary in case of death of an employee while in service' has taken very interesting turn and certain derogatory provisions of the Bipartite Settlement reached between the Bank and the so called recognised union are coming to the fore. Whereas the ordinary leave, also termed as earned leave in most of the establishments, is credited to the employees leave account by a fixed decided method it leaves no doubt that the ordinary leave is earned by the employee and its payment in all the cases such as leave encashment while in service or ultimate encashment or even the payment to the nominees of the employee dying in harness has to be same and similar. This is a simple rule of just and fair labour relations.

Our Association pointed out the disparity in payment of encashment of ordinary leave and demanded the Bank management to pay the nominees of the deceased employee the same amount as is paid in all the cases stated above. We raised the Industrial Dispute before the Hon'ble R.L.C. (C), Nagpur on 20th August 1993. In the course of our submissions we have stated :

1. It is the right of the nominee to receive the full amount of encashment of residual ordinary leave and not just the basic pay;
2. The practice prevailing in Public Sector, Central/State Government, all the commercial banks is that the nominee of the deceased employee gets cash equivalent of the amount paid to the retiring employee;
3. The double standard of payment of ordinary leave viz.
 - i. Basic + D.A. for encashment of O.L. of retiring employees
 - ii. Basic + D.A. + All Allowances for encashment of O.L. while in service
 - iii. Only Basic pay for ~~encashment~~ of residual O.L. of the employee dying in harness.

Disgusted
Three
Tier
System.

This indifferent treatment is nothing but exploitation of the family members of deceased employee despite the fact that they really need the money to cope up with the destabilised economic condition after the pre-mature death of their earning member.

4. In similar situation the State Government and the Central Government pays at par the cash for Ordinary Leave/ Earned Leave standing at the credit of the deceased employee.

5. The Bank submitted evidence before the Conciliation Officer on 21.12.1993 viz. the relevant portion of the settlement between Bank and A.I.R.B.E.A. dated 28.9.1979 which reads as under :

P.T.O.

Part IX - 5(b) - Leave :

"In the case of an employee dying in harness, the leave salary admissible in respect of Ordinary Leave standing to his credit will be paid to his nominee/heirs, the Leave Salary for this purpose being calculated only on the last pay drawn while on duty".

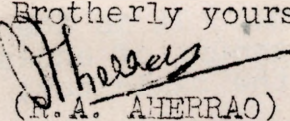
6. Since this is a matter related to the employees of all the categories/cadres and classes of employees the gravity of the problem is very serious. Benefits of this case will be for all the employees of the Bank.

Friends, surprisingly enough the Bank has claimed that it has entered into a bipartite agreement with A.I.R.B.E.A. and in accordance with the same the quantum of encashment of ordinary leave is being paid to the families of deceased. We leave it to the other counterpart of the agreement i.e. A.I.R.B.E.A. to refute the Bank's unjustified and unfair claim. In the meantime we apprise here that we will leave no stone unturned for rendering justice in the matter. Our Association has decided to fight this case till its logical end and we are confident that the victory will be ours.

With fighting greetings,

R.B.E.A.	}	
A.I.R.B.W.O.		ZINDABAD
N.O.B.W.		ZINDABAD
B.M.S.		
V.B.E.F.		

Brotherly yours,


(N.A. AHERRAO)
ASST. SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

To,

All Unit Secretaries.

Friends,

Date

Dt: 10.1.94

JAC TO LAUNCH ANOTHER STRUGGLE TO
ACHIEVE EARLY WAGE REVISIONS, BONUS
TO ALL AND AGAINST PRIVATISATION

As decided earlier, the Secretariat of the J.A.C. met at Hyderabad on 25.12.1993 to assess the response of the Finance Minister to the points raised in the Memorandum on behalf of J.A.C. on the 17th December 1993 at New Delhi.

The J.A.C. felt that the response of Finance Minister to the demand of wage revision was negative and his assessment was wrong while taken for granted that some Bank employees union have assured him not to press the demand of early wage revision. On the whole the response of the Finance Minister to the issues raised by the J.A.C. was not at all encouraging but negative. Already a bill is introduced in Lok Sabha, providing for throwing open the shares of public sector banks. Rentless efforts are being made by Government/RBI/ Bank Managements and the managements of General Insurance Corporation to close the branches/offices in the name of non-viability.

Taking into account these developments and the negative response ~~xx~~ of the Finance Minister, the J.A.C. decided upon an action programme which is enclosed.

We call upon all the valient members to participate in the action programme with great ~~xxx~~ enthusiasm, zeal and dedication and make it a th~~u~~nderous success.

Fraternally yours,

(A.N. MOHARIR)
GENERAL SECRETARY.

(The above circular/letter alongwith the ACTION PROGRAMME enclosed may be reproduced at your centre and circulated amongst the members).

We also reproduce a text of telegram received from JAC. on 10.1.94

TO : SHRI A.N. MOHARIR
122, JAIPRAKASH NAGAR
XXX KHAMLA, NAGPUR.

FROM : MR. P. LAKSHMINARASAIAN
CHAIRMAN, J.A.C.

...
CONSTITUENT UNITS OF JAC FROM INSURANCE DECIDED TO OBSERVE 2 HOURS WALK-OUT STRIKE On 12.1.94 PRECEDED BY PROTEST DEMONSTRATIONS ON 10 and 11 JANUARY 94 DURING LUCH RECESS TO RECORD THEIR PROTEST AGAINST MOVES OF GOVT. TO ACCEPT MALHOTRA COMMITTEE RECOMMENDATIONS ON PRIVATISATION OF INSURANCE AND DISINVESTMENT OF 50% OF SHARE HOLDINGS(.) EXTEND ALL OUT SUPPORT TO THEIR STRUGGLE BY JOINING THEIR DEMONSTRATIONS(.)

ACTION PROGRAMME

- 20th January 1994 - Lunch-hour/off-time demonstrations all over the country before respective offices/branches.
- 27th January 1994 - Delegation to Heads of Financial institutions at Central Office/Head Office/Zonal Office/Regional Office levels and submission of a Memorandum by the constituents of JAC. (Text of the Memorandum is enclosed)
- 3rd February 1994 - Lunch-time/off-time demonstrations before respective offices/branches and centralised demonstrations/rallies in all State Capitals/big centres as may be decided by State units of JAC.
- 10th February 1994 - Lunch-time/off-time demonstrations before all offices/branches.
- 12th February 1994 - Centralised Dharna at Delhi
- 14th to 19th February 1994 - Observance of Demands Week by wearing of badges (specimen enclosed).
- 24th February 1994 - Processions/Rallies at all State Capitals/big centres as may be decided by State units of JAC.
- 28th February 1994 - Lunch-hour demonstrations before all offices/branches.

Full-day Strike in the month of March or even earlier, if necessary, depending on the developments that may emerge.

In addition to the above programmes, the State JACs may organise conventions/seminars to highlight the issues and to solicit support from other trade unions and members of public.

All State/District units of JAC are requested to take all steps to fully co-ordinate actions as per the programme given above.

* * * * *

Text of Memorandum to be submitted by the Constituents of JAC in a delegation on the 27th February 1994

Over a million workforce of Banks, Insurance and Financial sector are agitated over the developments and the position obtained in financial sector. The following demands are raised by the Joint Action Committee (JAC) which require to be resolved urgently and satisfactorily to stem the tide of resentment and dissatisfaction of the workforce.

- 1) Commencement of meaningful Wage Negotiations.
- 2) Extension of Banking industry retiral benefits to RFBs and other financial institutions.
- 3) Withdrawal of Bill to privatise Banks.
- 4) Stop privatisation of Insurance industry.
- 5) Stop closure of Banks/GIC branches.
- 6) Payment of Bonus for all.
- 7) Raise Income-Tax exemption limit and exempt C.A. from computing Income.

We urge upon you to communicate to the authorities concerned the industrial unrest that is fast growing in the financial sector.

In case the issues are not resolved satisfactorily, the members of the constituents of JAC will be left with no option other than to go ahead with the agitational programme, as decided by JAC.

Thanking You,

Yours sincerely,

<u>S.No.</u>	<u>Name</u>	<u>Name of the constituent of JAC</u>	<u>Signature</u>
--------------	-------------	---------------------------------------	------------------

* * * * *

SPECIMEN OF BADGE :

- *****
- DEMANDS
- * 1) Commencement of meaningful Wage Negotiations.
 - * 2) Extension of Banking industry retiral benefits to RRBs and other financial institutions.
 - * 3) Withdrawal of Bill to privatise Banks.
 - * 4) Stop privatisation of Insurance industry.
 - * 5) Stop closure of Banks/GIC branches.
 - * 6) Payment of Bonus for all.
 - * 7) Raise Income-Tax exemption limit and exempt D.A. from computing Income.
- *****



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR-440 025

Ref. No. CND/94/1

Date 10.1.94

To,

All Secretaries and CEC Members,

Dear Friends,

Decisions of the AIRBWO CEC on 26th, 27th December 1993
at Kanpur -

....

As per AIRBWO CEC Notice dated 3.12.1993 the CEC was held at Kanpur and the following decisions were taken.

1. On hearing the report on our participation in JAC our continuance in the JAC was ratified by the CEC.
2. The AIRBWO Conference will be held on 1st and 2nd May 1994 at New Delhi. The delegate fee is decided as Rs. 50/-. It was further decided that each unit should try to bring lady representatives in good numbers.
3. The item No. 5 on agenda i.e. the passing of accounts for the year 1993 and silver jubilee souvenir account taken out from Bombay were passed unanimously. The amount of Rs. 1,400/- due to be paid to Shri M.V. Pathak will be paid in due course.
4. Demonstration against contemplated implementation of JSTR Part II to be held on 20th January 1994.

All Units are advised to hold their Annual General Body Meetings before the conference to make the AIRBWO Working smooth and regular.

The CEC as per the notice held the gate meeting ~~which was~~ before the R.B.I., Kanpur on 27th December 1993 which was addressed by Shri A.N. Moharir, S.P. Deodhar, A.K. Ojha and Smt. Madhuri Vaidya.

All units are requested to bring their houses in order as regards to accounts and returns and streamline the functioning by holding regular meetings.

With new year greetings and best wishes.

Yours sincerely,

(A.N. MOHARIR)
GEN. SECRETARY.

N.B. : Please defer the date of JSTR demonstrations to some other suitable date so as to avoid synchronisation of JAC programme. As they are against the AIRBEA's policy - A constituents of JAC.

ZCZC
SVC NAGIB23
CPTA .NAGP
CPTX385

*Sr AK Ojha
RORO.*

NCB354
INPUT ON 10-SEP-1993 14:45 HRS

FR A.N.MOHARIR GEN SECY AIRBWO NAGPUR
TO: (1) SHRI S.N.SHUKLA PRESIDENT RBWO KANPUR
(2) P.S. PUTTURAYA PRESIDENT AIRBWO BANGALORE
(3) ARUNKUMAR DJHA RBWO PATNA
(4) G.C. KAPOOR, VICE-PRESIDENT AIRBWO NEW DELHI.

REACH NAGPUR ON 15TH SEPTEMBER 1993 BY 8.00 A.M. TO ATTEND
NOBW CEC ON URGENT AND IMPORTANT MATTER.

*~~File~~
10/9*

TLX MSG P NO. 33 10.9.93 2/38 PM/SLG.

DELIVERED ON 10-SEP-1993 14:39 HRS

NNNN

***** MSG:NO RECEIVED ON HRS:MTS
 125 DATE: 10 SEP 93 TIME: 14:45

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VIJAYVAS+= VATSA

C/O BINOD KUMAR SINGH

48RBISTAFF QTRS RAJENDRANANGAR

PATNA 16



MORE UNIONS AASSURED TOSYNC+PSYNCHRONISE STRIKE ACTION

JACS

SECRETARIATE THEREFORE DECIDED TO POSTPONE STRIKE OF 30TH MARCH

TO 8THAPRIL 1994

CIRCULAR FOLLOWS

A N MOHARIR GENSECY

COL N 23 48 RBI A JAC 308

===BPTPTA0113

===BPTSFP0326

NNNN

CANARA BANK WORKERS' UNION (REGD.) AFFILIATED TO NOBW & BMS,
'Anand Plaza', Anand Rao Circle, Bangalore.

Circular No. BNG/2/94.

Date : 15.2.1994.

Friends,

COMPUTERISATION - VOLTE FACE BY B.E.F.I.

On 7.1.1994, at 5.00 p.m. minutes of a meeting between representatives of Bank Employees' Federation of India (BEFI) and Indian Banks' Association were signed at the IBA Office in the World Trade Centre, Bombay which read :

"Among others, issue relating to facilitating bipartite relations between Bank Employees' Federation of India and Indian Banks' Association was discussed and it was agreed to finalise and sign a settlement on the lines of the draft annexed hereto at an appropriate and convenient date.

Signed on behalf of IBA : Sd/- A.K. Bakshy. Sd/- B.D. Sumit.
Signed on behalf of BEFI : Sd/- Ashis Sen. Sd/- G.M.V. Nayak

The Annexure stated :

WHEREAS :

1. Participation of Bank Employees' Federation of India (BEFI) in industry level bipartite negotiations and signing of settlements has been a matter of discussion between the Federation and the Indian Banks' Association (IBA) for quite some time.
2. BEFI wrote to IBA on October 5, 1993 that it does not want to reopen any of the past settlements but should be a participant in all subsequent bipartite negotiations.
3. IBA by a letter of October 23, 1993 invited BEFI for a joint meeting on October 29, 1993 at Bombay for finalisation of negotiations and signing of settlements on additional retiral benefits as well as on computers.
4. BEFI sought time to discuss the issues in detail before the settlement could be signed to which IBA agreed.
5. The issues were discussed in a meeting held at New Delhi on 30.11.1993 between IBA officials and BEFI representatives. Arising out of the discussions held

P.T.O.

and the clarifications exchanged, understanding emerged between the parties.

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

- a. In view of the letter dated 5.10.1994 given by the BEFI to IBA referred to in para 2 above, the IBA has already established bipartite relationship with BEFI and has invited it to participate in industry level bipartite negotiations;
- b. The BEFI hereby endorses two industry level settlements on retiral benefits and computerisation signed on 29.10.1994 vide annexures I and II.
- c. The parties to the settlement appreciate the need to promote harmonious industrial relations, better discipline, efficiency and productivity."

.....

We are not surprised by the volte-face by the BEFI on the issue of computerisation in banks, Why? The IBA had a clear impression about the opposition of the BEFI to the issue of computerisation in banks. In this connection we recollect a meeting the undersigned had with the then Personnel Adviser of the IBA, Mr. B.D. Upasani in the year 1983.

On 8.9.1983, the AIBEA/NCBE had signed the computerisation settlement with the IBA and the NOBW had refused to be a party to the settlement. Thereafter, when the undersigned met Sri Upasani, he tried to persuade the NOBW to be a party to the computerisation settlement stating .

"Do not take the opposition of the BEFI to the computerisation of banks seriously. It is only a ruse on the part of the BEFI to get invited to bipartite negotiations in the banking industry. If the IBA were to invite the BEFI for negotiations, its opposition to computerisation will vanish in thin air."

How prophetic Sri Upasani turned out to be! The IBA successfully resisted the entry of the BEFI in the bipartite negotiations for ten years, from 1983 to 1993. When the BEFI is called after ten years, it is ratifying the settlements on computerisation !! What about the 'annual strikes' it called for in the month of September every year on the issue ?

The undersigned had told Sri Upasani that we know that the BEFI's opposition to computerisation was a sham. We had seen how Com. Ashis Sen in his capacity as the General Secretary of the All India Reserve Bank Employees' Association had played a double game in permitting the Reserve Bank to install the Main Frame Computer, while telling his flock to stall the move! Now the BEFI has come out in its true colours!

The BEFI has called upon the Bank employees to go on strike on 17.2.1994 to oppose the privatisation of the banking industry and closure of bank's non-viable branches. Is it serious about its opposition? Time will tell.

With greetings,

Fraternally yours,

sd/-

(K. DEVIDAS PAI)
GENERAL SECRETARY.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION : CENTRAL OFFICE :
(affiliated to N.O.B.W. & B.M.S.) NAGPUR.

28.2.1994.

To ,

All Unit Secretaries.

Dear Friends,

A.I.R.B.W.O. Conference - 1st and 2nd May 1994 at
New Delhi

Further to our earlier communication in this regard all Unit Secretaries are advised to :

1. To hold their Annual General Body Meetings before 31st March 1994, file the annual return and elect AIRBWO CEC members as per numbers indicated against them as under :

<u>Unit</u>	<u>No. of CEC members</u>	<u>Unit</u>	<u>No. of CEC members</u>
1. Nagpur	5	7. Calcutta	2
2. Bombay	4	8. Hyderabad	2
3. Jaipur	2	9. Bangalore	2
4. Kanpur	2	10. Madras	2
5. New Delhi	2	11. Trivandrum	2
6. Patna	2		


All units are requested to clear off their affiliation fees (due if any) towards NOBW¹⁹⁴³ at the earliest under intimation to AIRBWO, Central Office, Nagpur. Prepare a report in brief of the last 3 years activities and forward the same for consideration for adoption in the General Secretary's report before 31st March 1994.

2. The outgoing AIRBWO CEC will be held on 30th April 1994 for adoption of General Secretary's report etc. at 7.00 p.m. sharp at New Delhi. All CEC members are requested to reach New Delhi well in time.

3. All Unit Secretaries are once again reminded to write to New Delhi Unit about their return reservation (if necessary) with list of delegates, draft etc.

With greetings,

Yours sincerely,



(A.N. MOHARIR)
GENERAL SECRETARY

Copy to Shri Venkatachalam, General Secretary, R.B.W.O., Bombay. This disposes off his query vide his letter dated 21.2.1994.

GENERAL SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 1st March, 1994

Dear Friend, *Shri Arun Kumar Ojha, (letter)*

Please find enclosed herewith a Circular issued by Joint Action Committee in connection with the agitational programme. Kindly *arrange* to reproduce the same at your centre and take around efforts to make the struggle a grand success.

With greetings,

Yours sincerely,

A. N. Moharir

(A.N. Moharir)
General Secretary

Encl : as above

JOINT ACTION COMMITTEE
OF
TRADE UNIONS IN BANKS, INSURANCE & FINANCIAL INSTITUTIONS

Post Box No. 528,
State Bank of India Bldgs.,
Bank Street,
HYDERABAD - 500195.

CIRCULAR No.19
TO ALL MEMBERS OF
CONSTITUENT UNITS

Date: 23-02-1994.

DHARNA AT NEW DELHI A BIG SUCCESS
JAC DECIDES ON STRIKE ACTIONS
IN SUPPORT OF DEMANDS RAISED

The Joint Action Committee (JAC) met at Delhi on 21st of this month to take stock of the situation arising out of implementation of agitational programmes so far launched and decide on future course of action in furtherance of the demands formulated and focussed. The JAC with one voice congratulated the participants in the successful Dharna which was attended by more than 2000 employees and officers. The members present, after giving their assessment, were firm in their opinion that for realisation of the demands, JAC will have to intensify its campaign and give further calls for agitation including 'Strike Actions'. As the Government and the Managements of Financial sector are going ahead with the implementation of the recommendations of 'Narasimham Committee' on Banks and 'Malhotra Committee' recommendations on Insurance and closure of Banks/Insurance offices/branches and also the Government is reluctant to permit Wage Revision in Financial sector, the JAC, having left with no other option for realisation of demands, has decided to direct the members of constituent units to observe the following agitational programmes.

- | | | |
|-----------------------------|---|-----------------------------------------------------------------------------------------------------|
| 09-03-1994 | - | Centralised Protest demonstrations during lunch-time at Metropolitan and major urban centres. |
| 15-03-1994 to
19-03-1994 | - | Conventions/Seminars in State Capitals and big centres during this period as per local convenience. |
| 25-03-1994 | - | Protest demonstrations during lunch-time before respective offices all over the country. |
| 26-03-1994 | - | Processions/Rallies in State Capitals and other big centres. |
| 29-03-1994 | - | Centralised protest demonstrations during lunch-time in all State Capitals and big centres. |
| 30-03-1994 | - | Full day Strike |
- Two Days' Strike in May '94 preceded by other forms of agitation.

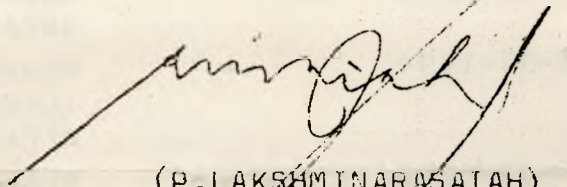
We reproduce hereunder the text of Press Statement released by the undersigned for information of the units.

"The Joint Action Committee (JAC) of Trade Unions in Banks, Insurance and other Financial Institutions has, in its meeting held on 21st February 1994 at New Delhi, decided to further intensify its campaign and agitation against closure of Banks/ Insurance offices and branches, Privatisation of Public Sector Banks, Insurance both LIC and GIC and other Financial Institutions and in support of their Wage Revision, which is overdue in the entire Financial sector. The JAC took serious note of the Government's inaction and apathy in extending pensionary benefits to Regional Rural Banks and payment of arrears of wages to their employees and officers as ordered by National Industrial Tribunal which has been accepted by the Government.

As the Government, the Management of Banks, Insurance and other Financial Institutions are going ahead with implementation of Narasimham Committee recommendations on Banks and Malhotra Committee recommendations on Insurance despite many a protest from all the Trade Unions and are not willing to consider monetary demands within a time-frame, forced by circumstances created by the Government itself, the JAC has drawn up agitational programmes which include a day's strike on 30th March 1994 and Two days' Strike in May 1994 preceded and followed by other forms of agitations. The JAC appeals to the Trade Unions outside JAC to join the agitational programmes. The JAC also solicited the support of the Press and Media for the just cause it has taken up. The JAC further enjoined upon the Government not to pursue the path of confrontation with the Trade Unions but adopt consensus approach in resolving the issues on a satisfactory note."

members of the

We urge upon all constituent units to issue suitable circulars ~~to their affiliates/units/members for observance of~~ the programmes in letter and spirit.


(P. LAKSHMINARASIAH),
CHAIRMAN.

SR*

JOINT ACTION COMMITTEE :::::::::::::::::::::::::::: ZINDABAD!
OUR UNITY :::::::::::::::::::::::::::: ZINDABAD!
OUR SOLIDARITY :::::::::::::::::::::::::::: ZINDABAD!

SR*



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

Date

To,

All Central Executive Committee Members :

N O T I C E

Notice is hereby given that the CEC Meeting of AIRBWO will be held on 30th April, 1994 at 9.30 a.m. at New Delhi to transact the following business :-

- 1) To consider and adopt the General Secretary's Report to be placed before the Conference.
- 2) To approve the draft - resolutions to be placed before the Conference.
- 3) Any other matter with permission of the Chair.

All the members of the Central Executive Committee are requested to reach New Delhi well in time to attend the CEC Meeting.

N A G P U R.

D A T E :- 27th March, 1994.

A. N. Moharir

A. N. MOHARIR,
General Secretary.

Shri Sheoji Singh.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

Date

To,

The Members of General Council :

--: 11th Bi-ennial Conference on 30th April & 1st May - 1994 :-

N O T I C E

Notice is hereby given that the 11th Bi-ennial Conference of AIRBWO will be held on 30th April & 1st May 1994 at New Delhi to transact the following business :-

- 1) To pass the General Secretary's Report for the period December 1990 to 30th April 1994.
- 2) To pass the accounts for the period 1990 to 1993.
- 3) To consider resolutions, 15 days notice of which has been received by the AIRBWO Central Office.
- 4) To elect members of the Central Executive Committee and Office Bearers for the coming two years.
- 5) Any other matter with the permission of the Chair.

N A G P U R.

D A T E :- March 27, 1994.

A. N. MOHARIR,
(General Secretary).

ALL INDIA RESERVE BANK WORKERS' ORGANISATION
(affiliated to N.O.B.W. and B.M.S.)

General Secretary's Report

Presented at
13th Biennial Conference held at New Delhi
on
30th April 1994 and 1st May 1994.

.....

Central Office :
122, Jaiprakash Nagar,
Khamla,
Nagpur - 440 025.
Phone : 220187

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

(Affiliated to National Organisation of Bank workers and Bhartiya Mazdoor Sangh)

GENERAL SECRETARY'S REPORT OF THE ACTIVITIES
CONDUCTED DURING THE PERIOD JANUARY 91 to APRIL 94.
=====

Respected President, Brothers and sister delegates,

1. I welcome you all to this 13th Biennial Conference being held at New Delhi on 30th April 1994 and 1st May 1994. Before going in dwelling with my report let me congratulate you all for successful observance of 8th April 1994 strike which was a unique and a historic one. At the outset I applogise for the delay in holding this conference, which was due in December 1992. Owing to extraordinary situation prevalent in the country in post-Ayodhya, demolished domes and subsequent communal fanaticism, bomb blast at Bombay and other cities so also due to the unprecedented earthquake in the Marathwada region of Maharashtra which claimed loss of thousands of men, women and children, it was not feasible to hold the Conference in time. I am confident you will agree with me. Further, I appeal to all of you to actively participate in the deliberations of the Conference.

2. HOMAGE :

On behalf of you all I pay respectful homages to national dignatories late Revered Sri Kanchi Kamkoti Jagadguru Shri Chandrashekhandra Saraswati, Swami Chinmayanand, Bhauraoji Deoras, Yadavraoji Joshi, Bapuraoji Moghe close associates to RSS founder Parampoojya Dr. K.B. Hedgewar. All the three were great RSS Organisers who spread the national message throughout the length and breadth of our country. Our homages are also due to late Bar. Narendrajit Singh, a known bar at law and U.P. Sanghchalak and late Shri Sharadji Malhotra, Prant Pracharak RSS and KashinathPracharak RSS who died in the bomb blast at Madras RSS Office.

I also pay my tearful homage to those innocent citizens, who were killed in the bomb-blast at R.S.S., Madras Office.

In the Marathwada Earthquake, innumerable persons died and there was an irreparable huge loss of lives and properties. I pay my respectful homages to all of them.

In our Mazdoor Sangh fraternity BMS Vice President late Shri Rambhau Joshi, Central Government Employees former General Secretary Shri W.S. Mitkari, M.R. Borkar Assam and North East region BMS Organiser Shri Achutrao Deshpande died during the period. I pay my respectful homage to them.

The NOBW lost its founder General Secretary Shri B.G. Gour, a retired RBI employee who served the entire Banking Sector and RBI employees as trade union leader of supermost calibre. I pay my respectful homage to him.

We have lost a great worker, a man of conviction and dedication in late Shri Raghuvir Rane of RBI Bombay from amongst our AIRBWO Fraternity. I salute him and pay my respectful homage to him.

Our homages are due to late Shri Rajiv Gandhi who was assassinated near Madras, Com. S.A. Dange the founder of communist movement in India, Achutrao Patwardhan, Freedom fighter, Achut Menon, Ex-Chief Minister (Kerala), Dr.V.K.R.V. Rao a wellknown economist, Kumar Gandharva, Film Director Satyajit Ray, Music Director R.D. Burman, Ramnath Goenka, J.R.D. Tata, Veteran Industrialist and Smt. Tai Apte, Chief of Rashtriya Sevika Samiti.

