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ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Affiliated to NOBN & BMS)  
Central Office - NAGPUR

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To All Unit Secretaries,

Dated: 9.10.1986

Dear Friends,

Sub: Jaipur Conference - 24-25th October -

.....

Our unit at Jaipur is now ready to welcome all of you for the conference. All preparations are almost complete. Please inform and send the list of representatives to Jaipur unit under advice to us.

Please bring drafts of conference (in the name of All India) donation (collected from members at the rate of Rs.10/-) and other dues for handing over to All India. As per our notice the procession will be taken out on 24th October 1986. All Unit Secretaries are requested to bring their banners for the procession.

Delegate/observers should positively reach the venue of the conference before 10 A.M. on 24th October 1986. All C.S.C. members are requested to reach by 23rd October 1986.

With greetings,

Yours fraternally,

*A.N. Mohan*

(A.N. MOHAN)  
General Secretary.

PATNA

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Affiliated to NOBW & BMS)  
Central Office - Nagpur.

To All Unit Secretaries,

Dated: 8th October 1986.

Dear Friends,

Sub: Com. P. Krishna Reddy's Proposed dismissal  
and cooperation with his All India Union

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Further to our communication dated 18.9.1986 pertaining to above issue, we have to inform that the meeting between our Organisation and Shri Reddy took place at Hyderabad on 5th October 1986. The undersigned, s/Shri A.Y. Dandekar, K.V. Rajan and P.V. Chalapati Rao were present in the meeting.

The relationship issue between our unit at Hyderabad was discussed and it was agreed upon to move at Hyderabad in close coordination with their union. On the All India issues the possibilities of coming closer should be explored. And possible help may be extended to Shri P. Krishna Reddy in the event of his proposed dismissal ~~against M.I. management~~. We have also informed that matter will be placed and discussed before our Jaipur conference and the approach thereof will be informed to him in due course.

In the meantime we have written a letter to Governor, R.B.I. (copy enclosed) on his proposed dismissal. Kindly reproduce the same at your centre under advice to us.

The instructions in this regard be followed strictly and the reactions on this letter by our members, other employees (including CPM union) and of the management may be gathered for reporting in our Jaipur conference.

With greetings,

Brotherly yours,

*A. N. Moharir*

(A. N. MOHARIR)

General Secretary.

PATNA.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE - NAGPUR

Ref.No.14/Oct/86.

The Governor,  
Reserve Bank of India,  
Central Office,  
Bombay.

Sir,

Sub: Com. P. Krishna Reddy's Proposed Dismissal

Correspondence Address:  
A.N. MOHARIR,  
132, Jai Prakash Nagar,  
Khamla, Nagpur 440 025.  
Date: 7.10.1986

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We, understand, that Com. P. Krishna Reddy, RBI Hyderabad has been served with a show cause notice for dismissal for allegedly holding of workers' meetings and representing their problems before the RBI management. We fail to understand that how and from when the above activities of a known trade unionist are being considered as an offence in this premier institution. We are of the considered opinion that the RBI management is behaving (in this matter) in a most undemocratic, arbitrary and irrational manner.

In a democratic country such as ours, holding of meetings and ventilating employees grievances before the management is an accepted fundamental right of workers. While discharging his trade union obligations Com. Reddy has only exercised his above right in a most peaceful democratic way. We, therefore, demand of RBI management to withdraw the show cause notice served on Shri P. Krishna Reddy forthwith and arrive at an early amicable settlement failing which the RBI employees all over India will be compelled to start massive resistance and the industrial peace thereby will be seriously disturbed.

Yours sincerely,  
SD/- (A.N.MOHARIR)  
General Secretary.

श्री

नागपुर  
दि० १५ जून् ८६

प्रिय मित्र राजकुमार जी,

नमस्कार

आपका दि० ९-४-८६ का पत्र प्राप्त हुआ।  
आपने १००० रुपये का Demand Draft भेजकर अपने  
आधिवेशनकी आर्थिक दृष्टिसे शुभशुरुवात कर दिया है।  
१००० रु० भेजने के लिये धन्यवाद।

आप या श्रीवक्षजित भुवनेश्वर जायेंगे यह पठकर  
अतीव आनंद हुआ। आपका कूट तो जरूर होगा परंतु  
वामका महत्त्व देखते हुये आप ये कूट सह लेंगे  
तेसा भुजे विश्वास है। तो भी कूट देने के लिये मैं  
आमाप्रार्थी हूँ।

आपका पत्र आजही (दि० १५-४-८६) मिलने  
के कारण भुवनेश्वर भेजे पत्र नहीं लिख सका।  
अपने आधिवेशन में एक मिनट रहे हैं उन्ही समय आपसे  
भुवनेश्वर वृत्त लेंगे।

पणवसे वमसे ३१ जयपुर आधिवेशनके २०  
प्रतिनिधी मानेना आप प्रयास करे लेयी मेरी  
नम्र आर्चना है।

स्वश्री शिवजी सिंह, वक्षजितजी, जोसाजी  
नया दण्य सही कार्यवृत्तिका सादर प्रणाम,

आपका अपना,

Almohini

PoToOo

मुंबई - अपने नागपुर युनिट की दोरमे तथा Vinodh  
 Bank Employees' Federation (NOSW affiliate) की ओरके  
 साथ भोजे दुमे परिपत्रके अनुसार अपने बैंकके सामने  
 आय अर्द्धक प्रदर्शन हुआ | ज्येनी रस्ताके धुन गाजितदा  
 हुआ | रस्तसेनेके NOBW के महापत्री श्री-पुराणिकु  
 ने All India call किया था |

Encl. 1 circled

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

ALL INDIA RESERVE BANK WORKERS' ORGANISATION (Affiliated to NOBW & BMS)

Central Office: -NAGPUR.

To, Urgent

Nagpur 11.9.1986.

All Unit Secretaries and  
AIRBWO CEC Members.

Dear Friends,

Subject: Draft copy of General Secretary's Report :

To avoid delay in adoption of the General Secretary's Report during the Central Executive Committee, preceding the 9th Biennial Conference at Jaipur on 24-25 October 1986 and also to save time of the conference, THE DRAFT COPY OF THE GENERAL SECRETARY'S REPORT is being circulated for your consideration and adoption, well in advance. You are requested to send the report back to me after making corrections/additions/deletions/suggestions at the earliest but not later than 30.9.1986.

On receipt of the same and making suitable additions/deletions the report will be kept ready for presentation before the conference.

You are requested to collect conference donation at the rate of Rs. 10/- from each member/sympathiser of our organisation on the ensuing salary if not done earlier. Please also inform the Jaipur unit the number of representatives attending conference from your centre.

Wish the conference a grand success.

Brotherly yours,

*A.N. Moharir*

(A.N. MOHARIR)  
General Secretary.

Encl: one.

Patna -

1. Shri R.K. Sinha -
2. " Sheoji Singh, Vice President - AIRBWO.
3. " A.K. Ojha -

E

Sm. RK Sinha

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22 278 RBI IN

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M+

22 278 RBI IN

715 242 RBI IN

FROM MOHARIR RB NAGPUR  
- TO

K SINHA RBI PAT A

SEND SOMEBODY TO BHUBANESWAR IMMEDIATELY.

TLX MSG NO. PVT/=.++ /24

9-10-86

11.00 AM/VN+

URGENT

Shri

NAGPUR

D/1 - X - 86

प्रिय मित्र राजकुमार सिन्हा

जमरकार

भेजे।

कृपया निम्नलिखित बातों के संबंध तुरंत जानकारी

1. श्री रामदेव जी के निमंत्रण पत्र दिया था नहीं।

2. अपने Report (G.S. Report) आनंद के सूचना

मिलकर दिनांक वापस भेजे।

3. मुनजेश्वर के प्रवास के व्यय तथा भेजे

4. जो हारी के श्री रामदेव जी के पते के

संबंधी Confirmation पूछा था। श्री जोशी से सब कुछ पूछे  
करे।

5. कृकताय C-C सितंबर के Ex-Meeting के पत्र का

Attention letter मिलने के था अभी नहीं मिले। कृपया  
श्री जोशिया वनजी के करे।



कॉम्प्यूटरमध्ये पोस्टर्स जो हरि के राजे हैं।  
पता confirm होत है प्रोग्राम पर  
बागोंकी जानकारी दी जाती है प्रजे  
साधने युक्ति पर चक रहे गतिविधि  
भी लिखें।

सर्वश्री शिवजीसिंह, विश्वजित गौतम,  
को शाजी के पेट विजय प्रयाग  
आपका अपना  
Amol

~~Amol~~  
Raj Kumar Singh

15

भारत  
INDIA

जवाबी  
REPLY



प्रति

श्री० राजकुमार सिंह

द्वारा श्री अम्बिका कान्त सिंह  
लुडहोके २

पीरमुहानी

परणा

- पिन PIN

800003

(मिटर)

17/11/86

RESERVE BANK EMPLOYEES' ASSOCIATION, NAGPUR.  
(Affiliated to NOBW and BMS)

Circular No. 20/86

D/- 11.11.1986.

Dear Members,

UTTER FAILURE OF SECURITY ARRANGEMENTS  
TOTAL CARELESSNESS AND APATHY BY LOCAL  
TOP BRASSES - SECURITY ARRANGEMENTS STILL  
UNCHANGED.

While the daring theft of Bank's Currency Remittance from train on the way to Itarsi is still gnawing disdainfully at the fate of the accompanying C/NExaminers, it was expected that the Top Management must have by this time awakened from deep slumber and the entire Security Arrangements must have been geared up afresh in the interest of the Bank's property and safety of the accompanying officials.

It is astonishing that inspite of the serious setback to the Bank's security the Top Management has, as usual, taken a very casual attitude to the incident. The Cash Remittances are being despatched WITHOUT ANY CHANGE IN THE SECURITY MEASURES much to the chagrin of the accompanying C/NExaminers.

The so-called conciliation meeting held with the RBIEA (recognised) and the Bank has been an eye-wash and a stunt, as no tangible results are in the offing.

We have today voiced our strong protest to the Governor demanding an immediate action against the currency officer and Manager for the casual approach and total callousness to this vital issue involving life risk to hundreds of accompanying C/NExaminers. Perhaps RBI is the only Institution where such lopsided administration exists!

Some of the points elucidated by our Association before the Governor are envisaged below for information of our members:

- (1) The Cy.O. and the Asstt. Cy.O. have during their on-spot-visit to Itarsi resorted to browbeating tactics with our members with a view to elicit information from them. In fact, it was expected that these officials would extend a helping hand to the concerned C/N Examiners in distress at Itarsi. Instead these officials pulled their ranks and threatened the concerned staff.
- (2) The withdrawal of Insured Guard by the Railway was mainly at the instance of our Bank to curb overtime. The Bank has since been handing over crores of rupees to Railways for transshipment "at owner's risk". Had this practice been immediately halted, the theft at Itarsi would have been perhaps avoided. In the present practice no responsibility can be fixed on the Railway as the Remittances are booked "at owner's risk".
- (3) A very dangerous and risky practice still exists that the Escort Party and Chest Officials DO NOT bear any Identity Papers with them and they take delivery of crores of rupees at any odd hour at night. The accompanying C/N Examiner has to be "RAM BHAROSE" in such cases. In the past, two of our colleagues refused to give delivery at night. But the Bank took action against the concerned C/NExaminers "for following rules" and debarred them from Remittance Duty for 2 years.
- (4) The Remittances by Bullion Van/Truck are dangerous from security point of view. Bullion Van/Truck do not have Wireless Sets fitted in them nor the trucks are covered. In the recent past the Remittance sent by Bullion Van to M.P. side, only one constable was provided! Why the Trucks used for carrying the Remittance Boxes between Bank and the Railway Station are old, and beat up vehicles? Why they are not covered? Why our Bank's officers have joined hands with the Contractor in such poor and risky arrangements? Is not the security jeopardised?

(PTO)

(5) On many<sup>a</sup> occasions the Bank has even booked the remittances by railway to the next preceeding/succeeding stations and brought back/forward by road transport involving great risks, only to avoid payment of O.T. allowance to accompanying potdars. What weightage is given by the Bank for security and safety of treasury remittances?

(6) Why so many Remittances are sent in one Remittance order? Whereby the Railway Wagons are crammed with boxes to their full capacity and while shunting and movements of the wagon there is possibility of mixing the boxes with each other? Instances gallore where the boxes are found broken in the closed wagon after shunting due to overloading.

(7) It is surprising that inspite of clear-cut provisions in C.T. Rules to depute an officer of the Police as in-charge of the Escort Party our Nagpur Office deputes Head Constable as in-charge of Escort Party. Why bother? The Top Management feels it is no skin off their noses?

A few of our members have been time and again bringing such lapses to the notice of the Bank. But unfortunately nobody has time and desire to look into such important matter.

Thus, it is unfortunate and painful that we have to point out to Bank what is wrong and what is right in this matter. For what happened at Itarsi the Currency Officer and Manager of this office are squarely responsible. For it is them who have allowed the Remittance Operation in the most lop-sided manner for the past many years inspite of repeated warnings from the concerned staff.

We hope that at least now the Bureaucrats would rise to the occasion and gear-up the security arrangements so that the accompanying C/NExaminers would not be exposed to risks in future.

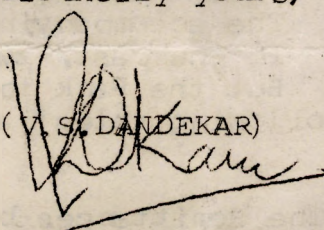
Dear friends, in the instant case it was observed that the Bank's literate Officials have issued a questionnaire at Itarsi Station to the concerned C/NExaminers wherein many irrelevant queries have been incorporated by passing all the rules laid down especially at para 1 to 12 of the Memorandum of instructions issued to accompanying potdars. These types of arbitrary actions of the officials are nothing but the unfair labour practices adopted by the Management.

We, therefore, in most unequivocal terms condemn the anti-employee actions of the local Management and caution them to desist from adopting such attitude.

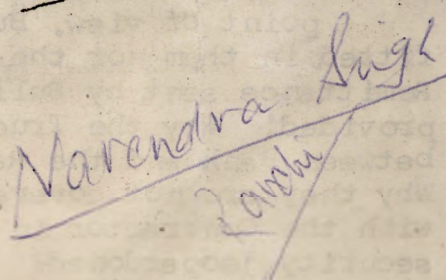
We appeal to all our members and well wishers to be in readiness for higher course of action in the matter, if necessary.

With fighting greetings,

Brotherly yours,

  
(V. S. DANDEKAR)

R. B. E. A. )  
                  ))  
N. O. B. W. ))))))) Z I N D A B A D  
                  ))  
B. M. S. )

  
Narendra Singh  
Lambu

NAGPUR.  
Dt. 23.9.1986

To,  
All Unit Secretaries.  
Dear Friends,

Subject: Attendance at Jaipur Conference.

Attention of unit secretaries is drawn towards the decision of the AIRBWO C.E.C. held at Trivandrum on 1st April 1986 as regards to the conference decision and attendance of representatives therein. We once-again reproduce the same for their ready reference, and compliance.

DECISION

III-AIRBWO Conference - Funds, Delegate fee etc.

" Further it was decided to hold the AIRBWO conference at Jaipur on 24th and 25th October 1986. It has been decided that the host Jaipur Unit will be bearing expenses of conference with THE HELP OF Funds raised by them through Souvenir, Donations, coupons etc and the delegation fee collected from the delegates. From other units, the following amounts were agreed upon to be collected on the occasion of the conference and be handed over to the AIRBWO. The No. of delegates to be sent by the units were also decided as under:-

<u>Name of the Unit</u>	<u>Amount of Donation</u>	<u>No. of Delegates.</u>
1. Bombay .	Rs. 4,000.00	50
2. Bangalore	2,000.00	30
3. Hyderabad.	500.00	10
4. New Delhi	1,000.00	30
5. Kanpur	1,000.00	30
6. Lucknow.	-	5
7. Madras.	1,000.00	10
8. Nagpur	4,000.00	50
9. Patna	1,000.00	25
10. Trivandrum.	500.00	5

It has been decided that donations are to be collected at the rate of Rs. 10/- from each member. Delegates fee is decided to be Rs. 30/- per delegate.

The Units may pay one side journey fare and the delegate fee of the attending representatives. But one side fare will have to be borne by the representatives.

It will be observed that the due to long distance and expenses involved, the number of delegates attending conference from south will be very less. Lists received from Bangalore and Bombay indicate that they are not in a position to fulfill & even their above committment. They are requested to give fresh thought to this matter, otherwise AIRBWO will not be in a position to assemble in a desired number and the conference will not be in a position to achieve desired impact.

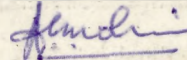
The Patna, Kanpur and New Delhi units are requested to bring maximum number of delegates ( more than their commitment) to make up the probable short fall of southern units.

Unit Secretaries are ~~also~~ requested to concentrate on collections of funds also. They are requested to collect donation/levy not only from our members but also to collect from our Ex-members ( Promotees) sympathisers and even from management and members of other organisations. They are also requested to approach our sympathisers outside R.B.I/Banks etc for collections. We are confident and hopeful that we shall cross the collection targets as also the target in regard to attendance of representatives. If every unit takes its share of responsibility OUR CONFERENCE WILL BE A GRAND SUCCESS.

With Warm Greetings.

Encl. AIRBWO Mailing list

Yours sincerely,



(A.N. MOHARIR)  
GENERAL SECRETARY.

Patna - Shri Rajkumar Sinha.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Affiliated N.O.B.W. and B.M.S.)  
Central Office - NAGPUR.

Dear Friends,

Nagpur, D/- 16-7-1986.

ALL INDIA AGITATION

The reports received from our different units reveal that the agitation launched by our organisation as per ~~the~~ decision of our CEC. held at Trivandrum on 1st April 1986 received a rousing response all over the country. Although the programme released in the first phase could not be observed uniformly by some of the units due to their local organisational difficulties, the demands raised by our organisation were widely appreciated in general by the R.B.I. employees. The need to carry on a powerful ALL INDIA STRUGGLE was also felt and experienced by the R.B.I. employees all over India.

Whenever AIRBWO raised some new demands such as Family Allowance, Gr.I Allowance, abolition of higher pay and lower pay centres, Middle Class D.A., C.C.A., ultimately the R.B.I. Management had to concede these demands and the AIRBEA had always to cut a sorry figure before the R.B.I. employees. This being our glorious past the R.B.I. employees expectations are very high from our organisation. To maintain this credibility of AIRBWO, we shall have to strive hard to overcome our organisational weaknesses and shortfalls to make this struggle a grand success. Unit secretaries are requested to view the struggle in this perspective and improve on their performance.

OUR NEXT PROGRAMME OF ACTION

Keeping in view the performance and also the need to carry forward the struggle units are hereby called upon to OBSERVE 9TH AUGUST '86 as ALL INDIA DEMANDS DAY by organising Demonstrations, to be followed by Committee Deputations to the Local management. (A memorandum addressed to the Governor, will be handed over either to the Manager/P.O. or any official of the local management).

As our 9th AIRBWO conference to be held at Jaipur on 24th & 25th October 1986 is fast approaching and our units will have to be busy for its grand success, we will take a pause here and suspend the present Agitation and leave further programme of action to be finalised in the forthcoming conference at Jaipur.

During June 1986 the formation of Reserve Bank Workers' Organisation, Ahmedabad is a welcome event and reaffirms our faith in the bright future of AIRBWO as well in the acceptability of AIRBWO by the R.B.I. employees. Our growth and success is proportionate to the efforts taken by our activists at different centres. Therefore keep moving and take **all out efforts for the GROWTH OF a strong and militant AIRBWO.** Around success and final victory is awaiting for all of us.

With affectionate greetings and regards.

*Encl. 1 - unitwise performance chart*

Yours sincerely,

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

A.I.R.B.W.O. - Central Office NAGPUR

ALL INDIA AGITATIONAL CALL

D/- 16.7.86.

UNIT WISE PERFORMANCE

Name of the Unit	Letter dtd. 23.4.86	Demonstration dtd.2.5.86	Demonstration dtd.22.5.86	Postering
Nagpur	Circulated	Done	Done	Done
Bombay	-do-	-do-	-do-	-do-
Patna	-do-	-do-	-do-	-do-
Bangalore	-do-	-do-	-do-	-do-
Hyderabad	-do-	-do-	Not observed	-do-
Trivandrum	-do-	-do-	-do-	-do-
Madras	-do-	Not observed	-do-	-do-
New Delhi	-do-	-do-	-do-	-do-
Jaipur	-do-	-do-	-do-	-do-
Kanpur	No reports	No reports	No reports	No reports

RESERVE BANK WORKERS' ORGANIZATION, BOMBAY.

(Affiliated to AIREWO, NAW & BMS)

To

23rd September, 1936.

The Secretaries,  
All Units.

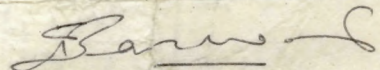
Dear Brother,

There have <sup>been</sup> queries from the Centres as well as from the members and employees in general, about the date/s of the S.O. Test, and the criteria of calling the candidates i.e. % of candidates for merit test/qualifying test etc. Further, it is also being ~~required~~ that only repeaters will be called.

We, therefore, with due enquiries from the Central Office, state that nothing has been decided about the S.O. Test, no date is fixed, no criteria of calling the candidates is decided. The Bank has been busy in estimation of vacancies and after estimation is over the other things will be decided with sufficient notice. We shall write to you after we get the information, in future.

Thanking you,

Yours faithfully,



( P.D. Barwad )  
GENERAL SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(AFFILIATED TO N.C.B.W. & B.N.S.)

CENTRAL OFFICE NAGPUR

NAGPUR, 18th Sept. '1966.

To:

All Unit Secretaries  
and Central Executive Committee Members.

Dear Friends,

Sub.: Com.P.Krishna Reddy's Victimization  
Our Support & Cooperation.  
.....

We are in receipt of a letter from All India Reserve Bank Employees' Federation, Hyderabad, seeking our support and cooperation in the struggle started by them against R.B.I. Management in connection with the proposed dismissal of Com.P.Krishna Reddy their Gen. Secretary. Shri P.Krishna Reddy is alleged to have been indulging in addressing workers' gatherings and preparing them to fight against R.B.I. Management.

2. We, orally, conveyed through Com.D.S.Buche, President A.I.R.B.E.F. that unless the relationship between our Hyderabad Unit with them is harmonious A.I.R.B.W.O. will not be in a position to extend its support to them. After consultation with A.I.R.B.E.F. leaders Shri D.S.Buche informed us that A.I.R.B.E.F. and their unit is eager to have friendly relationship with our Hyderabad Unit and A.I.R.B.E.F. has proposed a joint meeting of both these organisations at Hyderabad on 5th October 1966. The undersigned, Shri A.Y.Dandekar, Secretary, A.I.R.B.W.O. and the officials of our Hyderabad Unit will be attending the meeting. If the relationship issue is resolved to the best satisfaction of our Hyderabad Unit then only modalities regarding our support etc. will be discussed. Units will be kept informed about the development in this regard.

3. In the meantime units are requested to watch patiently the events but not to react either in support of or in opposition to the incidents.

With greetings.

Ys Brotherly Yours

*Almohri*  
(A.N.MOHARIR)  
GENERAL SECRETARY.

latng

1. Shri Sheoji Singh.
2. " R.K. Sinha.
3. " A.K. Ojha

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
( Affiliated to N.O.B.W. & B.M.S. )

--- Central Office- NAGPUR.

Dt. 25.9.1986.

To,

All Unit Secretaries,

Dear Friends,

Sub; JAIPUR JAIPUR CONFERENCE - POSTERS

---  
JAIPUR conference posters are being despatched to you. Please paste these posters at the important public places preferably at our R.B.I. premises, N.O.B.W. and B.M.S. offices and other Banking centres in your city. No poster should be left unpasted.

Jaipur unit may also <sup>be</sup> sent some posters printed at Jaipur, shortly. Please make arrangements to paste those posters also.

Please ensure attendance of large number of delegates in the Jaipur conference.

With greetings.

Yours sincerely,

A. N. Moharir

(A.N.MOHARIR)

GENERAL SECRETARY.

परणा

प्रिय मित्र राजकुमार सिन्हाजी,

नमस्कार

सभी पोस्टर्स लगाना आवश्यक है। जोधारी के पते संबंधी (Address) मैंने लिखा था। कृपया श्रीमान् सिन्हाजी को श्री. राजकुमार जोसाजीसे संपर्क करके दिखाइये।

A. N. Moharir

श्री

प्रिय मित्र अरुण कुमार जोषा

तथा राजकुमार सिन्हा ✓

जयपुर

दि. 16-9-86

नमस्कार

श्री. रामदेव प्रसाद जी अपने जयपुर आधिवेशन में  
उपस्थित रहें तैसी अपने सभी कार्यकर्ताओं की  
हार्दिक इच्छा है। साथ में उनको लिखा हुआ  
निर्देशन पत्र भेज रहा हूँ। आप उन्हें यह  
हैं और आधिवेशन में उपस्थित रहें ऐसा  
अपने सभी की डोरसे आग्रह करें।

श्री. रामदेव जी का जयपुर आने जाने का प्रवास आदि  
स्वची अपनी AIRBWO करेगी।

श्री देवेन्द्रनाथ शर्मा (गौहाटी) इनका अपने  
Mailing List परका मनाहि कीव है यह Confirm  
करें। उनके द्वारा अभी AIRBWO को कुछ भी पत्र  
नहीं। उन्हें पत्र लिखने के लिये लिखें।

शेष कुशल। सभी कार्यकर्ता वन्धुओं को भेरा सादर प्रणाम।

आपका अपनाहि

आन. मिश्र

(A.N. Mishra)



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A.N. Moharir,  
122, JaiprakashNagar, Khamla,  
NAGPUR\_440025

Date August 22, 1986

Ref. No. \_\_\_\_\_

My Dear  
Debendra Nath Sharma,

Namaskar.

Recently Shri A.K. Ojha an activists of our Patna unit paid a visit to your centre to find out the possibilities of formation of AIRBWO unit, namely Reserve Bank Workers' Organisation Gauhati, Shri Ojha reported that some more time is required to prepare a ground for registration of our unit. But you have shown a willingness to undertake the formation of fraternal group which will ultimately imerge as Reserve Bank Workers' Organisation Gauhati. This is a well beginning.

You are well aware that for the last 4-5 years we are making utmost efforts to float our unit at your centre. Till now 4-5 visits (including myself) were paid to your unit during the last 4 years. Our fight against the communists is not being activity supported by inaction on the parts of nationalist forces/persons working at your centre. If a powerful persons like you, takes it to heart to work for nationalist trade unionism, I am confident that the communists can be driven out from the map of RBI trade union within a shortest period. The victory Day is being pushed away by the inaction of our own persons. Kindly, therefore, hasten the process of formation of our unit at R.B.I. Gauhati. An unregistered functioning of the unit <sup>can</sup> start right now and the registration will take place in due course of time. Please consider.

Hope to receive a line of reply.

With warm greetings.

Brotherly Yours,

(A.N. MOHARIR)  
General Secretary.

Copy to : 1) Shri A.K. Ojha - Patna  
2) Shri Srikant Chakravarty - Silchar  
✓ 3) Shri R.K. Sinha, General Secretary, R.B.W.O., Patna.

*Handwritten signature*  
General Secretary.

श्री  
प्रियमित्र श्री. राजकुमार सिन्हा,  
जमशुकर

नागपुर  
दि० 3-9-86.

आपका दि० 29-8-86 का पत्र मिला। कलकत्ता प्रवास तथा वहांकी संघटनात्मक, गानेविहीयोंका विसृष्ट-वृत्त निवेदन पढ़नेसे प्रसन्नताका अनुभव हुआ। प्राप्त परिस्थिति में आपने जो कुछ सूझाव किये हैं वह ठीक हैं। अपने वहांके लोगोंको अपनी मजदूर आंदोलनके तुलना में वहांकी साखसामिती तथा रूपया-राशी इसमें ही जाया दिलचस्पी है। वह सब माया छोड़नेमें कठिनाई तथा AIRBWC के संबंधमें देरी कर रहे हैं।

आपके सूचनानुसार मैं श्री० अमिया राय को अपने जयपुर अधिवेशनके पूर्व ही वे AIRBWC के साथ विधिवत संलग्न हो इसके लिये लिख रहा हूँ। उसी पत्र में उन्होंने 10 के उपर प्रतिनिधी अधिवेशनमें जाना चाहिये इसके लिये आग्रह कहेगा। पटना युगिरके अंतर्गत मामलेमें आपके विचार सही दिशामें हैं। AIRBWC के कार्यकर्ताओंका संच याने भगवानके प्रति चकानेकी पुष्पमाला जैसा है। पुष्पमालामें जैसे अलग अलग सुंदर सुंदर अनेक सुगंधित फूल एक सूत्रमें गुंथे जाते हैं उसी प्रकार हमारे सभी प्रभावी कार्यकर्ता एक होकर AIRBWC को बढाने में जुट जाय ऐसी कामना है। अपने पास प्रभावी कार्यकर्ता संख्या के अन्वये तुलना में अधिक है यह शर्क का विषय है। अपने एक अनुभवी कार्यकर्ता हमें संख्यामें अधिक प्रभावशाली कार्यकर्ताओंके संघटनको 'महाभारत' की उपाधी देने से। महाभारतमें अनेक नायक होते हुओ भी हर एकका अपना स्थान और महत्व है और उसकी रचना ऐसी होनेकेवाला है महर्षि व्यास एक अच्छे रचनाकार माने गये हैं। महाभारत में कोई एक नायक (Hero) नहीं है। भगवान श्रीकृष्ण, अर्जुन, कर्ण, भीष्म, द्रोपदी, धर्मराज आदि अनेकानेक प्रभावी पात्र हैं परंतु वे सभी 'महाभारत' इस एक ही ग्रंथके पात्र हैं। अपने कार्यमें ही ऐसे अनेकानेक प्रभावी कार्यकर्ता हो और वे सभी अपने संगठनको नई ताकत दे तथा सुशोभित करें।

सर्वश्री शिवजीसिंह विद्यजित गौतमिया, डोडाजी, रामविशोर पाठक तथा अन्य सभी कार्यकर्ताओंको मेरा सादर प्रणाम।

आशा है कलकत्ता यात्रामें आपको कम कष्ट हुआ हो तथा आपका स्वास्थ्य भी अच्छा रहा हो।

एच. - श्री० अमिया राय को लिखा हुआ  
पत्रकी प्रतिलिपी.

आपका अपना  
आर. मोहर  
(A. N. MOHARIR).



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A. N. MOHARIR,  
122, Jaiprakashnagar,  
Khamla, NAGPUR-440025.

Ref. No. \_\_\_\_\_

Date 3.9.1986.

~~My Dear Amiya Da,~~

My Dear Amiya Da,

Namaskar,

Hope this will find you in the best health and spirit.

Shri R.K. Sinha, General Secretary R.B.W.O. Patna has recently paid a visit to your centre as per our direction to explore the possibilities of complete affiliation of your unit with AIRBWO. We are happy to know from his reports that most of the activists are in favour of this affiliation. He further reports that the Executive Committee of your unit is likely to approve of this proposal on 10-11th September 1986 and inform us accordingly. This is most welcome development.

You are aware that the 9th Biennial Conference of AIRBWO is scheduled to be held on 24-25 October 1986 at Jaipur. We extend our cordial invitation to attend the conference to your unit and further request you to bring good number of delegates not less than 10 to attend the conference and make it a memorable event.

With greetings and best wishes.

Brotherly yours,

*Sd/*  
(A.N.MOHARIR)  
General Secretary.

Copy to Shri R.K. Sinha, General Secretary, R.B.W.O., Patna.

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

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

To,  
All Unit Secretaries.

Nagpur Dt.11.8.1986

NOTICE

Notice is hereby given that the 9th Biennial conference of  
ALL INDIA RESERVE BANK WORKERS' ORGANISATION will be held  
on 24th and 25th October 1986 at :

"Bhatia Bhavan, Adarsha Nagar, Jaipur"

to transact the following business:-

AGENDA

1. To approve the General Secretary's report from October 1983 to date and statement of Account for the years ended 31st December 1984 & 1985.
2. To consider the resolution the notice whereof is received by the Central Executive Committee at Central Office-Nagpur atleast a 15 days before the conference.
3. To amend, alter or rescind any of the rules of the constitution notice of which is received by C.E.C. at Central Office- Nagpur at least a month before the conference.
4. To elect members of the Central Executive Committee and Office bearers of All India Reserve Bank Workers' Organisation.
5. Any other matter with permission of the Chair.

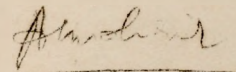
मान्यवर श्री० शिवजी सिंह

उपाध्यक्ष प्रेमरत्न तथा

श्री० आर. के. सिन्हा

जनरल सेक्रेटरी रिझर्व बैंक वर्कर्स फार्गनायर्स एस.प.त.०.

परगा



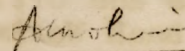
(A.N.MOHARIR)  
GENERAL SECRETARY.

## I N S T R U C T I O N S

1. The conference will start on 24th October 1986 (FRIDAY) at 10.00 a.m.
2. Delegate/Observer Fee:-The Central Executive Committee meeting held at Trivendrum on 1st April 1986 decided to charge Delegate/Observer Fee at the rate of Rs.30/- per head. Family members (if accompanying and lodged at the conference place) will also be required to pay Rs. 30/- per head.
3. Conference Donation:- The above C.E.C. further decided to collect conference donation at the rate of Rs. 10/- per member spread all over the country to meet the conference expenses and also to augment the AIRBWO Fund.
4. Procession:- It has been also decided to take out a massive colourful procession on the eve of the conference on 24th October 1986 in the evening. Unit secretaries are requested to bring maximum numbers of representatives to make the procession a grand success.
5. General Council Member:- Vide clause 9(a) of our constitution the General Council member consists of the representatives (i) one representative for each block of 50. or less than 50 members (ii) thereafter for every additional block of 100 members or major fraction thereof one representative.
6. Return Reservation:- Units/Delegates are requested to write to our Jaipur unit for return reservations along with a demand draft for the fare, with full particulars sufficiently in advance.

Hope to make the conference a historic and grand success.

Brotherly Yours,



(A.N. MOHARIR)  
GENERAL SECRETARY.



खोलने के लिए यहां काटें/TO OPEN CUT HERE

दूर संचार विभाग

DEPARTMENT OF TELECOMMUNICATIONS

तार  
TELEGRAM

153

पता

Address

RAJKUMAR SINHA CARE AMBI KAKANT

SINHA PIRMUHANI PATNA 800003

दूसरा मोड़/SECOND FOLD

खोलने के लिए यहां काटें/TO OPEN CUT HERE

सी नं०  
C. No



तारीख  
Date  
मोहर  
Stamp

समय  
Time of

बुक करने का  
Booking  
प्राप्त करने का  
Receipt

From ..... से

By ..... द्वारा प्राप्त हुआ

यस तार के प्रारम्भ में प्रविष्टियों का क्रम इस प्रकार रहेगा-  
की श्रेणी प्राप्त करने का समय, क्रम संख्या, मूल कार्यालय,  
ख, सेवा अनुदेश (यदि कोई हो) और शब्दों की संख्या।  
The sequence of entries at the beginning of this telegram is-  
of telegram, time handed in, serial number, office of origin  
, service instructions (if any) and number of words.

इस तार के संबंध में यदि किसी प्रकार की पृच्छताछ हो तो  
उसे इस कार्य के साथ अवश्य संलग्न करना चाहिए।  
This form must accompany any enquiry respecting this  
telegram

पहला मोड़/FIRST FOLD

0 1125 115 NAGPUR 5 22

- USE AIRBWO LETTER CIRCULATED CN 23 4 86 FOR PREPARATION

OF MEMORANDUM FOR 9TH AUGUST - MOHARIR - 160 115 23-4-86 9 MOHARIR



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

श्री

Correspondence Address :

Ref. No. \_\_\_\_\_

Date 29 - 6 - 86

प्रिय मित्र श्री० अक्षय कुमार जोड़ा  
नमस्कार

लखनौ 'संघ शिक्षा वर्ग' समाप्त करके आप अभी पटना लौटेंगे। अपने AIRBWO का अहमदाबाद युनिट बनने का सुखद समाचार भी आपको ज्ञात होगा। अपने परिवार में अहमदाबाद रिजर्व बैंक कर्मचारी सम्मिलित होने के कारण अपने प्रासिक भारतीय स्वरूप को एक नया आयाम तथा शक्ति मिली है।

अभी हमारी दृष्टी हमारे कार्य पूर्वांचल में कैसे बटे इसके ओर लगी है। पूर्वांचल में अभी गौहाटी, पुनेश्वर तथा कलकत्ता में अपने युनिट बनने (डिकल्पसे) हैं। इन स्थानों में यदि आप प्रवास करेंगे तो 'जयपुर' में होनेवाली नवम्बर वार्षिक प्राधिवेशन में इन स्थानों से कार्यकर्ता सम्मिलित करवाने दृष्टिसे मदद होगी। आपका प्रवास इस जुलै '86 में हो तो प्रच्छादि होगा। कृपया योजना बनाकर इन स्थानों को भेट दें तथा प्रवास का रिपोर्ट भेजें।

मद्रास का कार्यक्रम 29 जून '86 को न होकर 9 जुलै '86 को होगा। मैं 5-8-6-8-8-8 जुलै तक मद्रास-मदुराई का प्रवास करके नागपुर लौटूंगा।

दिनांक 28 जुलै से 3 अगस्त तक मैं 'जयपुर' कॉन्फरन्सपूर्व तैयारी के दृष्टिसे जयपुर जाऊंगा। अपने दिक्की युनिट कि स्थिति कुछ गंभीर होने के कारण दिक्की में भी अपने कार्यकर्ताओं से भेट करूंगा।

आंदोलन (प्रासिक भारतीय) के संबंध अपना अगला कार्यक्रम जयपुर-तथा बानपूरसे पुनित रिपोर्टिंग होने के पश्चात भेजूंगा। दिक्की युनिट को डबल अपने सभी नेटवर्क में प्रासिक भारतीय आंदोलन प्रच्छा रहा।

कृपया शेष डीक, पत्रोत्तर भेजें।

सभी कार्यकर्ता बंधुओं को प्रणाम।

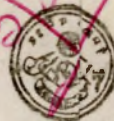
भवदीय

अक्षय जोड़ा

B.