3. International Scenerio :

During these four years, there has been an epoch making events leaving far reaching impacts on the national and international scene. Due to sudden and premature fall of communist Russia under their last leader Shri Gorbochove the post second-world war power equation between the two imperialist blocks viz. the communist and the capitalist has become totally upset. With the failure of communist regimes in East European countries and disintegration of the erst-while Soviet Union, the bipolar world appear to change as unipolar. The United States of America has thus emerged as the monopoly power centre and has been endeavouring to assume the position of world dictater so far as economic and political matters are concerned. Alongwith U.S.A. the western European community and Japan are also in the race to exploit the Developing countries throwing all scruples into the dust and shamelessly using military powers. The I.M.F. and World Bank are adding fuel into this political crisis and have thus created an imbalance thereby exploiting the third world countries economically.

Unfortunately the present political leadership running the Government have fallen pray to this international armtwisting and have started crawling when they are even not required to bend. Under the circumstances the task of the nationalist forces has thus become difficult, requiring them to fight on both national and international fronts.

3. National Scene :

The Ayodhya incident has created a new awareness about the national identity and the cultural nationalism as against the pseudo-secularism. The 6th December 1992 event jolted the pseudo-secularist, vitiating the political life of the society since independence but also changed in Government's at the centre from Janata Dal to Samajwadi Janata Dal to Congress and saw the minority governments ruling the vast land.

4. Economic Scene :

With the change in the Government at the centre in June 1991, there has been far reaching, violent changes in the economic policies. The immediate exercise given for initiating the liberalisation package in the crisis that has shaken the economy of the country particularly in regard to balances of payment position. What is hidden from people's perception is that it was the earlier dose of liberlisation initiated from 1980 onwards after the second advent of Indira Gandhi and successive policies in pursuance of this 'Open Door' policy to monopoly capital and multinational corporations that resulted in the crisis. At the time of negotiations in 1981 of the 5 billion dollar loan from IMF to butress the sagging economy, the conditionalities imposed by the IMF were exposed aggravated by the enormous commercial borrowings to underwriter profligate spending by the Rajiv Gandhi Government in favour of

enlist consumption and for the benefit of Rich which was resulted in serious accentuation of crisis to the levels pin pointed in 1991 as warranting further dose of liberalisation. For the disease caused by the earlier dose of poison of liberalisation administered the remedy prescribed is a higher doze of the same poison. The conditionalities of IMF and World Bank to have become more stringent and demands of world imperialism to throw open the Indian Market for exploitation has become more stringent. No sector of the economy, no productive activity no industry, no services should be left unaffected. There must be free entry of multinational finance, industry, technology and services. The demand comes through bilateral process of individual imperialist countries exerting pressure on India as in the case of the US under Super 301 and Special 301 of their omnibus trade laws. It also comes through multinational process in the form of conditionalities from IMF, World Bank, through Dunkel Proposals and the GATT agreement signed recently. The warning of the BMS in its 1991 Vadoddara session has come true so also the need to respond to its call to revive Swadeshi movement.

5. Banking Industry and RBI :

The era of structural reforms is also set in this period. The financial institutions in particular and the public sector in general are subjected to drastic changes, both in their structure and functions. The Banking Industry faces the maximum thrust of the change. The new Government at the dictates of IMF and World Bank, ventured on a path chalked by these institution. The result has been complete reversal of policies pursued after nationalisation. The new protagonists of liberalisation and globalisation sought the opportunity and have now marching on to dismantle the public sector banks while at the same time inviting foreign banks to grab the lucrative class business leaving less remunerative mass banking for public sector.

6. Narsinha Committee Report :

The committee appointed by the Government for reforms in financial sector obliged by writing the recommendations tailored by international agencies. The Government has commenced implementation thereof while arranging discussions with trade unions. The NOBW, our parent body, has participated in these discussions to put forth the BMS/NOBW's views on the whole subject, while educating the workmen outside on the nature and impact of the reforms. The challenges before the Banking Industry are in the form of (1) merger of banks (2) the closure of banks (3) the redundancy of manpower is being injected through higher doses of computerisation (4) subjecting the Indian Banking System to competition with foreign banks.

7. In RBI :

When the Government of India through RBI directed the public sector banks by the appointment of Narsinha Committee, for the above structural reforms, and for carrying out the new capitalist economic policies, it has also appointed the several committees viz. Raj Committee, Nayak Committee, Marathe Committee/for structural changes in the RBI. The largescale computerisation in all most all important departments of the Bank, short-sizing the Exchange Control Department, proposal of Currency Corporation of India, alluring and / Ferguson Co.

corrupting the recognised All India Reserve Bank Employees Association by making partner to implement the process of minimising the work force - viz. the so called Joint Study Team Report. The first part of JSTR has closed promotional avenues of hundred of Cash Department employees by offering absolutely NIL percentage of promotion. The second part of which is in the offing by virtue of the proposed agreement between AIRBEA-RBI will add to horrible agonies to staff. The Note Counting Machines, Ledger Posting Machines, installation of additional computers are in their stock. The implementation of the same will make redundant nearly the existing 65% staff. Unfortunately the recognised union is ensuring vigorously the success of the RBI's policies, particularly has become duty-bound as the agent of RBI when its parent body shamelessly made voltface by signing computerisation agreement, the issue was at least on a face value being opposed by BEFI.

8. Joint Action Committee :

The Joint Action Committee was initially consisted of AIBOC, NCBE and BEFI and was agitating on the issue of pension, bonus, wage revision and against privatisation/closure of banks. The leaders of JAC called on BMS Office on 21st April 1993 and invited BMS-affiliates in financial sector to join it. The BMS advised the NOBW/NOIW/NOBO/AIRBWO to join JAC by following usual rules of joint front. When we received written communication from the Chairman of JAC, we joined the JAC on 12th October 1993, for common issues of pension as third retiral benefit, bonus (for RBI employees also), early wage revision and against privatisation. Out of these issues, the Pension issue was resolved by settlement between the JAC and IBA which is applicable to RBI employees also, while on other vital issues the Government of India/IBA have been adopting delayedalling tactics. We have, therefore, decided to continue ourselves in JAC for common demands. The AIRBEA did not join the mainstream of JAC. Even then, the AIRBEA and BEFI, though the members of JAC, observed separate strike of 17.2.1994 with AIRBEA. The AIRBEA by writing letters to NOBW shown willingness for joint or synchronised action with JAC. The strike call of 8th April 1994 was a successful attempt whereby action against the Government policy of privatisation, closure of branches, merger of banks and for early wage revision, bonus etc. was materialised.

Since the Government policies and measures which are forthcoming are at the dictates of international agencies, regardless of their destructive implications for our country, we ought to remain alert and prepared for sustained actions, joint/synchronised. However, in all such struggles AIRBWO shall seek BMS advice.

9. Organisational Matters :

During the period under review the Central Executive Committee meetings were held as below :

19.08.1991	New Delhi.
29.02.1992	Nagpur.
23.06.1992	Jaipur.
9.01.1993	Nagpur.
26,27.12.1993	Kanpur.

Apart from organisational growth, the unit functioning was streamlined and as present our units at Trivandrum, Madras,

Hyderabad, Bombay, Nagpur, Calcutta, Patna, Jaipur, Kanpur, Lucknow, and New Delhi are functioning in better manner. The membership has shown steady growth at Madras, New Delhi, Patna and Nagpur. The Bangalore unit functioning was tampered. The corrective steps are being taken to bring the unit on proper line. At Madras some like minded employees have joined our organisation. At Delhi many employees joined RBWO, New Delhi after heavily disgusted of the bad experience of comrades-AIRBEA.

10. Issues before AIRBWO :

i. AIRBWO's right to negotiate on RBI employees demands :

In the year 1990, the Khatri Tribunal gave its Award that AIRBWO has an inherent right to negotiate with RBI on Charter of Demands and other problems. In the year 1991, the Award was challenged by the RBI Management before Bombay High Court and obtained stay over the Award. We moved an application (thrice) for early hearing. In spite of this the case could not come up for hearing. Presently the case is now listed on the board and may come up for hearing either in this month or after the summer vacation.

ii. Wage fixation case - Employees promoted from Class IV :

You are all well aware that our Bombay unit has taken up the case of erroneous pay fixation case and allied matters with Labour Commissioner (Central) and raised an Industrial Dispute under Industrial Disputes Act, 1947. After prolonged conciliation the dispute ended in failure. The Government of India referred the matter for adjudication to Industrial Tribunal Bombay. During the proceedings our Bombay unit desired that AIRBWO should also become the party to the dispute. Accordingly the application was immediately filed. However, in the absence of the Presiding Officer to hear the case, the matter was *lâs pendis* till his appointment. The case is now fixed for hearing on 3rd May 1994.

iii. The Joint Study Team Report :

As the number of employees were aggrieved by the recommendations vis-a-vis implementation thereof, we raised an Industrial Dispute. The dispute ended in failure and the Central Government refused to refer the dispute on the flimsy grounds. We have challenged the Central Government Order before Nagpur Bench of High Court of Judicature at Bombay. Although the case is admitted one year before no hearing is held till this date.

iv. Pension Case :

AIRBWO raised the issue of third retiral benefit through Hon'ble Shri B.L. Sharmaji, M.P., Shri Madanlalji Khurana, the M.P. and new Chief Minister of New Delhi alongwith Hon'ble Shri Ram Kapse, M.P. with the Finance Minister. However, the Ministry replied in a negative manner.

v. Recognition to AIRBWO :

Hon'ble Shri L.K. Advani, B.L. Sharma, Ram Kapse, K.L. Sharma has raised the issue of our recognition and requested the Central Government to direct the RBI to withdraw the case on the ground that the said case is against the judgement of Central Government appointed Tribunal. The Central Government refused to see reason.

6i. Incentive increment to sportsmen/women for achieving excellence in their respective fields :

With a view to encourage players and in recognition of their merit the Central Government issued orders (Order No. 85 of 1985) granting them advance increments thereby rewarding them for their excellent performance. Bank of India, State Bank of India, Bank of Maharashtra and many other nationalised banks have also introduced such scheme. In RBI no such scheme is either introduced or exists and the outstanding players are deprived of such rewards. We have taken up the matter with the RBI authorities and the response is awaited.

11. Agitation and Action programmes :

During the period under review the following action was taken at the call of NOBW and JAC.

- 11.6.1991 Badge wearing programme to demand pension as third retiral benefit, against computerisation.
- 18.6.1991 Dharna as per the call of National Staff Coordination Committee - Financial institutions.
- 30.8.1991 Dharna - All over India.
- 28.9.1991 Burning of multi-national goods call of BMS was observed.
- 27.3.1992 Holi of Narsimha Committee Report.
- 25.5.1992 to 29.5.1992 Demands week
- 6.6.1992 to 11.6.1992 BMS warning week by courting arrest.
- 7.1.1993 Dharna by NOBW for interim relief negotiation with NOBW, Recognition of AIRBWO, Pension, Bonus to all, lifting ban on recruitment, formation of Autonomous Banking Corporation.
- 24.4.1993 BMS Rally was attended by large number of activists.
- 11.5.1993 to 12.5.1993 Two days strike call was withdrawn in view of the assurance by the Govt. for pension.
- 4.10.1993 Synchronising strike call was deferred in view of Latur earth quake.
- 2.11.1993 Indefinite strike call was withdrawn in view of the pension settlement on 29.10.1993.

12. Earth quake hit - relief fund :

In view of our call all units responded and rushed to the help of earthquake hit people and collected huge amount as Earth quake hit Relief Fund which subsequently was handed over to the concerned State/Central authorities or Earth Quake Relief Committees. AIRBWO's all units responded as one family and identified itself with victims agonies.

13. Brief report on the Unit activities :

i. Reserve Bank of India Staff Organisation, Calcutta :

All agitational as well as other action programmes were observed with all the sincerity. While preparation of Charter of Demands the four major items - suggestions put forth by our unit were accepted. We felt honoured.

Earth quake Relief Fund - The Latur - Maharashtra Earth quake and loss of lives, rocked us and as humble duty on our part although the unit is comparatively new and small we have collected relief fund for the cause - Latur Earth Quake and North Bengal Flood hit and deposited to Bharat Sevaram Sangh.

are

Cultural Fate was Organised. We/happy to inform the delegates that the Manager, R.B.I., Calcutta attended and praised profusedly. It is to be noted here that never before the Manager, RBI, Calcutta attended any cultural function organised by unrecognised union.

ii. Reserve Bank Workers Organisation Patna :

कालबद्ध प्रोन्नति. नकदी विभाग को पुनर्संरचना के लिए संघ के क्रम में रिजर्व बैंक के माननीय गवर्नर को ज्ञापन भेजा गया. इस क्रम में 25.9.91, 4.10.1991, 11.10.1991 एवम् 22.10.1991 के कार्यक्रम को सफलतापूर्वक किया-वन किया गया. छत्री ट्रिब्यूनल के ऐतिहासिक फैसले पर मुख्यद्वार पर विजय प्रदर्शन किया गया. एवार्ड के लागू करवाने के लिए संघ के कई कार्यक्रम आयोजित किये गये. स्थानीय डाक बंगला चौराहे पर केन्द्रिय कर्मचारियों/बैंक/सार्वजनिक क्षेत्र/डाक/बीमा के प्रतिनिधियों द्वारा केन्द्र सरकार के औद्योगिक नीति/पेंशन/महंगाई के मुद्दे पर संयुक्त एक दिवसीय धरना में हमारे सदस्यों की सक्रिय भागीदारी रही.

सेवानिवृत्त के तृतीय लाभ के रूप में पेंशन, सेवा शर्तों में सुधार हेतु 6 सितम्बर 1991 को देशव्यापी हड़ताल इस केन्द्र पर सफल रहा.

24.9.1991 को रिजर्व बैंक के मुख्य द्वार पर स्वदेशी आंदोलन के तहत विदेशी वस्तुओं की होली जलाई गई एवम् आम सभा का आयोजन किया गया. इस अवसर पर विदेशी उत्पादों को सूचि भी प्रकाशित एवम् प्रसारित की गई. एसोसिएशन के प्रदाधिकारियों के शहर मान्य परम्पराओं/नोटियों के विरुद्ध प्रेषण कार्य के अवर्तन में छात्रसंघ के विरुद्ध सफल संघ वलाया गया. इस मामले में स्थानीय मुद्राधिकारियों के तानाशाही और अडियल रूढ़ के कारण संघ लम्बा एवम् तोखा हो गया. 28.1.1991 को इस सम्बन्ध में एक ज्ञापन दिया गया. इसी क्रम में नकदी विभाग में कार्यरत 101 सदस्यों के हस्ताक्षर से युक्त एक ज्ञापन 31.1.1991 को स्थानीय प्रबंधक को दिया गया. अंततः मुद्राधिकारियों को अपना आदेश वापस लेना पड़ा.

लोक सभा के 1991 के चुनाव में प्रतिनियुक्त कर्मचारियों के विराम भत्ता के सम्बन्ध में ज्ञापन प्रस्तुत करके एवम् प्रबंधन से वार्ता करके अग्रिम की राशि में बढ़ोतरी करवाई गई. उत्तर प्रदेश में आए विनाशकारी भूकंप से पीड़ितों के सहायताार्थ यहां के कर्मचारियों द्वारा संगृहीत रु. 3,400/- की सहयोग राशि ड्राफ्ट द्वारा उत्तरांचल भूकंप पीड़ित सहायता समिति को भेजी गई. प्रबंधन के साथ दुर्व्यहार के तथाकथित आरोप में चतुर्थ वर्गीय कर्मचारियों

यूनियन के दो सदस्यों के निलम्बन के विरोध में ६.१.१९९२ को हड़ताल में आर्गेनाइजेशनने सहयोग दिया और कर्मचारी एकता का परिचय दिया.

एच.एन. रे कमिटी एवम् नरसिंघम कमिटी के रिपोर्ट के विरुद्ध प्रदर्शन एवम् जन जागरण अभियान चलाया गया. नरसिंघम कमिटी को रिपोर्ट के होली का दहन का कार्यक्रम दिनांक २७.३.१९९२ को क्रियान्वित किया गया. वनवासी कल्याण केन्द्र के सहायतार्थ निधि जगह का अभियान चलाया गया. तथा संयुक्त अध्ययन दल के अनुशंसानों के विरुद्ध संघ के कार्यक्रम को आयोजित किया गया. केन्द्र सरकार के नई आर्थिक एवम् औद्योगिक नीति तथा बहुराष्ट्रीय कम्पनियों के आक्रमण के विरुद्ध ७ जून १९९२ से १३ जून १९९२ तक वेतावनी सप्ताह मनाया गया और बड़े पैमाने पर गिरफ्तारियां दी गयीं. १७ जुलाई १९९२ को अम्बेदकर चौक पर एक दिवसीय सामूहिक उपवास का कार्यक्रम आयोजित किया गया. २३ जनवरी को आयकर बौराहा के पास एक दिवसीय धरना का कार्यक्रम हुआ. १७.११.१९९२ को बैंक के तानाशाही रक्ये एवम् ट्रेड यूनियन अधिकारों पर हमले के विरुद्ध द्वार प्रदर्शन का आयोजन किया गया.

२९ मार्च १९९३ को एन.ओ.बी.डब्ल्यू. अ.आय.आर.बी.डब्ल्यू.ओ. के आठहानपर अपने मांग पत्र पर वार्ता हेतु एक दिवसीय हड़ताल सत-प्रतिरत सम्मल रहा.

२० अप्रैल १९९३ को दिल्ली के लाल किले के मैदान में भारतीय मजदूर संघ के आठहानपर श्रमिक समागम भी इस केन्द्र की भागीदारी रही.

iii. Reserve Bank Employes Association, Nagpur :

Our affiliate conducted All India Sports Meet at Nagpur and our Nagpur Unit was accorded the role of chieftan and dominance. Similarly the unit won the election for sport club and credit society (body elected is for five years duration) with thumping majority and deserves a pat for enviable feat.

Show Cause Notice to our General Secretary AIRBWO Shri A.N. Moharir and other office bearers of the unit. With a view to improve the customer service regarding currency circulation a Press Conference was held which was widely published in all the leading news papers. The RBI Management issued Show Cause notice to S/Shri A.N. Moharir, General Secretary AIRBWO, M.M. Tare, K.W. Bawane, President and Secretary respectively of Nagpur Unit for holding the Press Conference. The management was wrong as the corrective actions were subsequently taken immediately after the press conference. The action of the unit was fully justified in holding the press conference in the country's democratic set up and specially when the management choose not to discuss the internal issues amicably across the table. The unit strongly agitated against the vindictive action. Our other units, BMS affiliated units at the Vidarbha level and the local press supported us and the RBI management was left with no other alternative except to close the matter. Nagpur Unit thanked all those including local press, Tarun Bharat which took a special column on the issue.

iv. Ladies wing of All India Reserve Bank Workers Organisation, Bombay :

I am very much glad to report about the functioning of our Ladies Wing of All India Reserve Bank Workers Organisation. After taking over as the first ladies wing-in-charge of AIRBWO in the year 1990 on the occasion of 10th Biannual Conference at Thiruvananthapuram, I had a great pleasure to work with our all India team.

It was a new experience rather experiment for me to activate our lady members in the functioning of our beloved organisation. To begin with I tried to collect some information regarding our lady members in various centres through the Unit Secretaries, but regret to note that a very few centres responded the very first correspondence. Perhaps, they also had a first experience of this kind.

From the point of view of contacting lady employees in RBI in different centres, I wrote a letter to Women's Forum at Bombay, Guwahati, New Delhi and Bangalore. I also met Bombay and New Delhi women of Women's Forum personally. They were quite pleased to meet me and discuss various topics.

Due to non-receipt of invitation, I could not attend the gathering at Bangalore although they were wishing for my attendance. I deeply regret for the same, rather really feel a sense of missing a golden opportunity to meet our lady members at Bangalore who are brave enough to run the Bank in the historic strike of 42 days in the year 1988.

Whenever I had a chance to visit any centre by way of Central Executive Committee Meetings, I met women at New Delhi, Jaipur, Nagpur and Kanpur. There was an enthusiastic response from them and we had meaningful dialogues.

a result of
I also had correspondence with some ladies in Nagpur, Patna, Kanpur and Madras and tried to solve their problems. Some of their problems were solved successfully as which they were quite happy. In Bombay, I am always in touch with ladies for their problems and we get them solved locally.

This was just a beginning of my efforts to know and encourage our lady members all over India. Now there are lady members holding important posts like committee members, office bearers of some units, credit societies, consumers societies, sports clubs, women's forums, cultural activity centres etc. I wish our lady members should ~~not~~ contribute more and more actively in our day-to-day activities. They should come closer and closer, know each other personally and should be able to be proud of being the members of our organisation.

I was fortunate enough to contribute the demands important to lady employees while framing our Charter of Demands submitted to the RBI. In case Bank calls us for negotiations, I am quite confident that the ladies demands will be put forcefully before the management.

If time permits, I wish to hold a separate meeting of our lady activists from all the centres. Wishing all of you a successful and bright future. I am very much thankful to all of you for giving me a chance to serve our AIRBWO and once again thanks for bearing with me.

14. JAC's Fresh programme of Action :

The JAC which met at Calcutta on 10th April 1994 after the total success of 8th April 1994 strike decided further sustained but powerful struggle for realisation of various demands. As a sequel to this JAC decided to observe the following programme.

- | | |
|-----------------------|-------------------------------------------------------|
| 2nd and 3rd June 1994 | - Two days Strike |
| August 1994 | - Two days strike (date will be announced later) |
| October 1994 | - -do- |
| Indefinite strike | - If circumstances warrant, this : could be advanced. |

15. An appeal :

The BMS has given a clarion call of struggle known as 'II War of Independence against economic imperialism'. A question is often asked can we undertake the task? Can we succeed in this struggle? The answer is clear. Have we any other option? And if AIRBWO - NOBW - BMS do not undertake and accomplish this task who else can? With this confidence we have to move forward in struggle. Our cadets should not only implement the programme in RBI but motivate public opinion which alone can succeed in compelling the government to give up the ill-conceived path it has taken at the behest of imperialism and its agencies, the IMF and World Bank. This is a patriotic task we shall undertake with the conviction, we can protect the process of self-reliance (Swadeshi) economic development and in the ultimate analysis the very sovereignty of India which stands threatened.

16. Thanks :

I am very much thankful to our BMS and NOBW officials, particularly S/Shri R.K. Bhakta, then General Secretary, Shri Ramanbhai Shaha then President of BMS, Shri Abaji Puranik, former General Secretary, NOBW and Shri N.A. Prabhu, General Secretary, NOBW for their valuable help and guidance in discharging my duties and also to our President Shri P.S. Putturaya and all CEC members and activists of AIRBWO for their unstinted support. Last but not the least to all of you delegates and members of AIRBWO for your kind support in bearing with me.

With happy greetings and fighting salute.

Brotherly yours,

(A.N. MOHARIR)
GENERAL SECRETARY.

30.4.1994.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION
CENTRAL OFFICE : NAGPUR
INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED.....

EXPENDITURE	31.12.89	31.12.90	31.12.91	31.12.92	31.12.93	INCOME	31.12.89	31.12.90	31.12.91	31.12.92	31.12.93
STATIONARY & PRINTING	1,375.00	2,770.00	2,558.70	5,442.35	6,159.50	INTEREST	10,998.58	8,975.34	46,323.46	40,617.37	24,782.29
POSTAGES & TELEGRAM	2,805.00	1,850.00	1,557.00	4,715.50	6,705.75	AFFILIATION FEES					1,956.00
TRAVELLING EXPENSES	21,675.00	15,100.00	9,897.50	9,250.00	17,045.95	SOUVENIR COLLECTION		1,03,000.00			
LEGAL EXPENSES	-	1,152.00	40,407.00	37,840.00	4,240.00	SOUVENIR COLLECTION ^{BOHART}		22,600.00			
DONATIONS				10,000.00	2,604.00	SOUVENIR COLLECTION ^{A. I. R. B. W. O.}			20,400.00		
MISCELLANEOUS EXPENSES			1,495.00			SILVER JUBILEE COLLEC.	73,000.00				
MEETING EXPENSES						SETTLEMENT - LEVY		64,973.00			
SOUVENIR EXPENSES			9,904.57			DONATION				500.00	
OTHER EXPENSES											
CYCLOSTYLING, XEROX	612.00	2,221.00									
TELEX CHARGES	350.00	478.00									
C. E. C. EXPENSES	3,000.00										
CONFERENCE EXPENSES	-	36,700.00									
RENOVATION OF OFFICE	-	10,000.00									
MOMENTO (BAGS)	-	6,500.00									
MEETING EXPENSES	-	12,808.00									
EXCESS OF INCOME OVER EXPENDITURE	54,181.58	1,10,569.34	903.69			<i>expenditure</i> EXCESS OF INCOME OVER EXPENDITURE <i>income</i>				26,130.48	10,016.91
	83,998.58	1,99,548.34	66,723.46	67,247.85	36,755.20	TOTAL	83,998.58	1,99,548.34	66,723.46	67,247.85	36,755.20

(P. S. Putturaya)
PRESIDENT

(A. N. Moharir)
GENERAL SECRETARY

(K. W. Bawane)
TREASURER

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

BALANCE SHEET AS ON

LIABILITIES	31.12.89	31.12.90	31.12.91	31.12.92	31.12.93	ASSETS	31.12.89	31.12.90	31.12.91	31.12.92	31.12.93
CAPITAL RESERVE											
Balance as per last B/S	97,015.70	1,51,197.28	2,61,766.62	2,62,670.31	2,36,539.83	Cash in Hand	167.82	772.86	2,462.41	317.46	71.20
Add: Excess of Income over Expenditure	54,181.58	11,056.34	903.69			Cash at Bank	15,522.46	22,486.76	26,700.90	52,715.37	2,944.72
Less: Excess of Expenditure over Income				26,130.48	10,016.91	Library Books	2,430.00	2,430.00	2,430.00	2,430.00	2,430.00
<i>Sub Total</i>	1,51,197.28	2,61,766.62	2,62,670.31	2,36,539.83	2,26,522.92	Type writer	1,782.00	1,782.00	1,782.00	1,782.00	1,782.00
						Furniture	3,295.00	3,295.00	3,295.00	3,295.00	3,295.00
						Fixed Deposits	1,25,000.00	2,30,000.00	2,25,000.00	1,75,000.00	2,15,000.00
						Telephone Deposit	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
						Advances	2,000.00	-	-	-	-
	1,51,197.28	2,61,766.62	2,62,670.31	2,36,539.83	2,26,522.92	TOTAL	1,51,197.28	2,61,766.62	2,62,670.31	2,36,539.83	2,26,522.92
						DEPOSITS:					
						As per last B/S	50,000.00	125,000.00	230,000.00	225,000.00	175,000.00
						Less: withdrawal during the year		20,000.00	35,000.00	50,000.00	10,000.00
						Add: Deposited during the year	75,000.00	125,000.00	30,000.00	-	50,000.00
						TOTAL	1,25,000.00	2,30,000.00	2,25,000.00	1,75,000.00	2,15,000.00

(P. S. Putturaya)
PRESIDENT

(A. N. Moharir)
GENERAL SECRETARY

(K. H. Bawane)
TREASURER



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khandla, NAGPUR 491002
Ph. 220187
Date 15.05.94

Ref. No : Circular No. 1/AIREWO/94.

Friends,

--: 13th AIRBWO CONFERENCE AT NEW DELHI :-
(30th April and 1st May-A grand Success)

.. Join the struggle of "II war of Independence against economic imperialism" ..