भारत सरकार  
दूर संचार विभाग

27/6  
21/3/2011



GOVT OF INDIA  
DEPARTMENT OF TELECOMMUNICATIONS

AM  
संख्या/BNo .. ....

प्राप्ति का व्यौरा  
Received Particulars

परिपथ संख्या  
Circuit Number

प्रेषण का व्यौरा  
Sent Particulars

तारीख मोहर  
Date Stamp

ER 0 1515 R 253 NA & UR 17 22 GENERAL SECRETARY

RESERVE BANC WORKERS, ORGANISATION 6/22 R. DO+ BLOC PATN

A == SEND REPORT ON ALL INDIA AGITATION TO ISSUE FURTHER CALLS  
= NDHAR IR = LN 26 24:3 6/22

लिपि-समक ओकरक कर के ठीक-ठीक करिब । प्राव मकी-कार्तवी, प्रावमिकता तथा प्रवासी परिवारा के बावके से पूरे सुरताकर करे  
In 3-3 min. time neatly and correctly. Sign in full in E. M. On Velocity and Reply paid Traffic.  
मिस्त्रे-कि-प्रि-मदर-पद-का-३

RESERVE BANK EMPLOYEES ASSOCIATION (R.No.4717) NAGPUR

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

Cir.No.14/86

D/- 21.5.1986.

Friends,

Demonstration on 22nd May, 1986.

In pursuance of the demands made by our All India Reserve Bank Workers' Organisation vide its letter dt. 7.4.86 which was already circulated, we will be holding a gate demonstration on THURSDAY, the 22nd MAY 1986 at 9.45 A.M. The issue of opening of our new R.B.I. Building near High Court and question of the new departments to be opened there is also agitating the mind of RBI employees at Nagpur. Further Bank has done an injustice to 6 of our Class IV brothers by not giving them promotions to Class III cadre when at many other centres all employees from class IV who have passed the examination have been promoted. We demand that all the 6 members be promoted immediately.

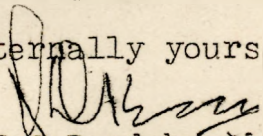
We therefore appeal to all our members to participate in tomorrows morning demonstration and make it a grand success.

With greetings,

Fraternally yours,

WE DEMAND

RECOGNITION OF AIRBWO  
PENSION SCHEME  
EDUCATIONAL AID  
CONVEYANCE ALLOWANCE  
EXPANSION OF NAGPUR OFFICE

  
(V.S. Dandekar)  
Secretary.

WE OPPOSE  
BANK ON RECRUITMENT  
IRRATIONAL COMPUTERISATION

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE, NAGPUR

Camp : 'BOMBAY'

Date: 25.6.1986

To All  
Unit Secretaries,

I am happy to inform you that on 23rd June 1986. AIRBWO's Unit at Ahmedabad has been formed in my presence. At 10.30 A.M. Demonstration was held before R.B.I., Ahmedabad and circulars were distributed at the gate and inside the office premises (copy enclosed). At present 18 employees have joined our Organisation. The papers will be sent for registration with required resolutions to the Registrar and within 10 to 15 days unit will be registered. The unit will be affiliated to BMS, NOBW & AIRBWO.

You are requested to send a letter to the Secretary, Reserve Bank Workers' Organisation, Ahmedabad congratulating him for bold and correct decision with a word of co-operation.

Please note the address for correspondence:

SHRI S.P. VYAS  
A-2, SURAMYA APARTMENTS,  
R.B.I. HOUSING COLONY,  
VASTRAPUR,  
AHMEDABAD : 380 015

Post is O.K.

✓ Brotherly yours,

*M.V. Phatak*

( M.V. Phatak )  
Dy. Gen. Secretary.



# All India Reserve Bank Workers' Organisation

Central Office - Nagpur

(Affiliated to National Organisation of Bank Workers  
& Bharteeya Mazdoor Sangh)

No. **145**

Date: **26-5-86**

RECEIVED with thanks from Reserve Bank Workers'

Organisation, Patna,

the amount of Rupees Two thousand only

by CHEQUE No. ✓  
CASH

on account of Subscription | Affiliation fee | Levy | Donation | Delegate fee  
for the year \_\_\_\_\_

Rs. 2000 / -

H. Mohini

Treasurer

ALL INDIA RESERVE BANK WORKERS' ORGANISATION.  
(Affiliated to NOBW & BMS).  
Central Office : Nagpur.

To  
All Unit Secretaries & C.E.C. Members,  
Friends,

8 APR 1986

AIRBWO CEC held at TRIVANDRUM on 1.4.1986.

As per our Notice dt. 24.2.1986, AIRBWO C.E.C. meeting was held at Trivandrum on 1.4.86. President Shri P.S. Puttaraya was in the Chair. Except representatives from Hyderabad Unit all Units were represented in the meeting. The C.E.C. had the unique privilege to have the presence of Shri D.B. Thengdi, a distinguished economist, philosopher and guide who with an informal discussions with the C.E.C. members. Shri K.N. Shonoy, President, NOBW also paid a visit to our C.E.C. and guided the deliberations. The following decisions were taken :

I.

Decisions.

I. The Committee reviewed the earlier C.E.C. decisions, and decided that the target amounts fixed for the units to pay to Central Office of AIRBWO out of the Souvenir collections and decided to pay within the stipulated time.

1. Madras Rs. 5000/- May 1986.
2. Nagpur Rs. 5000/- Oct. 1986.
3. Hyderabad Rs. 2000/- June 1986.
4. Bangalore Rs. 5000/- Oct. 1986.
5. New Delhi Rs. 4000/- June 1986.

Kanpur Unit has agreed to pay Rs. 1000/- towards Levy account.

II. It has been decided to undertake a phased Agitational Programme on the following issues :

1. Recognition of AIRBWO and its units.
2. Halt to irrational and massive computerisation.
3. Ban on Recruitment and ;
4. Introduction of :
  - a) Pension Scheme as third retirement benefit.
  - b) Educational Aid to the extent of Rs. 5000/- for the Higher/ Technical/Medical Education of employees children.
  - c) Conveyance Allowance.

Agitational Programmes :

- 1) A Demand Letter has to be prepared by AIRBWO Central Office, to be submitted to the Bank which will be circulated among the employees on 23.4.1986 by all the Units.
- 2) Demonstrations to be held in all the Units on 2.5.1986 and 22.5.1986.
- 3) Postering has to be undertaken during the week from 9th to 14th June, 1986.
- 4) Mass Deputations to be held (Date will be decided and informed to Units by Central Office of AIRBWO)!

Apart from the above, it was also decided that AIRBWO should write letters to the Bank on the following matters :

- 1) Enhancement of maximum limit of the Housing Loan. (A Draft to be prepared by the Bombay Unit).
- 2) Withdrawal of P.F. Liberalisation of (Draft to be prepared by the Trivandrum Unit.).
- 3) Exemption of Income Tax on D.A. (After watching the Govt. decision).
- 4) Linkage of Halting Allowance to consumer price index.

.contd.2.

5) Creation of Medical Fund.

III. AIRBWO Conference :-

Further it was decided to hold the AIRBWO Conference at JAIPUR on 24th & 25th October, 1986. It has been decided that the host Unit Jaipur will be bearing the expenses of Conference with the help of funds raised by them through Souvenir, donations, coupons etc. and the delegation fee collected from the delegates. From the other Units, the following amounts were agreed upon to be collected on the occasion of the Conference and be handed over to the AIRBWO. The no. of delegates to be sent by the units are also as under :

<u>Name of the Unit</u>	<u>Amt. of Donation</u>	<u>No. of Delegates.</u>
1. Bombay	Rs. 4000/-	50
2. Bangalore	Rs. 2000/-	30
3. Hyderabad	Rs. 500/-	10
4. New Delhi.	Rs. 1000/-	30
5. Kanpur	Rs. 1000/-	30
6. Lucknow.	Rs. -	5
7. Madras.	Rs. 1000/-	10
8. Nagpur.	Rs. 4000/-	50
9. Patna.	Rs. 1000/-	25
10. Trivandrum.	Rs. 500/-	5

It has been decided that donations are to be collected at the rate Rs. 10/- from each member. Delegates fee is decided to be Rs. 30/- per delegate. The Units can pay one side journey fare and the delegation fee. One side fare has to be borne by the delegate.

IV. Organisational Tours :-

- 1) Bangalore Unit has to take up the tour to Hyderabad Unit in April 1986.
- 2) Shri M.V. Phatak to visit Ahmedabad during April 1986. He also has to pay visit to Calcutta, Bhubaneswar and Gauhati before the Conference.
- 3) Shri A.Y. Dandekar and Shri M.M. Tare should undertake the tour to Bhopal taking into consideration the target to float *unit* out there before October, 1986 i.e. Jaipur Conference.

The C.E.C. thanked the Trivandrum Unit for excellent arrangements made by them for C.E.C. Meeting.

With greetings,

*A.N. Moharir*

(A.N. MOHARIR)  
General Secretary.

1. Confirmations
2. Cooks - water boy
3. Air conditions / scotchish / account  
(non utilisation of money)
4. Salary advice / excess of hands
5. Leave Record.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION,  
( Affiliated to N.O.B.W. and B.M.S.)

Central Office, N A G P U R

Dt. 24.2.1986.

To All C.E.C. Members,

N O T I C E

The Central Executive Committee of All India Reserve Bank Workers' Organisation will be held on 1st April 1986 at TRIVANDRUM to transact the following agenda.

A G E N D A

1. To review of the decisions taken at the last Executive committee held on 30.9.1985 at Bombay.
2. To chalk out long term phased agitational programmes on the following issues.
  1. A.I.R.B.W.O. Recognition.
  2. Judicious/Equitable promotional policy.
  3. To bring halt to massive computerisation.
  4. Enhancement of housing loan, introduction of pension, as third retirement benefit, conveyance allowance, educational aid for employees children for technical/medical/*Higher* education etc. after passing secondary school examination to the extent of Rs. 5,000/- per year.
3. To decide about 9th Biennial AIRBWO conference.
4. Organisational matter. Organisational tours, AIRBWO Finances etc.
5. Any other matters.

The meeting will start sharp at 8.00 a.m. on 1.4.1986. As the notice is being circulated sufficiently in advance all C.E.C. members without exception are requested to adjust their personal engagements ( if any) and make it convenient to attend the meeting without fail. They are also requested to inform Shri K.S. Unnikrishnan the time and train of their arrival at Trivandrum under advice to AIRBWO Central Office; and also for return reservation with requisite amount of Bank Draft.

To make the entire exercise of AIRBWO, C.E.C. to be held at such a long distance, meaningful and fruitful and not futile all C.E.C. members once again are earnestly requested to attend the meeting without fail.

The hosting unit is eagerly awaiting for your arrival to accord you a warm welcome.

*A.N. Moharir*  
A.N. Moharir  
General Secretary.

PATNA - *if the additional copy of the notice is not received earlier.*

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
( Affiliate to N.O.B.W. AND B.M.S. )

Central Office- NAGPUR.

MOST CONFIDENTIAL

Nagpur Dt. 17.2.1986

To,

All Unit Secretaries

Namaskar,

Subject: Membership figures- AIRBWO ~~XXXXXXXXXXXX~~ Recognition

Please find herewith a copy of letter addressed to our Bombay Unit by the R.B.I. Bombay Shri M.V. Phatak informed us that similar letters are likely to be received by our other units also. You are aware that AIRBWO has already staked its claim of Recognition with the Government and the Bank on the basis of 43% to 45 % membership of total Class III staff of our Bank.

To support and strengthen our claim the units are requested to write their membership figure as 43% to 45% of the total staff with a copy to us.

Same membership figures should appear on the Annual Return for the year 1985 and one copy of the returns should be forwarded to AIRBWO Central Office. Kindly arrange to send the Annual Returns before the end of March 1986 with a copy to AIRBWO Central Office, Nagpur.

Please take sufficient care and show promptness in complying with the above instructions.

With Greetings.

Encl: One.

Sincerely Yours

*A. N. Moharir*

(A.N. Moharir)  
General Secretary.

N.B. : Nagpur and Patna units are requested to show more than 50% membership at their centres.

*A. N. Moharir*

(A.N. Moharir)  
General Secretary.

प्रिय मित्र ओझाजी

नमस्कार

गये कुछ दिनों में आपका पत्र नहीं मिला। कृपया  
पाठना सुनिश्चिती जानकारी के लिये। और उपर निर्दिष्ट जानकारी  
सही की जल्दी के लिये।

आपका भयना

*A. N. Moharir*

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE-NAGPUR.  
(Affiliated to N.O.B.W. AND B.M.S.)

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\*

NAGPUR 5th October 1985.

To,  
All Unit Secretaries  
and C.E.C. Members.

Dear Friends,  
Namaskar ,

Subject: Decisions of AIRBWO CEC Meeting held  
at Bombay on 30-9-1985.

As per our Notice dated 28.8.1985, the AIRBWO CEC meeting was held at Bombay on 30-9-1985. Shri P.S. Putturaya, President AIRBWO was in the Chair, Except the representatives from Jaipur, Kanpur and Trivandrum all units were represented in the meeting.

1. The meeting started with a review of the decisions taken in the last C.E.C. Meeting held at Patna on 25th and 26th Feb. 1985. The General Secretary informed that except the organisational tours planned at Patna which could not be undertaken by the concerned for various reasons, The decisions were by and large followed and implemented. He requested the C.E.C. members to help in implementation of the decisions so as to make the time-bound progress of the organisation.

2. The committee then took the review of the strike call given by AIRBEA at the instnace of BEFI. The strike was partial and did not effect the Banking functions including clearing at Hyderabad, Nagpur, Bangalore. At New Delhi, atna clearing was closed although there was large attendance in the office. At Bombay no call was given to RBI employees by R.B.E. Association Bombay. R.B.I. Bombay functioned normally. At Madras the State Govt. declared Holiday under Negotiable instrument Act as there was a ' Bundh' Call given by the Tamilnadu Govt on 24th September 1985. Reports received late from Jaipur and Kanpur indicate that R.B.I. management extended helping hand to strikers & is abated by the R.B.I. management. AIRBWO decided to take up the matter of Jaipur and Kanpur with the Central Government as well as with Central Office of R.B.I. No reports received from Trivandrum and other centres. Overall strike participation was not uniform and the effect of strike was partial.

3. Then the levy account was finalised. The Bombay unit paid the remaining share of Rs. 4,000/- on the Spot by cheque. The Hyderabad unit promised to remit AIRBWO share of levy of Rs. 1200/- on or before 10th of October 1985. The President Shri P.S. Putturaya asked the General Secretary to write to Kanpur Unit to remit the AIRBWO share of Rs. 2500/- promised by them during his recent organisational tour to Kanpur.

4. The meeting reviewed the various pending court cases filed by AIRBWO and units and decided the following:-

- (A) Rent case at Madras should be persued to its logical end.
- (B) Efforts in regard to early hearing of promotion case in the Supreme Court be made.
- (C) Wage participation - No progress
- (D) Nagpur Recognition Case - No progress.

5. The meeting discussed the possibility of holding the 9th Biennial conference of AIRBWO in February 1986. In view of the forthcoming NOBW conference in April 1986 it was decided to hold

AIRBWO conference sometime in October/November 1986. In absence of the Jaipur Unit in the meeting New Delhi and Madras offered their willingness to hold the conference. The details are to be worked out in the next C.E.C. meeting.

ORGANISATIONAL MATTERS

6. As regards to organisational matter the General Secy reported of some discord at Madras unit between the President and one of the Secretaries of the unit. The dispute now was satisfactorily resolved and the unit as a whole decided to work for the progress of the organisation with a renewed vigour. The C.E.C. further decided regarding (a) Finances (b) Tours (c) Live Communication.

FINANCES:

The General Secretary explained the need to augment the financial position of AIRBWO as well as of the units. It was, therefore, decided to bring out Sovenir in the various units and remit the following amount to AIRBWO. It was further expressed that bringing out of Sovenir will provide an additional programme and activity to all units in this peace time.

- |                       |   |
|-----------------------|---|
| 1) Bombay Rs. 5,000/- | to be remitted to AIRBWO before March 1986. |
| 2) Madras Rs. 5,000/- | -do- Jan. 1986                              |
| 3) Nagpur Rs. 5,000/- | -do- Oct. 1986                              |
| 4) Hyderabad 2,000/-  | -do- Mar. 1986                              |
| 5) Bangalore 5,000/-  | -do- Oct. 1986                              |
| 6) Patna Rs 2,000/-   | -do- March 1986                             |
| 7) New Delhi 4,000/-  | -do- March 1986                             |

C.E.C. directed the Gen. Secy to inform to the units absent in the meeting regarding this decision and ask them to inform by return of post their plan of taking out sovenir, regarding the amount to be remitted to AIRBWO and also the month by which the amount will be remitted. The information should be circulated to all units simultaneously.

TOURS :-

The following AIRBWO organisational as well as expansion tour programmes were finalised.

<u>Name of the C.E.C. Members</u>	<u>Centre</u>	<u>Visiting Dt.</u>
S/Shri		
1. Shri K.V. Rajan & P.S. Putturaya	Trivandrum	14 & 15-10-85
2. Shri A.K. Ojha & Sheoji Singh	Calcutta	25-11-1985
3. A.Y. Dandekar & M.M. Tare	Bhopal	13 & 14-10-85
4. M.V. Phatak	Ahmedabad	13.10.85
5. J.Y. Bhave	Pune	27.10.85
6. G.C. Kapoor	Jaipur & Kanpur	14 & 15-10-85

LIVE COMMUNICATION :

The General Secretary informed regarding the communication gap between AIRBWO Central Office and units like Trivandrum Jaipur and Kanpur after the Patna C.E.C. meeting in Feb.85 during the period Feb. to July 1985. He explained ~~to~~ to C.E.C. that in absence of such communication from these units the entire organisation suffered and no material decisions could be taken. The matter has to viewed seriously. All units were requested to send Monthly report invariably to AIRBWO Central Office and also to all units.

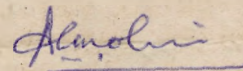
7. It was also decided to address a letter to N.O.B.W. General Secretary suggesting that computerisation issue be taken up in the NCC by BMS representatives for a meaningful agitation. The NOBW should also take into account the peculiar typical cut-throat rivalry between the AIRBWO Vis-a-Vis BEFI's affiliate AIRBEA while taking any decision for joint action with BEFI. It will be in the interest of AIRBWO if the idea of Joint front with BEFI and N.O.B.W. is altogether dropped in the near future.

8. It was decided to raise the issues like moratorium on recruitment, AIRBWO Recognition, Pension to RBI employees, Bonus to RBI Employees and write letters to the Bank every week ( one letter for each issue).

The meeting ended with the concluding advice by the Honourable President Shri P.S. Putturaya and also with thanks to C.E.C. hosting-centre Bombay.

With greetings.

Sincerely Yours



(A.N. MOHARIR)  
GENERAL SECRETARY.

# स्वर्ण जयन्ती महोत्सव

( काव्य प्रतिक्रियाएं )

बादशाहों का, निमंत्रण नहीं  
आदेश होता था ।  
जमींदार लोग  
गांव भर में,  
ताई को भेजते थे ।  
इसके बाद अंग्रेज आए  
वे भी हुकम जारी करते थे ।  
इसे *Advise* कहते थे ।  
वही परम्परा,  
वव भी जारी है ।  
व्यवस्था में - श्रमिकों की भागीदारी -  
कंद है, परिभाषाओं में,  
आजादी के बाद भी ।  
व्यवस्थापक - अंग्रेजों के पढ़ाए हुए  
आदेश जारी करते हैं -  
*We Advise Golden Jubilee*  
आप चकित हो जाते हैं !  
लेकिन झीखलाईये नहीं !  
घनवटे रंग मंदिर में  
छुट्टी के दिन आप आएंगे  
ईद हो या दशहरा ।  
ये तय है, आओ अपना ही होगा ।

मिठाई भी बटंगी - कैसी भी हो ।  
वहां आपका स्वागत करेगा  
बही मस्टर - बही साहब ।  
आप सप्तिवार आए तो,  
धर्म पतिन और आपके बच्चे  
समझ जाएंगे कि आप - - - - -  
किस खेत की चिडिया हैं ।  
सरकारी आदेश है  
कार्यक्रम तो होगा ही  
आम नहीं आए तो क्या होगा ।  
कलाकार और उनके साथ  
कुछ लोग तो आएंगे ।  
बक का शान में  
चार चाँद लग जाएंगे ।  
भाई साहब - ये शादी नहीं है ।  
सलाह - मणविरा घरों में होता है  
आप ठहरे एक नौकर ।  
आप तो हमें  
बा.ण!हों, जमींदारों  
और और अंग्रेजों से  
बिरासत में मिले हैं ।

★ ★

“चेतना मंच”



## -: सुवर्ण जयंती :-

क्या आपको जानकारी है ?

सुवर्ण जयंती मनाई जा रही है

क्योंकि मामला सुवर्ण का है

बरतना खबरदारी है ।

बैंक में हर बात गोपनीय होती है ।

इसीलिये यहाँ हर बात सोचनीय होती है ।

भला जयंती उत्सव इसका अपवाद हो सकता है ?

नियम का पालन होना चाहिये

उत्सव बरवाद हो सकता है ।

उत्सव-समिति बन चुकी है ।

सरकारी सान्निध्य में ढल चुकी है ।

क्या कहा ? आपको पता नहीं है ?

कहा ना कि आपको बताना जरूरी नहीं है ।

समिति में कौन है ? क्यों है ।

यह बताना सार्वजनिक हित में नहीं है ।

आदेश है - उत्सव मनाईये ।

चुपचाप आईये और गुपचुप चले जाईये ।

पचान बरस के बाद ।

सौच - विचार और तरस के बाद ।

चालीस हजार का वज्रट स्वकृत हुआ है ।

प्रति व्यक्ति, प्रतिवर्ष चालीस पैसे पा कर ।

कर्मचारी बेचारा बड़ा उन्नत हुआ है ।

इस गरीब देश में चालीस पैसे काफी है ।

इस रकम से भारी खणहली होगी ।

बैंक भवन रोशन होगा ।

नाटक, संगीत और मिमिक्री होंगी ।

मिठाई जो बटेगी, वह बंगाली होंगी ।

मिठाई कैसे और कब मिलेगी ?

जब लाईन लगेगी ।

कागज पर आपकी सही होगी ।

गर आपको कोई शिकावा-शिकायत है ।

तो आपको देना दरखास्त होगा ।

सेंट्रल आफिस को बात रेकर होगी ।

घोरज रलिये

शताब्दि महोत्सव आने से पहले ।

आपकी अरजो बरखास्त होगी ।

सारी मुस्किल प्रिसीडेन्ट न होने की है ।

सी. ओ. इन्सट्रक्शन न होने की है ।

ज्युबिली सेलिब्रेशन पर बैंकिंग मेन्यूअल में ।

कोई भी प्रोविहजन न होने की है ।

मामला मेन्यूअल-बद्ध होने दिजिये ।

तब तक हमसे युद्ध न कीजिये ।

शताब्दी वर्ष आने तक ।

यह काम भी हो जायेगा ।

आनेवाली पीढियों को ।

बडा आराम हो जायेगा ।

हजूर कंप्यूटर लगले के बाद ।

बैंक में कोई आनेवाली पीढि नही होगी ।

अब यहाँ सिर्फ जानेवाली पीढि ही होगी ।

शताब्दी वर्ष आने तक ।

आप और हम नहीं बच पायेंगे ।

भविष्य के सारे उत्सवों का

एक ही तत्र होगा ।

उनमें शरीफ कोई मानव नहीं ।

केवल यंत्र होगा ।

“ चेतना मंच ”

“ इति इति ”





## -: गीत :-

दिल रोए या हँसे मनाओ हुक्म है स्वर्ण जयन्ती  
कहने को आजाद परिन्दे पर मौसम सामन्ती ।

माना कि तुम ज्योति पुंज  
हम अँधियारे के मालिक  
तुम को कहाँ रोशनी भाती  
और सफेदी को कालिख

होना हमारा तुम्हारा न होना, है सच नहीं किवदन्ती  
दिल रोए या हँसे मनाओ - - - - - १

सारी उम्र तोड़ते पत्थर  
बन जाता पत्थर मजदूर  
छेड़ो मत उनकी शोशोशी  
खामोशी को मेरे हुजूर

हर किरिच घाग्रल कर देगो जर मानी न विनन्ती  
दिल रोये या हँसे मनाओ - - - - - २

आग के जलने से पहले  
तुम उठते धुँए को जान लो  
दिल के संग आँखों का रोना  
नही जरूरी मान लो

बुझे हुए दिल मे आखिर बेमानी है सपने वासन्ती  
दिल रोए या हँसे मनाओ - - - - - ३

" ३१ ११११ "



“ चेतना मंच ”



श्री ३३३३३ रिजर्व बैंक वर्कर्स आर्गनायजेशन  
केन्द्रीय कार्यालय, नागपुर

दिनांक ३१ दिसंबर १९८५

प्रति,

महामंत्री,  
रिजर्व बैंक वर्कर्स आर्गनायजेशन,

पटना

प्रिय बंधु,

सादर प्रणाम,

सन् १९८५ - संघर्षीत वर्ष ।

=====

१९८५ बीता हुआ यह वर्ष अपने अंतरकों के दृष्टि से संघर्ष का पैगाम लेके आया था । वर्ष के प्रारंभ में ही हमारे कैंगलर तथा पटना के साथी निर्लक्षित हुए थे । परंतु हमारे अंतरकों के सभी इकायियों तथा कैंगलर तथा पटना के साथियों ने इस निर्लक्षणका जित सकता, दृढ़ता, निश्चयता से सामना किया वह हमारे लिये गर्व की बात है । इस वर्ष अपनी गुणात्मक तथा संख्यात्मक वृद्धि हुई है और समय समय पर आवश्यकतानुसार अपने कार्यकर्ता एक अखिल भारतीय दृष्टि भी अपनाते दिख पड़ते हैं । इन उपलब्धियों को देखकर हमें संतोष होता है ।

परंतु हमारे रिजर्व बैंक कर्मचारियों के सामने जो चुनौती है वह देखकर आजके कार्य विस्तार की गति काफी नहीं है, यह भी हम अनुभव करते हैं । हमारा काम अभी भी गौहाटी, भुवनेश्वर, कलकत्ता, भोपाल, चंडीगढ़, अहमदाबाद, पुणे तथा गोवा में प्रारंभ नहीं हुआ । जहां प्रारंभ हुआ है, वहां वह अपना प्रभाव दिखारं ऐसी स्थिति में ताना है । ऐसा हुआ तो एक ताकतवर संघर्ष का मैनेजमेंट तथा रिजर्व बैंक में कार्यरत और युनियन्स गिरिधारी आदर करेंगे । दिन प्रति दिन सरकार तथा मैनेजमेंट मजदूर विरोधी नीति अपनाते दिख पड़ते हैं । परिस्थिति के विपरित चक्रों की गति अत्यंत तीव्र है ।

इन सभी चुनौती का सामना हमें हमारी ताकत बढ़ा कर करना होगा । इसलिये अपने कार्यकर्ताओं की संख्या में वृद्धि करना होगा । अपने स्थान पर जो अनेकानेक कार्यकर्ता निष्क्रीय होंगे उनसे संपर्क कर उनके अंदर की कार्यशीलता को आलस्य, निराशा आदि त्याग कर कार्यरत होने का <sup>आवाहन</sup> आह्वान करना होगा । इसी के साथ आप जो कार्यरत कार्यकर्ता हैं उन्हें भी चाहिये कि वे आत्मपरीक्षण करें । आज हम इस कार्य के लिये जितना परिश्रम करते हैं, समय देते हैं उससे ज्यादा परिश्रम तथा समय दे ऐसा हमें सोचना पड़ेगा । उसी के साथ कार्यकर्ता को अपने युनियन की आवश्यकतानुसार अपनी योग्यता भी बढ़ाना होगा ।

स्थान स्थान पर आगामी वर्ष के लिये कार्य वृद्धि की संख्यात्मक तथा गुणात्मक समयबद्ध योजना बनाकर हम सभी साथी दृढ़ निश्चय से कार्य में जुट जायें । हम सबकी शक्ति एक साथ काम में लग जाए तो अपेक्षा से भी ज्यादा सफलता थोड़े ही समय में प्राप्त होगी ।

नये वर्ष अपने कार्य के दृष्टि से सुखद स्मृतियों का वर्ष होगा  
यह विश्वास है ।

नये वर्ष की शुभकामनाओं के साथ,

ऑल इंडिया रिज़र्व बैंक वर्क्स आर्गनायजेशन  
नेशनल आर्गनायजेशन ऑफ बैंक वर्क्स  
भारतीय मजदूर संघ

जिं  
दा  
बा  
द

आपका अपना,



। अ.ना. मोहरीर ।  
महामंत्री

उस व्यक्ति के लिए कुछ भी अंतमय नहीं है जो  
तकल्प कर सकता है और फिर उस पर आचरण  
कर सकता है । तपस्या का यही नियम है ।

- मोरावी

.....

ALL INDIA RESERVE BANK WORKERS' ORGANISATION,

CENTRAL OFFICE : NAGPUR.

To,

17.12.1985.

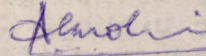
All Unit Secretaries

Dear Friends,

Please find herewith a copy of the letter dated 4.12.1985 in reply to B.E.F.I.'s letter by our Bengal Bank Workers' Organisation. As the letter explains our stand vis-a-vis BEFI's Joint action on installation of computer in the best manner, we request you to circulate the same widely for the information of all the R.B.I. employees at your centre.

With greetings.

Sincerely yours,



(A.N. MOHARIR)  
GENERAL SECRETARY.

---

Subject : Installation of Computer at Calcutta Clearing House - proposed joint struggle

...

We thankfully acknowledge receipt of your letter No. Nil dated 28.11.1985 on the captioned subject. Having discussed the contents of your concerned letter in our Executive Body, we have to state as under :

In the first place, we understand that while inviting us to a joint struggle against the proposed move of RBI to computerise the Calcutta Clearing House (C.C.H.) at its new site at 6, Ryod Street, Calcutta, you have spelt out that you have already chalked out an action programme in this regard reportedly commencing on 28.11.85 itself through BEFI's Committee deputation to respective management culminating into a day's token strike on 12.12.1985 in Banks in the Calcutta Municipal area and we are to fall in line so as to make the programme a success. We are constrained to say that in your instant move as in the past, you have once again indulged in ignominious practice of first chalking out a programme unilaterally to suit your design and then issuing a call to others to secure their support and solidarity to the same under the garb of joint struggle presupposes Joint deliberations and joint decisions emanating from a joint action committee formed for the purpose with all likeminded organisations. Your post haste and unilateral decision with regard to the nature and contents of the action programme as at the instant case is not in any way convincing to us. You can well appreciate, as a serious and ideologically committed organisation like ours and as a proud affiliate of NOBW who despite solicitations from the government and the IBA disdainfully preferred to stay away from the last 4th Bipartite settlement in the Banking Industry because of the precondition of signing the black settlement dated 8.9.1983 concerning computerisation of Banks so gleefully accepted by AIBEA-NCBE tie-up, our sentiments and reaction

P.T.O.

to articulate simulation and deception imbedded on your call for joint action cannot but be otherwise.

Secondly, you have sought to project in your letter under disposal as if the issue of bringing in a Computer at C.C.H. has come up all of a sudden and caught you off-guard.

We are sorry to state that facts are quite otherwise. The report of Dr. Rangarajan Committee, relevant recommendations of Parliamentary committee on Public undertakings and myriad moves and counter-moves of Central Government, State Govt. and RBI combine over the last few year are all open chapter to you. Incidentally, you may have chance to read in a section of daily press how a joint team of RBI and IBA executives waited upon Shri Jyoti Basu, the Chief Minister of West Bengal a couple of weeks back to be assured by the Chief Minister that the process of installing the machine at the 6, Ryod Street would be smooth and peaceful and the Government would take care of it. You are also very much aware that RBI has already smoothly and peacefully computerised four of its Clearing Houses at Bombay, Delhi, Madras and Nagpur without any worthwhile resistance from the recognised body functioning there viz., RBEA, one of your affiliates.

Further, as we know, over the last few years large scale dispersal and shrinkage of work at various departments of RBI are being motivatedly effected and several of its Departments i.e. Public Debt Office, Annuity Deposit Section, Issue Department, Agricultural Credit Department etc. etc. are being either systematically dismembered or drastically denuded of their staff strength day in and day out. All these details are available from RBEA, Calcutta's Circular No. 83/85 dated 28.11.1985 wherein the letter has openly confessed that no resistance worth its name could be built up in face of RBI's offensives one after another.

In the backdrop of gruesome developments in RBI over the years resulting in heavy curtailment of job potentials and endangering existing job security of employees as narrated in the aforesaid RBEA's circular dated 28.11.1985, we are of firm conviction that effective and physical resistance to installation of the machine in the pattern of Hongkong Bank movement can only beget any result. Hence your poser concerning computerisation of CCH and sudden release of a bunch of action programmes such as lunch time or after office hours demonstration/ deputation/procession which scrupulously avoid dislocation of works in the Banks remains a mystery to us. We, therefore, fail to understand why you have suddenly slipped down from the effective resistance to computerisation by holding sit-in programme round the clock around the building to a Gandhian package programme of token protest including a day's strike with prior notice in the case of RBI - the kingpin of attacks of banking - cum - Governmental beauracracy.

Under the circumstances, as an independent and non-political trade union solely dedicated to employees' cause, we request you to immediately convene a joint action committee of like-minded organisations like ours and to modify your programme from token protest to effective resistance, to which job we assure you all support and solidarity at our disposal.

We hope to hear from you earty in the matter,

With greetings,

Urgent

परममित्र अरुणकुमार जोषा,  
नमस्कार

संलग्नित बंधुओं कित्वा हुआ पत्र आपके जानकारी  
देकरे तथा पटनास्थित रिजर्व बैंक कर्मचारीओं में  
घाणोहेतु फैला जा रहा है। कृपया पत्रको त्रसारित  
निये।

क्रेन्स सेवशन संबंधी आपने जो जानकारी मांगी  
थी उसकेबाद आपके युनिटसे कुछही पत्रान्तर नहीं।  
कृपया आपके कुलकता त्रवास का कार्यक्रम स्मारिका  
प्रकाशन संबंधी निजी तथा नारी प्रगती, युनिट रिपोर्ट  
- सदस्यता प्रसारण आदि विषयोंपर पत्र लिखे।

आपके परिवारके सभीओ तथा पटनास्थित  
मान्यवर रामदेवजी, शिवजी सिंहजी तथा अन्य साथीओंको  
हमारा प्रणाम।

शुभकामनाओंके साथ,

भापका अपना

Anandhi

(A. N. MOHARIR)



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

400

Correspondence Address :

A.N.Moharir,  
122, Jaiprakash Nagar,  
Khamla, NAGPUR-440025

Date 20.11.1985

Ref. No. \_\_\_\_\_

The Governor,  
Reserve Bank of India,  
Central Office,  
New Central Office Building,  
Shaheed Bhagatsingh Marg,  
BOMBAY.

Sir,

Subject: Inordinate delay in holding the  
written test for promotion of  
staff officer grade 'A'

---

The hearing of Promotion case pending before the Supreme Court was due in the month of August 1985. But the case could not come up for hearing till this date and the Bank also did not bother to hold the written test for the promotion of Staff Officer Gr. 'A' for this year. Right from the beginning when the petition was filed before the Nagpur High Court in the year 1980 neither the High Court nor the Supreme Court passed any prohibitory order preventing the Bank from holding the written test for filling existing vacancies at different centres. During the period the Bank has resorted to large scale direct recruitment to fill up the vacancies in Staff Officer Gr. 'A'. This has resulted in denial of legitimate promotional opportunities to existing class III staff. Naturally this anti employee policy has generated widespread frustration and ~~discontent~~ amongst the employees.

*discontent*

The R.B.I. management appears to have mastered the art of delaying the matters. It may not be ~~far~~ <sup>far</sup> from truth if we say that the management does not act unless it is forced to act. Neither the concern for the employees nor the seriousness of the issues would make them act and they continue to live <sup>in</sup> slumber.

We, therefore, demand of the Bank to arrange for holding the written test as per the old scheme (1972) on adhoc basis without further loss of time.

Yours sincerely,

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

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE NAGPUR  
\*\*\*  
( Affiliated to N.O.B.W. AND B.M.S. )

C O N F I D E N T I A L

NAGPUR-  
2nd November 1985

To,  
All Unit Secretaries,

Dear Friend,

Shri G.C. Kapoor our Vice President expressed his inability to undertake tour of Jaipur unit due to Thrift Society election being held at New Delhi in this month. (Oct. 85) He will visit the centre in the next month. Due to sudden indisposition of health Shri S.N. Shukla could not attend our C.E.C. held at Bombay on 30.9.1985. In view of this Shri G.C. Kapoor will not be required to visit Kanpur.

No reports could reach us till date regarding tour programmes of other office bearers. They are requested to inform Central Office regarding feasibility of taking their organisational tour by return of post for further planning.

Sovenir Publication

The decision of taking out sovenir publication will have to be vigorously persued. All Unit Secretaries are requested to inform time to time the progress in this regard.

S/Shri Chalapati Rao and K.V. Rajan were to report about the conference of R.B.I. employees ( Right CPI) held at Hyderabad. No report is received till date.

There is a need to improve communication between AIRBWO and unit <sup>and unit</sup> to Unit. Unit Secretaries are earnestly requested to shirk off lethargic attitude to improve overall performance.

With Deepavali Greetings.

Sincerely Yours,

*A.N. Moharir*

(A.N. MOHARIR)  
GENERAL SECRETARY.

Patha





# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address:

A.N. Moharir,  
122, Jaiprakash Nagar,  
Khamla, NAGPUR-440 025

Ref. No. \_\_\_\_\_

Date 5th October 1985

Hon'ble Shri Janardhan Bhojary  
Minister of State  
Ministry of Finance  
Government of India  
New Delhi.

The Governor,  
Reserve Bank of India,  
Central Office,  
N.C.O.B., Shaheed Bhagatsingh  
Marg,  
BOMBAY.