1. The 13th AIRBWO Conference at New Delhi on 30th April and 1st May 1994 was a grand success. Representatives and delegates from all the centres of AIRBWO attended in large numbers. The host unit the Reserve Bank Workers Organisation, New Delhi had made excellent arrangements of lodging and boarding at Hindu Mahasabha Bhavan, New Delhi. The inaugural session was held at the nearby Satyamurthy Auditorium.

The conference was inaugurated by Shri Gumanmal Lodha, Ex-High Court Chief Justice Assam and M.P. (BJP) by lighting a lamp. In his inaugural speech Shri Lodha stressed the need to fight the economic onslaughts by IMF, World Bank, GATT & Dunkel. The Conference was addressed among others by Shri G. Prabhakar, former General Secretary, BMS, Shri Baikunthlal Sharma, a giant killer (defeated Shri H.K.L. Bhagat, former Central Minister) M.P., BJP.

2. The delegate session passed the General Secretary's report for the period December 1990 to April 1994 dealing with international, national, banking in general and RBI in particular as also AIRBWO activities during the period. The Treasurer, Shri K.W. Bawane, presented the accounts for the years 1990-94 and were passed unanimously. The delegates also deliberated on various resolutions on

- 1) Incentive increments to sportsman/women for achieving excellence in their respective games.
- ii) On early wage revision and 15% interim relief.
- iii) On implementation of Government policy on recruitment of SC/ST and OBC etc.
- iv) JSTR.
- v) Time bound promotion.
- vi) Bonus.
- vii) On struggle for economic independence and swadeshi movement, and 4 other major issues facing RBI employees.

3. The conference had a unique privilege and honour to hear Shri Madan Das Devi, Sahasarakaryawah, Rashtriya Swayam Sewak Sangh. In his inspiring speech Shri Deviji stressed the need of social awareness and unadulterated commitment to serve the mother land. The delegate session concluded with the informative and guiding address by Shri Abaji Puranik former General Secretary, N.O.B.W.

4. The delegates unanimously elected the following office bearers for the next term, the list of which is reproduced here below.

- 1) President : Shri P.S. Putturaya (Bangalore).
- 2) Vice President : Shri Shioji Singh (Patna).
Shri G.C. Kappor (New Delhi).
- 3) General Secretary : Shri A.N. Moharir (Nagpur).
- 4) Dy. Gen. Secretary : Shri S.N. Shukla (Kanpur).
- 5) Org. Secretary : Shri Arunkumar Ojha (Patna).
- 6) Secretary : Shri A.Y. Dandekar (Nagpur).
Shri A.S. Ramamurthy (Madras).
Shri B. Venkatachalam (Bombay).
- 7) Treasurer : Shri K.W. Bawane (Nagpur).
- 8) Ladies Wing Incharge : Smt. N.M. Deo (Bombay).
- 9) Central Executive Committee Members :
Nagpur : Shri S.G. Risaldar, Avinash (Nana) Deshpande
New Delhi : Shri S.C. Bhatiya, Shri K.B.B. Singh.
Kanpur : Shri D.K. Shrivastava, Shri R.K. Savita.
Bombay : Shri N.K. Suryakumar, Shri S.P. Deodhar.
Patna : Shri Vinodkumar Singh.
Madras : Shri N. Logenathan.
Trivandrum : Shri K.S. Unnikrishnan, Shri N.M. Ganapathy.
Hyderabad : Shri P.V. Manmadha Reddy, Shri C.P. Verma.
Jaipur : Shri Gheesalal Sharma, Shri Ashok Sharma.
Calcutta : Shri Chinmoy Bhattacharya, Shri R.K. Pal.
Lucknow : Shri Panindranath Chaturvedi.

NOBW Conference at Indore : The NOBW Conference was held at Indore on 24/25th April 1994. Shri D.B. Thengadi, Shri Ramanbhai Shah, Smt. Sumitra Mahajan, M.P. (BJP) addressed and guided the deliberations. S/Shri A.N. Moharir, P.S. Sapro are elected as Vice President and Dy. General Secretary respectively and S/Shri K.S. Unnikrishnan, G.C. Kappor & R.S. Pathak are ~~selected~~ elected as Central Committee Members of NOBW.

A N Moharir
(A.N. MOHARIR),
General Secretary.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR-440025

Ph. 220187

Date 15.05.94

Ref. No.

To,

All Unit Secretaries,

Dear Friends,

Sub. :- Donations for NOBW.

The NOBW Central Committee held at Indore on 21st Jan. '94 has decided to appeal for donation of Rs. 20/- per member on the eve of 11th Conference of NOBW to meet the expenses. The said decision was reiterated at the pre Conference NOBW CEC held at Indore on 23rd April '94. We therefore appeal all our units to respond to the call and make the collection drive a grand success.

The collection made in this regard be directly remitted to NOBW Central Office Nagpur by D.D./Cheques etc.

Kindly acknowledge.

Brotherly yours,

A. N. Moharir

~~SHRI~~ A. N. MOHARIR,
(General Secretary).

ALL INDIA RESERVE BANK WORKERS ORGANISATION : CENTRAL OFFICE :

N A G P U R.

(Affiliated to NOBW and BMS)

Address

(Please treat this letter as
CONFIDENTIAL)

A.N. Moharir,
General Secretary,
123, Jayprakash Nagar,
.Khamla, Nagpur.

To,

All Unit Secretaries.

Dear Friends,

A.I.R.B.W.O., Office Bearers Meeting -
14.08.1994 at Nagpur - Decisions -

x Consideration
The AIRBWO Office bearers meeting was held at Nagpur on 14.08.1994 to have a critical review of the FOUR SETTLEMENTS signed between the AIRBEA and RBI on 20.7.1994. After taking into all aspects of the settlements and prolonged discussions the AIRBWO felt the settlements are the severe blow on the R.B.I. employees interest and a drastic downgraded change in the service conditions which will ultimately render thousands of employees services as redundant.

The AIRBWO viewed this development and TOTAL SURRENDER by AIRBEA with great concern and decided to launch a powerful sustained countrywide agitation, compaign ~~x~~ against these anti-employee settlements. In this backg~~nd~~ drop the AIRBWO office bearer have taken the following decisions.

PHASE I.

1. Conduction of education campaign through circulars, holding protests demonstration, rallies etc. at unit level. Units are required to take out (two or three) circulars copies of which will be forwarded AIRBWO Central Office - Nagpur by 31st August 1994.

2. ALL INDIA MEMORANDUM : On receipt of these circulars from units the AIRBWO will prepare a comprehensive memorandum to be submitted on 6.9.1994 to Governor, R.B.I. through local Manager. Printed copies of the same will be sent by AIRBWO in adequate number for submission as well as circulation amongst the RBI staff at centres.

The impact of this agitation, circular, prevailing at units be assessed and report should be forwarded to AIRBWO Central Office - Nagpur for taking general assessment.

OTHER IMPORTANT INSTRUCTIONS :

Units are required to communicate :

- i. The date of disbursement of arrears being paid on account of advance increment ~~of~~ or Rs. 310/-.
- ii. The probable or actual date of installation of Note Counting Machines.

Legal Action : Units will be informed at the appropriate time about the legal action to be taken by units as well as AIRBWO. Necessary formats will be forwarded to units by AIRBWO.

Leavy Collection

The AIRBWO decided to collect Rs. 100/- per member as levy on payment of arrears. 10% of the levy collected

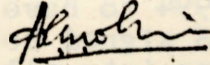
: 2 :

should be forwarded to AIRBWO as All India share and 90% be retained by the Units.

Unit Secretaries are requested to be vigilant and in close contact with the AIRBWO Central Office for uniform All India Actions.

With fighting greetings.

Yours sincerely,



(A.N. MOHARIR)
GENERAL SECRETARY.

19.8.1994.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR-440 025

Ref. No. _____

Date 29.9.1994.

To,

ALL UNIT SECRETARIES

Dear Friends,

Bombay High Court Judgement.

As the Bombay High Court Judgement dated 16.9.1994 is a land mark in the industrial relationship between the RBI - AIRBWO and a significant victory, the AIRBWO and its units are required to move fast to consolidate this gain and to effect the implementation of the judgement. We are directing the units the following two actions (1) All India Level and (2) on unit level.

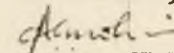
1. ALL INDIA LEVEL : Mass deputation to Manager on 7.10.1994 (Copy of the memorandum to be submitted by unit is enclosed). Acknowledged copy of the memorandum to be forwarded to AIRBWO CO Nagpur with the detailed report of the programme urgently.

2. UNIT LEVEL : On unit level a letter (proforma is enclosed) to be submitted. Unit Secretaries are requested to enlist the issues on unit level and include the same in the letter. The demand letter also should be submitted in Mass Deputation. The Mass Demonstration should be held shouting slogans before submission of the letter. An acknowledgement should be obtained. The copy of acknowledged memorandum be forwarded to AIRBWO Central Office, Nagpur immediately. The local programme may be observed after Dussera i.e. 15th and 16th October 1994.

Please make the above programmes massive and a grand success.

With greetings,

Brotherly yours,



(A.N. MOHARIR)
GENERAL SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jalorakash Nagar,
Khanla, NAGPUR 440 025

~~Can the unit's letter be read.~~

Ref. No.

PROFORMA OF DEMAND LETTER

Date : 29.9.1994

20.10.94

The Manager,
Reserve Bank of India,
PATNA

Dear Sir,

Conciliation Meeting on Local Issues

Apropos specific directions dated 16.9.1994 given by the Hon'ble Justice Shri Tipnis in the writ petition No. 1639 of 1991 filed by RBI, I am directed to convey you to hold an emergent meeting of the Chief Office bearers of our organisation viz. Reserve Bank Workers' Organisation (Regd. No. 2411) and

Name of Unit

affiliate of AIRBWO, Central Office, Nagpur to conciliate on the local issues listed below at the earliest. From our side S/Shri, Sheojee Singh, vice-President AIRBWO

(Name of the persons with designation)

shall attend the said conciliation meeting.

In view of the urgency of the problems I am further directed to communicate you to apprise ~~xxxxxx~~ us your intention to call and hold the said conciliation meeting within two days from the receipt of this letter failing of which shall be construed that you do not wish to honour the directions given by the Hon'ble Khatri Tribunal and confirmed by the Hon'ble Justice Shri Tipnis vide his verdict dated 16.9.1994.

In the meantime you are requested to acknowledge the receipt of this letter.

Thanking you,

Yours faithfully,
for and on behalf of Managing Committee

SECRETARY.

- 1. Asun Kumar Gpta, Orgn. Secy. AIRBWO
- 2. Ramkishore Palthak, President, RBWO
- 3. Vinod Kumar Singh, Gen. Secy. RBWO

रिजर्व बँकेस चर्चा करण्याचा आदेश

प्रतिनिधी

नागपुर: ऑल इंडिया रिजर्व बँक वर्कर्स ऑर्गनाइजेशनने (आ.म.सं. नागपुर) दाखल केलेल्या मागणीपत्रावर विचार न करून रिजर्व बँकेने अन्याय केल्या आहे. यापुढे रिजर्व बँकेने एअरबोने रिजर्व बँक कर्मकात्यांतोने केलेल्या मागणीपत्रावर विचार केलाच पाहिजे' असा आदेश मुंबई उच्च न्यायालयाचे न्यायमूर्ती श्री. टिपणीस यांनी आपल्या १६ सप्टेंबरच्या निकालपत्रात दिलेला आहे.

पत्राव्यक्त वनरक्षकांचे

रिजर्व बँक वर्कर्स ऑर्ग. के मांग पत्र पर विचार करें

कार्यालय संवाददाता

नागपुर, २९ सितंबर. रिजर्व बँक प्रबंधक को बंबई उच्च न्यायालय ने निर्देश दिया है कि वह ऑल इंडिया रिजर्व बँक वर्कर्स ऑर्गनाइजेशन के मांग पत्र पर विचार करे. रिजर्व बँक ने इस संगठन के मांग पत्र पर विचार नहीं कर अन्याय किया है.

बंबई उच्च न्यायालय के न्यायाधीश न्यायमूर्ति श्री टिपणीस ने एक मामले का फैसला सुनाते हुए १६ सितंबर को यह निर्देश दिया. ऑल इंडिया रिजर्व बँक वर्कर्स ऑर्गनाइजेशन के महासचिव भगण मोहरी ने एक प्रेस विज्ञापन में यह जानकारी दी.

संगठन ने १९८८ में रिजर्व बँक कर्मचारियों की ओर से मांग पत्र दिया था, जिस पर बँक प्रबंधन ने कुछ भी कार्रवाई नहीं की थी.

१९ जनवरी ८९ को संगठन ने इसके

बंबई हाईकोर्ट का निर्देश

दिले, में २० मांग पत्र पर संशोधित करणको को श्री. पशान केंद्र सरकार ने यह मामला उच्च न्यायालय के पूर्व न्यायाधीश श्री खत्री को ट्रिब्यूनल को सौंपा था. ट्रिब्यूनल ने २० जनवरी ९२ को रिजर्व बँक प्रबंधन को आदेश दिया था कि उसे संगठन की मांग पत्र पर हमेशा चर्चा करना होगा.

रिजर्व बँक प्रबंधन ट्रिब्यूनल के इस फैसले के खिलाफ बंबई उच्च न्यायालय में मांग पत्र इस मामले में रिजर्व बँक प्रबंधन की ओर से बंबई के ब्रॉफर्ड एड बेली सॉलिसीटर्स, एड. चंद्रचूड, एड. संघवी ने तथा संगठन की ओर से नागपुर के एड. श्रीहरी अणे ने पैरवी की.

CITY BRIEFS

HC directive to RBI on workers' union charter

NAGPUR: In a significant and unique judgment by the Bombay High Court observed that, "The action of Reserve Bank of India (RBI), of not taking into consideration the charter of demands by the All India RBI Workers' Organisation (AIRB-WO), central office, Nagpur, is not justified and the RBI is directed to take into consideration the same." Interestingly, the above judgment was given in the appeal filed by the RBI itself, against the directions of the award in a writ petition.

HC directives to RBI

NAGPUR, Oct. 9:-

In a judgement, the Bombay High Court has observed that, "the action of Reserve Bank of India in not taking into consideration the charter of demands by the All India Reserve Bank Workers' Organisation (AIRBWO), Central Office - Nagpur is not justified and the Reserve Bank of India is directed to take into consideration the charter of demands by the AIRBWO as well."

It may be recalled here that the Reserve Bank of India did not call the AIRBWO to discuss its charter of demands, submitted by it, in the year 1989. The AIRBWO had served a strike notice on 19th December, 1988 and observed a token strike on 19th January, 1989. The Regional Labour Commissioner (Central), Bombay initiated conciliation Proceedings on 9th January 1989. However, ultimately he submitted his failure report to the Central Government on 6th July, 1989 and on receipt of the Failure Report the Central Government referred the matter to the Industrial Tribunal on 22nd January, 1990. The Tribunal by its award dated 28th February, 1991 declared that the bank is not justified by not inviting the AIRBWO for discussion on its Charter of Demands and directed the bank to hold discussions on its Charter of Demands. The High Court has confirmed the Industrial Court's directions.

HC asks RBI to hold parleys with employees' union

EXPRESS NEWS SERVICE

NAGPUR - The Bombay High Court has directed the Reserve Bank of India (RBI) to hold discussions with the All India Reserve Bank Workers' Organisation (AIRBWO), central office, Nagpur, in connection with the various demands of the workers.

A press release of the organisation said here that the Bombay High Court observed that the "action of the RBI in not taking into consideration the charter of demands of the organisation was not justified." The release informed that the charter of demands was first submitted in 1989 and workers truck work on January 19, 1989. The Regional Labour Commissioner (Central) had initiated conciliation proceedings and submitted a report to the Central Government.

The Central Government then forwarded the report to the Industrial Tribunal, which observed that the central bank was not justified by not inviting the organisation for discussions. The Bank had appealed in the Bombay High Court, but the court gave a judgment in favour of the workers' organisation.

Dr Chandrachud and advocate K K Singhvi of Crawford Barley and Solicitor Company appeared for the RBI while advocate Mr Shrihar Aney appeared for the employees' union.

रिझर्व्ह बँक वर्कर्स ऑर्ग.च्या मागणीपत्रावर विचार करा हायकोर्टाचे आदेश

नागपूर, दि. २६ (नगर प्रतिनिधी)

ऑल इंडिया रिझर्व्ह बँक वर्कर्स ऑर्गनायझेशन (भामस) नागपूरने दाखल केलेल्या मागणीपत्रावर रिझर्व्ह बँकेने विचार केला पाहिजे, असा आदेश मुंबई उच्च न्यायालयाचे न्यायमूर्ती श्री. टिपणीस यांनी आपल्या निकालपत्राद्वारे दिला आहे. १९८८ साली या संघटनेने सादर केलेल्या मागणी पत्रकावर रिझर्व्ह बँक व्यवस्थापनाने कोणतीही

कारवाई केलेली नाही, हे यासंदर्भात उल्लेखनीय आहे.

व्यवस्थापनाने केलेल्या या अन्यायाच्या निषेधार्थ संघटनेने दि. १९ जानेवारी ८९ रोजी एक दिवसाचा अखिल भारतीय लासणिक संघ आयोजित केला होता. यानंतर भारत सरकारने भूतपूर्व न्यायाधीश श्री. खत्री यांचे लबादाकडे हा प्रश्न सुपूर्द केला. या लबादानेही संघटनेवर अन्याय झाल्याचा निर्णय दिला होता.

लबादाच्या या निर्णयाविरुद्ध मुंबई न्यायालयापुढे दाखल करण्यात आलेल्या याचिकेवर बरील प्रमाणे निर्णय देण्यात आला.

बँक व्यवस्थापनाच्या वतीने अॅड. चंद्रचूड व अॅड. सिधवी यांनी काम पाहिले, तर संघटनेतर्फे अॅड. श्रीहरी अणे यांनी युक्तिवाद केला. संघटनेचे महासचिव श्री. अरुण मोहरीर, नाना देशपांडे व अनिल दांडेकर यांनी या प्रकरणी संघटनेची बाजू मांडण्यासाठी विशेष परिश्रम घेतले.

PRESS RELEASE

Shri Tarakeshwar Chakraborty, General Secretary, All India Bank Employees Association (AIBEA), Shri Lakshmi Narasaiah, General Secretary, National Confederation of Bank Employees (NCBE), Shri Ashin Sen, General Secretary, Bank Employees Federation of India (BEFI) and Shri R.P.K. Murugesan, General Secretary, Indian National Bank Employees Federation (INBEF) have issued the following statement to the Press -

" Today, (8th October, 1994) in Delhi after prolonged discussions between our four Unions and Indian Banks Association representing 58 commercial Banks in Public & Private Sectors - Indian and Foreign - preceded by few rounds of discussions earlier, a Memorandum of Understanding has been signed between the parties containing broad Terms of Understanding with regard to wage revision in the Banking Industry in the context of expiry of previous settlement on 31.10.1992.

Broad Terms of Understanding are quoted herewith:-

I. Date of effect and Period.

The Sixth Bipartite Settlement will be effective from 1.11.1992 and will remain operative for a period of 5 years till 31st October, 1997.

II. Cost of Wage Revision.

The total cost of wage revision will be 10.50% of wage bill amounting to around Rs.388 crores per annum. This cost will not include the cost of Provident Fund, Pension, and additional increment granted in the two settlements signed (29th October, 1993) and Gratuity but will include all other costs which can be calculated/estimated in multiples of crores.

III. Staggering of Costs

Although, the cost of wage revision will be around Rs. 308 crores per annum for the period 1/11/1992 till 31/10/94, various benefits will be phased over in the following manner: -

- 1) Effective from 1/11/1992 new Basic Pay and new D.A. and House Rent Allowance
- 2) Effective from 1/11/1993 City Compensatory Allowance and Provident Fund.
- 3) Effective from 1/11/1994 Medical benefits, hospitalisation and other costs such as Special Allowances, Conveyance Allowance, deconsolidation of Clerical Special Allowances with D.A. thereon (within the overall costs 10.50%).

IV. Management and Other Issues

The unions have taken note of the management issues and agree to consider management issues regarding productivity, improvement in customer service and discipline without any infringement on the fundamental rights of the employees. The Settlement to be entered in this regard shall incorporate agreed management issues and also other agreed issues of employees as listed in the Unions Charter of Demands.

V. Settlement

It is agreed between the parties that endeavour will be made to sign a Settlement in the subject matter under the provisions of the I.L. Act within a period of 90 days, in any case not exceeding 120 days.

Place: New Delhi

Date : 8th October, 1934.

We congratulate all bank employees of the country for their splendid determination and unity which alone has rendered the understandings possible.

We record our thanks for the positive attitude adopted by Chairman of IBA and his colleagues as well as the Government's Representatives . It is significant to state here that the wage settlement has been achieved through peaceful negotiations in the true spirit of collective bargaining. We also record our thanks to the Press and other Trade Unions for their support to our cause.

A.I.B.E.A.

H.C.A.E.

(Tarakeshwar Chakraborty)
General Secretary

(Lakshmi Narasiah)
General Secretary

S.S.F.I.

I.N.B.E.F.

(Aghis Sen)
General Secretary

(R.P.K. Murugesan)
General Secretary.

New Delhi

8.10.1934

MEMORANDUM OF UNDERSTANDING (MOU)

1

This MOU which covers all the workmen employees in subordinate cadre and clerical cadre in 58 banks who have authorised Indian Banks' Association (IBA) to negotiate and settle the wage revision for their workmen employees is arrived at between the IBA and the four All India Bank Unions of Workmen Employees viz; All India Bank Employees Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees Federation of India (BEFI) and Indian National Bank Employees Federation (INBEF) (UNIONS) on Saturday, the 8th October, 1994 at New Delhi, in regard to the broad parameters within which the sixth industry level wage settlement will be negotiated and finalised.

Terms of Understanding

I. Date of effect and Period

The Sixth Bipartite Settlement will be effective from 1.11.1992 and will remain operative for a period of 5 years till 31st October, 1997.

II. Cost of Wage Revision

The total cost of wage revision shall be 10.50 % of wage bill amounting to around Rs.388 crores per annum. This cost will not include the cost of Provident Fund, Pension, and additional increment granted in the two settlements signed (29th October, 1993) and Gratuity but will include all other costs which can be calculated/estimated in multiples of crores.

[Handwritten signatures and initials]

MEMORANDUM OF UNDERSTANDING (MOU)

Introduction

This MOU which covers all the workmen employees in subordinate cadre and clerical cadre in 50 banks who have authorised Indian Banks' Association (IBA) to negotiate and settle the wage revision for their workmen employees is arrived at between the IBA and the four All India Bank Unions of Workmen Employees viz; All India Bank Employees Association (AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees Federation of India (BEFI) and Indian National Bank Employees Federation (INBEF) (UNIONS) on Saturday, the 8th October, 1994 at New Delhi, in regard to the broad parameters within which the sixth industry level wage settlement will be negotiated and finalised.

Terms of Understanding

I. Date of effect and Period

The Sixth Bipartite Settlement will be effective from 1.11.1992 and will remain operative for a period of 5 years till 31st October, 1997.

II. Cost of Wage Revision

The total cost of wage revision shall be 10.50 % of wage bill amounting to around Rs.380 crores per annum. This cost will not include the cost of Provident Fund, Pension, and additional increment granted in the two settlements signed (29th October, 1993) and Gratuity but will include all other costs which can be calculated/estimated in multiples of crores.

[Handwritten signatures and initials]

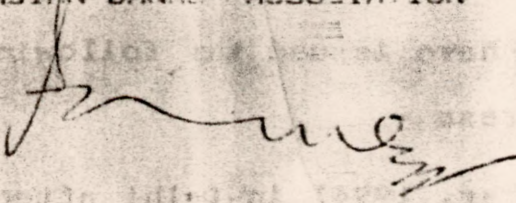
7. Settlement

It is agreed between the parties that endeavours will be made to sign a Settlement in the subject matter under the provisions of the I.D. Act within a period of 90 days, in any case not exceeding 120 days.

Place : New Delhi

Date : 8th October, 1994

For INDIAN BANKERS' ASSOCIATION



For ALL INDIA BANK EMPLOYEES ASSOCIATION



Abdullah Khan

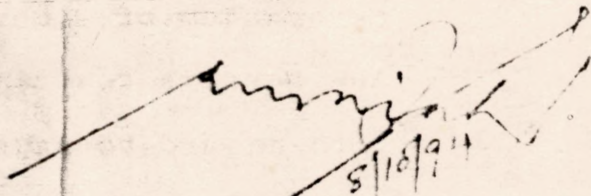
Abdullah Khan

Abdullah Khan

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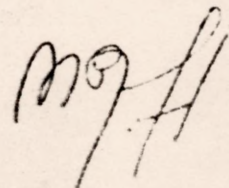
For NATIONAL CONFEDERATION OF BANK EMPLOYEES



5/10/94

For BANK EMPLOYEES CONFEDERATION

For INDIAN NATIONAL BANK EMPLOYEES ASSOCIATION





ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

Date 10.10.1994.

CONFIDENTIAL

TO ALL UNIT SECRETARIES.

Dear Friends,

AIRBWO OFFICE BEARERS MEETING - 14TH AUGUST 1994 -
DECISIONS PART II -

...

Due to eleventh hour intimation/development regarding the Khatri Tribunal High Court case judgement, on 16.9.1994 the decisions of the 14.8.1994 meeting could not be communicated earlier. The following organisational decisions were taken.

1. All units are advised to raise the monthly subscription rate to Rs. 5/- (if not done earlier) at the earliest.
2. Units are advised to hold their Annual General Body Meeting (Annual Elections, passing of annual accounts etc.) before February every year. Invite some All India office bearer to attend the A.G.M.
3. Units are further directed to hold their monthly managing committee/executive committee meetings regularly to review
 - i. Membership collection
 - ii. Membership growth
 - iii. Consideration of local problems as well as to have proper rapport with AIRBWO, C.O., Nagpur. A monthly report in this regard will be more effective and appreciated.
4. All Units are required to forward their affiliation fees regularly to NOBW Central Office, Nagpur.

It is informed that Shri Arunkumar Ojha, Organising Secretary, AIRBWO undertook the organisational tour of Ahmedabad, Calcutta and Kanpur.

*It is revealed from the Verification of membership of Central Trade Unions (1989) that the verified membership of AIRBWO is 4476. The membership of Madras, Jaipur and Patna is shown as NIL. These three units are requested to take care and maintain their records as required by the Verifying authorities.



Correspondence Address:
A. N. MOHARIR

: 2 :

President: SHRI R. S. PUTTURAYA
Gen. Secy: SHRI A. N. MOHARIR

A.I.R.B.W.O. activists all over India are congratulated for this grand achievement and appealed to take more efforts to bring A.I.R.B.W.O. to majority in R.B.I. within a shortest possible time, particularly in view of latest Bombay High Court Judgement.

AIRBWO CEC at Bombay on 25.11.1994 :

The Bombay Unit has extended an invitation to hold AIRBWO CEC meeting and participate in the Silver Jubilee Programme of their Sovenir Publication. We are glad to accept the same and all the C.E.C. members are requested to reach Bombay on 24th November 1994 latest by night. The regular CEC notice with Agenda etc. will follow in due course.

WITH DURGA POOJA and DUSSERA GREETINGS,

Sincerely yours,

(A.N. MOHARIR)
GENERAL SECRETARY.

* contents of this para are confidential/secret.
Membership figure should be kept secret.

+ Remit the AIRBWO share of collection rightly.

Consideration of local problems as well as to have proper report with AIRBWO, C.O., Nagpur. A monthly report in this regard will be more effective and appreciated.

regularly to: NEW Central Office, Nagpur.

It is informed that Shri Arun Kumar Singh, Organising Secretary, AIRBWO undertook the organisational tour of Ahmedabad, Calcutta and Kanpur.

It is revealed from the Verification of membership of Central Trade Union (1989) that the verified membership of AIRBWO is 4476. The membership of Madras, Jaipur and Patna is shown as Nil. These three units are requested to take care and maintain their records as required by the Verifying authorities.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR
(AFFILIATED TO B. M. S. & N. O. B. W.)

To all C. E. C. Members,

Date: 19.10.1994

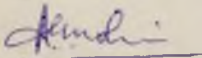
NOTICE

The Central Executive Committee meeting of the AIRBWO will be held on Friday, the 25th November 1994 at 8.00 A.M. at Bombay to transact the following agenda:

AGENDA

1. Review the activities arising ^{out} of -
 - i) *Settlement on installation of Note Counting Machines & Computers.*
 - ii) *Bombay High Court Judgement*
&
Decide further plan of action for realisation of Charter of Demands.
2. Organisational matters : Office bearers' organisational tours.
3. 40 years of Bharatiya Mazdoor Sangh.
4. Participation in the Nationwide stir launched by *Swadeshi Jagran Manch.*
5. Any other matter with the permission of the Chair.

All are requested to attend.



(A. N. Moharir)

General Secretary

- INSTRUCTIONS:
1. All CEC members are requested to stay at Bombay to attend the Silver Jubilee of Souvenir publication on 26th Nov. 94.
 2. Railway reservations (to & fro) may be made by CEC members at their station. Those who wish to get the return reservations from Bombay, may contact Bombay unit.

- श्री -

नागपुर.

दि. 19. X. 1994.

प्रिय मित्र ओसाजी,

सुप्रमनसस्कार। जैसा की आपको सूचित किया था -
AIRBWO C.E.C meeting (संघर्ष) का नोटिस भेजा रहा है।
स्वदेशी जागरण मंच को - जो संघर्ष शुरू है किया जा रहा
है उस विषय को आप ही अपने कारिणीय रण लेनी शुरू
है। इस लिए और नानी अन्य कारणों से भी आपको केन्द्रीय
समितियों के बैठक में सम्मिलित/उपस्थित रहना अनिवार्य
है।

दोप कुराक

सभी कार्यकर्ताओं को दिवाली की शुभकामनाएं

आपका प्रणम

अमल मोहरी

श्री. अमल ओसा - 42911.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR
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५२०११ -

1. श्री. विनोद सिंह
2. " अशोक कुमार शर्मा
3. " विनोद कुमार सिंह

ऑल इंडिया रिजर्व बैंक वर्कर्स असोसिएशन आर्गेनायजेशन
केन्द्रीय कार्यालय : नागपुर.

दिनांक : 28 अक्टूबर, 1994

मान्यवर सचिव,
रिजर्व बैंक वर्कर्स आर्गेनायजेशन,
पटना.

प्रिय मित्र,
सप्रेम नमस्कार ।

आपके द्वारा भेजा गया डिमांड ड्राफ्ट क्रमांक एच-053166 रु. 1000/-
प्राप्त हुआ । आपको धन्यवाद । एन.ओ.बी. डबल्यू का संलग्न शुल्क
का ड्राफ्ट भी प्राप्त हुआ ।

श्री ओझाजी का पत्र भी प्राप्त हुआ । आपके युनिट की सभसद संख्या
एन.ओ.बी. डबल्यू के विवरण क्यों नहीं आई इसकी जानकारी प्राप्त कर
रहा हूँ । श्री ओझाजी को गवर्नर को लिखे जाने पत्र का प्रतिस्व
भेजा गया है । उसकी प्राप्ति हुई अथवा नहीं यह सूचित करें ।

सभी केन्द्रों से अभी के उच्च न्यायालय के निर्णय के पश्चात् दिये गये
कार्यक्रमों को सफलतापूर्वक क्रियान्वयन किया गया है । और उत्साह
तथ सभसद संख्या बढ़ने के लिए प्रेरणादायी वातावरण बन रहा है ।
पटना की अपनी सक्षम टीम का फायदा उठाकर संघटन को मजबूत
बनायेंगे ऐसी आशा है ।

सभी कार्यकर्ताओं को दीपावली की शुभकामनाएँ ।

आपका स्नेहांकित,

§अरुण मोहरीर§
महासचिव



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122. Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

25th October, 1994
Date.....

To,

ALL UNIT SECRETARIES.

Dear Friend,

The National Organisation of Bank Workers' has convened the meeting of the General Secretaries of All India affiliate Unions on 28th/29th November, 1994 at Bombay. A background paper for this meeting is enclosed for your information and the format attached ^{To be} (duly filled in by Unit Secretaries) and to be forwarded to AIRBWO, Central Office, Nagpur for onward putting ^{up} before NOBW.

You are requested to forward the desired information to All India Reserve Bank Workers' Organisation, Central Office, Nagpur at the earliest.

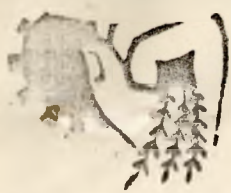
With DEEPAVALI Greetings,

Yours sincerely,

(A.N. Moharir)
General Secretary

Encls : Two

...



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

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With DEEPAVALI Greetings,

Yours sincerely,

(A.N. Moharir)
General Secretary

Encls : Two

Shri Vinod Kumar Singh
48, R.B.I. Staff Qtrs.
Rajendra Nagar,
PATNA 800016

National Organisation of Bank Workers

(Affiliated to Bharatiya Mazdoor Sangh)

Central Office : 542, GONGRESS NAGAR, DR. MUNJE MARG, NAGPUR-440 012.

President's Office :

37, Bakshi Galli,
Fruit Market,
INDORE-452 004.

Phone : 531 201 (Std : 0731)



General Secretary's Office :

Room No. 27, 1st Floor,
9-B, Cawasji Patel Street,
Fort, BOMBAY-400 001.

Phone : 2043367 (Std : 022)

Ref. No. _____

Date _____

BACK-GROUND PAPER

1. The growth of the union has always been the matter of concern for all activists in any organisation. In case of Bank Employees' unions, the subject of growth assumes two-fold consideration : (1) growth of bank-wise unions, (2) growth of territorial or state units. It is the question of quantitative growth and qualitative growth which need to be simultaneously ensured.
2. The office-bearers of NOBW had serious discussions on organisational matters in their meeting held at Mumbai on 26th July 1994. It was then decided that the Zonal Secretaries be assigned some states for their tours. It is also thought necessary that each office-bearer be assigned some specific organisational function which will help building the organisation to meet the challenges ahead.
3. As a follow up action, now it is desired to convene a meeting of General Secretaries of All-India Unions affiliated to NOBW to chalk out the growth-oriented union-level activities. This meeting will give an opportunity to assess the strength and weaknesses of each union as also to know more about other unions. It will also help a lot in coordinating the growth-activities of various unions which will ultimately strengthen the NOBW.
4. With a view that the deliberations of the meeting become purposeful and precise, the participants are required to bring with them a detailed profile of their respective unions. The enclosed format will ease their task. They are also requested to give a serious thought to future plans for growth of their own unions. An exchange of ideas in the meeting will benefit all the unions in this regard.
5. It is hoped that given the serious and sincere consideration, this exercise will go a long way in building every union as also the NOBW in the way we have been desiring so far. The success of this meeting lies in fullest participation of invitees with a resolve to return with positive planning for growth.

IBA's offer in the negotiations dated 31st October 1994

1. Scales of Pay

Clerks Staff

1740 - $\frac{95}{2}$ - 1930 - $\frac{145}{4}$ - 2510 - $\frac{195}{4}$ - 3290 - $\frac{215}{3}$ -

3935 - $\frac{230}{4}$ - 4855 - $\frac{405}{1}$ - 5260 - $\frac{230}{1}$ - 5490

Subordinate Staff

1600 - $\frac{40}{1}$ - 1640 - $\frac{50}{1}$ - 1690 - $\frac{60}{4}$ - 1930 - $\frac{70}{4}$ -

2210 - $\frac{80}{4}$ - 2530 - $\frac{90}{2}$ - 2710 - $\frac{100}{3}$ - 3010

2. Dearness Allowance

Dearness Allowance payable for 4 point rise or fall over 1148 points, D.A. calculated on 1200 points i.e., D.A. payable in March 1993

Upto Rs.4800 - 0.35% plus
Above Rs.4800 - 0.29%

3. Provident Fund

Provident Fund on proposed basic pay @ 10% less provident fund on existing basic pay + D.A. on 1148 points.

4. City Compensatory Allowance

Area	Rate	Clerical Staff	Sub-Staff
		Amount Rs.	Amount Rs.
Major 'A' Class Cities	5.5%	Min. 125 Max. 250	Max. 175
Higher Centres	4.5%	Min. 100 Max. 200	Max. 125
Lower Centres	3%	Min. 75 Max. 150	Max. 75

5. House Rent Allowance

Area	%	Clerks	%	Sub-staff
		Amt. Min.		Amt. Min.
Special Places	11.5	225	11.5	200
2 lakhs and above	10.5	200	10.5	175
10,000 to 2 lakhs	9.5	185	9.5	160
Below 10,000	8.5	170	8.5	150

6. Medical Aid

Existing Ceiling raised by Rs.300/- p.a. per employee. The proposed ceiling of annual medical aid will be as under:

- i) Service upto 5 years Rs. 800/- p.a.
- ii) Service above 5 years Rs.1000/- p.a.

Existing cost on account of hospitalisation charges doubled.

15% of the existing cost on hospitalisation added on account of package treatments and inclusion of addition of diseases needing domiciliary treatment.

7. Conveyance Allowance Rs.125/- p.m to Clerks and Rs.100/- p.m to Subordinate staff p.t.o.

8. Deconsolidation of Special Allowance: D.A to be paid on existing Special Allowance @ 4 point rise or fall over 1148 points (DA calculated on 1344 points)

NEXT DATE OF MEETING : 16.11.94

तार : "रिज़र्व बैंक"

TELEGRAMS : "RESERVBANK"

टेलीफोन : TELEPHONE : 2861602

टेलिक्स { 011-2455

Telex { 011-2318

संदर्भ REF. PPD No. 187 /R(II)IR19(1)/94-95

October 31, 1994

Kartika 9, 1916 Saka [शक]

भारतीय रिज़र्व बैंक

केंद्रीय कार्यालय

कार्मिक नीति विभाग

केंद्रीय कार्यालय भवन,

शहीद भगत सिंह मार्ग,

बम्बई-400 023.

RESERVE BANK OF INDIA

CENTRAL OFFICE

PERSONNEL POLICY DEPARTMENT

Central Office Building,

Shahid Bhagat Singh Road,

BOMBAY-400 023.

The General Secretary,
All India Reserve Bank
Workers' Organisation,
122, Jaiprakash Nagar,
Khamla,
Nagpur-440 025

Dear Sir,

Re: Charter of Demands 1992

This is to acknowledge the receipt of your "Charter of Demands 1992" submitted under cover of your letter dated 29th September 1994.

Yours faithfully,

S.G. Chitnis

(S.G. Chitnis)
Deputy Chief Officer

बैंक हिन्दी में पत्राचार का स्वागत करता है।

All Unit Secretaries / CEC Members

In view of the above your presence at Bombay CEC meeting (scheduled on 25th instant) is a must.

Shrohani

for secretary. RBEA 4717

NAGPUR

RESERVE BANK WORKERS' ORGANISATION, MUMBAI.

(Affiliated to AIRBWO, NOBW & BMS)



2nd Floor, Parvatibai Bldg.
7, Pitha Street,
Off. Sir P. M. Road,
Fort, Mumbai-400 001.

REGISTRATION NO. 4945

Ref. No. RBWO/

Date : November 10 '94

To

All CEC Members,
All India Reserve Bank Workers' Organisation

AIRBWO CEC at Bombay of 25th November, 1994

As you are aware, the CEC meeting of AIRBWO will be held at Bombay on 25th November, 1994 and we hope you must have received necessary notice from AIRBWO Central Office.

You are expected to arrive in Bombay by evening/night of 24th November, 1994 (Thursday).

Venue of CEC : 17, 'CHANCHAL SMRITI',
G.D. Ambekar Marg, Naigaum, (Dadar (E))
Bombay 400 031. Tel. 4136966/4123898

The venue is at walkable distance of ten to fifteen minutes from Dadar (East) Railway Station, Central Railway.

Bombay unit will be celebrating its Silver Jubilee of Fraternity Evening, an Annual get-together of RBI employees and their family members. You are hereby cordially invited to attend this programme, which is on Saturday, the 26th November, 1994, at Patkar Hall, New Marine Lines, Bombay - 400 020.

You are requested to book your return journey in such a manner that your train departure is well after this programme, which is expected to conclude by 6-30 p.m. on 26th November, 1994.

In case you require Return journey reservation, URGENTLY communicate your name, age, train number and name, date of departure, along with D/D for necessary amount, so that we can do the needful.

Please inform the number of persons attending the CEC from your unit.

Hoping to meet you all positively at Bombay,
and with Season's Greetings,

Sisterly yours,

N. M. Deo
(Smt. Nirmal M. Deo)
President

नाम : "रिज़र्व बैंक"

TELEGRAMS : "RESERVBANK"

टेलीफोन : TELEPHONE : 2861602

टेलीग्राफ { 011-2400

Telex { 011-2318

संदर्भ REF. PPD No. 187 /R(II)IR19(1)/94-95

October 31, 1994

Kartika 9, 1916 Saka [शुक्र]

भारतीय रिज़र्व बैंक

केंद्रीय कार्यालय

कार्मिक नीति विभाग

केंद्रीय कार्यालय भवन,

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(S.G. Chitnis)
Deputy Chief Officer

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National Organisation of Bank Workers

(Affiliated to Bharatiya Mazdoor Sangh)

Central Office : Near Jathar Building, New Datta Mandir Road, Itwari, Nagpur-440 002.

9
7/11/94

President's Office :-

37, Bakshi Galli,
Fruit Market,
INDORE-452 004.
Phone : 21201 (Std : 0731)



General Secretary's Office :-

Room No. 27, 1st Floor,
9-B, Cawasji Patel Street,
Fort, BOMBAY-400 001.
Phone : 2043367 (Std : 022)

Ref. No. NOBW/195/94

Date 29th Oct. 94.

To
ALL STATE SECRETARIES.

Dear Shri.....*R.K. Phatak*.....

I am enclosing the Circular issued by B.M.S., Central Office in the matter various training programme by workers Institute (Indian Institute of Workers Education)Bombay

I f you feel there are any interested/ deserving persons you may immediately convey me the Na me ,& address of the persons along with his position in the union so as to recommend to B.M.S. Central Office. Delhi. However the selection of Candidates is left to B.M.S. C.O.

Brotherly yours,

Encl. 1

N.A. Prabhu
(N.A. Prabhu)
General Secretary.

**BMS**

Tele. : (011) 7520654

भारतीय मजदूर संघ

BHARATIYA MAZDOOR SANGH

RAM NARESH BHAVAN, TILAK GALI, PAHAR GANJ, NEW DELHI-110055 (INDIA)

President

R. K. Bhakt

General Secretary

Hasmukh Bhai Dave

Ref. No.

Dated 20/10/94

To,

All State Genl. Secys and Federation's Genl. Secys.

Dear brother,

You are aware that training programmes on different theme for the activists nominated by all the Central Trade Union Organisations are conducted by Indian Institute of Workers Education, Bombay.

Following programmes will be arranged by the Institute in near future :-

No.	Theme	Dates	Last Date of admission
1.	Industrial Health, Safety and Environment (Cell)	12-16 Dec.'94	30th Nov.'94
2.	Co-operative Education	26-30 Dec.'94	12th Dec.'94
3.	Productivity and Total Quality Approach	2-6 Jan.'95	20th Dec.'94
4.	Development of Rural and Unorganised Sector Workers Organisations	16-20 Jan.'95	2nd Jan.'95
5.	Elimination of Child Labour	6 to 10 Feb.'95	20th Jan.'95
6.	Industrial Relations & Trade Unionism	20-24 Feb.'95	5th Feb.'95
7.	Productivity and Total Quality Approach	6-10 March, 95	20th Feb.'95
8.	Library Administration	13-17 March, 95	28th Feb.'95

BMS can nominate 5 activists to each of the above programmes. As such we request you to please send the names/addresses with bio-data i.e. age, industry, educational qualifications etc. of the suitable candidates from your State/Federation as early as possible to Central Office.

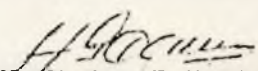
Thereafter, here in Central Office, we will select 5 activists, considering the proper representation and the concerned activists and state and/or Federation will be informed accordingly.

A copy of a Circular from IIWE, Bombay giving information regarding facilities etc. is enclosed for your ready reference.

Please acknowledge and send the names of suitable activists for each or some of the programmes at the earliest.

With kind regards.

Yours brotherly,


(HASU BHAI DAVE)
GENERAL SECRETARY

Encl. as above.

INDIAN INSTITUTE OF WORKERS EDUCATION, BOMBAY

Shramik Shikshan Bhavan, Lal Bahadur Shastri Marg,
Kurla(West), Bombay-400 070

Phone : 5142532

Gram : INDICATION
BOMBAY 70

Facilities provided to the participants of the
training programme.

FACILITIES :

Conveyance : Reimbursement of actual expenses on conveyance (IInd Class Railway Fare plus Railway berth charges or bus fare (State Bus) by shortest route for both ways).

Conveyance charges will not be reimbursed unless following particulars are submitted by the participant :

1. Rly. Fare plus Reservation Charges and Rly. Ticket No.
2. Bus Ticket if journey is performed by Bus.

It is advised to purchase return ticket and ensure reservation to avoid inconvenience and waste of time during training period.

LODGING : Free in the IIWE hostel for 30 trainees at a time. The hostel rooms are modestly furnished.

Only participant of the training programme is allowed to stay in the Hostel, Family members and friends are not allowed.

Consuming liquor in the campus is strictly prohibited.

Subsistence- Allowance : At the rate of Rs.25/- per head per day (only for the duration of the training programme), except local participants, to be paid, provided that no T.A./D.A. is paid by the management concerned. The certificate of Genl.Secy/President/Secretary of the Union to this effect must be submitted by the participant.

Canteen Facilities Available at concessional rates.

VENUE : Training Hall, First Floor, IIWE, Bombay.

LIBRARY : A well equipped library with over 15,000 authoritative volumes devoted to Labour and allied subjects. Besides, books the library subscribes to 175 Indian and Foreign Journals and about 40 periodicals published by Central Trade Union Organisations and Federations.

.....2/-

FACULTY :

The faculty is drawn from amongst the Institute's own core faculty and is supplemented by guest faculty consisting of eminent experts of the related discipline.

METHODOLOGY :

Most modern teaching methods and Audio-Visual Aids extensively used. The medium of instruction is English.

SPONSORING UNION'S RESPONSIBILITY :

The Unions while sponsoring the candidates are expected to consider the experience and educational background of such candidates for the requisite course. The unions sponsoring the candidates would also be responsible to arrange for their release from duty by the management for the training period. In case this is not possible then candidates will have to avail their own leave.

HOW TO REACH THE INSTITUTE :

Participants may get down at Dadar (T.T.) i.e. Central Railway Station). Then any of the following routes may be selected :

1. By Bus Nos. 315 or 7 Ltd. 25, 22, 430 are available from Khodadad Circle (Dadar T.T.).

Stop for getting down : KURLA COURT (Adjoining Shramik Shikshan Bhavan).

2. By Railway : From Dadar Stn. (Central Rly.) to Kurla Stn. The distance from Kurla Rly. Stn. (West), to Shramik Shikshan Bhavan, is hardly 10 minutes walk. Auto Rickshaw and taxi available.

V@
CPTX @
CPTA CPTI062 CPTX782
@
CPTX
ZCZC
SVC NAGK311
CPTA .NAGP
CPTX783

Secy. RBEA

NCA039
INFUT ON 31-JAN-1995 17:27 HRS

FROM SECY RBEA 4717, NAGPUR TO : (1) SHRI K.S.UNNIKRISHNAN TVM
(2) SHRI P.V.MANMAD REDDY, HYD (3) SHRI SATPUTE, BOMBAY (4) SHRI G.C.
KAFOR, ND (5) SHRI CHINMOY BHATTACHARJEE CAL. (6) A.H.OJHA, PATNA
(7) SHRI GHEESALAL SHARMA, JF (8) SHRI S.N.SHUKLA, KANPUR (9) SHRI A.S.
RAMMOORTHY, MS. (10) SHRI PHANENDRANATH CHATURVEDI LUCKNOW.

KARNATAK B.M.S. PRESIDENT AND PRESIDENT A.I.R.B.W.O. SHRI P.S.
PUTTURAYA EXPIRED ON 30.1.1995 DUE TO MASSIVE HEART ATTACK.

TLX MSG P/NO. 73 31.1.95 5/25 PM/SLG.

DELIVERED ON 31-JAN-1995 18:32 HRS

NNNN
***** MSG:NO RECEIVED ON HRS:MTS
 112 DATE: 01 FEB 95 TIME: 10:23

CPTX @
CPTX
ZCZC
SVC MBG1801
CPTA .MBGA
CPTX779

653200

Sri A.K. Ojha

BCA587
NBA740
MNA241
INPUT ON 31-JAN-1995 15:29 HRS

FROM GEN SECY RBWD BG
FOR: 1. K S UNNIKRISHNAN 2. A K OJHA 3. RBWD

WE REGRET TO INFORM THAT SHRI P S PUTTURAYA, PRESIDEN,++
PRESIDENT, AIRBWO, PASSED AWAY YESTERDAY.

TLX MSG NO.5386 31.1.95 15.16

DELIVERED ON 31-JAN-1995 15:24 HRS

NNNN
***** MSG:NO RECEIVED ON HRS:MTS
 108 DATE: 31 JAN 95 TIME: 15:29

17-FEB-1995 12:14 HRS@

CPTA CPTI313 CPTX928

ZCZC

Q66 CPTI314

NAGP.

G. S. RBWO

FOR SHREE A N MOHARIR GEN SECY AIRBWO NAGPUR
FROM GEN SECY RBWO PATNA

YOUR LETTER REGARDING MEETING WITH DG AND CONCILIATIONS WITH RLC
RECEIVED. YOUR TWO EARLIER LETTERS REGARDING BOMBAY CEC AND GAUHATI
MATTERS RESPECTIVELY HAVE NOT BEEN RECEIVED. PL SEND THEM
IMMEDIATELY. OUR AGM IS GOING TO BE HELD ON 11TH MARCH 95. YOU ARE
REQUESTED TO ATTEND OR DEPUTE ANY OFFICE BEARER.
OJHA JI WILL BE AT CALCUTTA ON 24TH AND 25TH INSTANT AND AT MADRAS ON
4TH AND 5TH MARCH.

TLX MSG NO.169

17 02 95

1218/DG

NNNN

OK 1

** MSGNO. 03 TRANSMITTED ON 17-02-95 12-21 HRS

** TO AUTOMEX WITH I/P SEQ NO. CPTI314

7-FEB-1995 12:20 HRS@

CPTA CPTI314 CPTX928

@

CPTX NCA043

ON 17-FEB-1995 14:31 HRS

MESSAGE NO:CPTI314 HAS BEEN TRANSMITTED TO NAGP AS NAGY613

मानव संसाधन विभाग, अरुणकुमार कोशियाजी,

संज्ञक संज्ञक नमस्वर। आपका दि 13.12.94 का पत्र दि 23.12.94 को प्राप्त हुआ।

कोशियाजी के बॉक्स दि 25 नवंबर 94 को विक्रय हुआ। आप, सर्वोच्च सुरक्षा गार्ड युक्तियों, अगिल वॉलेट तथा अपने आदरणीय कार्यकर्ताओं से पुष्टि प्राप्त की अनुपस्थिति है।

बॉक्स में हाल में आए हुए बॉक्स अर्थात् न्यायालय के निर्दिष्ट पर चर्चा हुई। संज्ञक सदस्यों का समाधान हुआ और यह फैसला अपने पक्ष में है ऐसा माना गया। ईफ फैसले पर PPD और Legal Division ने एक पत्र (संज्ञक संज्ञक पर को) भेजा है। संज्ञक पर चर्चा हुई। यह फैसले पर कार्य करने के लिये स्थायित्व तथा अगिल आ. वि. स्तर पर हमारी गतिविधियां लेना कठिन का निर्दिष्ट हुआ है। संज्ञक के इतर पर परना मुनिरे जो कार्यकर्ता चलाया वही कार्यकर्ता सचि मुनिरे को दिया गया। परना मुनिरे का इसी लिये दीर्घकालिक आशंकाओं की तैयारी प्रकार AIRBWP को औरने एक Legal Note तैयार करने का लक्ष्य किया गया है। संज्ञक मुनिरे को यह Note भेजा जा रहा है।

स्थानिय समयसोओका जो समाधान आपके संकेतके कारण हुआ इसलिये आपका एक बार फिर आभिनन्दन ।

Deputy Governor को मेहना कर 16 जनवरी 95 को गेहूँ होनेकी संभावना है । आप BJP को औरसे डॉ. मनमोहन मॉंग तथा श्री नरसिंहराव को मिलकर AIRBUS Recognition पर एक शिप्ट-मंसर आप Arrange कर सकते हो तो शायदैतिक दबाव आ सकता है । आप सोचें ।

सोशो कार्मिकताओको प्रबाल

आपका अपना

असम मोदी

- श्री -

16-2-95

नागपुर,

दि 18.1.95

प्रिय मित्र उमा ओझा,

सप्रेम नमस्कार। आपका दि. 93.9.95 का पत्र आजके
मातृ हुआ। इसके पूर्व आपके तीन पत्र मिले नहीं। वैसे यहाँ से
आपको एक पत्र पराबलन के रूप में जो गुनाहरीने श्री अनिल हलोदिको
लिखा था आपको भेजा है। वगैरे AIRBWC CEC के नियमकी जानकारी
देने हुअे निम्नलिखित पत्र भेजा गया है। और अभी दो दिन पूर्व
AIRBWC ने D.G. से मुलाकात हुई है Conciliations with
RLC उसकी जानकारी देते हुअे निम्नलिखित पत्र भेजा है। यह सभी
पत्र आपके मुनियनकेर मुख्यालयके पते पर भेजे गये हैं।
कृपया इन सभी पत्र अपने मुख्यालय पतेपर मिले जायें। इसकी
जानकारी को नहीं मिले होंगे तो कृपया Telex द्वारा सूचित करें।

आपकी दिवार सब सुझाव है। AIRBEA के
 निम्नो मुनि 2 मे श्री. हरीष शर्मा के सुके
 त्यागपत्र को हकचक मन्वी है। कुल
 50-60 सदस्यों ने त्यागपत्र दिए है। श्री.
 कपूर तथा उनके साथी परिषदीयनीपर नजर
 रखे है। और जम्दारी 8 इसके पत्र में
 सभी का पत्र 2011 विना डायरेक्टरी बोर्डो नमदडी।

आपकी
 आशा मोदी

पोस्ट कार्ड POST CARD

पिन PIN

8	0	0	0	0	1
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42011

42011

श्री. शराम शर्मा, रामनगर रोड,

श्री. 0 अक्षय कुमार शर्मा,

मनि -



बिहार प्रदेश
भारतीय मजदूर संघ
6/22, भाए० ब्लॉक, पटना-800 001

प्रिय बन्धुवर,

बिहार प्रदेश बैंक वर्कर्स ऑर्गेनाइजेशन की एक कार्यसमिति की अपेक्षा आवश्यक बैठक 26.02.95 को 6/22, भाए० ब्लॉक पटना में दिन के 1:00 (एक) बजे होगी, जिसमें आपकी उपस्थिति अनिवार्य है।

विचारणीय विषय :-

1. अधिवेशन
2. अन्य विषय अध्याज जी की अनुमति से।

भवदीय

काशी
(अशोक कुमार)

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पिन नं०

५२५१

पोस्ट कार्ड POST CARD

श्री. राजेश्वर प्रसाद
 भारतीय रिजर्व बैंक
 दिल्ली शाखा अजमेर



15

भारत
INDIA

श्री

श्री
२५२

नागपुर.
दि. 13.2.95

प्रिय मित्र श्री अरुण कुमार ओझा,

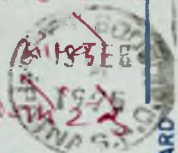
स्वप्रेम नामस्कार. आपके दि. 93.7, 18-1 और दि. 2.2.95

के पत्र प्राप्त हुआ।

अभी तक आपको उक्त 'Mehar' जी से वाणिज्यिक रिपोर्ट
रिपोर्ट आपको मिला होगा। यदि नहीं मिला तो श्रद्धा कोनका
सूचिन करें।

श्री पुनुरायाजीके आकस्मिक दुःख निधनसे अपनी
अपरिमित हानी हुई है। अध्यक्षजीका दिव्य स्थान अपने
केन्द्रीय कार्यसमिती में भ्रमण होगा। मैं श्री. वासुदेवविशंकर
को यह कार्यसमिती के नेगोसोर में आमंत्रित कर सजने या
नहीं इसके लिए पत्र लिख रहा हूँ। यदि वे नहीं ले सजने

तो फिर नागापुर में ही लेना
पडेगा। यथावत्।



यूनाइटेड इंग्लैंड/मनेजमेन्ट
मोनेटर्स अथी कुछ समाचार
नही। BAP ने वरिष्ठ मनेजमेन्ट
जब फुरसत मिले तब बुझाईले
द्वारा यह कार्य होगा। आप

प्रवास विजील
आपकी स्वस्थ सेम
परिवार सहित सभी सदस्यों की अंग
शुभकामनाएं
आपका प्रेमी
आर. पी. सिंह

पोस्ट कार्ड POST CARD

15 भारत INDIA



श्री. अरुण कुमार जोषी

सीताराम गणेश

वामनगर रोड

पटना (बिहार प्रदेश)

पिन PIN 8 0 0 0 0 1



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

Camp-

Date 16th January 1995

Ref. No. _____

Shri D.B.Mehta,
Deputy Governor,
Reserve Bank of India,
Bombay

Respected Sir,

Recognition of AIRBWO and
Participation in Wage Revision talks.