Sir,

**Subject: Complaint against R.B.I. Managers  
at Jaipur and Kanpur for abatement-  
lending active support to CPM led  
Strike Call of 24th September 1985**

We would like to inform you regarding the facts and the incidents took place in Office of R.B.I. Jaipur and Kanpur in connection with the illegal strike call against computerisation in Banks given by the CPM union-BEPI's - affiliate A.I.R.B.K.A.

### Violence let loose before R.B.I. Jaipur by the CPM Strikers

The overwhelming majority of the R.B.I. employees have ignored the gimmicks and propoganda carried on before the 24th September 1985 by the CPM led union BEPI and its affiliate in R.B.I. to make the strike a grand success. Having failed in their attempt to win over the employees for the strike our units all over the branches of R.B.I. cautioned the R.B.I. management that the CPM union striking employees may resort to violence and ~~terrorist~~ terrorism and the R.B.I. management should make an adequate police arrangements before the Bank's gates. At Jaipur and Kanpur also our affiliates approached the R.B.I. management to make police arrangements for the employees to attend their normal duties. On 24th September 1985 instead of taking sufficient steps to ensure peaceful and unobstructed entries in the Bank to the non-striking Reserve Bank employees the Jaipur, Manager preferred to close the doors of the Bank, till 9.45 A.M., allowed free picketing by the strikers, adopt terror tactics and violent methods to make difficult to join the duties to the non-strikers. When the majority of the employees wanted to attend their normal duties and forced their entries amidst the strikers they were abused, manhandled and physically assaulted by the CPM union goondas. During the scuffle the wrist watch of our member Shri S.K. Sharma was fallen on the ground and another employees Shri S.L. Sharma an ex-serviceman and aged 55 years was badly beaten and thrown on the stair-case. The entire incident was being patiently watched by the Manager but to no action.

### JAIPUR Clearing House - Locked by the CPM Strikers:

It was a matter of shame for the RBI management when the other Commercial Branch employees had to go back from clearing house after waiting sufficiently for a long time they were informed that the clearing house was locked by the strikers unauthorisably. Here also the Commercial Bank employees willing to work were physically assaulted and forcibly asked



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

-2-

Ref. No. \_\_\_\_\_

Date \_\_\_\_\_

to return to their respective Banks.

R.B.I. Kanpur declared Semi-lockout of the Strike day.

It is a matter of a great surprise when employees at R.B.I. Kanpur reported for duties in large number they were deprived of from signing the muster thus virtually for them the RBI declared an illegal lock-out. Further our unit at Kanpur reported that inspite of open support by the R.B.I. management to the CPM strikers employees attended office in large numbers but either they were not given work or deliberate difficulties were created in Bank's functioning. Employees working on cash counter revealed that the connection of the danger call bell was disconnected and no help could have been possible if the anti-social element had decided to rob the Bank.

Not contented with the physical assault and manhandling of the non-striking Reserve Bank employees the R.B.I. management at Jaipur and Kanpur forced the public to leave Bank premises with the help of anti-social elements, striking bank employees and security officer of the Bank.

We, therefore, demand of you to use your good offices to hold enquiry into those anti-national, anti-Government, sabotaging activities at Jaipur and Kanpur with the explicit and active connivance of R.B.I. officials as to -

(1) Why the R.B.I. management at Jaipur and Kanpur could not make elaborate security arrangements at the main gates of the Bank particularly when deputations of the employees have cautioned them of apprehended violence a day in advance?

(2) Why the Main gate at R.B.I. Jaipur was not fully opened as usual and the stipulated time for the members of staff for attending duties? How picketing, violence, manhandling of the non-strikers was supported by the R.B.I. management, and instead of making arrangements to keep the bank functioning normal, steps were taken to create an atmosphere of closure of the Bank?

(3) How the clearing house was locked unauthorisedly and why the Bank took a decision to declare the 'clearing house' as closed instead of taking steps to break open the lock and start the normal functioning of the clearing house?

(4) Why the Manager did not give security to the public and instead why he with the help of Security Officers and CPM union office-bearers driven out the public when the counters were properly opened, maned and functioned as usual?

.....3

(5) Who disconnected the connection of the Danger Call-bell at the counters of R.B.I. Kanpur? Is this not an incident of sabotage?

We request you to take stern action against the erring R.B.I. official under advice to us and we express to extend our whole-hearted co-operation to hold impartial enquiry into the matter so as to avoid recurrence of such anti-national incidents in future.

Hope to receive a line of reply.

Yours Sincerely,

*A. N. Moharir*

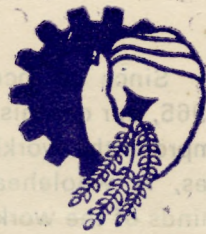
(A.N. Moharir)  
General Secretary.

For information of Patna Unit.

*A. N. Moharir*

# SOUVENIR

ABOUT OURSELVES



## ALL INDIA RESERVE BANK WORKERS' ORGANISATION

[Affiliated to National organisation of Bank workers and  
Bharatiya Mazdoor Sangh]

Central Office : NAGPUR

## ABOUT OURSELVES. . . .

Since its inception on Sri Krishna Janmashtami day in 1965, our organisation, besides putting up valiant fights to improve the working conditions of the Reserve Bank Employees, is wholeheartedly endeavouring to inculcate in the minds of the workers the spirit of service, co-operation and develop in them devotion to duty and dedication to motherland. We firmly believe that there can be no conflict between the interests of the workers and the interest of the industry and the nation and that no efforts should be spared towards the progress of the nation. This is where we differ with other trade unions of the Country.

Our organisation is affiliated to the Bharatiya Mazdoor Sangh [B.M.S] which is the second biggest Central labour organisation of the Country with a membership of over 20 lakhs. True to the declared policy of B.M.S. it is our endeavour to build a genuine, non-political, nationalistic trade union in Reserve Bank of India.

In this task ahead of us, we seek your patronage moral and monetary.

## AN APPEAL

Dear Sir/s,

The Eighth All India Conference of our Organisation is scheduled to be held in Bangalore on 1st and 2nd October 1983.

To commemorate this occasion, we intend to bring out a Souvenir which will carry articles by eminent personalities drawn from various walks of National life. Our Souvenir will also carry few pages of advertisements.

We request you to kindly permit us to insert your advertisement in our Souvenir and avail of the excellent opportunities that it offers, For advertisement Tariff, Please see overleaf.

We solicit your kind patronage.

Thanking you.

Bangalore.

Dated 20th June 1983.

Yours faithfully

Chairman, Reception Committee

## ORDER FORM

From :

Place :

Date :

To

The General Secretary  
Reserve Bank Workers' Organisation (Regd)  
Anooradha Building  
Subedar Chatram Road  
BANGALORE-560 009.

Dear Sir,

Please reserve for us one Full/Half page in the SOUVENIR to be published on the occasion of Eighth All India Conference of Reserve Bank Workers' Organisation. The advertisement material and the amount thereof are enclosed herewith.

Encl : Advt. matter and  
Cheque/DD/Cash

Yours faithfully,

## ADVERTISEMENT TARIFF

Full Page (White Paper) Rs. 500-00

Half Page " " Rs. 250-00

Size of the Souvenir :  $9\frac{1}{2}'' \times 7\frac{1}{2}''$

Remittance : Cheques should be issued in favour of "Reserve Bank Workers' Organisation", Bangalore and sent along with advertisement matter to :

The General Secretary  
Reserve Bank Workers' Organisation  
Anooradha Building  
Subedar Chatram Road  
BANGALORE-560 009



ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE-NAGPUR  
(Affiliated to NOBW & BMS )

MOST URGENT

NAGPUR: 14-8-1985

The General Secretary,  
Reserve Bank Workers' Organisation,  
PATNA.

My Dear Ojha,

Namaskar,

I am in receipt of your letter dated 7-8-1985. Let me congratulate Shri Sheoji Singh for his acquittal from the charges in the Court of Law. This is the magnificent job done by our Patna Team. Now coming to the query raised by you I have to inform that -

1. Sastry Award provisions are not applicable to R.B.I. as similar provisions exist in our (RBI) Staff Regulation 1948. 47(2) proviso.

Therefore the letter dated 2-8-1985 submitted by Mr. Sheoji Singh will not be taken in account by the R.B.I. management. For your information and necessary action I am quoting the relevant provisions of R.B.I. Staff Regulations 1948 47(2) provision.

Regulation 47(1) deals with the punishments.

Regulation 47(2) deals with the procedure to be adopted to award punishments and Regulation 47(2) Proviso deals with the conditions of waiving of the punishments and enquiries.

47(2) Provisio:- Provided that the requirements of this sub regulation may be waived if the facts on the basis of which action is to be taken have been established in a court of law.or.  
....."

Now in the instant case the facts on the basis of which action is being taken is established that the charges levelled against Mr. Sheoji Singh proved to be baseless. Therefore the enquiry proceedings instituted against him, be dropped.

I, therefore, request you to move in the following manner.

1. Ask Mr. Seoji Singh to submit another letter quoting these provisions of R.B.I. Staff Regulation 47(2) Provisio and demand immediate waiving of enquiry.

2. If the local management goes ahead with the enquiry then Shri Sheoji Singh should prefer an appeal to the Central Office.

3. Meanwhile on consultation with some lawyer (preferably BMS) please examine the possibilities of invoking the writ jurisdiction. I feel we can move the High Court under article 227 of the constitution. *to demand dropping of the enquiry proceedings and also to book the R.B.I. for committing unfair labour practice.*

-2-

In my earlier correspondence I have already indicated the provisions of I.D. Act amendment 1984 ( Unfair labour practices Act).

The acquittal should be treated as a moral booster and I am of the opinion that entire matter is proving helpful to our organisation.

I am leaving Nagpur on 17th August 1985 for organisational visits to Kanpur Jaipur, New Delhi, Bhopal, Pune and Bombay and be back to Nagpur around 30-8-1985.

With greetings.

Sincerely Yours,

*A.N. Moharir*

(A.N. MOHARIR)  
GENERAL SECRETARY.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE  
NAGPUR.

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

Nagpur.

Dt. 8.8.1985.

For information of  
All Unit Secretaries,

Dear Friend,

Namaskar,

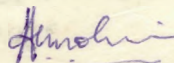
Subject: Organisational tour to Kanpur, Jaipur  
New Delhi and Bhopal.

I am undertaking an organisational tour of Kanpur  
Jaipur, New Delhi units from 17th August 1985 to 27th  
August 1985. On my return journey from New Delhi to  
Nagpur, I propose to drop at Bhopal to explore the  
possibilities of floatation of our unit.

Urgent correspondence received during this period  
at the Central Office will be attended to by the other  
All India office bearers as well as the activists of  
Nagpur Unit.

With greetings.

Sincerely yours,



(A.N. MOHARIR)

GENERAL SECRETARY.

PATNA

Shri

Nagpur

D/ 18-6-85.

My Dear Acha,

Namaskar

Today, I am in receipt of your ltr. D/8-6-85 and noted the contents.

- Regarding raising the issue of Nagpur Unit Recognition by Shri Kailashpati Mishra, M.P. (Rajya Sabha) we are of the opinion that the Govt will give reply to him in one line that the matter is <sup>pending</sup> before the Nagpur High Court and hence subjudiced and therefore, the Govt cannot be in a position to do anything. Therefore, it will not be advisable to raise the issue before the parliament. No purpose is going to be served by raising this issue before the parliament.

At Trivandrum we are informed by our unit that the Secretary of the Association is accepting bribes to get the employee transferred to his desired place. Such a complaint is lodged by some of the employees <sup>(RBE Trivandrum)</sup> before the management. But the management has not <sup>at</sup> all replied to their complaint. If this issue is raised in the parliament then naturally the Association Secretary (CRM-man) as well as the officers involved, will be taught a good lesson. I am enclosing the complaint lodged <sup>by</sup> the employees at RBE Trivand

Please ~~consult~~ hold consultation with Shri Kailaspali Mishraji and if he is prepared to raise the issue in <sup>the</sup> parliament, then provide him with the papers.

2. You have totally skipped over on the issue of levy in your above letter. kindly inform or remit whatever amt your unit has collected towards AIRBWO share without any further delay.

Please reply to me by return of post.

Sincerely Yours.

Amin

(A. N. Mohan)

Gen. Secy

Ends: 4

NB. - Shri Mishraji should be informed that the R.B.E. administration is completely directed <sup>to safeguard</sup> ~~towards~~ the interests of CPM AIRBEA. The Trivandrum ASSN Secy Shri M.O. Jacob is accepting bribes for appointments as well as Transfers. If Shri Mishraji demands thorough enquiry in the matter the CPM supporters will also be checked and the Cong. I Govt which is at the helm of affairs is being involved in this bribing and corruption with the active aid and assistance of CPM AIRBEA. Shri Mishraji should also be informed about the last wage settlement which was done through CPM West Bengal Chief Minister Shri Jyoti Basu, Achis Sen Gen Secy AIRBEA, Shri Amitabh Ghosh Dy General RBE, and Shri Nair Ex. Director and Ex cardholder CPM.

Amin

## THE BRIBERY EPISODE - A CLARIFICATION

Because of the hue and cry occurred on ~~7.8.1984~~ in Canteen hall, for the information of all concerned, I describe the real incident without any exaggeration or omissions.

I have been trying for transfer to Trivandrum, since 1974. Many attempts under the guidance of AIRBEA failed repeatedly. On this ground I had resigned from RBEA Nagpur in protest in 1982. Since then my independent attempts went on. I was finally assured by Central Office that if Trivandrum Association does not object,--I will be transferred.

During the canvassing for referendum in May 1984 I was approached by Association for voting and that time I had made the precondition of No Objection Certificate from Association Trivandrum for voting. I was assured it.

on 19.8.1984 during C.E.C. at Nagpur I had met the Trivandrum Secretary on this subject. He was accompanied by C.Balakrishnan of Nagpur and we happened to sit in the Bar Room of Needos Hotel Nagpur on 19.8.1984 around 9p.m. Prior to our sitting, around 8.30 p.m. Nagpur leaders had already talked my case to Trivandrum Secretary.

During our Dining and Wining in Bar I opened my case to Secretary Trivandrum and cutting my talk, Balakrishnan spoke, "Secretary Sir, please help Mathew, for this, I take guarantee that Mathew will pay you or Association any amount (say 5000-10,000 or so) as soon as his job is done". Secretary kept mum. I too, because this offer was done by Balakrishnan without my consent or consultation. Seeing my silence Balakrishnan repeated and asked "why Mathew my offer and condition are acceptable to you or not"? Since I was fed-up of this issue for years I replied, "I had given in writing to Bank and Association long back that I am ready for any condition". "If it is money matter that blocks my transfer case I shall pay to Association as donation after my transfer". At this juncture Secretary interfered and said "No..No Association does not need any money. Association has plenty of money"...silence. Then who needs money? This struck my mind--silence. After a sip of whisky, again the Secretary said, " I have put my entire life in Trade Union Work. I could not earn anything, had I accepted promotion, now I would have been ..... my family....."all these personal problem (which I do not mention here) were narrated to us. From this, I felt that he personally demanded money from me. So I said okay, get me letter of recommendation from your Association, so that I can proceed with. He refused, saying that there is no such practice. So conveniently I avoided the money issue in further talks. Dining and wining went upto 12.45 a.m. As bar was closed we left to my flat. There the talk continued till 2.30 a.m. Secretary used to say "this is not the time to apply, no vacancy now at Trivandrum, and since your case is rejected many times bank may not reconsider it, at all. I kept silent with heavy heart.

Morning, after breakfast I dropped him at C.E.C Vengat 10 a.m. and while boarding in train to Bombay he said he will enquire about my application at Bombay and inform me.

I reached Trivandrum and met Secretary on 3.9.1984 He said "your application is rejected. Now no need to apply again, try after 6-8 months". Shocked by the news, I left for Bombay by next flight. As on that day a letter of objection has been received by Central Office from Trivandrum Association. I found out from Central Office sources that application was not rejected by a letter of proposal was already despatched to Trivandrum. I came back to follow up the case. As soon as reply from Bank reached Bombay office my transfer order was issued.

I joined here on 22.11.1984. Many colleagues enquired afterwards about how I managed transfer !! Whether money was paid to any one? I said No. From their querries, Hotel incident at Nagpur, if analysed points to foul smell.

When President of PBEA, Trivandrum met me for membership, I put up these talks to him in Jan. 1st week. Over the issue, he used unparliamentary words on me and ran away as an unmaturred school chap. So my suspicion grew on the line.

Now questions arise -

- (1) Why Secretary kept mum when Balakrishnan proposed money offer? If Association does not want money, then who wants?
- (2) Why he put up his personal problems at this juncture concerning money matter?
- (3) Actually I did not make any payment - may be, it is due to that reason, (a) complaint was sent to Bombay by Association around August and objecting transfer, (b) I was advised by him that my case was rejected, (c) I was told that No vacancy at Trivandrum (whereas plenty of vacancy was here and press Advertisement was released for recruitment) and apply after 6-8 months?

Now, My dear friends, "it's left to your logical reasoning."

(K.M.Mathew)

Chief Manager,  
Reserve Bank of India,  
Bombay.

Sir,

In the matters of recruitment and transfer of Class III employees from different centres to our centre on compassionate grounds, it is widely believed that local Association Secretary Shri M.O.Jacob is demanding high bribes. He is influencing the local officials also in this respect. A circular issued by Shri K.M. Mathew, Clerk Gr.II/CNE Gr.II who was recently transferred from Nagpur Office to this centre is enclosed herewith which is self explanatory.

We wish you to take attention in the matter to keep up the prestige of this premier institution in which we are all employed.

Yours faithfully,

EMPLOYEES  
TRIVANDRUM CENTRE

Encl: 1



Shri

NAGPUR

D/20-7-85

My Dear Dgt -

Namaskar

am

Today I am in receipt of your lr. D/15-7-85. I very much worried to know about the burn injury of your wife. Please ask her to take care and pray for <sup>her</sup> general health.

Please meet Shri  Kailashpatiji <sup>and</sup> ask him to <sup>take</sup> <sup>up</sup> our problem of All India Recognition alongwith the Trivandrum issue. kindly keep me posted with the efforts.

There is a proposal to hold study classes unit wise as per the unit's request, wherein All India office-bearers with the help of state BMS ~~will~~ would conduct the classes. This <sup>will</sup> benefit maximum

number of workers as well as will also avoid <sup>ing</sup> to bring all ~~workers~~ All India workers' at one place. You may hold such class at and at the <sup>same</sup> time take out a souvenir having an ambitious target of aint.

From All India myself our P. S. Patturaya, Shri K. V. Roy (and), M. V. Phatake & S. N. Shinde may attend the class. If this proposal is acceptable to your unit you may write to us. <sup>With regards to</sup> Sincerely yours

Amolani

जवाबी  
REPLY



To 23

Shri. A. K. Ojha

Sitaram Bhawan

Ramnagar Road,

PATNA

पटना पिन PIN - 800 001

(Bihar)

Shri

NAGPUR

D/4-7-85

My Dear Gha,

Namaskar.

I am surprised to receive your letter dt. 26-6-85 wherein you have mentioned regarding non receipt of reply from me to your earlier letter dt. 8-6-85.

I have already written to you on 18-6-85 which I hope must be in transit.

Regarding your suggestion to hold All India Study Class of AIRBWS, I am writing to all units for their opinion and suggestions. On receipt of replies from them the decision will be taken and ~~the matter will~~ conveyed to you.