We draw your kind attention to the Judgment pronounced by Bombay High Court that R.B.I. would consider the Charter of Demands submitted by our Organisation and request you to :

- i) Immediately invite our Organisation for negotiations on the charter of demands submitted by us.
- ii) As our All India is a federation of Registered Trade Unions functioning at various Centres of R.B.I., the Managers of these Centres should also consider the various issues raised by our local units, negotiate and settle with them.
- iii) a) The counsel for the R.B.I. before the Honourable High Court accepted that the Bank would grant the representatives of AIRBWO the T.A., D.A. and treat the period for conciliation proceedings, court proceedings etc. as on duty. Till now the RBI did not move in the matter. We request your honour intervene and direct the concerned official to settle the above grievance.
- b) Hereinafter, the R.B.I. should treat the AIRBWO representatives on duty whenever they attend conciliation proceedings, court proceedings etc.

Expecting a fair treatment and justice from you

Sir,

Yours sincerely,

Encl Copy of the Judgement.

(A. N. Moharir)
GENERAL SECRETARY.

CPTX
ZCZC
SVE NAGK775
CPTA .NAGP
CPTX024

G.S. RBWO

NCA573
INPUT ON 25-FEB-1995 12:54 HRS

(MSG RPTD. DUE TO NON RECEIPT OF AUTOMEX ACK)
FR A.N.MOHARIR GEN SECY AIRBWO NP TO VINOD KUMAR SINGH
GEN SECY RBWO PT.

REF TO YR TLX MSG DT. 12.2.95. SHRI K.W.BAWANE TREASURER
AIRBWO IS DEPUTED TO ATTEND YOUR AGM ON 11TH MARCH 95.
COMMUN ICATIONS REFERRED TO IN YOUR MSG. ARE BEING DESPATCHED.

TLX MSG P/79 23.2.95 11/27 AM/SLG.

DELIVERED ON 25-FEB-1995 12:31 HRS

NNNN
***** MSG:NO RECEIVED ON HRS:MTS
132 DATE: 25 FEB 95 TIME: 13:08

8-FEB-1995 16:00 HRS
CPTX
ZCZC
099 NAGJ666
CPTA .NAGP
CPTX042

RBWO

NCA707
INPUT ON 28-FEB-1995 15:56 HRS

FM A.N.MOHARIR, GEN.SECY, AIRBWO, NAGPUR
TO V.K.SINGH/A.K.OJHA/SHEQJISINH. RBWO, PATNA.
S.N.SHUKLA, DY.GEN.SECY, AIRBWO, KANPUR.

SHRI S.N.SHUKLA, DY.GEN.SECY, AIRBWO TO ATTEND AGM, RBWO, PATNA ON
11TH MARCH 95. TLX MSG NO.PVT/79 DATED 23.2.95 STANDS CANCELLED.
TLX MSG NO.PVT/80 28.2.95 15.55/VN

DELIVERED ON 28-FEB-1995 16:01 HRS

NNNN
***** MSG:NO RECEIVED ON HRS:MTS
104 DATE: 28 FEB 95 TIME: 16:05

Memorandum of Settlement between the
All India Reserve Bank Workers'
Federation (AIRBUF) and the Management
of the Reserve Bank of India (the Bank)

WHEREAS the work culture, productivity and operational efficiency in various functional areas of the Bank as well as in the maintenance and guarding of its office/residential premises was reviewed by the Bank and AIRBUF, in furtherance of the provisions of the Memorandum of Settlement dated 23rd November, 1989 between the Bank and AIRBUF agreeing to find a solution within a reasonable time limit, to the problems raised by the Bank for the purpose of improving the functioning of the Institution and for rendering better service to the public.

IT IS HEREBY AGREED THAT

(i) Both the parties recognised and accepted that with a view to improving work culture and productivity (a) the Bank will review practices, procedures as per the recommendations of various committees ~~internal~~ internal groups or otherwise (including the report on Currency Management by the Nayak Committee) with a view to rationalising and streamlining of procedures, eliminating practices which are wasteful, introduce mechanisation, computerisation, etc. and AIRBUF and all its units at all centres shall extend their full co-operation in this regard. (b) the Bank shall be free to engage contract labour subject to the statutory provisions in this regard as well as for such items of work which are ad-hoc in nature.

(ii) The AIRBUF reaffirm their commitment to scrupulously follow the code of discipline as already accepted.

in case staff in any
department/section becomes surplus as a result of mechanisation/computerisation, rationalisation of work procedures including elimination of wasteful practices, reorganisation of departments, etc. such staff will be redeployed in other departments/sections at the same centre. There will be no retrenchment of staff.

Dated at Bombay this 1st day of November one thousand nine hundred and ninety-four.

FOR THE FEDERATION

1. sd/-C. Govindarajulu
2. sd/-Subhash Chandra
3. sd/-T.S. More
4. sd/-Amit Kar
5. sd/-S.V. Mahadik
6. sd/-Nemai Mitra
7. sd/-Satish A. Sawant
8. sd/-G.L. Japat
9. sd/-S. Veeranna

FOR THE MANAGEMENT

1. sd/- A.Chandramouliswaran
2. sd/- S. Krishnana
3. sd/- M.R. Dudani
4. sd/- M.D. Prabhudesai
5. sd/- Prabal sen
6. sd/- D.R. Bankal
7. sd/- S.G. Chitnis

10. R.T. Ghag, 11. Sukumar Chakraborty 12. Inder Pal Sharma
13. Bhajram Singh 14. Ram Ch. Singh.



Hindia
23.2.95
AIRBWO Gen. Secy.

National Confederation of Bank Employees

Regd. Under T. U. Act 1926 -- Regd. No. B-2334

Registered Office & Central Office
Post Box No. 528,
STATE BANK OF INDIA BLDGS.,
BANK STREET,
HYDERABAD-500 195

CIRCULAR NO. 11
TO ALL MEMBERS:

Date : 15-02-1995

VI BIPARTITE SETTLEMENT SIGNED WE HAIL THE ACHIEVEMENT OF BANK EMPLOYEES

We are immensely pleased to inform that NCBE along with other negotiating unions signed the VI Bipartite settlement on Wages and service conditions on the 14.2.1995 at New Delhi in the Local Head Office premises of State Bank of India, Parliament Street. The settlement will be effective from 1-11-1992 and will be in force for a period of 5 years. The arrears will be paid within a period of 90 days from the date of the settlement. Depending on the speed with which the Indian Banks' Association and its member banks would move in the matter, the arrears are expected to be paid during March/ April/ May 1995.

SALIENT FEATURES OF THE SETTLEMENT

1. SCALES OF PAY

CLERKS

1750 - $\frac{100}{2}$ - 1950 - $\frac{145}{4}$ - 2530 - $\frac{195}{4}$ - 3310 - $\frac{215}{3}$ - 3955 -

$\frac{230}{4}$ - 4875 - $\frac{395}{1}$ - 5270 - $\frac{230}{1}$ - 5500 (20 years)

SUB-STAFF

1600 - $\frac{40}{1}$ - 1640 - $\frac{50}{1}$ - 1690 - $\frac{60}{4}$ - 1930 - $\frac{70}{4}$ - 2210 -

$\frac{80}{3}$ - 2450 - $\frac{90}{3}$ - 2720 - $\frac{100}{3}$ - 3020 (20 years)

(EFFECTIVE FROM 1-11-1992)

2. DEARNESS ALLOWANCE

Dearness Allowance shall be payable for 4 points rise or fall over 1148 points as per the following revised rates:

- (i) 0.35% of 'pay' upto Rs.4,800/- plus
- (ii) 0.29% of 'pay' above Rs.4,800/- plus
- (iii) 0.17% of 'pay' above Rs.7,700/-

(EFFECTIVE FROM 1-11-1992)

R



3. HOUSE RENT ALLOWANCE
(Clerical and Substaff)

<u>Area</u>	<u>Rate</u> (% of pay) No minimum & No maximum
Special places and Semi-Special places (with population of 12 lakhs and above)	12.0
State Capitals, Places with population of 2 lakhs and over	10.5
Places with population of 10,000 and over but below 2 lakhs	9.5
Places with population of less than 10,000	8.5

(EFFECTIVE FROM 1-11-1992)

4. CITY COMPENSATORY ALLOWANCE

<u>Area</u>		<u>Rate</u> (% of BP)	<u>Amount</u> Rs.	
			Min.	Max.
Higher CCA Centres including the State of Goa	Clerks	4.5	100	200
	Substaff	4.5	-	125
Lower CCA Centres, i.e. places with population of 5 lakhs and over, State Capitals, Chandigarh, Pondicherry and Port Blair	Clerks	3.5	75	150
	Substaff	3.5	-	75

(EFFECTIVE FROM 1-11-1993)

5. MEDICAL AID & HOSPITALISATION

Whereas annual 'Medical Aid' stands increased to Rs.1070/- and Rs.870/- for employees with service length of more than 5 years and less than 5 years respectively, Hospitalisation benefits stand significantly expanded with provisions for package treatment for certain types of surgical operations, additions to the list of ailments for domiciliary treatment and significant increase in reimbursement of hospitalisation expenses.

(EFFECTIVE FROM 1-11-1994)

6. SPECIAL ALLOWANCES (OTHER THAN SBI)

Existing special allowances are deconsolidated and D.A. will be paid for every 4 points rise or fall over 1148 points.

R

SUBORDINATE STAFF (OTHER THAN SBI)

1.	Cyclostyle Machine Operator	94
2.	Liftman	115
3.	Relieving Liftman	69
4.	Cash Peon	115
5.	Watchman/Watchman-cum-Peon	115
6.	Armed Guard	194
7.	Bill Collector	194
8.	Daftary	228
9.	Head Peon	263
10.	Air Conditioning Plant Helper	529
11.	Electrician	529
12.	Driver	598
13.	Head Messenger in Indian Overseas Bank	447

(EFFECTIVE FROM 1-11-1994)

NOTE : THE RATES AND DUTIES OF SPECIAL ALLOWANCE CARRYING POSTS FOR WORKMEN STAFF IN STATE BANK OF INDIA WILL BE REVIEWED AND SETTLED AT THE BANK LEVEL KEEPING IN VIEW THE OVERALL RELATIVITY IN RESPECT OF SPECIAL ALLOWANCES REVISED UNDER THIS SETTLEMENT.

7. FIXED PERSONAL ALLOWANCE

Fixed Personal Allowance shall be released one year after reaching maximum of the scale in respect of those employees who were in service of the Bank as on 1-11-1993 and have drawn one advance increment on account of Industry level settlement on Computerisation. Consequently, Graduation Allowance/ Professional Qualification Allowance, if any, payable in that year shall stand shifted to next year. Fixed Personal Allowance shall be paid in terms of revised basic pay as under:

Area of working	FPA payable where Banks' Accommodation is provided		FPA payable where Banks' Accommodation is not provided	
	Sub Staff	Clerical Staff	Sub Staff	Clerical Staff
1. Places with population of more than 12 lakhs (Area I)	110	249	122	277
2. Places with population of 2 lakhs and over (Area II)	110	249	121	273
3. Places with population of 10,000 and above but less than 2 lakhs (Area III)	110	249	120	271
4. Places with population of less than 10,000	110	249	119	269

(EFFECTIVE FROM 1-11-1993)

R

8. CONVEYANCE ALLOWANCE

Rs. 100/- p.m. for both Clerical and Subordinate staff with effect from 1-11-1994. Part-time employees on scale of wages shall be paid Conveyance Allowance on pro-rata basis.

9. STAGNATION INCREMENTS :

A workman (both clerical and subordinate cadre) in receipt of three stagnation increments shall be eligible for the fourth stagnation increment on 1-11-1994 or four years after receiving the third stagnation increment whichever is later.

Refusal to accept promotion at any stage or reversion within a year of promotion will not disentitle an employee from getting stagnation increments.

In respect of employees of above category who had not received stagnation increment(s), in terms of the provisions of the Bipartite Settlement dated 8th September 1983, will now be eligible for the same with effect from 1-11-1994. In one year, however, of the due increment(s), not more than one stagnation increment will be released and the fourth stagnation increment will be granted after 4 years from the date third stagnation increment is released.

10. HALTING ALLOWANCE

With effect from the date of the settlement, Halting Allowance shall be payable at the following rates :

	Higher CCA Centres	Lower CCA Centres	Non CCA Centres
	Rs.per diem	Rs.per diem	Rs.per diem
a) Clerical staff	140	105	90
b) Subordinate staff	110	75	60

11. CUSTOMER SERVICE - PRODUCTIVITY & DISCIPLINE

In the interest of better customer service and higher productivity, significant improvements in duties/responsibilities of Special allowance holders i.e. Special Assistants, Tellers, Head Cashiers/Clerks, etc and introduction of other category of Tellers with higher responsibility and Higher allowance have been agreed upon. For improved discipline and productivity, certain provisions have been agreed upon. It has also been agreed that there would be no restriction on designations in semi-urban areas as now existing in rural area branches.

R

12. HIKE IN THE WAGE BILL

The load of 10.5% or Rs.388 crores annually excluding that for superannuation benefits stands phased over as under :

PAY, DA, HRA	Approx.	6% with effect from 1.11.92
CCA	,,	0.5% with effect from 1.11.93
Conveyance Allowance Special Allowances, Hospitalisation, Medical Aid and other items	,,	4% with effect from 1.11.94
T O T A L :		----- 10.5% -----

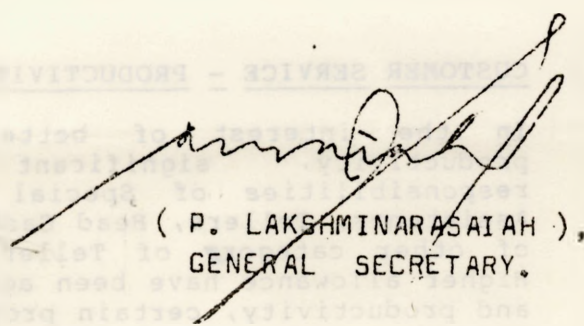
Copies of the agreement are under print and they will be supplied only to affiliates at cost price but not to individual units/members. Affiliates are, therefore, requested to indent for the copies well in advance. Cost of each copy is Rs.12/- inclusive of Postal charges.

We forward herewith calculation sheets worked out separately both for clerical and subordinate staff in respect of each item to facilitate calculations of arrears payable. Calculation sheets are not being supplied in respect of Special allowances, Fixed Personal Allowance, Conveyance allowance and Medical Aid as the calculations are simple.

We congratulate all the Seven lakh Bank employees of the country for securing an amicable and satisfactory settlement.

We call upon them to give their very best to improve customer service, productivity and working results of the Banks.

We convey our thanks to the Government and to the IBA for the positive role played by them in concluding a settlement on Wage Revision and service conditions.


(P. LAKSHMINARASIAH),
GENERAL SECRETARY.

SR*

NATIONAL CONFEDERATION OF BANK EMPLOYEES ::::::: ZINDABAD !
OUR SOLIDARITY ::::::::::::::::::::::::::::::: ZINDABAD !
OUR UNITY ::::::::::::::::::::::::::::::: ZINDABAD !

WAGE REVISION - 6TH BIPARTITE SETTLEMENT
SUB-ORDINATES - DEARNESS ALLOWANCE. (PAID)

S T A G E	BASIC PAY	NOV '92 -	FEB '93 -	MAY '93 -	AUG '93 -	NOV '93 -	FEB '94 -	MAY '94 -	AUG '94 -	NOV '94 -
		JAN 93	APR 93	JUL 93	OCT '93	JAN 94	APR 94	JUL 94	OCT '94	JAN 95
		99.16%	100.50%	99.83%	103.18%	110.55%	116.58%	117.92%	124.62%	134.00%
01	815	808.15	819.07	813.61	840.91	900.98	950.12	961.04	1015.65	1092.10
02	835	827.98	839.17	833.58	861.55	923.09	973.44	984.63	1040.57	1118.90
03	860	852.77	864.30	858.53	887.34	950.73	1002.58	1014.11	1071.73	1152.40
04	890	882.52	894.45	888.48	918.30	983.89	1037.56	1049.48	1109.11	1192.60
05	920	912.27	924.60	918.43	949.25	1017.06	1072.53	1084.86	1146.50	1232.80
06	950	942.02	954.75	948.38	980.21	1050.22	1107.51	1120.24	1183.89	1273.00
07	980	971.76	984.90	978.33	1011.16	1083.39	1142.48	1155.61	1221.27	1313.20
08	1015	1006.47	1020.07	1013.27	1047.27	1122.08	1183.28	1196.88	1264.89	1360.10
09	1050	1041.18	1055.25	1048.21	1083.39	1160.77	1224.09	1238.16	1308.51	1407.00
10	1085	1075.88	1090.42	1083.15	1119.50	1199.46	1264.89	1279.43	1352.12	1453.90
11	1120	1110.59	1125.60	1118.09	1155.61	1238.16	1305.69	1320.70	1395.74	1500.80
12	1160	1150.25	1165.80	1158.02	1196.88	1282.38	1352.32	1367.87	1445.59	1554.40
13	1200	1189.92	1206.00	1197.96	1238.16	1326.60	1398.96	1415.04	1495.44	1608.00
14	1240	1229.58	1246.20	1237.89	1279.43	1370.82	1445.59	1462.20	1545.28	1661.60
15	1280	1269.24	1286.40	1277.82	1320.70	1415.04	1492.22	1509.37	1595.13	1715.20
16	1325	1313.87	1331.62	1322.74	1367.13	1464.78	1544.68	1562.44	1651.21	1775.50
17	1370	1358.49	1376.85	1367.67	1413.56	1514.53	1597.14	1615.50	1707.29	1835.80
18	1420	1408.07	1427.10	1417.58	1465.15	1569.81	1655.43	1674.46	1769.60	1902.80
19	1470	1457.65	1477.35	1467.50	1516.74	1625.08	1713.72	1733.42	1831.91	1969.80
20	1520	1507.23	1527.60	1517.41	1568.33	1680.36	1772.01	1792.38	1894.22	2036.80
21	1570	1556.81	1577.85	1567.33	1619.92	1735.63	1830.30	1851.34	1956.53	2103.80
22	1620	1606.39	1628.10	1617.24	1671.51	1790.91	1888.59	1910.30	2018.84	2170.80
23	1670	1655.97	1678.35	1667.16	1723.10	1846.18	1946.88	1969.26	2081.15	2237.80
	CPI Slabs	1194 (148)	1201 (150)	1193 (149)	1217 (154)	1262 (165)	1299 (174)	1306 (176)	1344 (186)	1401 (200)

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WAGE REVISION - 6TH BIPARTITE SETTLEMENT
SUB-ORDINATES - DEARNESS ALLOWANCE (PAYABLE)

S T A G E	BASIC PAY	NOV '92 -	FEB '93 -	MAY '93 -	AUG '93 -	NOV '93 -	FEB '94 -	MAY '94 -	AUG '94 -	NOV '94
		JAN 93	APR '93	JUL '93	OCT '93	JAN 94	APR '94	JUL '94	OCT '94	JAN 95
		3.85%	4.55%	4.20%	5.95%	9.80%	12.95%	13.65%	17.15%	22.05%
01.	1600	61.60	72.80	67.20	95.20	156.80	207.20	218.40	274.40	352.80
02.	1640	63.14	74.62	68.88	97.58	160.72	212.38	223.86	281.26	361.62
03.	1690	65.06	76.89	70.98	100.55	165.62	218.85	230.68	289.83	372.64
04.	1750	67.37	79.62	73.50	104.12	171.50	226.62	238.87	300.12	385.87
05.	1810	69.68	82.35	76.02	107.69	177.38	234.39	247.06	310.41	399.10
06.	1870	71.99	85.08	78.54	111.26	183.26	242.16	255.25	320.70	412.33
07.	1930	74.30	87.81	81.06	114.83	189.14	249.93	263.44	330.99	425.56
08.	2000	77.00	91.00	84.00	119.00	196.00	259.00	273.00	343.00	441.00
09.	2070	79.69	94.18	86.94	123.16	202.86	268.06	282.55	355.00	456.43
10.	2140	82.39	97.37	89.88	127.33	209.72	277.13	292.11	367.01	471.87
11.	2210	85.08	100.55	92.82	131.49	216.58	286.19	301.66	379.01	487.30
12.	2290	88.16	104.19	96.18	136.25	224.42	296.55	312.58	392.73	504.94
13.	2370	91.24	107.83	99.54	141.01	232.26	306.91	323.50	406.45	522.58
14.	2450	94.32	111.47	102.90	145.77	240.10	317.27	334.42	420.17	540.22
15.	2540	97.79	115.57	106.68	151.13	248.92	328.93	346.71	435.61	560.07
16.	2630	101.25	119.66	110.46	156.48	257.74	340.58	358.99	451.04	579.91
17.	2720	104.72	123.76	114.24	161.84	266.56	352.24	371.28	466.48	599.76
18.	2820	108.57	128.31	118.44	167.79	276.36	365.19	384.93	483.63	621.81
19.	2920	112.42	132.86	122.64	173.74	286.16	378.14	398.58	500.78	643.86
20.	3020	116.27	137.41	126.84	179.69	295.96	391.09	412.23	517.93	665.91
21.	3120	120.12	141.96	131.04	185.64	305.76	404.04	425.88	535.08	687.96
22.	3220	123.97	146.51	135.24	191.59	315.56	416.99	439.53	552.23	710.01
23.	3320	127.82	151.06	139.44	197.54	325.36	429.94	453.18	569.38	732.06
24.	3420	-	-	-	-	-	-	-	-	754.11
	CPI Slabs	1194 (11)	1201 (13)	1193 (12)	1217 (17)	1262 (28)	1299 (37)	1306 (39)	1344 (49)	1401 (63)

Released by : NATIONAL CONFEDERATION OF BANK EMPLOYEES

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WAGE REVISION - 6TH BIPARTITE SETTLEMENT
HOUSE RENT ALLOWANCE (SUB-ORDINATES)

S T A G E	P A I D					P A Y A B L E				
	BASIC PAY	AREA - 1	AREA - 2	AREA - 3	AREA - 4	BASIC PAY	AREA - 1	AREA - 2	AREA - 3	AREA - 4
		12%	10%	8%	6.5%		12%	10.5%	9.5%	8.5%
01.	815	120.00	105.00	90.00	80.00	1600	192.00	168.00	152.00	136.00
02.	835	120.00	105.00	90.00	80.00	1640	196.80	172.20	155.80	139.40
03.	860	120.00	105.00	90.00	80.00	1690	202.80	177.45	160.55	143.65
04.	890	120.00	105.00	90.00	80.00	1750	210.00	183.75	166.25	148.75
05.	920	120.00	105.00	90.00	80.00	1810	217.20	190.05	171.95	153.85
06.	950	120.00	105.00	90.00	80.00	1870	224.40	196.35	177.65	158.95
07.	980	120.00	105.00	90.00	80.00	1930	231.60	202.65	183.35	164.05
08.	1015	121.80	105.00	90.00	80.00	2000	240.00	210.00	190.00	170.00
09.	1050	126.00	105.00	90.00	80.00	2070	248.40	217.35	196.65	175.95
10.	1085	130.20	108.50	90.00	80.00	2140	256.80	224.70	203.30	181.90
11.	1120	134.40	112.00	90.00	80.00	2210	265.20	232.05	209.95	187.85
12.	1160	139.20	116.00	92.80	80.00	2290	274.80	240.45	217.55	194.65
13.	1200	144.00	120.00	96.00	80.00	2370	284.40	248.85	225.15	201.45
14.	1240	148.80	124.00	99.20	80.60	2450	294.00	257.25	232.75	208.25
15.	1280	153.60	128.00	102.40	83.20	2540	304.80	266.70	241.30	215.90
16.	1325	159.00	132.50	106.00	86.12	2630	315.60	276.15	249.85	223.55
17.	1370	164.40	137.00	109.60	89.05	2720	326.40	285.60	258.40	231.20
18.	1420	170.40	142.00	113.60	92.30	2820	338.40	296.10	267.90	239.70
19.	1470	176.40	147.00	117.60	95.55	2920	350.40	306.60	277.40	248.20
20.	1520	182.40	152.00	121.60	98.80	3020	362.40	317.10	286.90	256.70
21.	1570	188.40	157.00	125.60	102.05	3120	374.40	327.60	296.40	265.20
22.	1620	194.40	162.00	129.60	105.30	3220	386.40	338.10	305.90	273.70
23.	1670	200.40	167.00	133.60	108.55	3320	398.40	348.60	315.40	282.20
24.	==	==	==	==	==	3420	410.40	359.10	324.90	290.70

		O L D		N E W
		Min	Max	
AREA - 1	:: Special/Semi Special Places	-- 120/-	350/-	No Minimum
AREA - 2	:: Places with population over 2 lacs	-- 105/-	300/-	
AREA - 3	:: Places with population between 10000 and 2 lacs	-- 90/-	250/-	No Ceilings
AREA - 4	:: Places with population less than 10000	-- 80/-	200/-	

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WAGE REVISION - 6TH BIPARTITE SETTLEMENT
CITY COMPENSATORY ALLOWANCE (SUB-ORDINATES)

S T A G E	P A I D				P A Y A B L E				
	BASIC PAY		HIGHER CENTRE 6.5%	LOWER CENTRE 4%	BASIC PAY		HIGHER CENTRE 4.5%	LOWER CENTRE 3.5%	
(With effect from 01-11-1993)									
01.	815		52.97		32.60	1600		72.00	56.00
02.	835		54.27		33.40	1640		73.80	57.40
03.	860		55.90		34.40	1690		76.05	59.15
04.	890		57.85		35.60	1750		78.75	61.25
05.	920		59.80		36.80	1810		81.45	63.35
06.	950		61.75		38.00	1870		84.15	65.45
07.	980		63.70		39.20	1930		86.85	67.55
08.	1015		65.97		40.60	2000		90.00	70.00
09.	1050		68.25		42.00	2070		93.15	72.45
10.	1085		70.52		43.40	2140		96.30	74.90
11.	1120		72.80		44.80	2210		99.45	75.00
12.	1160		75.00		46.40	2290		103.05	75.00
13.	1200		75.00		48.00	2370		106.65	75.00
14.	1240		75.00		49.60	2450		110.25	75.00
15.	1280		75.00		50.00	2540		114.30	75.00
16.	1325		75.00		50.00	2630		118.35	75.00
17.	1370		75.00		50.00	2720		122.40	75.00
18.	1420		75.00		50.00	2820		125.00	75.00
19.	1470		75.00		50.00	2920		125.00	75.00
20.	1520		75.00		50.00	3020		125.00	75.00
21.	1570		75.00		50.00	3120		125.00	75.00
22.	1620		75.00		50.00	3220		125.00	75.00
23.	1670		75.00		50.00	3320		125.00	75.00
24.	==		==		==	3420		125.00	75.00

	O L D		N E W	
	Min.	Max.	Min.	Max.
Higher Centre	—	75/-	—	125/-
Lower Centre	—	50/-	—	75/-
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WAGE REVISION - 6TH BIPARTITE SETTLEMENT
 PROVIDENT FUND CONTRIBUTIONS (SUB-ORDINATES)

S T A G E	P A I D				P A Y A B L E			
	BASIC PAY		BANK	MEMBER	BASIC PAY	(With effect from 01-11-1993)	BANK	MEMBER
			10%	10%			10%	10%
01.	815		81.50	81.50	1600		160.00	160.00
02.	835		83.50	83.50	1640		164.00	164.00
03.	860		86.00	86.00	1690		169.00	169.00
04.	890		89.00	89.00	1750		175.00	175.00
05.	920		92.00	92.00	1810		181.00	181.00
06.	950		95.00	95.00	1870		187.00	187.00
07.	980		98.00	98.00	1930		193.00	193.00
08.	1015		101.50	101.50	2000		200.00	200.00
09.	1050		105.00	105.00	2070		207.00	207.00
10.	1085		108.50	108.50	2140		214.00	214.00
11.	1120		112.00	112.00	2210		221.00	221.00
12.	1160		116.00	116.00	2290		229.00	229.00
13.	1200		120.00	120.00	2370		237.00	237.00
14.	1240		124.00	124.00	2450		245.00	245.00
15.	1280		128.00	128.00	2540		254.00	254.00
16.	1325		132.50	132.50	2630		263.00	263.00
17.	1370		137.00	137.00	2720		272.00	272.00
18.	1420		142.00	142.00	2820		282.00	282.00
19.	1470		147.00	147.00	2920		292.00	292.00
20.	1520		152.00	152.00	3020		302.00	302.00
21.	1570		157.00	157.00	3120		312.00	312.00
22.	1620		162.00	162.00	3220		322.00	322.00
23.	1670		167.00	167.00	3320		332.00	332.00
24.	==		==	==	3420		342.00	342.00

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WAGE REVISION - 6TH BIPARTITE SETTLEMENT
CLERICAL - DEARNESS ALLOWANCE (PAID)

S T A G E	BASIC PAY	NOV '92 -	FEB '93 -	MAY '93 -	AUG '93 -	NOV '93 -	FEB '94 -	MAY '94 -	AUG '94 -	NOV '94 -
		JAN '93	APR '93	JUL '93	OCT '93	JAN '94	APR '94	JUL '94	OCT '94	JAN '95
		* 99.16%	*100.50%	* 99.83%	*103.18%	*110.55%	*116.58%	*117.92%	*124.62%	*134.00%
		@ 81.40%	@ 82.50%	@ 81.95%	@ 84.70%	@ 90.75%	@ 95.70%	@ 96.80%	@102.30%	@110.00%
01	900	892.44	904.50	898.47	928.62	994.95	1049.22	1061.28	1121.58	1206.00
02	950	942.02	954.75	948.38	980.21	1050.22	1107.51	1120.24	1183.89	1273.00
03	1000	991.60	1005.00	998.30	1031.80	1105.50	1165.80	1179.20	1246.20	1340.00
04	1075	1065.97	1080.37	1073.17	1109.18	1188.41	1253.23	1267.64	1339.66	1440.50
05	1150	1140.34	1155.75	1148.04	1186.57	1271.32	1340.67	1356.08	1433.13	1541.00
06	1225	1214.71	1231.12	1222.91	1263.95	1354.23	1428.10	1444.52	1526.59	1641.50
07	1300	1289.08	1306.50	1297.79	1341.34	1437.15	1515.54	1532.96	1620.06	1742.00
08	1400	1388.24	1407.00	1397.62	1444.52	1547.70	1632.12	1650.88	1744.68	1876.00
09	1500	1487.40	1507.50	1497.45	1547.70	1658.25	1748.70	1768.80	1869.30	2010.00
10	1600	1586.56	1608.00	1597.28	1650.88	1768.80	1865.28	1886.72	1993.92	2144.00
11	1700	1685.72	1708.50	1697.11	1754.06	1879.35	1981.86	2004.64	2118.54	2278.00
12	1810	1794.79	1819.05	1806.92	1867.55	2000.95	2110.09	2134.35	2255.62	2425.40
13	1920	1903.87	1929.60	1916.73	1981.05	2122.56	2238.33	2264.06	2392.70	2572.80
14	2030	2012.94	2040.15	2026.54	2094.55	2244.16	2366.57	2393.77	2529.78	2720.20
15	2150	2131.94	2160.75	2146.34	2218.37	2376.82	2506.47	2535.28	2679.33	2881.00
16	2270	2250.93	2281.35	2266.14	2342.18	2509.48	2646.36	2676.78	2828.87	3041.80
17	2390	2369.92	2401.95	2385.93	2466.00	2642.14	2786.26	2818.28	2978.41	3202.60
18	2510	2487.14	2520.75	2503.94	2587.97	2772.82	2924.07	2957.68	3125.73	3361.00
19	2740	2674.36	2710.50	2692.43	2782.78	2981.55	3144.18	3180.32	3361.02	3614.00
20	2860	2772.04	2809.50	2790.77	2884.42	3090.45	3259.02	3296.48	3483.78	3746.00
21	2980	2869.72	2908.50	2889.11	2986.06	3199.35	3373.86	3412.64	3606.54	3878.00
22	3100	2967.40	3007.50	2987.45	3087.70	3308.25	3488.70	3528.80	3729.30	4010.00
23	3220	3065.08	3106.50	3085.79	3189.34	3417.15	3603.54	3644.96	3852.06	4142.00
CPI Slabs		1194 (148)	1201 (150)	1193 (149)	1217 (154)	1262 (165)	1299 (174)	1306 (176)	1344 (186)	1401 (200)

* UPTO Rs.2,500/- : 0.67% per slab over 600 points (plus)
 @ ABOVE Rs.2,500/- : 0.55% per slab over 600 points

WAGE REVISION - 6TH BIPARTITE SETTLEMENT
CLERICAL - DEARNESS ALLOWANCE (PAYABLE)

S T A G E	BASIC PAY	NOV '92 -	FEB 93 -	MAY '93 -	AUG 93 -	NOV '93 -	FEB 94 -	MAY 94 -	AUG 94 -	NOV '94
		JAN 93	APR 93	JUL '93	OCT '93	JAN 94	APR '94	JUL '94	OCT '94	JAN 95
		* 3.85%	* 4.55%	* 4.20%	* 5.95%	* 9.80%	* 12.95%	* 13.65%	* 17.15%	* 22.05%
		@ 3.19%	@ 3.77%	@ 3.48%	@ 4.93%	@ 8.12%	@ 10.73%	@ 11.31%	@ 14.21%	@ 18.27%
01.	1750	67.37	79.62	73.50	104.12	171.50	226.62	238.87	300.12	385.87
02.	1850	71.22	84.17	77.70	110.07	181.30	239.57	252.52	317.27	407.92
03.	1950	75.07	88.72	81.90	116.02	191.10	252.52	266.17	334.42	429.97
04.	2095	80.65	95.32	87.99	124.65	205.31	271.30	285.96	359.29	461.94
05.	2240	86.24	101.92	94.08	133.28	219.52	290.08	305.76	384.16	493.92
06.	2385	91.82	108.51	100.17	141.90	233.73	308.85	325.55	409.02	525.89
07.	2530	97.40	115.11	106.26	150.53	247.94	327.63	345.34	433.89	557.86
08.	2725	104.91	123.98	114.45	162.13	267.05	352.88	371.96	467.33	600.86
09.	2920	112.42	132.86	122.64	173.74	286.16	378.14	398.58	500.78	643.86
10.	3115	119.92	141.73	130.83	185.34	305.27	403.39	425.19	534.22	686.85
11.	3310	127.43	150.60	139.02	196.94	324.38	428.64	451.81	567.66	729.85
12.	3525	135.71	160.38	148.05	209.73	345.45	456.48	481.16	604.53	777.26
13.	3740	143.99	170.17	157.08	222.53	366.52	484.33	510.51	641.41	824.67
14.	3955	152.26	179.95	166.11	235.32	387.59	512.17	539.85	678.28	872.07
15.	4185	161.12	190.41	175.77	249.00	410.13	541.95	571.25	717.72	922.79
16.	4415	169.97	200.88	185.43	262.69	432.67	571.74	602.64	757.17	973.50
17.	4645	178.83	211.34	195.09	276.37	455.21	601.52	634.04	796.61	1024.22
18.	4875	187.19	221.22	204.21	289.29	476.49	629.64	663.68	833.85	1072.10
19.	5270	199.79	236.11	217.95	308.77	508.56	672.03	708.35	889.98	1144.26
20.	5500	207.13	244.79	225.96	320.11	527.24	696.71	734.37	922.67	1186.29
21.	5730	214.46	253.46	233.96	331.44	545.91	721.38	760.38	955.35	1228.31
22.	5960	221.80	262.13	241.96	342.78	564.59	746.06	786.39	988.03	1270.33
23.	6190	229.14	270.80	249.97	354.12	583.26	770.74	812.40	1020.71	1312.35
24.	6420	-	-	-	-	-	-	-	-	1354.37
	CPI Slabs	1194 (11)	1201 (13)	1193 (12)	1217 (17)	1262 (28)	1299 (37)	1306 (39)	1344 (49)	1401 (63)

* UPTO Rs.4,800/- : 0.35% per slab over 1148 points (plus)
 @ ABOVE Rs.4,800/- : 0.29% per slab over 1148 points

Raadha

WAGE REVISION - 6TH BIPARTITE SETTLEMENT
HOUSE RENT ALLOWANCE (CLERICAL)

S T A G E	P A I D					P A Y A B L E				
	BASIC PAY	AREA - 1	AREA - 2	AREA - 3	AREA - 4	BASIC PAY	AREA - 1	AREA - 2	AREA - 3	AREA - 4
		12%	10%	8%	6.5%		12%	10.5%	9.5%	8.5%
01.	900	120.00	105.00	90.00	80.00	1750	210.00	183.75	166.25	148.75
02.	950	120.00	105.00	90.00	80.00	1850	222.00	194.25	175.75	157.25
03.	1000	120.00	105.00	90.00	80.00	1950	234.00	204.75	185.25	165.75
04.	1075	129.00	107.50	90.00	80.00	2095	251.40	219.97	199.02	178.07
05.	1150	138.00	115.00	92.00	80.00	2240	268.80	235.20	212.80	190.40
06.	1225	147.00	122.50	98.00	80.00	2385	286.20	250.42	226.57	202.72
07.	1300	156.00	130.00	104.00	84.50	2530	303.60	265.65	240.35	215.05
08.	1400	168.00	140.00	112.00	91.00	2725	327.00	286.12	258.87	231.52
09.	1500	180.00	150.00	120.00	97.50	2920	350.40	306.60	277.40	248.20
10.	1600	192.00	160.00	128.00	104.00	3115	373.80	327.07	295.92	264.77
11.	1700	204.00	170.00	136.00	110.50	3310	397.20	347.55	314.45	281.35
12.	1810	217.20	181.00	144.80	117.65	3525	423.00	370.12	334.87	299.62
13.	1920	230.40	192.00	153.60	124.80	3740	448.80	392.70	355.30	317.90
14.	2030	243.60	203.00	162.40	131.95	3955	474.60	415.27	375.72	336.17
15.	2150	258.00	215.00	172.00	139.75	4185	502.20	439.42	397.57	355.72
16.	2270	272.40	227.00	181.60	147.55	4415	529.80	463.57	419.42	375.27
17.	2390	286.80	239.00	191.20	155.35	4645	557.40	487.72	441.27	394.82
18.	2510	301.20	251.00	200.80	163.15	4875	585.00	511.87	463.12	414.37
19.	2740	328.80	274.00	219.20	178.10	5270	632.40	553.35	500.65	447.95
20.	2860	343.20	286.00	228.80	185.90	5500	660.00	577.50	522.50	467.50
21.	2980	350.00	298.00	238.40	193.70	5730	687.60	601.65	544.35	487.05
22.	3100	350.00	300.00	248.00	200.00	5960	715.20	625.80	566.20	506.60
23.	3220	350.00	300.00	250.00	200.00	6190	742.80	649.95	588.05	526.15
24.	==	==	==	==	==	6420	770.40	674.10	609.90	545.70

		OLD	NEW
		Min	Max
AREA - 1	:: Special/Semi Special Places	-- 120/-	350/-
AREA - 2	:: Places with population over 2 lacs	-- 105/-	300/-
AREA - 3	:: Places with population between 10000 and 2 lacs	-- 90/-	250/-
AREA - 4	:: Places with population less than 10000	-- 80/-	200/-

Raadha

WAGE REVISION - 6TH BIPARTITE SETTLEMENT
CITY COMPENSATORY ALLOWANCE (CLERICAL)

S T A G E	P A I D				P A Y A B L E				
	BASIC PAY		HIGHER CENTRE 6.5%	LOWER CENTRE 4%	BASIC PAY		HIGHER CENTRE 4.5%	LOWER CENTRE 3.5%	
						(With effect from 01-11-1993)			
01.	900		65.00	45.00	1750		100.00	75.00	
02.	950		65.00	45.00	1850		100.00	75.00	
03.	1000		65.00	45.00	1950		100.00	75.00	
04.	1075		69.87	45.00	2095		100.00	75.00	
05.	1150		74.75	46.00	2240		100.80	78.40	
06.	1225		79.62	49.00	2385		107.32	83.47	
07.	1300		84.50	52.00	2530		113.85	88.55	
08.	1400		91.00	56.00	2725		122.62	95.37	
09.	1500		97.50	60.00	2920		131.40	102.20	
10.	1600		104.00	64.00	3115		140.17	109.02	
11.	1700		110.50	68.00	3310		148.95	115.85	
12.	1810		117.65	72.40	3525		158.62	123.37	
13.	1920		124.80	76.80	3740		168.30	130.90	
14.	2030		131.95	81.20	3955		177.97	138.42	
15.	2150		139.75	86.00	4185		188.32	146.47	
16.	2270		147.55	90.80	4415		198.67	150.00	
17.	2390		150.00	95.60	4645		200.00	150.00	
18.	2510		150.00	100.00	4875		200.00	150.00	
19.	2740		150.00	100.00	5270		200.00	150.00	
20.	2860		150.00	100.00	5500		200.00	150.00	
21.	2980		150.00	100.00	5730		200.00	150.00	
22.	3100		150.00	100.00	5960		200.00	150.00	
23.	3220		150.00	100.00	6190		200.00	150.00	
24.	==		==	==	6420		200.00	150.00	

	O L D		N E W	
	Min.	Max.	Min.	Max.
Higher Centre	65.00	150.00	100.00	200.00
Lower Centre	45.00	100.00	75.00	150.00

Raadha

WAGE REVISION - 6TH BIPARTITE SETTLEMENT
 PROVIDENT FUND CONTRIBUTIONS (CLERICAL)

S T A G E	P A I D					P A Y A B L E (With effect from 01-11-1993)				
	BASIC PAY		BANK		MEMBER	BASIC PAY		BANK		MEMBER
			10%		10%			10%		10%
01.	900		90.00		90.00	1750		175.00		175.00
02.	950		95.00		95.00	1850		185.00		185.00
03.	1000		100.00		100.00	1950		195.00		195.00
04.	1075		107.50		107.50	2095		209.50		209.50
05.	1150		115.00		115.00	2240		224.00		224.00
06.	1225		122.50		122.50	2385		238.50		238.50
07.	1300		130.00		130.00	2530		253.00		253.00
08.	1400		140.00		140.00	2725		272.50		272.50
09.	1500		150.00		150.00	2920		292.00		292.00
10.	1600		160.00		160.00	3115		311.50		311.50
11.	1700		170.00		170.00	3310		331.00		331.00
12.	1810		181.00		181.00	3525		352.50		352.50
13.	1920		192.00		192.00	3740		374.00		374.00
14.	2030		203.00		203.00	3955		395.50		395.50
15.	2150		215.00		215.00	4185		418.50		418.50
16.	2270		227.00		227.00	4415		441.50		441.50
17.	2390		239.00		239.00	4645		464.50		464.50
18.	2510		251.00		251.00	4875		487.50		487.50
19.	2740		274.00		274.00	5270		527.00		527.00
20.	2860		286.00		286.00	5500		550.00		550.00
21.	2980		298.00		298.00	5730		573.00		573.00
22.	3100		310.00		310.00	5960		596.00		596.00
23.	3220		322.00		322.00	6190		619.00		619.00
24.	==		==		==	6420		642.00		642.00

Raadha



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440026

Ref. No. _____

Date 28.2.1995

To,

All Unit Secretaries

Dear Friends,

We enclose herewith (i) the letter addressed to Governor, Reserve Bank of India, Central Office, Bombay and (ii) a press release on the subject. You are requested to reproduce the letter for information of your members and forward the 'Press Release' for publication in the leading 'Newspapers' at your centre.

You are requested to be in readiness for 'Protest Demonstrations' on the issue at the call of AIRBWO at a short notice.

With warm greetings,

Yours sincerely,

(A.N. Moharir)
General Secretary.



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Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR-440 025

Ref. No.

Date 1.28.2.1995.

Dr. C. Rangarajan,
Governor,
Reserve Bank of India,
Central Office,
Bombay.

Sir,

Introduction of Group Clearance system and Transfer of Customer service relating to Issue Management and servicing of IFCI/NABARD/IRDI/IDBI/SIDBI/Exim Bank Bonds - ...

We understand from the Bank's circular dated 24.1.1995 No. DO.CO.DT.130021/2726/2734/94-95 ~~dated~~ that the RBI has decided to do away with the existing procedure and practice relating to Securities Settlement, Management, issue and servicing of IFCI/NABARD/IRDI/IDBI/SIDBI/Exim Bank Bonds with effect from April 1995. This will virtually wind up the present departments namely Public Debt Office and Deposit Accounts Department.

Further we understand that a committee to undertake a critical review of the existing procedure and practices relating to transfer of funds, securities settlement in banking industry, payment system and cheques clearing under the Chairmanship of our Executive Director Shri W.S. Saraf has recommended to dilute the role of RBI in cheques clearing operations by introduction of 'Group Clearance System' in metropolis under the supervision of SBI. Obviously the proposed system will effect to shrink the area of supervision of RBI over the clearance of cheques.

Both these measures are aiming at to render the services of about 2000 RBI men surplus and will shrink the area of customer service in RBI. We strongly oppose these anti-employee measures and urge you to revoke these decisions forthwith.

We would like to make it clear that under the provisions of Industrial Disputes Act, 1947 and the recent judgement dated 16.9.1994 of the Bombay High Court, "no settlement in

P.T.O.

RBI where AIRBWO is not a party, can be made binding on AIRBWO." The above provisions of Industrial Disputes Act 1947 which may compel us to have a recourse to legal actions against the RBI if need be.

We, therefore, once again demand of you that :-

1. To revoke the above referred decisions under intimation to us.

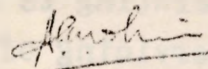
OR

ii. To invite AIRBWO for negotiations to consider on the above issues urgently.

Awaiting your response in the matter within 15 days from the receipt of this letter.

Please acknowledge receipt of this letter.

Yours sincerely,



(A.N. MOHARJE)
GENERAL SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jalprakash Nagar,
Khamla, NAGPUR-440025

Ref. No.

Date : 28-2-95

PRESS STATEMENT

2000 P.B.I. MEN TO BECOME SURPLUS

A committee on Technology Issues in the Banking Industry under the Chairmanship of Shri W.S. Saraf, Executive Director RBI to undertake a critical review of the existing procedures and practices relating to transfer of funds, securities settlement in the Banking industry, payment system and cheques clearing, recommended that the Public Debt Office and Deposit Accounts Department of RBI be wind up with effect from April 1995. The closure of these departments would mean that about 2000 RBI ~~men~~ employees' services will be rendered surplus. The RBI has also decided to dilute its role in cheques clearing operations and shrink its function in national clearing cell. The Saraf Committee has further suggested that for efficient cheques processing, the cheque clearing work should be decentralised by introducing 'Group Clearing System' which will be supervised by SBI from April 1, 1995. The RBI ~~is~~ will not hereafter undertake the issue management and servicing of bonds of public sector financial institutions like IFCI, NABARD, IRBI, IDBI etc. and the Exim Bank. In a circular issued on 24.1.1995 (S No. DO.CO.Dⁿ.1300.021/2726-2731/94-95) the RBI asked all Managers of its respective offices throughout the country to 'takeover the work connected with the issue management and servicing of bonds from Public Debt Offices within March 1995.'

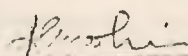
It also said 'steps should be initiated immediately so that new arrangements become operational with effect from April 1995. This means that from April 1995, the financial institutions will have to make their own arrangements vis-a-vis issue management and servicing of bonds. All managers are advised to contact the officials of the financial institutions, whose bonds are presently being served by them and inform the institutions about the need to take over the servicing of bonds from the RBI offices.

P.T.O.

The All India Reserve Bank Workers Organisation, Central Office, Nagpur has already protested against this high handed approach of the RBI to Shri C. Bangarajan, Governor, RBI and demanded immediate revocation of the decision to do away with issue management activities and servicing of bonds, decentralisation and National Clearing Cell and introduction of Group Clearing System to be supervised by SBI as it will not only threaten the livelihood of thousands of RBI staffers, shrink the area of customer servicing in RBI but also most arbitrarily and illegally

The financial institutions are highly aggrieved over the sudden decision of the RBI and they are finding it an uphill task to develop the necessary infrastructure for issue management and servicing of bonds which they never wanted but RBI imposed on them.

Interestingly on July 20, 1994 the All India Reserve Bank Employees Association, CPM Learning recognised union in RBI had entered into an agreement with the RBI Management to upgrade technology, installations of computers, note counting machines etc. The ATRBEA is committed and tide up with this agreement for not to resent, show displeasure or agitate against the RBI management's such anti-labour moves.



(A.N. MOHARIR)
GENERAL SECRETARY.

NAGPUR 1.3.95

RBI decision to hit 2,000 workers

EXPRESS NEWS SERVICE

NAGPUR - Nearly 2000 employees of Reserve Bank of India will be rendered surplus in case bank authorities go ahead with an expert committee report recommending closure of two departments.

A committee on technological issues in the banking industry under chairmanship of Mr W S Saraf, Executive Director, RBI was appointed to undertake a critical review of the existing procedures and practices relating to transfer of funds, securities settlement in the banking industry, payment system and clearing of cheques. Its recommendation to close down Public Debt Office and Deposit Accounts Department from April 1995 would render 2000 employees surplus.

The RBI has also decided to dilute its role in cheque-clearing operations and shrinks its functions in the national clearing cell. The Saraf Committee has suggested that for efficient cheque-processing, cheque-clearing work should be decentralised by introducing group clearing system. It is expected to be introduced under the supervision of RBI from the next month.

In another major development, the RBI has decided not to undertake issue management and servicing of bonds of public sector financial institutions like IFCI, NBARD, IDBI and the Exim Bank. In a circular issued on January 24 last, RBI has asked all its branch managers throughout the country to take over the work connected with the issue manage-

ment and servicing of bonds from public debt offices in 1995.

The circular also said that steps should be initiated immediately so that the new arrangements become operational with effect from April 1995. This means that from April 1995, financial institutions will have to make their own arrangements vis-a-vis issue management and servicing of bonds. All managers were advised to contact officials of financial institutions whose bonds are presently being served by them and inform the institutions about the need to take over the servicing of bonds for the RBI offices.

Sharply reacting to these developments, the All India Reserve Bank Workers Organisation (AIRBWO) has demanded that the decision to do away with issue management activities and servicing of debts be revoked. These decisions, coupled with decentralisation, creation of a national clearing cell and introduction of group clearing system will not only threaten the livelihood of RBI staffers but, also lead to shrinkage of customer servicing in RBI.

While expressing concern over the disastrous effects of these decisions, the organisation has strongly criticised the recognised All India Reserve Bank Employees Association (AIRBEA) for its allegedly dubious role. In a statement, Mr A N Moharir, General Secretary, AIRBWO has alleged that the AIRBEA with leftist leaning is committed not to speak against such anti-employee moves.

THE HITVADA

NAGPUR - 1.3.95

Panel for winding up of RBI's PDO & DA Deptt.

NAGPUR, Feb. 28:-

If the recommendations of W.S. Saraf Committee is implemented about 2000 employees working in Public Debt Office and Deposit Accounts Department of Reserve Bank of India will be rendered surplus, according to a press note issued by All India Reserve Bank Workers Organisation.