At Bhopal we could establish some contacts and now we are going ahead in the direction of formation of our Bhopal unit.

Nothing more to report at present. With greetings and regards to Shri Randeoji and other activists.

Sincerely Yours

A. N. Mohali

(A. N. Mohali)

GOVERNMENT OF INDIA  
Ministry of Labour  
New Delhi.

Dated the 16th June, 1979

ORDER

' Whereas, the Central Government is of opinion that an Industrial dispute exists between the employees in relation to the Reserve Bank of India and their Class III workmen in respect of the matters specified in the schedule hereto annexed,

And Whereas, the said dispute involves a question of National importance and is also of such a nature that industrial establishments of the Reserve Bank of India situated in more than one State are likely to be interested in, or affected by, such dispute,

And Whereas the Central Government is of opinion that the said dispute should be adjudicated by a National Industrial Tribunal,

Now, therefore, the Central Government

(1) in exercise of the powers conferred by Section 7 B of the Industrial Disputes Act, 1947 (14 of 1947) hereby constitutes a National Industrial Tribunal with headquarters at Bombay, and appoints Justice Shri Chintaman Tukaram Dighe, as its Presiding Officer, and

(2) in exercise of the powers conferred by sub-section 10 of the said act, hereby refers the said Industrial Dispute to the said National Industrial Tribunal for adjudication. '

SCHEDULE

Specific matters in dispute for determination pertaining to Class III Workmen.

1. Scales of basic pay and method of adjustment in scales of pay.
2. Dearness Allowance.
3. Categorisation of Class III employees in various groups
4. Special Pay, Advance increment, stagnation increment and Honararium.
5. Family Allowance.
6. House Rent allowance.
7. Travelling allowance including halting allowance.
8. Extra wages for overtime work.
9. Officiating Allowance.
10. Shift allowance.
11. Confirmation.
12. Promotion.
13. Procedure for termination of employment and taking other disciplinary action.
14. Age of Superannuation.
15. Superannuation benefits, such as Provident Fund, Gratuity and pension.
16. Leave - Type, quantum etc.
17. Leave fare concession.
18. Medical facilities.
19. Grain shop facilities.
20. Welfare facilities like Canteen, Sports and Recreation, Holiday homes etc.
21. Compulsory insurance of employees in Cash department.
22. Security measures in respect of employees in Cash department.

23. Housing loan, festival advance and marriage advance.
24. Discontinuance of Guarantee Fund in respect of employees in Cash department.
25. Desirability of discontinuances/amendment of Reserve Bank of India (staff) Regulations.
26. Rates of interest on Housing loan and other advances granted to employees.
27. Grievance procedure.
28. Internal machinery for resolving industrial disputes.
29. Wasteful and restrictive practices.
30. Work allotment to employees in exigencies.
31. Work procedure and work norm.
32. Mechanisation and Computerisation.
33. Need for interim relief.
34. Any other matter connected with or arising out of the foregoing matters.
35. Date of effect of the award of the National Tribunal.

sd/- M. Seth

Joint Secretary to the Government  
of India,

No. L 120025/21/79-D-11 (A)

Dated New Delhi, the 16th June, 1979.

TRUE COPY.



# All India Reserve Bank Workers' Organisation

CENTRAL OFFICE : NAGPUR

(AFFILIATED TO NATIONAL ORGANISATION OF BANK WORKERS)

Gram : NOB

Phone : 31776

PRESIDENT

Dr. Subramanian Swamy

M. P. (LOK SABHA)

ADDRESS FOR CORRESPONDENCE

~~XXXXXXXXXXXX~~  
~~Workers Building, Walker Road,~~  
~~New Centre, Central Office,~~  
~~NAGPUR~~

Address : **Shri P.S. Sapre**  
**42 Shriya, Khamala**  
**NAGPUR 440005**

Ref. No. **25/C-78**

Date **15th April 1978**

*19/4/78*

The Chief Manager,  
Department of Personnel and Admn.  
Reserve Bank of India,  
Central Office,  
~~XXXX~~ BOMBAY

Sir,

Sub : Conciliation and wage revision to be held on  
29-4-78 at New Delhi

We enclose herewith the notice of conciliation received from CIOCC) New Delhi to be held on 29-4-1978 at New Delhi. Kindly relieve the following All India representatives from the centres noted against their names. Kindly also grant them necessary T.A./D.A. before they leave from their centres.

1. Shri N.D. Deshpande	R.B.I.	Byculla
2. Shri M.V. Phatak	R.B.I.	Byculla
3. Shri P.S. Sapre	R.B.I.	Nagpur
4. Shri A.N. Mohrir	R.B.I.	Nagpur
5. Shri V. Santhanam	R.B.I.	Madras
6. Shri P.S. Pytturaya	R.B.I.	Banglore
7. Shri Niranjana Mitra	R.B.I.	Calcutta
8. Shri S.N. Shukla	R.B.I.	Kanpur

Thanking you,

Yours faithfully,

*P.S. Sapre*

( P.S. Sapre )  
General Secretary

*copy to Patil*

*W*

## A G R E E M E N T

With a view to arriving at an amicable settlement on the disputes that lead to the current strained industrial relations, it is hereby agreed that :

1. the show cause memo, to Shri P.K.Mitra will be replied to and management will take necessary steps so that this issue does not give rise to further conflict ;

2. regarding Cash Department matters the broad framework discussed and understanding arrived at will be the basis for disposal of the memos served on the employees;

3. the case of Shri N.K.Verma will be separately discussed with the Association and specially examined by the Manager;

4. no disciplinary action will be taken against the employees in any category or cadre, for participation in the current agitation or supporting fraternity.

### Cash Department

#### Shortages/excesses/forged/built-up notes

A memo will not be issued unless there is a mistake of two pieces repeated within a period of two months. As to mistakes of one piece, the concerned employee will be cautioned through V.3 on the first two instances and followed up by a memo if repeated within two months from date of first occurrence.

#### Mutilated/defaced notes

From now onwards, mistakes of this nature should be acted upon through V.3 and followed up by memo on 5th occasion if occurring within three months.

Memos issued during the past six months will be viewed in the light of the above and a note in this regard will be made on the relative memos.

### New Hands

In all the above matters, adequate consideration to be given to new hands at least for a period of six months from their appointment.

Sd:  
B.Lall  
7/8/70

Secretary,  
Reserve Bank Employees Association, ...  
P A T N A

Sd:  
S. N. Sen  
7/8/70

MANAGER  
RESERVE BANK OF INDIA  
PATNA.

VERDICT OF SUPREME COURT -

COMMISSIONER OF INCOME TAX WEST BENGAL

Versees

Taligary Club Ltd.

An important verdict by Supreme Court on leave encashment received by salaried class whether it is taxable or not. In this verdict the Supreme Court has said that all the income of the tax payer are not taxable. A tax payer gets it as amount which can be classified in the category.

(1) Capital receipt (2) Income received. It is a common principle that only income received is taxable under the provisions of Income tax capital receipt cannot be treated as taxable income.

Normally income tax officers assess the income of leave encashment under salary income the income which can be included in salary income are listed under section 17 (1).

The detailed specification are given in Section 17(2) and 17(3) for perquisites and for profit in lieu of salary. When if the study in detail about the list under Section 17 the amount of leave encashment cannot be included in this section. The Supreme Court has observed that "we can well not aside that arrangement of income tax commissioner by expressing the real structure of leave encashment for only service given the employer. This amount he gets by forgoing his right of enjoying his leave into cash. In this context the amount of leave encashment is not income receipt but capital receipt. Hence it cannot be taxable under any section of that act. Under any circumstances.

Supreme court and various other courts in this country have already said in their verdict that even if any amount received by tax payer appears outrightly as income it shall not be taxable if it is a capital receipt in reality.

That a tax payer has to do when he gets an amount of leave encashment he should specify in his return when he has not included this amount of leave encashment while computing his total income.

In case an amount of leave encashment is included in total income and the return is filed but assessment is pending he should file a revised return showing amount of leave encashment as not taxable.



## Verdict of Supreme Court :-

Commissioner of Income tax West Bengal  
versus

Taligany club Ltd.

✓ An important verdict by Supreme Court on leave encashment received by salaried class whether it is taxable or not. In this verdict the Supreme Court has said that all the income of the tax payer are not taxable. A tax payer gets it as amount which can be classified in the category -

(1) Capital receipt, (2) Income received. It is a common principle that only income received is taxable under the provisions of Income tax. Capital receipt cannot be treated as taxable income.

Normally income tax officers assess the income of leave encashment under salary income. The income which can be included in salary income are listed under section 17 (1).

The detailed specifications are given in section 17 (2) and 17 (3) for prerequisites and for profit in lieu of salary. When if the study is detail about the list under section 17 the amount of leave encashment cannot be included in this section. The Supreme court has observed that "we can well set aside that arrangement of income tax Commissioner by expressing the real structure of leave encashment for only service given by the employee. This amount he gets by forgoing his right of enjoying his leave into cash. In this context the amount of leave encashment

is not income receipt but capital receipt. Hence it cannot be taxable under any section of that Act under any circumstances."

Supreme Court and various other courts in this country have already said in their verdict that even if any amount received by tax payer appears outrightly as income it shall not be taxable if it is a capital receipt in reality. //

xx [That a tax payer has to do when he gets an amount of leave encashment he should specify in his return when he has not included this amount of leave encashment while computing his total income.

In case an amount of leave encashment is included in total income and the return is filed but assessment is pending he should file a revised return showing amount of leave encashment as non taxable. ]x

Ref. No. LBW 2/84

Dated 18.1.1984

To  
The Manager  
Reserve Bank of India  
Patna,

Dear Sir

Leave encashment is not taxable  
<sup>verdict-</sup>  
~~placed below~~ is the <sup>verdict-</sup> verdict of Supreme Court which is self explanatory is placed below for your information and necessary action.

[ ]

Thanking you

Sincerely yours  
(Sheela Singh)  
Gen. Sec.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

M A I L I N G L I S T

CENTRAL OFFICE: NAGPUR  
Correspondence Address:-  
Shri. A.N. Moharir,  
122, Jaya Prakash Nagar, Khamla,  
NAGPUR -440 025 (Phone :24211)

The Secretary,  
Reserve Bank Workers,  
Organisation  
C-7, M.L.A. Quarters,  
J A I P U R .-302 001

Shri. I.G. Desai,  
Meeldhara'  
Jalatarang Society,  
Sahapur, AHMEDABAD (GUJARAT)

*No limit*

*S.N. Shukla* (Phone:53558)  
The Secretary,  
Reserve Bank Workers'  
Organisation  
2, Navin Market,  
KANPUR -208 001 ( U.P. )

Shri. M.V. Pathak  
C-403-R.B.I. Staff Quarters  
Behind Maratha Mandir,  
Byculla, Bombay-400 008  
(Phone; 891136) (M.S.)

*Gen Secy  
R.B.W.O  
96 Cawasji Patel St  
Bombay*

Shri. W.K. Pande, *Not functioning*  
3 Khurshed Bagh,  
Vidhya Nikunj,  
LUCKNOW . (U.P.)

Babu Ravishankar  
NOBW OFFICE  
Anooradha Building  
Near Anandarao Circle,  
Subedar Chatram Road,  
BANGALORE- 560 009 ( Karnataka)

Shri. K.B. Mohanvelli  
Quarter No. 173 R.B.I. Staff  
Quarters,  
P.H. Road,  
M A D R A S - 600 010 T.N.

RUDRAMADHAB MOHAPATRA,  
K-86, RESERVE BANK STAFF QUARTERS,  
UNIT-4, BHUBANESWAR-751 001. (Orissa)

*M.M. Taha*  
Shri. A.Y. Dandekar,  
~~18~~, Jaya Prakash Nagar,  
Khamla,  
NAGPUR-440 025 M.S.

Shri. A.K. Banerjee  
16 ABC Lane,  
P.O. Uttarpara  
Distt: Hooghly (West Bengal)  
Pin: 712 258.

*No limit*

*Shri G.S. Kapoor* Phone: 381 556)  
*35/1  
Rajindal  
Nagar  
New Delhi*  
The Secretary,  
Reserve Bank Workers'  
Organisation 24, Vithalbhai  
Patel House, Rafi Marg,  
NEW DELHI-110 001.

Shri. Debendra Nath Sarma  
Baikunthpura,  
Geeta Nagar  
Zoo- Narengi Road,  
( Near Geeta Nagar H.E. School)  
G A U H A T I - Pin 781 021.

~~Shri. A.D. Nath~~  
~~18, RBI STAFF QUARTERS,~~  
~~Rajendra Nagar,~~  
~~P A T N A~~ -800 016. (Bihar)

① Shri. K.V. Rajan  
3-2-831, Rahamatbagh,  
Chappal Bazar,  
Kachiguda,  
H Y D E R A B A D -500 027. (A.P.)

*Org. Secy  
R.B.W.O*

Shri. K.S. Unnikrishnan,  
TC-18/ 1532  
Aranada,  
Thirumala,  
TRIVANDRUM-6. Kerala

② The Secy  
R.B.W.O.  
c/o BMS office (opp Sandhya Theatre)  
5-8-565/5 R.T.C. 'X' Road,  
Hyderabad.

*37/19 St Hiss 115 1st floor  
(1st floor 115 St Hiss)*



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

SHRI A.N. MOHARIR  
122, JAIPRAKASH NAGAR,  
KHAMLA, NAGPUR-440 022.

Ref. No. \_\_\_\_\_

Date : 24.4.1985.

My dear Ojha,

I am in receipt of your letter dated 19.4.1985 alongwith the draft for Rs. 500/-. As per your request, we now close the advertisements account (Sovenir A/c 1983) visavis your unit.

Kindly make alround efforts to collect levy on this April salary as suggested in our earlier communication. Those who can demand fearlessly, confidently and collect more funds from their members and also bring them frequently on streets are supposed to be the best trade union activists, according to our B.M.S. concept. Please do the needful to fulfil these expectations.

Regarding the chargesheets, the defence will have to be prepared on the same lines of our replies. The defence witnesses produced by the Management during the course of proceedings will have to be effectively countered and confused.

The best remedy in such incidents is to bring the issue on streets, raise the pressures on management and decide the issue by collective bargaining.

Keeping these things in consideration please do the needful.

With best wishes,

Brotherly yours,

(A.N. MOHARIR)  
GENERAL SECRETARY.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
C.O. NAGPUR.

11.4.1985

To,  
All Unit Secretaries,

Namaskar,

REMITTANCE OF LEVY

AIRBWO share of levy collected so far was to be remitted to Central Office by 10th March 1985. Only NAGPUR, BOMBAY and NEW DELHI followed the decision.

April salary will be comparatively free from deductions (Income tax etc.) All efforts should be taken to recover levy on this salary and the amount so collected be sent to Central Office, Nagpur latest by 15th May 1985.

Earlier share of AIRBWO now at least be remitted to NAGPUR by return of post ( By. R.B.I. Draft).

Kindly pursue the matter with all the seriousness and sincerity.

With Greetings.

Brotherly Yours

*A. N. Moharir*

(A.N. Moharir)  
General Secretary.

Patna

AIRBWO share of advertisement may be ~~immediately~~ sent also the levy immediately.

*A. N. Moharir*



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A.N. Moharir,  
122, Jaiprakash Nagar  
Khamla, Nagpur-440025

Ref. No. \_\_\_\_\_

Date 10-4-1985

CONFIDENTIAL

My Dear Ojha,

I am in receipt of your letter dated 3-4-1985. The replies to the chargesheets of S/Shri Sheoji Singh and V.K. Singh may be submitted on the similar lines with suitable changes as suggested by me in my letter dated 9.4.1985.

It would be better and convenient if the Defence Counsel is arranged locally (i.e. either from your units State BMS or State NOBW) . If this is not possible then only write to me immediately.

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 )

Correspondence Address :

A.N.MOHARIR,  
122, J.P. Nagar,  
Khamla, NAGPUR-440 025

Ref. No. \_\_\_\_\_

CONFIDENTIAL

Date 9.4.1985.

Dear Ojha ,

Namaskar

Your letter dated 30.3.1985 reached me very late i.e. on 8.4.1985. I hope you might have asked time to submit the reply to the chargesheet on careful study of the entire matter at your unit I am suggesting the manner in which you may move.

1. A Draft reply to the chargesheet issued to you is enclosed for your consideration.
  2. Similar replies may be prepared for other chargesheeted workers keeping scope for insertion of individual details.
  3. Organisationally, also, address a strong letter to R.B.I. management threatening to launch a fierceful agitation.
  4. Start agitation to demand immediate withdrawal of chargesheets. Agitation programmes should include Demonstrations/mass deputation to Manager, if possible daily. Daily a press note containing reports of agitation may be issued.
  5. Efforts should be made to involve maximum number of employees in the agitation under OUR BANNER.
- All India Call for Levy Collection as well as membership drive should not be lost sight of during the agitational period.

With greetings,

Brotherly 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 )

Correspondence Address :

A.N.Moharir  
122, JaiprakashNagar, Khamla,  
NAGPUR\_440 025

Ref. No. \_\_\_\_\_

Date 20th Novr.1984

My Dear Arunkumar Oza,

Namaskar,

I am in receipt of your letter dated 9-11-1984. I note with great pride and satisfaction the perspective in which the suggestion to bring R.B.W.O. Patna Unit in majority has been taken by the activists of your unit. I wish the venture a great success and convey the wholehearted support from the remaining activists of AIRBWO throughout the nation.

2. As regards to your proposal of holding AIRBWO C.E.C. by the end of December 1984, I feel it will not be feasible as the General Elections to Lok Sabha are being held during the same period. During the first week of January 1985, NOBW may convene its C.E.C. at Bangalore. Therefore, tentatively we propose to call our C.E.C. at Patna in the 3rd or 4th week of January 1985. We shall confirm the proposal or otherwise in due course of time.

3. Kindly remit the amount to AIRBWO out of Souvenir (Bangalore Conf.) collected at the earliest without any further delay.

4. I confirm having received the copy of settlement despatched to us by your unit and express thanks for the same. Please convey my regards to all activists of your unit.

With your unit an outstanding success,

I close,

Brotherly Yours,

(A.N.MOHARIR)  
GENERAL SECRETARY.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
Central Office - NAGPUR.  
(Affiliated to B.M.S. AND N.O.B.W. )

Correspondence Address:

Shri A.N. Moharir,  
122, Jaiprakash Nagar,  
Khamla,  
NAGPUR-440 025.

To,

Nagpur.  
Dt. 28.11.1984.

All Unit Secretaries,

Namaskar,

Friends,

Subject: 5% Leavy Collections on payment of  
arrears.

---

As the R.B.I. employees have been robbed off from their legitimate dues due to recent betrayal on account of low deal between AIRBEA and BANK the genuine fight for real wage rise will have to be continued through legal battles as well as on agitational plans. In the circumstances, when the R.B.I. management locally, will be busy in making arrangements for payment of arrears, you are requested to take all organisational steps to gear up collection machinery to make the 5% leavy collection call as per the AIRBWO C.E.C. held at Nagpur on 8-9-1984, an unprecedented success.

Remember, financial abundancy is one of the powerful weapon to fight against the evil elements as well as the management in the armoury of trade unions.

With fighting greetings.