The Committee on Technology Issues in the Banking Industry under the chairmanship of Mr. Saraf, Executive Director, RBI was constituted to undertake a critical review of the existing procedures and practices relating to transfer of funds, securities settlement in the banking industry, payment of cheques clearing etc.

The committee has recommended that Public Debt Office and Deposit Account Department of Reserve Bank of India be wound up with effect from April 1995, the press note said. The closure of these departments would mean that about 2000 employees will be rendered surplus, the press note claimed.

The RBI has also decided to dilute its role in cheques clearing operation and shrink its function in the National Clearing Cell. The Saraf Committee has further suggested that

the efficient cheques processing, the cheque clearing work should be decentralised by introducing a 'Group Clearing System' which will be supervised by State Bank of India from April 1, 1995.

The RBI will not hereafter undertake the issue management and servicing of bonds of public sector financial institutions like IFCI, NBARD, IRBI, IDBI etc. and the Exim Bank, the press note said.

In a circular issued on 24.1.1995 the RBI has asked all managers of its respective offices throughout the country to 'take the work connected with issue management and servicing of bonds from Public Debt Offices within March 1995', according to the press note.

It also said 'steps should be initiated immediately so that new arrangements become operational from April 1995. This means that from April 1995, the financial institutions will have to make their own arrangements vis-a-vis issue management and servicing of bonds.

All managers have been advised to contact the officials of the financial institutions, whose bonds are presently being served by them and inform the institutions about the need to take over the servicing of bonds from the RBI offices, the press note claimed.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025

Ref. No.

- 2 मार्च 1995
Date.....

To,
All CEC Members,

dt. 28th Feb. 1995

NOTICE

The AIRBWO CEC meeting will be held on 1st & 2nd April, 1995 at Bangalore to transact the following business:

AGENDA

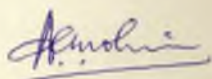
1. To elect new President of AIRBWO in place of Late Shri P.S. Putturaya. To pass condolence resolution and record his services with great admiration.
2. Charter of Demands-Negotiations and participation of AIRBWO.
3. Transfer of PDO, DAD work from R.B.I. and Group Clearing System proposed to be supervised by S.B.I.
4. Organisational matters.
5. Any other matter with the permission of the Chair.

The Meeting will start its proceedings on 1st April '95 by 5.00pm. and completes its agenda on 2nd April '95 by 11.30 A.M. All are requested to reach Bangalore latest by 4.00pm. on 1st April '95 without fail.

Those CEC members who are not in position to make their return journey reservations are requested to write Bangalore unit well in advance with all details (date, train no., age etc.) with required amount on the following address.

All CEC members are advised to write to Bangalore unit the date, train no. and time of arrival with a copy to AIRBWO, C.O., Nagpur.

Bangalore unit Address:
Shri Babu Ravi Shankar
A-23, R.B.I. Staff Qtrs.,
Annaswamy Mudaliar Rd.,
BANGALORE - 560042


(A. N. Moharir)
General Secretary

To
Shri Vinod Kumar Singh

7 MAR-1995 15:25 HRS@

RB40

CPTX
ZCZC
Q99 NAGJ792
CPTA .NAGP
CPTX098

NCA272
INPUT ON 07-MAR-1995 15:18 HRS

FM A.N.MOHARIR, GEN.SECY., AIRBWO, NAGPUR.
 TO A.V.SATPUTE, RBWO BY.
 K.S.DNNIKRISHNAN TVM.
 A.S.RAMAMURTHY MS.
 BABU RAVISHANKAR BG.
 P.V.MANMADHA REDDY HYD.
 V.K.SINGH FT.
 GHEESALAL SHARMA JP.
 S.N.SUKLA KP.
 PHANENDRANATH CHATURVEDY LUK.
 G.C.KAPOOR ND.
 CHINMOY BHATTACHARJEE, RBIS ORGANSATION, CAL.

1. HOLD PROTEST DEMONSTRATIONS ON 14.3.95 AGAINST TAKING AWAY PARTIALLY WORK OF PDO, DAD AND INTRODUCTION OF GROUP CLEARING SYSTEM TO BE SUPERVISED BY S.B.I.
2. AIRBWO CEC TO BE HELD ON 1ST AND 2ND APRIL 1995 AT BANGALORE. NOTICE FOLLOWS.

TLX MSG NO.PVT/81 7.3.95 15.17/VN

DELIVERED ON 07-MAR-1995 15:26 HRS

NNNN

***** MSG:NO RECEIVED ON HRS:MTS
 131 DATE: 07 MAR 95 TIME: 15:31



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI P. S. PUTTURAYA

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440025

Date - 9 ^{मार्च} MAR 1995

Ref. No. _____

To,
ALL C.E.C. MEMBERS,

Dear Friends,

AIRBWO CEC postponed to 14th & 15th April '95.

We confirm having sent the following
Telex on 9th March '95.

"CEC postponed from 1st & 2nd April '95 to
14th & 15th April '95. The agenda and time
schedule will remain same."

All are requested to reach in time to
Bangalore, without fail.

Yours Sincerely,

(A. N. Moharir)

General Secretary

ZCZC
099 NABJ856
CPTA .NAGP
CPTX139

RBWD

NCA696
INPUT ON 09-MAR-1995 17:18 HRS

FM A.N.MOHARIR, GEN.SECY, AIRBWD, NAGPUR
TO A.V.SATPUTE, BOMBAY
K.S.UNNIKRISHNAN TVM
A.S.RAMAMURTHY MS
BABURAVISHANKAR BG
E.V.MANMADH REDDY HYD
CHINMOY BHATTACHARJEE, RBIS ORGANISATION, CAL.
V.K.SINGH, GEN.SECY, RBWD, PATNA
GHEESALAL SHARMA JAIPUR
S.N.SHUKLA KANPUR
PHANENDRANATH CHATURVEDI LUCKNOW
G.C.KAPOOR NEW DELHI.

AIRBWD CEC POSTPONED FROM 1ST AND 2ND APRIL 95 TO
14TH AND 15TH APRIL, 1995.
TLX MSG NO.PVT/62 9.3.95 17.05/VN

DELIVERED ON 09-MAR-1995 17:18 HRS

NNNN
***** MSG:NO RECEIVED ON HRS:MTS
118 DATE: 09 MAR 95 TIME: 17:26



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~SUDHAKARA~~ G.C. Kapoor
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 15-04-95

Central Executive Committee Meeting Held On
14th and 15th April 1995 at Bangalore.

DECISIONS

1. Shri G.C.Kapoor and Shri Sudhakara Bhat were elected respectively as President and Vice-president of AIRBWO.
2. To file a contempt of court case against RBI management for not honouring the judgement of Bombay High Court dated 16th September 1994.
3. To stage a Mass deputation on 25th April 1995 and to hold a Gate Demonstration on 9th May 1995 at all centres.
4. Intensive efforts to be taken to expand the Organisation at Ahmedabad, Bhubaneswar, Gauwahati, Chandigarh and Cochin. Shri Sudhakara Bhat and Shri A.S. Amamurthy alongwith Shri K.S.Unnikrishnan to visit Chchin.
5. Efforts are to be made to expand AIRBWO work in the RBI among lady employees under the guidance of AIRBWO Ladies Wing incharge, Smt. N.M.Deo.

A. N. Moharir

(A. N. MOHARIR)

General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH AND N. D. B. W.)

PRESIDENT : SHRI G. C. KAPOOR
GENERAL SECRETARY : SHRI A. N. MOHARIR

A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440025

SPEED POST A.D.

Date: 3 MAY 1995

FOR THE PERSONAL ATTENTION OF

Dr. C. Rangarajan
Governor,
Reserve Bank of India,
Central Office,
BOMBAY.

Sir,

Negotiation on Charter of Demands and our participation therein -

We understand from the circulars issued by All India Reserve Bank Employees' Association (AIRBEA) and the Fax message dt. 6th April '95 of the Bank that the negotiations regarding wage revision etc. have come to stage of stalemate. We are very much representing a Charter of Demands from a big chunk of Reserve Bank employees and we are working on a totally different principles, the grounds on which our charter is based upon is different from AIRBEA. To elaborate, we detail below the demands of AIRBEA and that of All India Reserve Bank Workers' Organisation (AIRBWO)

<u>Item</u>	<u>AIRBEA's Demand</u>	<u>AIRBWO's Demand</u>
1. Basic Pay	<p>The upward revision be fixed at index point 1048 on the following principles:-</p> <p>a) Erosion upto Index point 600 be compensated in full.</p> <p>b) Suitable increase in percentage thereon.</p> <p>c) Remaining 448 points to be merged with 100% neutralisation.</p> <p>(No scale of Pay is workrd out)</p>	<p>A pay scale has been worked out on the basis of 127% merger of D.A. at 1148 of Index points + 25% notional increase of the same thereon.</p>

- | | | |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. C. C. A. | 15% of pay, without any ceiling. | 15% with a minimum of Rs.350/- and 100% of which shall rank for calculation of O. T. Allowances, Bonus, P. F. and Gratuity. |
| 3. Conveyance Allowance | Rs. 300/- per month. | Reimbursement at the rate of Rs.400/- per month. |
| 4. Bonus | Should be paid as ex-gratia payment @15% of annual aggregate of pay, D. A. and C. C. A. | Should be paid to all employees at the rate of two months' average pay and allowances as deferred wage. |
| 5. Leave Facilities | a) Overall accumulation limit of O.L. be raised to 300 days.
b) The overall accumulation limit of Sick leave to be on a continuing basis. | a) Facility of availing half a day's Casual leave should be introduced.
b) O.L. should be calculated at 9 days per quarter (one tenth part of duty) and to be credited to leave account at the end of each quarter. There should be no limit for accumulation of O.L.
c) There should be no maximum limit for accumulation of Sick leave and it should be calculated at 5 days per quarter. |

6. Super-
-annuation
Benefits.

i) Gratuity: Entitlement should be one month's pay + D.A. for every completed year of service without any ceiling.

ii) Provident Fund: Contribution to P.F. from both sides be on Pay + D.A.

i) Gratuity: Should be paid at the rate of one month's Pay+D.A.+CCA last drawn for every completed year of service without any limit.

ii) Provident Fund: Contribution by both the sides should be at the rate of 10% of Pay + D.A. + CCA.

iii) Pension: As third retiral benefit.

From the above it is crystal clear that we want to advance and contribute different arguments, perceptions and therefore, the Reserve Bank of India must hold meaningful negotiations with AIRBWO which has been made mandatory on the Bank by the Bombay High court Judgement dated 16th September, 1994.

We would like to make it clear to the R.B.I. management that non-response to our demand of consideration of the Charter of Demands within a fortnight from the date of receipt of this letter will be construed as patent non-compliance of High Court directives and shall be accordingly dealt with by resorting to contempt of Court proceedings against the Reserve Bank management and for the cost and consequences of which shall be borne by R.B.I. management.

Please take note.

Yours Sincerely,

(A. N. Moharir)

General Secretary

Ref. DAPM No. 623/R(II)IR-129/94-95
16th May 1995

The General Secretary,
All India Reserve Bank Workers' Organisation,
122, Jaiprakash Nagar, Khamia,
Nagpur-400025

RESERVE BANK OF INDIA
Central Office
Department of Administration
and Personnel Management
Central Office Building
Shahid Bhagat Singh Road
Bombay-400023

Dear Sir,

Negotiations on Charter of Demands
and our participation therein-

We acknowledge receipt of your letter dt. 3rd May 1995 addressed to the Governor on the captioned subject. In this connection we advise that your Charter of Demands will be examined by the Bank and you will be advised in the matter in due course.

Yours faithfully,

sd/-

(T. B. Pandey)

Dy. General Manager



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~XXXXXXXXXX~~ G.C.KAPOOR
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

NOTICE

Date 13/7/95

To,

All CEC Members,

AIRBWO Central Executive Committee Meeting will be held on 30th July, 1995 at 11.00 a.m. at Jaiprakash Nagar, hall, Khamla, Nagpur to transact the following Agenda.

A G E N D A

- 1) (i) To review critically the Private Settlement dated 23rd June, 95 between AIRBEA & R.B.I.
(ii) To report on 'Contempt of Court' proceeding against RBI initiated by AIRBWO.
(iii) To decide about levy collection on arrears
- 2) Organisational matters.
- 3) Any other matter with permission of chair.

All are requested to attend the meeting in time.

A. N. Moharir
(A. N. Moharir)
General Secretary

Instructions - All CEC Members are requested to inform AIRBWO, Central Office, Nagpur their date, train number, timing of arrival. Such of those CEC Members who have no return railway reservation facility only should write to AIRBWO Central Office sufficiently in advance for return reservation.

Pating

① Shri. Sheoji Singh

② " A.K. Ojha.

③ " V.K. Singh.

... Shri A.K. Ojha - 9 am enclosing two copies of this notice for Mr. Maheshwar & Guwahati if you feel appropriate to P.T.O.

invite these two gentlemen you may take the decision and invite them with a suitable formal letter. & we have already sent invitation to ~~with~~ Shri I. S. Desai Ahmedabad as per your last instructions.

Yours truly

Aludini

Gen. Secy

OFFICE

ALL INDIA CONFERENCE OF THE
INDIAN NATIONAL CONGRESS
will be held on 30th July, 1952 at 11.00 a.m. at Ujjain
Nagar, Ball, Kanha, Nagpur to discuss the following
agenda.

AGENDA

- (i) To review critically the Private Bill movement dated 13th June, 52 between ANCA & I.C.C.
 - (ii) To report on 'Committee of Enquiry' proceedings against the members of ANCA.
 - (iii) To decide how to levy collection on members.
 - (iv) Organizational matters.
 - (v) Any other matter which pertains to the above.
- All are requested to attend the meeting in time.

(A. S. Mohanji)
General Secretary

Instructions - All CWC members are requested to inform their Central Office about their date, train number, time of arrival. Some of those CWC members who have no return railway reservation facility only write to their Central Office suitably in advance for return reservation.

ALL INDIA RESERVE BANK WORKERS ORGANISATION : CENTRAL

OFFICE : NAGPUR.

31.7.1995.

Friends,

Wage Settlement - A low deal - Trade
Union rights surrendered

Wage settlement for Class III employees of RBI was signed on 23.6.1995. The AIRBEA has made a claim that the settlement is fair and is favourably comparable with the highest paid unit in the Banking Industry. The settlement claims that it has achieved 'SBI PACKAGE' to RBI employees in Class III also.

You are aware that in all the bipartite settlements in the Banking Industry since 1970, the wage revision was granted through the merger of DA with the basic pay at a particular point of consumer price index. It is a common knowledge that to get the increase in the wages the merger of DA should be higher than what is actually paid at that time. Higher the merger of additional DA (called notional DA) more will be the benefit by way of increase in basic pay and other allowances.

We have furnished below a chart showing the actual merger of notional DA with basic pay from 1979 to 1995 settlements. It can be observed therefrom that in 1979 the notional DA merged with the existing basic pay was 20.64% more than the actual D.A. paid on that period, whereas in the 1995 settlement this notional D.A. has come down to just 4.23%. Therefore the benefit from the present settlement is least compared to previous settlements.

<u>Year of settle-ment</u>	<u>Basic Pay Exist- ing</u>	<u>Re-vised</u>	<u>CPI mer-ger- ced</u>	<u>Actual D.A. payable</u>	<u>Addl. D.A. merged</u>	<u>% of addl. D.A. merged</u>
1979	210	400	100	157.50	32.50	20.64%
1984	400	650	132	208.55	41.45	19.87%
1989	650	1155	268	435.50	69.50	15.96%
1995	1155	2260	548	1060.20	44.80	4.23%

In the recently concluded wage revision in RBI the DA payable upto 1148 points of consumer price index was merged with the basic pay on the lines of commercial bank settlement. Thereby the clerical scale is revised from Rs. 1155 to Rs. 2260/- an increase of 95%. Both for officers and workmen the merger of DA is at 1148 CPI. But the commercial bank officers scale is revised from Rs. 2100 to Rs. 4250/- an increase of 103%. This pattern is likely to be followed in the case of RBI officers also. Friends, since the previous settlement the DA paid to all categories of staff is at the same rate for same basic pay. Therefore, the merger of DA also should be at equal rate for all categories. Is it the 'negotiating skill' of AIRBEA, having accepted a lower rate of merger for Class III ?

WHERE IS THE SBI PACKAGE ?

The AIRBEA has made hollow claim regarding the 'SBI PACKAGE', while the SBI settlement has granted additional emoluments ranging from Rs. 170 to Rs. 550 to all employees,

the so called 'SBI PACKAGE' in RBI means a benefit ranging from Rs. 155 (benefit of an advance increment at the 1st stage) to Rs. 440/-. Let us now examine the other peculiarities of the 'fair' and 'reasonable' settlement in comparison with commercial banks.

1. In commercial banks, the house rent allowance is payable at the previous rate of 12% of pay without any ceiling, whereas the RBI settlement has reduced the rate from 12.5 to 12% with the ceiling of Rs. 700/-, thereby denying most of the senior employees of the bank nearly Rs. 375/- p.m.

2. The existing stagnation increment of Rs. 175/- should have been revised to Rs. 340/- instead of Rs. 325/- as per the present settlement. In commercial banks, an employee with CAIIB qualification draws his 4th stagnation increment at 28th year of service whereas in RBI an employee has to wait till 30th year to draw the same.

3. The post scale Special Pay of Rs. 66/- p.m. after revision should have been Rs. 127/- instead of Rs. 120/- as presently agreed.

4. As you are aware, the 1989 settlement contained various anomalies and when pointed out by us, the AIRBEA had to agitate against its own settlement and signed 'supplemental settlement' wherein additional special pay ranging from Rs. 10/- to Rs. 65/- was granted to RBI employees, to obviate the anomalous position. It would have been proper to merge this ASP into the basic in the present settlement. But it has been retained as a separate item, with a view to keeping the last increment as low as possible.

5. We had pointed out in the past about the deliberate design of the bank to keep the last increment as low as possible that is at Rs. 175/- which was accepted by the AIRBEA. The last increment is further eroded in the present settlement and fixed at Rs. 325/-. This is evident from the fact that the difference between the last and penultimate increments in the previous settlement was Rs. 20/-. This time instead of increase it is decreased to Rs. 10/-, even after merger of DA at 1148 points. It is needless to emphasize that this trick has been perpetrated with the sole intention of pegging down the stagnation increment to the senior employees of the Bank.

If you have carefully read the above peculiarities, you will observe that the so-called 'SBI package' which is payable to employees after 20th stage, is derived (i) by denying higher HRA to employees by imposing ceiling; and (ii) by trimming down the ASP, PSSP and stagnation increments. It is, therefore, evident that the settlement does not compare favourably with the highest paid unit in the banking industry viz. RBI.

After analysing the settlement, you will find that the management has cleverly attempted to trim down the benefit to employees in higher stages of the pay scales. With virtually no recruitment since many years, and no promotion, an overwhelming number of RBI employees all over the country are in this bracket which is denied of their rightful dues. The 'skilled' leaders of AIRBEA have become a party to the designs of the management.

ANOMALY IN GRANT OF STAGNATION INCREMENTS :

As per the settlement the existing basic is to be refluxed at the next higher stage in the revised scale and after reaching the maximum a personal allowance of Rs.440/- is payable. The employee who has reached his maximum of the scale before 1st November 1992 will not get the benefit of the fixation at next higher stage, and hence he will receive his stagnation increment one year latter than an employee who reaches the maximum of his scale after 1st November 1992. Because of this a graduate who is senior to an undergraduate will get lesser pay at a particular point. Further an employee with CAIIB qualification will draw lesser pay compared to those without CAIIB qualification and less number of years service.

AIRBEA has also boasted that in commercial banks the stagnation increment is payable once in 3 years after reaching the maximum of the scale, whereas it is once in two years in the case of RBI. They have conveniently forgotten that in RBI the stagnation increment is payable only after the drawal of ~~xxxx~~ x post scale special pay. If the stagnation increment is granted on the lines of commercial banks pattern a graduate with CAIIB would have received his 1st stagnation increment on completion of 15th year service, whereas he gets it only on completion of 21st years of service in RBI. Because of this a graduate with CAIIB will lose an amount of Rs. 69,000/- during his service.

The negotiating unions in commercial banks including BEFI have, though belatedly, realised their blunder of signing a low deal settlement, and have served a notice on IBA to re-open the settlement. The AIRBEA, an affiliate of BEFI, has secretaly signed the present settlement, and will be guilty of double standards if it still tries to sell the settlement before RBI employees as a fair and reasonable one.

TRADE UNION RIGHTS SURRENDERED :

We would like to bring to the notice of all the RBI employees that on 23.6.1995 itself another settlement was signed ~~with~~ by the AIRBEA with the RBI in the name of improving work culture, productivity and operational efficiency ~~in~~ in the Bank. Surprisingly in the name of curbing the restricted practices the measures sought to achieve the targets are as under :-

- i. Refusal to attend to work of other desk/s during absence of concerned staff;
- ii. Resistance to re-allocation of work amongst staff/
re-deployment of staff;
- iii. Refusal by Stenographers to do typing work when not busy with stenography.
- iv. Self-imposed work norms resulting in underutilisation of available human resources.

In addition to the above measures which can be very easily abused by the RBI authorities to victimise the employees the following conditions have been accepted by AIRBEA, thus surrendering the trade union rights so far

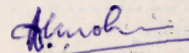
achieved by the trade union movement.

- i. not to engage in any form of physical duress;
- ii. not to resort to demonstrations which are not peaceful and not to permit rowdyism in demonstration; not to hold any demonstration within the Bank's premises and not to resort to any picketing etc. so as to prevent employees of any class from entering the Bank's premises or intimidate any official for any act done in the discharge of official duties;
- iii. not to take up or engage in union activities during working hours unless provided for by law, etc.
- iv. to discourage unfair labour practices such as negligence of duty, insubordination, etc.
- v. to take appropriate action against activists defying the Code.

By In this agreement, the AIRBEA has signed a death warrant for the trade union existence. As a genuine trade union movement, we take it as a great set back for the workers cause and seriously condemn this surrender, ^{deed} as a genuine trade union movement pledged to employees sole interest AIRBWO calls upon all the Reserve Bank workers to join the struggle to combat the ^{menace} created by comrades - a political trade unionism.

With best wishes and fighting greetings.

Brotherly yours,



(A.N. MONARIR)
GENERAL SECRETARY



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~XXXXXXXXXX~~ G. C. Kapoor
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. ~~XXXXXXXXXX~~ The Secretary,

Date 9 ^{बारा} AUG 1995

Reserve Bank Workers' Organisation,
LUCKNOW.

Dear Friend,

A.I.R.B.W.O. CEC AT NAGPUR ON 30-7-95--
DECISIONS-

On detailed scrutiny of the agreement dt. 23-6-95 signed by AIRBEA on wage revision etc. was termed as "Low Deal" and another agreement signed by AIRBEA on the same day viewed as a "surrender" of Trade Union Rights and condemned the same as an unabashed attack on the hard earned Trade Union Rights.

2. It was decided to collect Levy as under:

- a) For AIRBWO : Rs. 100/- per member.
- b) For BMS : Rs. 100/- -- do --
- c) For NOBW : Rs. 20/- -- do --

Levy collected for AIRBWO should be remitted to AIRBWO within one ^{month} of the arrears disbursement and levy collected for BMS & NOBW should be remitted to NOBW HQ. at Nagpur before 10th Oct. 1995. It is left to the local units to decide quantum of total levy to be collected from each member.

(P. T. O.)



3. The CEC reiterated its decision to proceed for "Contempt of Court" proceedings against R. B. I. and authorised General Secretary to take appropriate steps in this direction.

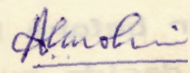
ORGANISATIONS DECISIONS:

1. All units are directed to remit 17% of their membership fees collections as affiliation fee (with the copy of the returns) to NOBW HQ., Nagpur.
2. All units are advised to hold Annual General Meeting before 28th February, every year.

The AIRBWD circulars analysing the AIRBEA agreements is already forwarded to all units. Our Bangalore unit is sending circulars issued by them on this matter, to all units. These circulars may be used for building opinion against AIRBEA for signing such a low deal and surrendering the basic Trade Union Rights.

All units are requested to keep live contact with sister units as well as with AIRBWD by forwarding information, circulars etc. regularly.

With Greetings,

Brotherly yours

(A. N. Moharin)
Gen. Secretary

Copy forwarded for information to all units.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~P. S. PUTTURAYA~~ G. C. Kapoor

Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR

122, Jaiprakash Nagar,

Khamla, NAGPUR 440 025

Ref. No. _____

Date 17-8-1995

The Chief General Manager,
Department of Admn. & Personnel,
Central Office,
Reserve Bank of India
Shahid Bhagat Singh Marg,
Fort, BOMBAY. 400023

Sir,

Confirmation of employees appointed on compassionate grounds.

It has been brought to our notice that inspite of the best efforts put up by the employees appointed on compassionate grounds, to get through the examinations, are not in a position to pass in the qualifying examination. Consequently, the Bank has not effected their confirmation and regularise their services. This, apart from denial of certain facilities, these employees had to face uncertainties and tension.

As the number of such employees, is very small, we demand of Reserve Bank to confirm all such employees by waiving off the present conditions and regularise their services. This will endeavour the Bank to discharge its obligation towards the families of deceased employees.

(P. T. O.)



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

Expecting an early action in this matter.
Please acknowledge receipt of this letter.

Yours Sincerely,

A. N. Moharir

(A. N. Moharir)
Gen. Secretary

It has been brought to our notice that certain of the best efforts put up by the Reserve Bank workers in connection with the work of the Reserve Bank are not in a position to be fully appreciated by the Reserve Bank authorities. The Reserve Bank authorities are not aware of certain facilities which have been provided to the Reserve Bank workers and are not in a position to appreciate the same. It is requested that the Reserve Bank authorities should be kept informed of the facilities which are provided to the Reserve Bank workers and should be in a position to appreciate the same. It is also requested that the Reserve Bank authorities should be in a position to provide the necessary facilities to the Reserve Bank workers.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~P. S. Bhatnagar~~ C. C. Kapoor.
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____

Date 18/8/1995

to,

The Chief General Manager,
Reserve Bank of India,
Department of Administration & Personnel,
Central Office,
Shaheed Bhagatsingh Road,
BOMBAY ; 400 023.

Sir,

Merit Test - Staff Officer Gr.A -

We are shocked to observe that the Reserve Bank of India has selected only 26 candidates out of anticipated declared 84 vacancies in the merit posts of Staff Officer Gr.A. As per prevailing practice the selection of candidates is made upto the last vacancy. The non selection of 84 candidates is a clear-cut departure of this practice. This arbitrary and illegal decision of the R.B.I. is apprehensive of abolition of vacant post and denying legitimate opportunities for promotion.

In the prevalent situation, the R.B.I. is attempting to reduce posts in all cadres, the present decision in regard to merit test, we take it as a prelude to eliminate posts in Staff Officer Gr.A or the management preparing grounds to fill these posts by direct recruitment, which we vehemently condemn and oppose too.

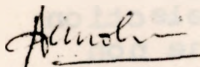
Since the issue is very sensitive and related to denial of promotional opportunities to employees in the background of acute stagnation, there is bound to large scale discontent, and the employees all over the country are restive, we, therefore, demand of R.B.I. that.

1. Review the selection of candidates for Staff Officer Gr.A merit test and fill in all the 84 vacancies.
2. Selection practice hitherto prevailing for Staff Officer Gr.A merit test should be strictly followed. The ratio of Direct Recruits should be strictly adhered to.
3. The marks sheets should be provided for all the Merit test candidates for assessment of their own performance.

Hope to have early action in the matter.

Please acknowledge receipt.

Yours sincerely,



(A.N. Moharir)
General Secretary
All India Reserve Bank
Workers' Organisation.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~Q. C. KAPOOR~~ Q. C. KAPOOR,
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :

A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440 025

Ref. No. _____ To, _____
Date 19/8/1995

The Chief General Manager,
Reserve Bank of India,
Department of Administration
and Personnel Management,
Central Office,
Shaheed Bhagatsingh Road,
BOMBAY : 400 023.

Sir,

Shifting of clearing house
to the Commercial Bank -
- - - - -

We understand that the Reserve Bank of India has decided to shift Clearing House to Commercial Banks at Ahmedabad, Bangalore, Jaipur, Hyderabad, Kanpur and Nagpur. It is our considered opinion that the bank's move is unwarranted and aiming at transferring of its traditional functions to Commercial Banks thereby creating surplus staff in all categories in Reserve Bank of India.

We firmly oppose this sinister move of the bank which is systematically cutting limbs of R.B.I. and attempt to reduce posts in all cadres.

There is a large scale concern, discontent all over country against this ill conceived moves of R.B.I.

(p. t. o.)



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI ~~P. S. PUTHURAYA~~ G. C. Kapoor
Gen. Secy. : SHRI A. N. MOHARIR

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR 440025

Ref. No. _____

Date 19 ^{भगल} AUG 1995

प्रति,
मुख्य महाप्रबंधक
प्रशासन एवं कार्मिक प्रबंधन विभाग,
केन्द्रीय कार्यालय,
भारतीय रिजर्व बैंक,
शहीद भगतसिंग मार्ग,
मुंबई - 400023

महोदय,

विषय : स्टाफ अधिकारी ग्रेड " ए " (मेरिट) परिक्षा -
वर्ष 1994-95 के परिक्षाफल का अन्यायपूर्ण होना-

हम आपका ध्यान उक्त विषयक विसंगति की ओर आकृष्ट करना चाहते हैं एवं शीघ्रतिशीघ्र न्यायोचित समाधान की माँग करते हैं ।

1. वर्ष 1994-95 की परिक्षा में कार्यालय परिपत्र के अनुसार 84 पदों हेतु परिक्षा ली गई थी किंतु अखिल भारतीय स्तर पर केवल 23 पदों पर भर्ती की गई है जो कि नितान्त अन्यायपूर्ण ही नहीं बल्की कर्मचारियों के भविष्य के साथ खिलवाड़ एवं धोकाधड़ी है ।

.....2 ..

चूँकी ये पद तृतीय श्रेणी कर्मचारियों की पदोन्नति से ही भरे जाने हैं और बैंक में योग्यतम स्टाफ # C. A., Ph.D. तथा CAIIB परीक्षा पास कर्मचारी # उपलब्ध हैं। ऐसी परिस्थितियों में पूरे पदों का न भरा जाना अन्यायपूर्ण व असंगत है।

2. स्टाफ अधिकारी ग्रेड " ए " सीधी परीक्षा, मेरिट परीक्षा तथा अहंता परीक्षा # QUALIFYING EXAMINATION # के सही अनुपात पर पर्यवेक्षण एवं प्रभावी नियंत्रण बनाए रखने हेतु हमारे संघटन से वार्ता करके, प्रयास किए जाएँ ताकि सीधी भर्ती अपने अनुपात से अधिक न हो सके।

3. स्टाफ अधिकारी ग्रेड " ए " परीक्षा # मेरिट # के परीक्षार्थियों को प्राप्तांकों की अंक तालिका # MARK LIST # उपलब्ध कराना -

अखिल भारतीय स्तर पर आयोजित होने वाली सभी परीक्षाओं में परीक्षार्थियों को प्राप्तांक की अंक तालिकाएँ उपलब्ध करायी जाती हैं। रिजर्व बैंक में भी स्टाफ अधिकारी ग्रेड " ए " # QUALIFYING # परीक्षा में भी परीक्षार्थियों को प्राप्तांक उपलब्ध कराए जाते हैं जबकि मेरिट परीक्षा में प्राप्तांक उपलब्ध नहीं कराए जाते हैं। उन्हें प्राप्तांकों की तालिका उपलब्ध करायी जाए ताकि वह ही गई परीक्षा के विषय में अपना सही आँकलन कर सकें और आगे सुधार कर सकें।

ऐसी परिस्थितियों में बैंक द्वारा भारी धनराशी खर्च करके भारतीय स्तर पर पदोन्नति के लिए परीक्षा का आयोजन करना एवं उसमें स्टाफ द्वारा कठिन मेहनत से परीक्षा में बैठना तथा पूर्ण पदों के न भरे जाने से कर्मचारियों में घोर निराशा, हताशा एवं कुंठा व्याप्त होती जा रही है जबकी उनके पदोन्नति के रास्ते वर्तमान परिस्थितियों में लगभग बन्द से ही हैं।

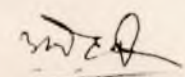
ऐसी परिस्थितियों में हम माँग करते हैं की -

1. परीक्षा का स्तर ऐसा हो की जिसके कारण जितने पदों (84) हेतु परीक्षा ली गई, न्यूनतम उतनी संख्या में पदोंकी भर्ती हो।
2. मेरिट परीक्षा में प्राप्तांकों की अंक तालिकाएँ # MARK LISTS # उपलब्ध करायी जाए तथा वर्ष 1994-95 की परीक्षा तथा उसके नतीजों का पुनर्विचार किया जाए तथा परीक्षार्थी के अंको को क्रमवार रखते हुए पूर्ण 84 पदोंकी भर्ती करायी जाए।
3. स्टाफ अधिकारी ग्रेड " ए " बाहरी भर्ती सीधी परीक्षा, मेरिट परीक्षा तथा अहंता परीक्षा # QUALIFYING EXAM. # के सही अनुपात का कठोरता से ध्यान रखा जाए ताकि सीधी भर्ती अपने निर्धारित अनुपात से जादा न हो।

उपरनिर्दिष्ट विषयोंपर अतिशीघ्र कार्यवाई हो।

इस पत्र की पहुंच (Acknowledgement) दें।

भवदीय,



(ए. एन्. मोहरीर)

महामंत्री



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI G. C. KAPOOR (New Delhi)
Gen Secy : SHRI A. N. MOHARIR (Nagpur)

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025
☎ : 0712-220187 (Resi.)

Ref. No. _____

Date 30.8.1995.

4 IMPORTANT

To,

ALL UNIT SECRETARIES. - PATNA

Dear Friends,

1. Observe All India Protest Day on 8.9.1995.
2. No participation in the AIRBEA's strike of 15.9.1995.

...

You might be in receipt of our Demand or protest letters addressed to RBI on the following subjects.

1. Shifting of Clearing House to commercial banks.
2. Merit Test - Poor Results
3. Confirmation of employees sons/daughters appointed on compassionate grounds
4. Reopening of Pension option.

You are aware that the Bank is going ahead with its move to shift the vital traditional functions of clearing house operation to commercial banks. On poor merit test results also the Bank is keeping a conspicuous silence thereby denying the employees their rightful promotions. On all other issues also the RBI is moving against employees justified demands probably with the tacit consent of AIRBEA.

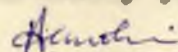
In view of this background, A.I.R.B.W.O. is the only ray of hope for RBI employees to rally round. AIRBWO, therefore, decided to protest against the Bank and ~~also~~ calls upon all its members and sympathisers to observe 8th September 1995 as ALL INDIA PROTEST DAY by staging demonstrations/Mass deputations. Unit Secretaries are requested to forward compliance report to A.I.R.B.W.O., Central Office, Nagpur.

2. AIRBWO will not participate in the AIRBEA's strike call of 15.9.1995 :

As During the last decade as the recognised AIRBEA (Agent) has brought such a pitiable conditions of RBI employees by signing surrender settlements on 20th July 1994 and 23rd June 1995, the agitations, struggles launched by them have turned into a mere farce. Actually the AIRBEA has lost all its credibility by (1) first by opposition to computer and then surrendering on the same issue. AIRBWO is not interested in staging such dramas and hence does not wish to be party to such dishonest trade union movement and therefore call upon all its members to be away from such gimmix and not to participate in strike call of 15th September 1995.

With greetings,

Brotherly yours,



(A. N. MOHARIR)
GENERAL SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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President SHRI G. C. KAPOOR (New Delhi)
Gen Secy SHRI A. N. MOHARIR (Nagpur)

Correspondence Address
A. N. MOHARIR
122, Jaiprakash Nagar
Khamia, NAGPUR-440 025
☎ 0712-220187 (Resi)

Ref. No. _____

Date 1st September, 95

To,
All Unit Secretaries,

Dear Sir,

LEVY COLLECTIONS

All Unit Secretaries are requested to make all out efforts to collect levy at ensuing payment of arrears. They are requested to approach each and every member for levy and for donations to our sympathiser, well-wishers etc. It is our past experience that funds-Money Plays an important role in building of an Organisation-AIRBWO as well as units particularly when we are confronting with big institutions like RBI or rivals having crores of rupees as their assets.

We, therefore, once again appeal to all AIRBWO activist to make this fund collection drive a unique success.

Brotherly yours,

(A. N. MOHARIR)
General Secretary

With warm greetings

BMS-NOBW-AIRBWO-ZINDABAD



NATIONAL ORGANISATION OF BANK WORKERS

(Affiliated to B.M.S.)

542, Dr. Munje Marg, Congress Nagar, Nagpur.

Circular No. NOBW/14/95

Date : 11-9-1995

To,
All Members,

DEMANDS DAY - GRAND SUCCESS
NOBW TO OBSERVE "PROTEST DAY" ON 22-9-1995
DECIDES NOT TO PARTICIPATE IN TWO DAYS STRIKE OF
26 & 27TH SEPTEMBER, 1995

On the back ground of NOBW's demand day on 22nd August 1995 and one day token strike by four negotiating unions on 31st August 1995, office bearers and committee members of N.O.B.W. met at Nagpur on 10th & 11th Sept. 1995.

N.O.B.W. congratulated all the members for having observed Demand's Day on 22-8-1995 successfully, in pursuance of the demands served by NOBW on all Chairmen of the Banks.

Friends, as rightly feared by NOBW, this move on the part of the negotiating unions to go on strike on 31-8-1995, has created a wedge between the officers and workman in the industry, and may ultimately prove to be the waterloo for the Bankmen Trade Union movement in the country.

Amongst several issues that were deliberated in the meeting of the office bearers it was decided:-

(1) NOT TO PARTICIPATE IN THE STRIKE CALL OF 26TH & 27TH SEPT. 1995

It is the firm opinion of NOBW that issue given by the four negotiating unions may not be the REAL ISSUE. The negotiating unions had all the time and avenues to clinch higher neutralisation of D.A. merger than to have gone for pittance like HRA without parameter of salary and Conveyance Allowance as a new concept. Every common member has come to realise that the negotiating unions have accepted a hollow package, because the present pay structure should have been atleast 11.5 times of 1970 (II BPS) at 1148 points of CPI, in order to maintain the level of pay, leave alone any wage rise. Even the choice of dates of the present strike call do not lead us to believe that the negotiating unions are sincere to their cause.

NOBW has therefore decided not to participate in the call of 26th & 27th Sept. 1995 and be a party in widening the gap between workmen and a officers in the industry. NOBW stands for Unity Of Bank Employees Trade Union Movement and for United Action.

NOBW, shall consider joining the agitation only when the issues at stake are properly identified and made known to the common employees. Mass education campaign shall be on to achieve a total and wider UNITY AMONGST BANK EMPLOYEES.

(2) N.O.B.W. PROTEST DAY ON 22-9-1995

Meanwhile as a part of our public awareness campaign and continue to pursue our demands I has been decided to hold **A DAY LONG DHARNA AT ALL MAJOR CENTRES IN THE COUNTRY ON FRIDAY THE 22ND SEPT. 1995 BY ALL UNITS AFFILIATED TO NOBW AS PROTEST DAY**

The following are the Demands :-

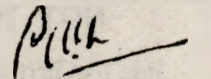
- (1) RESTORATION OF NEGOTIATING RIGHTS OF NOBW.
- (2) RESTORE PURCHASING POWER OF 1970 (II BPS) PAY SCALES.
- (3) BONUS TO ALL.
- (4) STOP INDISCRIMINATE COMPUTERISATION AND LIFT BAN ON RECRUITMENT.
- (5) PAY ARREARS OF NIT AWARD AND SALARY AS PER SPONSOR BANK SCLAES TO REGIONAL RURAL BANK EMPLOYEES.
- (6) RECOGNISE ALL INDIA RESERVE BANK WORKERS ORGANISATION (AIRBWO) AS PER HIGH COURT DECISION.
- (7) UNIFORM PAY SCALES TO ALL CO.OP.BANK EMPLOYEES.
- (8) SCRAP MCKINSEY REPORT FOR S.B.I.

The apathy of the IBA/Govt. to the genuine issues of bank employees, the failure on the part of signatory unions to maintain and protect the fundamental rights of the employees, pay and privileges of the past, and the future of public sector banks in view of the inflow of private banks like Global Trust, IDBI, HDFC etc. may be highlighted to bank employees and public on the occassion.

To fight onslaught, N.O.B.W. firmly believes that a genuine united front precided by joint discussion and decision followed by joint action is need of the hour and we call upon all concerned to strive sincerely towards to this goal.

With awakening greetings.

Fraternally yours.



(N.A. Prabhu)
General Secretary.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI G. C. KAPOOR (New Delhi)
Gen Secy : SHRI A. N. MOHARIR (Nagpur)

Correspondence Address :
A. N. MOHARIR
122, Jalprakash Nagar,
Khamla, NAGPUR-440 025
☎ : 0712-220187 (Resi)

Ref. No. _____

Date _____

15th September 1995.

To,

THE UNIT SECRETARIES.

Dear Friends,

1. AIRBWO NOT TO PARTICIPATE ~~IN~~ 26TH AND 27TH SEPTEMBER STRIKE.
2. OBSERVE DHARNA ON 22ND SEPTEMBER SD1995 AT THE CALL OF NOBW

The NOBW Action Committee Meeting alongwith the 'CEC members stationed at Nagpur met on 10th and 11th September 1995 and decided :

1. Not to participate in the strike call of 26th and 27th September 1995.
2. Observe Dharna on 22.9.1995 on demands including that of Recognition to AIRBWO. ^{ak}

The circular issued by NOBW in this regard is enclosed for your information and necessary action.

You are requested to participate in the proposed DHARNA in full strength and make it grand success.

2. LEVY COLLECTIONS : You are requested to take all possible efforts to collect maximum collections on account of levy to be collected on arrears.
3. CONTEMPT OF COURT CASE : The case may come up for hearing for admission in the last week of September or first week of October 1995.

With greetings for Dussara and Vijaya Dashmi.

Brotherly yours,

(A. N. MOHARIR)
GENERAL MANAGER



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025
☎ : 0712-220187 (Res)

Date 10 OCT 1995

Ref. No. _____

NOT FOR CIRCULATION

CONFIDENTIAL

All Unit Secretaries,

Dear Friends,

Contempt of Court suit filed.

R. B. I. replies to our Charter of Demands.

As per the AIRBWO CEC decision held at Nagpur on 30.07.95 we have filed a "Contempt of Court" suit against R. B. I. & AIRBEA before the Bombay High Court, Bombay. The R. B. I. and AIRBEA were served Notice before admission. As there are no adequate number of Judges and the only Judge before whom the case is likely to come up for hearing is busy with probing in the Harshad Mehta scam case. The High Court Bar council at Nagpur & Bombay have already demanded for appointment of additional Judges to which Govt. of Maharashtra is likely to respond. Any way we hope that the case may come up for admission hearing in this month.

2. Meanwhile the R. B. I. has come out with a reply to our Charter of Demands vide their letter DAPM No. 171/R.II.CP-229B-95/96 dt. 20.09.95. The R. B. I. while rejecting our demands stated that after examining our Charter point to point they are not in a position to concede anything more than what they have settled with AIRBEA on 23rd June '95. The Bank further advised the following reasons for the same.

- i) The settlement regarding Basic Pay (merger at 1148 points with 1960 as base) is broadly based on the parameters agreed to in the Banking industry.
- ii) The D. A. neutralisation is slightly at higher percentage than granted to the Industry to maintain the A+ position.
- iii) Other allowances such as CCA, HRA, FA, etc. have suitably been enhanced and Conveyance allowance has been newly introduced.

Friends, inspite of this letter our grivance still stands unresolved, because RBI has neither invited us for negotiations nor they have asked to submit a written note on our Charter. As per our Counsel's opinion the Bank has violated the Bombay High Court order dt. 15-09-94 which amounts to Comtempt of Court.

We have shown the letter in regard to our counsel, the struggle against RBI still continues.

These developments are being informed to you and you are requested not to circulate the same and treat the same as strictly confidential.

With Deepavali Greetings.

Yours Sincerely,

(A. N. Moharir)
Gen. Secy.

RESERVE BANK WORKERS' ORGANISATION, MUMBAI.

(Affiliated to AIRBWO, NOBW & BMS)

2nd Floor, Parwatibai Bldg.
7, Pitha Street,
Off. Sir P. M. Road,
Fort, Mumbai-400 001.

REGISTRATION NO. 4945

Ref. No. RBWO/

Date : **October 24, 1995**

To

The General Secretary,

All India Reserve Bank Workers' Organisation,

122, Jaya Prakash Nagar,

Khamla, Nagpur 440 025.

Dear Shri Moharirji,

Namaskar.

We have received your confidential letter dated 10th October'95, and noted the contents.

Shri A.V.Satpute, who has not been keeping good health for the past month or so, has since resigned from the post of General Secretary of the Mumbai Unit of the Reserve Bank Workers' Organisation. The Office-Bearers accepted the resignation submitted by him and it has since been decided that Shri B.Venkatachalam will act as the General Secretary of the unit till convening the ensuing Annual General Meeting in early 1996 when regular elections will be held.

With Diwali Greetings,

Sisterly yours,

N.M. Deo
(Smt. N.M.Deo)

President.

Copy forwarded to all unit secretaries of AIRBWO.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION
CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : **SHRI G. C. KAPOOR (New Delhi)**
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Correspondence Address
A. N. MOHARIR
122, Jaiprakash Nagar
Khamla, NAGPUR-440 025
☎ 0712-220187 (Resi)

Date दि. 4-11-95

Ref. No. _____

प्रति,
श्री. घनश्याम पाण्डेजी,
सचिव,
रिजर्व बैंक वर्कर्स आर्गनायजेशन,
पटना

मान्यवर श्री पाण्डेजी,

सप्रेम नमस्कार,

आपका दि. 25.10.95 का पत्र तथा साथ में 7500/- का ड्राफ्ट प्राप्त हुआ। A. I. R. B. W. O. का अंश भेजनेके लिए आपको धन्यवाद। पत्र के साथ उक्त रकम की रसिद भेज रहा हूँ।

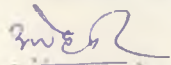
कलकत्ता में हमारी कार्यसमिति की बैठक लेनेका तय हुआ है। शुरु में यह बैठक इसी माह तय हुवी थी मगर कलकत्ता इकाईके अनुरोध पर अब यह बैठक दिसंबर माह में होगी।

नागपुर युनिटने अबतक १ लाख २२ हजार रु. लेवीका कलेक्शन किया है। युनिट ने १ लाख ७२ हजार रु. का लक्ष रखा है जो जल्दही पूरा होनेकी उम्मीद है। यहा सदस्योंसे ग्राँस एरिअर्सका १% लेवीके रूपमें जमा करनेका तय हुआ है।

बैंक के खिलाफ " कोर्ट की अवमानना " की केस 1 नवंबर को मुंबई हाईकोर्ट में मा. न्यायमूर्ती श्री वरियावा के सामने सुनवाई के लिये आझी थी, मगर वह शेअर घोटाले (हर्षद मेहता) के केस में व्यस्त होने के कारण अब इस केस की सुनवाई ३-४ हफ्तों के बाद होगी।

हमारे अन्य युनिट के कार्य अच्छी तरह से चल रहे हैं। पटना युनिट के सभी कार्यकर्ता तथा सदस्योंको मेरी शुभकामनाएं।

आपका अपना


(अरूण मोहरीर)
जनरल सेक्रेटरी



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE-NAGPUR

[AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS]

RECEIPT

No.

4

Date

3-11-95

Received from ~~Shri/Smt~~ Reserve Bank Workers' Organisation

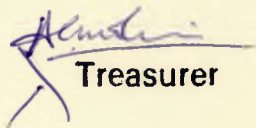
Patna

Rs. Seven thousand five hundred only

towards ~~donation~~ Subscription/Affiliation fee 1995-96

for the year

Rs. 7500/-


Treasurer



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION OF BANK WORKERS)

President : SHRI G. C. KAPOOR (New Delhi)
Gen Secy : SHRI A. N. MOHARIR (Nagpur)

Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025
☎ : 0712-220187 (Resi)

Ref. No. ~~To,~~

The Editor,

Date 17 Nov 1995

Nagpur.

Sir,

Kindly publish the "Press Release" in your esteemed daily and oblige.

Thanking you .

Yours faithfully,

S. G. Risaldar
(S. G. Risaldar)
Office Secretary

Press Release

AIRBWO filed Contempt case against Reserve Bank of India

The All India Reserve Bank Workers' Organisation an affiliate of NOBW & BMS has filed a "Contempt of Court" petition against the Reserve bank before the Bombay High Court, Bombay. The Bombay High Court vide its orders dt. 16th Sept. 1994 has directed the RBI to consider the Charter of Demands submitted by AIRBWO. Prior to this order the National Industrial Tribunal presided over by Retd. High Court Justice Shri Khatni held RBI guilty for not inviting the AIRBWO for negotiation on the Charter of Demands and directed the RBI to hold negotiations with AIRBWO on all the issues raised by AIRBWO.

In spite of these directions of the High Court the RBI has signed a Bipartite settlement with All India Reserve Bank Employees Association on 25th June 1995, without inviting AIRBWO. The AIRBWO feels that this is a blatant violation of the order passed by the Bombay High Court. This act amounts to Contempt of the H'ble Courts orders and be dealt with in accordance with the Contempt of Courts Act, 1971. The AIRBWO, in its petition, requested the H'ble court to award maximum punishment provided by the law to all concerned officials of the RBI, including imprisonment, for this blatant violation of the Court's orders

Advocate Shrihari Aney is appearing on behalf of the AIRBWO.

A. N. Moharir
A. N. Moharir
General Secretary



ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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Correspondence Address :
A. N. MOHARIR
122, Jaiprakash Nagar,
Khamla, NAGPUR-440 025
☎ : 0712-220187 (Resi)

Ref. No. _____ To, _____

Date 17 ^{Nov} 1995.

All CEC members,

Dear Friends,

AIRBWO C.E.C. AT CALCUTTA ON 17.12.95

NOTICE

Central Executive meeting of All India Reserve Bank Workers' Organisation will be held on Sunday the 17th December 1995 at 8.00 A.M. at Calcutta, to transact the following business :

AGENDA

1. Reporting on "Contempt of Court" case.
2. To decide the course of action on the anomalies in the Settlement.
3. To review the levy collection and to pass provisional accounts upto 31st Dec.
4. Unit reporting & Organisational matters.
5. To finalise venue & dates of AIRBWO's biennial Conference.
6. Any other matter with the permission of the Chair.

(A. N. Moharir)
General Secretary

Instructions :

The meeting will start sharp at 8.00 AM. on 17.12.95 and will conclude by 17.00 hrs. on the same day. All members are requested to reach Calcutta before the start of the meeting.

As far as possible return journey reservations should be arranged by respective units, however, if not possible please write to Shri Chinmoy Bhattacharjee, Calcutta, well in advance along with Demand Draft.

- * Venue of the meeting will be conveyed to you by Calcutta unit in due course.

Patna

1. Shri V.K. Singh
2. " Shri Sheoji Singh
3. " Arunkumar Ojha

A. N. Moharir

x P.T.O

BNA545

CBA303

INPUT ON 20-NOV-1995 13:22 HRS

FOR A.N. MOHARER AIRBWO NAGPUR

FROM C. BHATTACHARYA RNI S.O. CAL

MESSAGE : CEC MEETING FIXED ON 17TH DEC.'95 WILL BE HELD AT
BINANI SADAN (BHAWAN), 81, PATHURIVAQ CDDNYEET,
CALCUTTA-7000 006 NEAR GANESH TALKIE, MAHATMA GANDHI RD. (2
KM FROM HOWRAH STN.)

ADVISE ALL UNITS ACCORDINGLY AND FOR ADVANCE RESERVATION FOR RETURN
JOURNEY. OUR MESSAGE WILL FOLLOW.

DELIVERED ON 20-NOV-1995 13:31 HRS

NNNN

***** MSG:NO	RECEIVED	ON	HRS:MIN
116	DATE:	20 NOV 95	TIME: 13:34

Reserve Bank of India Staff Organisation

REGD NO. 19063

Affiliated to :

ALL INDIA RESERVE BANK WORKERS
ORGANISATION,
NATIONAL ORGANISATION OF BANK
WORKERS

&

BHARATIYA MAZDOOR SANGH

Ref. No. _____

Registered Office :

10, KIRAN SHANKAR ROY ROAD,
CALCUTTA-700 001
Phone : 28-9210



Date 21st Nov. 1995

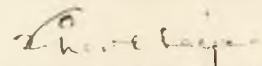
To Shri Arun Kumar Ojha
Org. Secretary.
A/RB 000.
Siferam Bhawan,
Ram Nagar Road.
Patna.

Dear Friend,

CEC meeting on 17th December 1995 at Calcutta

You are requested to attend the C.E.C. meeting to be held on 17th December 1995 at Binani Sadan (Bhawan), 81, Pathuria Ghat Street, Calcutta : 700 006. Near Ganesh Talkie, Mahatma Gandhi Road (2 Km. from Howrah Station). The 'Sadan' is booked for 16th & 17th December 1995. If reservation for return journey is required please inform well in advance. With good wishes,

Brotherly yours
Yours faithfully,


CHINMAY BHATTACHARYYA
GENERAL SECRETARY

N.B. :- Dear Arun Shai,

I could not meet you at Calcutta. Please come again at our C.E.C. meeting - because without you there will ~~be~~ be no enjoyment.
- yours
Chinmay

Reserve Bank of India Staff Organisation

REGD NO. 19063

Affiliated to :

ALL INDIA RESERVE BANK WORKERS'
ORGANISATION,
NATIONAL ORGANISATION OF BANK
WORKERS

&

BHARATIYA MAZDOOR SANGH

Registered Office :

10, KIRAN SHANKAR ROY ROAD,

CALCUTTA-700 001

Phone : 28-9210



Ref. No.

Date 21/11 Nov. 1995

To Shri Vinod Kr. Singh
Gen. Secy, RBWO
48, RBG Staff Quarters
Rajendra Nagar.
Patna.

Dear Friend,

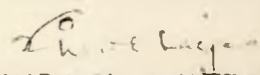
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GENERAL SECRETARY