Brotherly yours,

*A. N. Moharir*

(A.N. MOHARIR)

GENERAL SECRETARY.

प्रिय मित्र अरुण कुमार जोशीजी,  
नमस्कार

आपके मुनिटसे इस समय अपनी ऑल इंडिया कम्पेन्ट 300  
रिजर्व बैंक कर्मचारियोंसे Leavy अपेक्षित करती है। यह कर्मचारियों  
लक्ष्यपूर्ति हेतु आवश्यक आपके उपेक्षाशीली प्रयत्न करे थए \*  
प्रार्थना।

सभी कार्यकर्तासे प्रणाम,  
शुभ कामनाओंके साथ,

आपका अपना

अरुण जोशी

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE - NAGPUR  
(AFFILIATED TO BHARATIYA MAZDOOR SANGH & NATIONAL ORGANISATION  
OF BANK WORKERS)

Ref.No. GOVT./BUDGET/85-86

Correspondence Address: A.N.Moharir  
122, Jaiprakash  
Nagar, Khamla,  
N A G P U R.  
PIN CODE: 440 025.  
Date : March 5, 1985.

✓ The Hon'ble Union Finance Minister,  
Government of India,  
NEW DELHI.

Sir,

SUBJECT :- Raise Income-Tax Exemption Limit  
to Rs.30,000/-

In the context of the considerable erosion of the real earnings of the working class and grant of several immunities and tax-exemptions by the Government of India to the tax evaders, Black-Marketeers and Hoarders through Bearer Bonds and such other Schemes, we vehemently plead to the Government of India to raise the exemption to Rs.30,000/- for Income-Tax on the personal income of the salaried tax-payers.

Although Income-Tax raids have hit the headlines and tried to create an impression of the Government resolute efforts to fight the tax evasion and unearth black money the haves are looking to these raids as a prelude to a Voluntary Disclosure Scheme in the Union Budget due in mid-MARCH 1985. Mr.Nani Palkhiwala, the eminent constitutional and tax-lawyer, estimated in 1981 that black-money amounting to Rs.1.5 Crores was being generated every hour in the country adding to a colossal of Rs.13,000 Crores annually. Another veteran Mr.O.V. Kuruvilla, Former Chairman of the Central Board of Direct Taxes observed that political influence was playing an increasingly pernicious role in helping some people evade Income-Tax. It is pertinent to quote here that almost 12 years ago our late Prime Minister Smt.Indira Gandhi had highlighted this 'malady' in her speech on 11th JULY 1974 at Bangalore, "The Income-Tax Department had been asked to bring under the taxnet self-employed professionals and traders whose widespread taxevasion inhibited progress towards a social and economic goals".

It is a well-known fact that amongst the various categories of tax-payers, the salary earners are the worst hit by the heavy-taxation and rising prices as their income is fixed and furthermore they have to bear directly the major burden of the Government taxes which are passed on them by the manufacturers and traders.

Contd...2

It is note worthy here that whereas a large number of self-employed, professionals, manufacturers and traders are succeeding in either escaping altogether from the tax-man's net or evading the Income-tax and other taxes on a significant scale, the salary-earners stand exploited.

With a view to illustrate the severe erosion in the purchasing power of the Rupee caused due to the rising prices and the rising cost of living, we quote below the following figures :-

(Base 1960 = 100)	Cost of living Index	Rupees Value
		.Ps.
November 1981	462	21.74
November 1983	561	17.82
November 1984	595	16.81
<u>AND</u>		12.11 (Base 1947)

The election Manifesto of the ruling party provided the promise to abolish the COMPULSORY DEPOSIT SCHEME. The following T.V.interviews, Press statements of the Finance Minister further promised an adequate Tax relief to all teeming millions. We hope the above promises will be reflected in the forthcoming budget.

In view of the above, we are confident that our demand to Raise the Income-Tax Exemption Limit upto Rs.30,000/- and to abolish totally the existing Surcharge of 12 1/2% will be accorded due favour and will be looked upon as a token of reward to the salaried Tax-Payers for honestly abiding by the tax-laws and paying the taxes at source.

Hope to receive a favourable response.

Thanking you.

Yours sincerely,

(A.N. MOHARIR )  
General Secretary.

X ( For wide circulation and publicity ) ✓



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :  
122, Jayaprakash Nagar,  
Khamla, Nagpur-25.

Ref. No. \_\_\_\_\_

Date 26<sup>th</sup> Feb. 1985

Camp: At Patna

The Editor,

Patna.

Dear Sir,

We shall be much thankful to you, if you will kindly publish the following in your esteemed daily:

"The Central Executive Committee of All India Reserve Bank Workers' Organisation which met at Patna on 25<sup>th</sup> and 26<sup>th</sup> February 1985 views very seriously the suspensions of Shri P.S. Putturaya, President of Organisation and Shri Babu Ravishankar and Shri A.N. Jayaram General Secretary and Assistant Secretary of Bangalore Unit. The Central Executive Committee condemns in no uncertain terms the totally partisan attitude of the Reserve Bank Management in suspending the Organisation workers siding with the CPM controlled Union in the Bank. The Meeting further resolves unanimously to launch a countrywide agitation in Reserve Bank against the blatant, unjust and antilabour action taken by the Management."

Thanking you,

Yours faithfully,

(A.N. MOHARIR)

General Secretary



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :  
122, Jayaprakash Nagar,  
Khamla, Nagpur-25.

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Date 26th Feb. 1985

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The Editor,

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Dear Sir,

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Thanking you,

Yours faithfully,

(A.N. MOHARIR)

General Secretary



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

Ref. No. \_\_\_\_\_

Date 15th Feb. 1985.

Dear Shri Arunkumar Ojha,  
Namaste,

Received your letter dated 10th February 1985 addressed to Shri J.Y. Bhawe. Accordingly I am sending a Bank draft drawn in favour of Secretary R.B.W.O., Patna for Rs.448/-. Our coming A.G.M. of the R.B.W.O., Bombay will be held on 30th March 1985, and it has been tentatively decided to pick up Mr. P.D. Barwad as General Secretary of the Unit. Whatever the decision of the C.E.C. will be implemented by him in the days to come and hence it is essential that he should be acquainted with the process of decision and discussion to understand the spirit behind the decisions. He is coming with us. Please arrange for his return reservation from Patna to Nagpur along with Nagpur team (Shri P.D. Barwad - Age 32).

If you can arrange a meeting as organising secretary of Bihar State Unit of NOBW of the activists from other banks from Patna for about one hour or so. It will help us to built up NOBW Units in the city.

On 16th February 1985 I am leaving for Ahmedabad to attend conference of Gujarath Bank Workers' Organisation to be held on 17th February 1985. On 18th February 1985 I will devote my time for formation of our unit in R.B.I., Ahmedabad.

Rest in person.

Brotherly yours,

*M. V. Phatak*

( M. V. Phatak )  
Dy. General Secretary.

Copy forwarded to Shri A.N. Moharir, Gen. Secretary AIRBWO.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

Ref. No. \_\_\_\_\_

Date 5-2-85

The Secretary  
Reserve Bank Workers' Organisation  
PATNA.

Dear Friend,

Please find herewith the Bank Draft for Rs. 400/- for the return reservation of the following CEC members from our Nagpur Unit. (Draft No F825633 for Rs. 400/- A.K.039)

- 1 Shri A. N. Moharir. 43 yrs.
2. " V. S. Dandekar 44 Yrs.
- 3 " A. Y. Dandekar 40 Yrs.
- 4 " M. M. Tale 42 Yrs.

We are starting from Nagpur by BBY-HW Mail on 23rd Feb '85 and from Tananagar we shall boarding by Varanasi-Exp and reach Patna on 24th. Feb. 85.

Kindly book our Tickets by 26th. Night or 27th Morning so as to reach Nagpur earliest. (Esc. proceeding be kept under consideration)

Please acknowledge receipt of the Draft.

With greetings,

Encl. 1 Draft.

Brotherly Yours.

Amohari

Gen Secy.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

(AFFILIATED TO NOBW & BMS)

Central office: MGPUR

DATED: 5.2.1985

TO

All Unit secretaries,  
NAMASKAR.

ALL INDIA STRUGGLE AGAINST THE RBI.MANAGEMENTS VINDICTIVE  
SUSPENSIONS AT BANGALORE

On observing the 5th February 1985 as an All India Protest Demonstrations DAY against the Suspensions of our Office-Bearers at Bangalore the unit Secretaries are requested to be in readiness to respond to further calls from our Central Office at a short notice. The undersigned is leaving for Bangalore on 7th February 1985 to have a spot information, discussion and consultation with our Bangalore activists.

All Units are requested to gird up their lions to force the RBI.Management to vacate the suspensions orders served on our office-bearers at the earliest.

In this trying period we are confident that all our units would rise to the occasion and exhibit solidarity and strength. The ensuing AIRBWO. CEC. at Patna will chalkout a long drawn AGITATIONAL PROGRAMME.

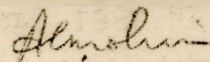
So far no reports are received in regard to levy collections. In view of such incidents AUGMENTATION FUNDS becomes all the more necessary and Unit secretaries are once again requested to take all efforts for collection of the levy.

AIRBWO. CEC. on 25th, 26th February 1985 will be held at PATNA as already notified. Units Secretaries are requested to communicate their arrival at PATNA and send requisite amount of Draft to PATNA (if not done earlier) under advice to AIRBWO Central Office. This arrangement will further be useful to the host unit to make adequate arrangements in advance.

Please send a report of DEMONSTRATIONS (alongwith Circulars etc.) held on 5th February 1985 at your Units immediately.

With fighting greetings.

Brotherly yours,



(A. N. MOHARIR)  
GENERAL SECRETARY

AIRBWO    | Z  
NOBW       | I  
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समय  
Time of

बुक करने का  
Booking  
प्राप्त करने का  
Receipt

from  
By

इस तार के प्रारंभ में पविष्टियों का क्रम इस प्रकार रहेगा—  
तार की श्रेणी, प्राप्त करने का समय, क्रम संख्या, मूल कार्यालय,  
बारीक, सेवा अनुदेश (यदि कोई हो) और शब्दों की संख्या।

The sequence of entries at the beginning of this telegram is  
class of telegram, time handed in, serial number, office of origin,  
date, service instructions (if any) and number of words.

इस तार के संबंध में यदि किसी प्रकार की पूछताछ हो तो उसे  
इस फार्म के साथ अवश्य संलग्न करना चाहिए।

This form must accompany any enquiry respecting this  
telegram.

A. J. P.

खोलने के लिए यहाँ काटे/TO OPEN CUT HERE

भारतीय डाक-तार विभाग

INDIAN POSTS & TELEGRAPHS DEPARTMENT

तार

TELEGRAM

पता  
Address

SITARAM DHAWAN RAMNAGAR

ROAD PATNA 01

पहला मोहर/FIRST FOLD

यहाँ काटे/TO OPEN CUT HERE  
खोलने के

0 1320 A 116 NAGPUR 3 28

==DEMAND VACATION AN HOLD DEMONSTRATION AGAINST SUSPENSIONS AT BAGATORE

OF AIRBWO PRESIDENT AND TWO OTHER ON FIFTH FEB==MOLARIR '==

19 116NAGPUR =AIRBWO SITARAM PT 01

CF AIRBWO RPT BAGATORE OF AIRBWO PRESIDENT



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A.N. Moharir,  
122, Jaiprakash Nagar,  
Khamla, Nagpur. -25

Ref. No. \_\_\_\_\_

Date 28.1.1985

My Dear Shri A.K. Oza,  
Namaskar.

I acknowledge the receipt of your letter dated  
18.1.1985.

2. I have finalised the AIRBWO CEC dates as 25th and 26th February 1985 and issued notices thereof. I am confident that the PATNA unit has a best potential to make all best arrangements to host the AIRBWO C.E.C. meeting.

3. Please take all out efforts to make 'Levy Collections' a grand success. Our competitors AIRBEA at Bombay has collected one lac forty eight thousand alone from Banking Department. Their Bombay unit may be able to collect more than Rs. 10 lacs. Please keep in mind the strength ( In Finances ) of rivals and match your efforts accordingly. At your centre they may prove unsuccessful but we must be successful to cover the gap fallen at other centres.

4. Please arrange positively the remittance of Advertisement collections of AIRBWO portion in February 1985 as promised in your letter.

With best regards.

Brotherly Yours,

(A.N. Moharir)  
General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR.

( Affiliated to NOEW AND BMS )

N A G P U R.

DATED : 15/1/85.

FRIENDS,

APPEAL TO CONTRIBUTE GENEROUSLY TOWARDS LEVY.

Ever since its formation in the year 1965, AIREWO has dedicated itself to the cause of Working Class With non-political, selfless and undaunted spirit and has fought innumerable battles against the Reserve Bank Management as well as the Government to realise the just demands and protect the hard earned rights of the employees. Besides fostering a genuine and nationalist trade Union Movement in Reserve Bank of India not a single opportunity has been lost by AIREWO to secure the improvements in the Pay Packets and service conditions of the employees.

You are aware that the much awaited arrears of the current wage revision are being distributed very soon. You are also aware the positive and successful role played by AIREWO in the present wage revision battle by which the " PRIVATE SETTLEMENT " is likely to be subjected to the judicious scrutiny of AIREWO. It is also a well established fact that through the untiring efforts of AIREWO THE FAMILY ALLOWANCE, THE GRADE-I ALLOWANCE after completion of 9 years of service, Bringing maximum Lower Rent Centres under the net of Higher Rent Centres, All time beneficial Middle Class Index for computing D.A., C.C.A., & N.P.C.A. etc. in the past successive wage revisions. *could be achieved.*

The implementation of the "PRIVATE SETTLEMENT " is not THE END of the wage revision battle; but the "BEGINING " of the battle being fought by AIREWO for IMPROVEMENTS. Reserve Bank Employees have already rated the " PRIVATE SETTLEMENT " as "Low deal" in the face of 22% to 27% wage-rise achieved by other comparable institutions. To retain "Monopoly bargaining

Agency" and acceptance of large-scale computerisation the CPM-AIRBEA has committed a criminal folly in signing a "low deal."

The items like the Conveyance Allowance, The Bonus, Improved Medical Facilities (presently being enjoyed by Class IV and Officers of our Bank) were simply forgotten. AIRBWO is relentlessly waging a War for the realisation of R.B.I. Employees' real and legitimate aspirations on organisational as well as Legal fronts. Our efforts have already borne fruits when the management could not impose its proposal to abolish the cadre of Assistants and Tellers in the face of pending Industrial Dispute before the Labour Commissioner. The unstinted massive support of R.B.I. Employees has so far encouraged AIRBWO to fight the battles time and again against the unholy alliance of CPM AIRBEA and Bank Management.

AIRBWO, therefore, takes this opportunity to appeal to all its members and well wishers to contribute generously towards LEVY (AIRBWO-CEC-CALL-5% or Rs.100/- whichever is less <sup>out</sup> of arrears after deducting INCOME-TAX, Surcharge, CDS., and normal P.F.) to make the organisation financially viable and sound to enable to fulfill its sacred commitment to serve the R.B.I. Employees successfully.

with NEW YEAR and MAKARSAMKRAMAN - PONGAL -  
GREETINGS.

AIRBWO ( Z  
( I  
NOBW ( N  
( D  
BMS ( A  
( B  
( A  
( D

Sincerely Yours,

*A. N. Moharir*

(A. N. Moharir)  
GENERAL SECRETARY

My Dear A.K. Oza

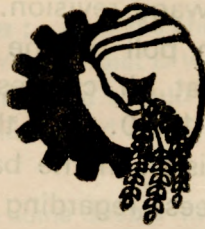
\*\*\*\*\*

Nannasikar.

The appeal is being sent to you for reproduction and circulation at your centre. Please make it point to contact and collect from maximum number of employees on the same day and sent due to AIRBWO be sent immediately.

*A. N. Moharir*

# DECIDE THE DESTINY



**All India Reserve Bank Workers' Organisation  
(Affiliated to NOBW & BMS)**

NAGPUR

## INTRODUCTION

28th March 1980

Dear friends,

A historic situation has arisen in Reserve Bank in our struggle for wage revision. A unique event such as the opinion poll on the private settlement will be conducted at all centres from 14th April 1980 to 21st April 1980. For the first time in the history of wage revision in the banking industry the destiny of employees regarding their wages and service conditions shall be decided by themselves. At this crucial moment we should carefully, judiciously and independently exercise our franchise, lest we may not get **such an opportunity** for many more years to come **because** wage revision is not a day-to-day affair. Hence, we appeal to all of you to think rationally before deciding your choice.

With warm greetings.

*Brotherly yours,*

(A. N. MOHRIR)  
Organising Secretary,

**Back-ground :**

We are due for wage revision right from 1974 January as the previous settlement expired on 31 December 1973, Already six years have elapsed and we are getting the same scales of pay with 75% neutralisation of D.A. (i.e. 3% D.A. for every 4 points rise in the consumer price index) Hence there is a heavy erosion in our real wages for the past six years. Thus we are entitled for a minimum of 25% wage increase to cover up this erosion by which we have already suffered a lot.

Coming to the promotional avenues, since there is not much expansion of RBI and many departments (IDBI, UTI, Now ARDC and a portion of FICCI) are being delinked, the opportunities for promotion are becoming more and more bleak. The unabated continuance of EP/SP-MP adds more fuel to fire. Stagnation is on the increase. Particularly in cash department, it is at the peak due to unscientific job evaluation and job allotment. Hence there is a strong case to evolve a scientific and rational promotional policy.

Even though almost all the pay commissions have upheld the view that there should not be any discrimination in providing basic amenities like medical facilities and quantum of subsidy to canteens, there is a continued discriminatory practice by our bank management. When compared to many other commercial banks we are getting a very meagre amount as housing loan. Further, only we the class III employees are deprived of city compensatory allowance while our colleagues both in class IV and officers' cadre are getting the same.

## **Private Settlement :**

Naturally a question arises in all our minds whether this private settlement meets all our minimum requirements. When we are entitled for a minimum of 25% increase in our wages what we are getting out of this settlement is a very meagre increase of 5.40% (average net increase). The irrational promotional policy has been agreed to continue. The Bank has conveniently avoided paying city compensatory allowance to us. The gross discriminatory attitude of the Bank towards class III employees regarding House rent allowance, Family allowance Leave fare concession, Halting allowance, Medical facilities and canteen facilities etc., has been okayed. There is much hardship, on account of unscientific regrouping to certain sections of employees.

In addition to the erosion in realwages by which we have already been suffering, a further erosion has been brought in by accepting 90% merger, tapered D.A. rate (1.5% and 1.58%) and ceiling on D.A. The wage rise shown in the settlement is only due to the restructuring of various allowances which are not linked to D.A. Confirmation of temporary employees after two years' service has been agreed while in the commercial banks it is done after the completion of six months' service.

By studying the settlement in detail and in depth we come to the conclusion that this settlement falls much below our expectations and fails to meet the minimum of our aspirations. In the light of recently concluded class IV and officers' settlement we can understand that these short comings are natural in a settlement which is arrived at in a hurried manner.



## **Stubborn Attitude of the Bank and AIRBEA leaders :**

Bearing in mind all the above points and coming to the conclusion that we have a strong case for improvements our learned counsel Sri. Manohar Mehta suggested before the tribunal that the Bank may have discussions with all the unions and may come forward with improvements wherever necessary. But the Bank's legal adviser did not agree to this proposal. The AIRBEA leaders also reiterated their stand through their advocate that the settlement should be accepted as it is. Hence the opinion poll was decided.

**The choice :** Now the choice is before you. You are the better judge. Your verdict is your destiny. If one really wants improvements one should reject the settlement. We should not act in haste and repent at leisure.

There may be some doubts in deciding the right choice which have been cleared below.

**1. Delay factor :** The time taken to give the final award by the tribunal in the event of either acceptance or rejection of the settlement will be the same. Because even though the settlement is accepted by majority, the rights of the tribunal to go into the fairness of the settlement are reserved. **BUT ONCE THE SETTLEMENT IS ACCEPTED THERE CANNOT BE MAJOR IMPROVEMENTS.**

**2. Lower deal :** There cannot be a lower deal than this settlement because the bank has committed by way of entering into the private settlement.

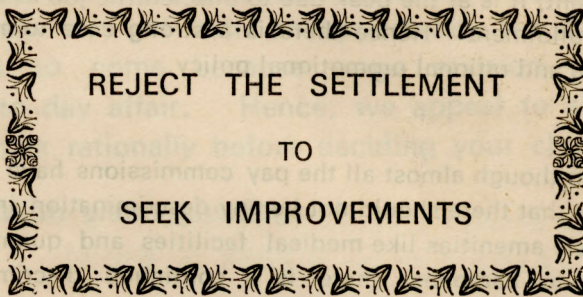
**3. Possibility of improvements :** There are two major points to decide the quantum of increase in wages.

[i] the necessity to maintain and improve the standard of living. [ii] the capacity of the industry to pay. About the first point it is crystal clear that, with this meagre increase we cannot even maintain our standard of living leave aside improvements. Regarding the second point the Bank has proved its immense capacity to pay in the recent settlements with class IV and officers.

**4. Last opportunity.** If we lose this opportunity to improve our wages and service conditions, we may not get it for many more years to come.

LET THIS LAST OPPORTUNITY

NOT BE THE LOST OPPORTUNITY



Sri AK OZA  
RBWD

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ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE-NAGPUR  
(Affiliated to N.O.B.W. AND B.M.S. )

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Nagpur.  
22.1.1985

To,  
All C.E.C. Members,

Dear Friend,

Namaskar,

NOTICE OF AIRBWO CEC MEETING -PATNA

Notice is hereby given to all C.E.C. members that the AIRBWO CEC meeting will be held on 25th and 26th Feb.1985 at PATNA to transact the following business.

A G E N D A

1. Review the decisions in the last C.E.C. meeting held at Nagpur on 8.9.1984.
2. To account for 'Levy Collection's made on arrears distribution on account of recent Wage Revision.
3. Reporting on High Court Case at Nagpur in regard to AIRBWO's right to be heard by the RBI management.
4. Reporting on Promotion Case in Supreme Court at New Delhi- New Delhi Unit to report.
5. Organisational matters- AIRBWO expansion plan - To decide Organisational tours of office bearers and C.E.C. members. Unit Secretaries to place before CEC the plans and programme for the year 1985 (of units).
6. Any other matter with permission of the chair.

The meeting will start its business sharp at 8.00 A.M. on 25th Feb. 1985. All CEC members are requested to reach Patna well in advance to attend the meeting at 8.00 A.M. on 25th Feb. 1985. They are also requested to intimate their reaching train and time to Patna Unit under advice to AIRBWO, Central Office Nagpur and send Drafts for reservation of return journey. Patna Unit may arrange a Gate meeting/General meeting of R.B.I. employees during these two days which will be treated as part and parcel of AIRBWO CEC proceedings. All CEC members are requested to attend the meeting without fail and in time.

PATNA - ① Shri sheoji Singh

② " A. K. Oza

*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)

Correspondence Address :

A.N. Moharir,  
122, Jaiprakash Nagar,  
Khamla, NAGPUR\_25

Ref. No. \_\_\_\_\_

Date 17.1.1985

The General Secretary  
Reserve Bank Workers' Organisation  
PATNA

Dear Shri A.K. Oza

Namaskar,

Subject: Your letter dated 8.1.1985 regarding hosting of  
AIRBWO CEC meeting at Patna.

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The notices of AIRBWO CEC meeting to be held at Patna on 25th and 26th February 1985 are being issued shortly. All CEC members are being requested to reach Patna latest by 24th Feb. 1985 night to enable to start the meeting on 25th February 1985 from 8.00 A.M. sharp.

You are requested to communicate the VENUE of the meeting to all units directly and make arrangements for their reception at Patna Railway Station and/or Patna Bus Station.

During these two days, taking advantage of AIRBWO CEC you are requested to arrange a General Meeting of Reserve Bank Employees so as to benefit our Patna Organisation, Bihar B.M.S. authorities may also be consulted, informed and invited to visit our meeting (CEC) place.

In case of difficulty please keep a live contact with AIRBWO Central Office Nagpur.

With Best wishes,

Yours Sincerely,

(A.N. Moharir)  
GENERAL SECRETARY.

Copy to Shri P.S. Putturaya, President AIRBWO, Bangalore. He is requested to book tickets to reach Patna alongwith Shri Babu Ravishankar sufficiently in advance.

(A.N. Moharir)  
General Secy.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A. N. MOHARIR,  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440029

Ref. No. \_\_\_\_\_

Date 7-1-85

प्रियमित्र अरुणकुमार जोशा,

नामस्कार

- स्मरणपत्र -

AIRBWO स्मारिका के समय विज्ञापनद्वारा जमा दुग्धी राशीके संबंध लिखे हुअे पत्रको स्मरणमे रखते हुअे आपके युनिर के पास जमा दुग्धी धनराशीका केन्द्रांश शीघ्रानिशीघ्र मेजरको मुख्यालय भेजे/मेजरको स्मारिकाका हिसाब पूरा करनेमे तथा मेजरको मुख्यालयकी धनअवस्य-कताको पूरा करनेमे रस्की बहुत मदत होगी।  
levy collection की तैयारीके संबंधमेभी हमे अवगत कराए।  
सभी साथीओसे प्रणाम।  
नववर्षकी शुभकामनाओ सहित,

आपका अपना

अन मोहरि  
(A. N. Moharir)  
Gen. Secy.

Sri Arun Kr. Oza  
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MSG FROM A N MOHARIR CL GR I CAS RBI NP TO  
SRI ARUNKUMAR OZA, RB WORKERS' ORGANISATION PATNA

... AIRBWO PROPOSES TO HOLD CEC AT PATNA ON 13TH  
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ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Affiliated to N.O.B.W. AND B.M.S.) NAGPUR  
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Nagpur  
Dt. 14-11-1984

To,  
All Unit Secretaries

Dear Friend,

NAGPUR UNIT RECOGNITION-Rival's case Admitted  
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The case against the de-recognition notice served by the R.B.I. Management on the Nagpur Unit of AIRBEA has come up for hearing on 12th and 14th November 1984. On hearing the parties the High Court came to conclusion that the exclusion of AIRBEA unit from the verification process conducted by the Government of India Ministry of Labour, for not acceptance of Code of Discipline needs to be examined. Therefore the High Court admitted the case and stayed the Derecognition Notice served by R.B.I. Management.

The next date of hearing is fixed on 11-2-1985.

With greetings.

Brotherly Yours,

*A.N. Moharir*

(A.N. Moharir)  
General Secretary.



ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE : NAGPUR.

Dated: November 8, 1984.

To

All Unit Secretaries,  
NAMASKAR.

Dear Friends,

HIGH COURT CASE - A.I.R.B.W.O'S. RIGHT OF BEING  
HEARD IN THE MATTERS OF WAGES REVISION ETC.

The case came up for hearing on 29th OCTOBER 1984.  
The constitution bench Presided over by Justice MOHATA  
and Justice FAZI enquired whether the Central Government  
has filed their returns. As the issue has been raised  
before this court only after giving effect to the  
amendment to I.D.Act. 1947 on 28th August 1984, the Court  
is very much concerned over the background under which  
the law is amended. The Central Government will be  
required to state its stand in the present case and  
therefore fresh notices have been issued to Central  
Government. Next date of hearing will be fixed on  
receipt of returns from Central Government.

With Greetings.

Brotherly yours,

A. N. Moharir

(A. N. Moharir)  
GENERAL SECRETARY

NB - Please forward the information required by  
Shri E.C. Kapoor immediately in connection  
with Supreme Court case.

A. N. Moharir

CONFIDENTIAL

Staff - Class III - Settlement dated  
12th October 1984 - Memorandum of  
Instructions

The provisions of the Settlement may please be read carefully. The Memorandum of Instructions has been prepared to clarify various provisions of the Settlement wherever necessary, with a view to facilitating the implementation thereof.

2. Section A

In terms of Regulation 3(j) of RBI (Staff) Regulations 1948, an employee on leave (including leave preparatory to retirement) will draw 'Leave Pay' during the period of leave at the rate drawn by him before proceeding on leave. It has been provided in Section B - Part XIV - Clause (J) (i) that 'Leave Pay' shall mean, monthly pay, an employee would have drawn while on duty but for his/her proceeding on leave. Accordingly, as provided in Clause 3 of Section 'A', the benefit of revised scale of pay and allowances will be admissible to all Class III employees who were on leave as on 1st July 1983 or who were on leave preparatory to retirement as on that date and have since retired from the Bank's service.

Section B - Part I

3. Scale of Pay

The Settlement provides for a uniform scale of pay for all the categories of employees in Class III as against the existing four scales of pay. While all the categories of employees in erstwhile Group I pay-scale have been retained in the Group A, the employees in higher categories in the erstwhile pay Groups II, III and IV have been respectively classified under

Groups B, C and D. The employees who have been shown under Groups B, C and D will be deemed to be continuing in the common scale till they reach the maximum of the revised scale of pay. The provisions regarding special pay on completion of each year of service after reaching the maximum of revised pay-scale for the employees in Groups B, C and D may please be noted carefully.

3.1 The existing Group I and categories of employees covered thereunder has now been classified as Group 'A'. In the notes (a), (b) and (c) appearing thereunder, the provisions regarding grant of revised special pay have been indicated.

3.2 The existing Group II and categories of employees covered thereunder have been classified as Group 'B' categories. It may be noted that though the employees in Group B will be in the revised scale of pay i.e. Rs.650-Rs.1820, starting pay for these categories will be Rs.790/- (i.e. 5th stage of the revised scale of pay). It may also be noted that when an employee under this Group reaches the maximum of the scale of pay i.e. Rs.1820/- he will be granted a special pay of Rs.130/- on completion of one year of service after reaching the maximum of the scale and a further special pay of Rs.150/- on completion of two years of service. No special pay beyond Rs.280/- is admissible to the categories covered under this Group.

3.3 Existing Group III (Stenographer) will hereafter be classified as Group 'C'. The starting pay of the employees in this Group will be Rs.830 (i.e. 6th stage of the revised scale of pay). On reaching the maximum of the scale of pay i.e. Rs.1820/- an employee

will be granted Special Pay as under:

On completion of 1 year of service after reaching the maximum of the scale	Rs.130 p.m.
On completion of 2 years of service after reaching the maximum of the scale	Rs.280 p.m.(in all)
On completion of 3 years of service after reaching the maximum of the scale	Rs.380 p.m.(in all)
On completion of 4 years of service after reaching the maximum of the scale	Rs.480 p.m.(in all)
On completion of 5 years of service after reaching the maximum of the scale	Rs.580 p.m.(in all)

3.4 The existing Group IV and categories of employees covered thereunder will hereafter be classified as Group 'D'. An employee appointed/promoted to these posts will start on a pay of Rs.1035/- (i.e. 10th stage of the revised scale of pay). On completion of one year's service on the maximum of the scale (i.e. Rs.1820) an employee will be granted a special pay of Rs.80/-p.m. Thereafter the employee will be granted special pay as under:

On completion of further 1 year of service	Rs.180p.m.(in all)
On completion of further 2 years of service	Rs.280p.m.(in all)
On completion of further 3 years of service	Rs.380p.m.(in all)
On completion of further 4 years of service	Rs.480p.m.(in all)
On completion of further 5 years of service	Rs.580p.m.(in all)

#### 4. Part II

##### Stagnation Increments

The provisions of Part II of the Settlement dated 28th September 1979 will continue to operate. In other words, stagnation increment/s will be granted to employees in Group 'A' categories only. As per the existing rules stagnation increment/s will not be taken into account for the purpose of fixation of pay on appointment to officiate in a higher group in Class III/higher grade. Similarly, the period for which an employee has been sanctioned extra ordinary leave without pay and allowances not counting for

increment and/or the period for which an employee has drawn post scale special pay for educational qualifications, will be added to his otherwise due date of stagnation increment i.e. the due date of stagnation increment will be postponed to that extent. (cf. Central Office circular PPD.No.451/R(II)-199(2)-80/81 dated 22nd June 1981).

### 5. Part III

#### Fitment

The provisions relating to fitment of the existing employees under revised scales of pay are self-explanatory. In order, however, to facilitate the work of refixation, adjustment chart Nos. 1 to 4 showing the manner in which the pay of employees in different Groups who were in the service of the Bank on or after 1st July 1983 and upto 11th October 1984 (i.e. upto the date of the Settlement) should be refixed in the revised scale of pay are enclosed. The notes appearing at the end of the each adjustment chart may also please be carefully noted.

Annexures  
I to IV

X  
X  
X

### 6. Part IV

#### Special Pay

- (i) The quantum of existing special pay admissible to different categories of staff has been revised as indicated in Part IV.
- (ii) The existing special pay on completion of 9 years of service admissible to the employees in Group I (i.e. Group A) has been covered in notes (a) to (c) under Group A of Part I of Section B of the Settlement
- (iii) The other terms and conditions applicable for admissibility of the special pay to respective categories remain unchanged.

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7. Part VSpecial Allowance

\* (i) The quantum of existing Special Allowance admissible to Hostel Supervisor has been revised. Special Allowance has now been granted to certain other categories of employees as enumerated at 2, 3 and 4 of this part of the Settlement.

(ii) Project Allowance admissible to Overseers (since designated as Junior Engineers) when on duty at project site stands revised. A Junior Engineer on project duty will thus be eligible for payment of Special Allowance of Rs.60/- plus Project Allowance of Rs.100/- p.m. The other conditions for grant of Project Allowance remain unchanged.

(iii) The Special Allowance granted to Assistant Caretakers/Caretakers in terms of the Settlement provisions will be, in addition to Special Allowance of Rs.75/- or Rs.100/-, as the case may be, sanctioned to Assistant Caretaker/Caretaker Gr.II in terms of Central Office letter PPD.No.1263/R(II)-CP-165(2)-81/82 dated 25th March 1982.

(iv) Consequent on grant of Special Allowance of Rs.75/- p.m. to Xerox/Off-Set Printing Machine Operators, an employee in receipt of special pay/special allowance, if any, for operating Xerox/Off-set printing unit will cease to draw the same with effect from 1st July 1983.

8. Part VI

Advance increments/honorarium/special pay for educational qualification -  
Part II of Section B

(i) The provisions of Part V of the Settlement dated dated 28th September 1979 in the matter of advance

19/11/82

increments for educational qualification have been continued. In this connection, a reference is also invited to paragraph 6.2.5 of circular PRD.No.580/CP.199-81/82 dated 1st October 1980.

(ii) The quantum of honorarium for CAIIB/Diplomas in Co-operation and Industrial Finance as also post scale special pay admissible to certain categories of employees has been revised vide Sub-clauses 1,2, and 3 of Clause B of this Part.

(iii) A Pharmacist will be granted a special pay of Rs.37/- per mensem for D.Pharma qualification as provided in the Settlement i.e. after 1 year after reaching the maximum of revised pay scale and drawal of post scale special pay, if any, for educational qualifications.

(iv) A Pharmacist, who is not eligible for special pay for D.Pharma qualification, will be granted a Special Allowance of Rs.50/- per mensem on completion of 15 years of service.

(v) Employees in Groups other than Group A (erstwhile Group I) will, as from 1st July 1983, be eligible for special allowance and not special pay on reaching the maximum of the revised pay scale and after drawal of special pay in full as provided under Part I of the Settlement. A part of the special allowance will rank for Provident Fund and Gratuity. The Offices may accordingly arrange to recover the employee's contribution/additional subscription on the amount ranking for Provident Fund, the Bank will also make matching contribution as provided under Reserve Bank of India Employees' Provident Fund Regulations.

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Part VII9. Dearness Allowance

The rates of dearness allowance for every slab of 4 points beyond 332 points of the All India Working Class Consumer Price Index (Base: 1960 = 100) have been indicated in this part. It may be noted that, whereas the rate of dearness allowance for pay upto Rs.1580/- will be on percentage basis, for pay beyond Rs.1580/-, dearness allowance will be payable at the rates indicated in the Settlement for every slab of 4 points. A statement indicating the rates of dearness allowance payable from 1.7.1983 to 31.1.1985 is enclosed for ready reference. The existing provision for revision of dearness allowance on quarterly basis will continue.

Annexure V

9.1 As regards payment of 'Compensatory Allowance' and 'Special Personal Allowance' it may be noted that the same will be admissible to the existing 'recipients' only. In this connection it may be noted that for the purpose of grant of Special Personal Allowance, the reference date for comparison will be 30.6.1983. Two examples involving the payment of Compensatory Allowance and Special Personal Allowance to existing recipients have been worked out to illustrate the point :-

EXAMPLE I

'A' an employee in Class III was granted Rs.8.40 by way of Compensatory Allowance as from 28.9.1979 with reference to pay of Rs.1216/- drawn by him on the said date. On a subsequent date, say, 1st June 1980,



'B' his junior reached the maximum of the scale i.e. Rs.1216/-. As 'B' was in receipt of Compensatory Allowance of Rs.48.85, 'A' was granted Special Personal Allowance of Rs.40.45 with effect from 1.6.1980. Since 'A' became eligible for Special Personal Allowance prior to 30.6.1983, the Special Personal Allowance of Rs.40.45 would continue to be admissible to him.

EXAMPLE II

'A' an employee in Class III was granted Rs.10.50 by way of Compensatory Allowance as from 28.9.1979 with reference to the pay of Rs.1520/- drawn by him on the said date. On a subsequent date, say, 1st January 1984, 'B' his junior reached the maximum of the scale i.e. Rs.1520/-. As 'B' was in receipt of Compensatory Allowance of Rs.48.85, 'A' was granted Special Personal Allowance Rs.38.35 (i.e. Rs.48.85 - 10.50) with effect from 1.1.1984. Since 'A' became eligible and was granted Special Personal Allowance after 30.6.1983, he is not an existing recipient and will therefore, cease to draw Special Personal Allowance retrospectively i.e. from 1.1.1984, consequent on revision.

Part VIII

10. City Compensatory Allowance

The rate of City Compensatory Allowance has been revised and provides for a ceiling on the quantum thereof.

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Part IX11. House Rent Allowance

(i) The rates of House Rent Allowance at "Higher Rent Centres" and "Lower Rent Centres" have been indicated in this part.

(ii) While no employee shall be paid House Rent Allowance in excess of the rent/licence fee payable by him, as from 1st July 1983 the rent/licence fee in respect of the Bank's Staff Quarters will be equivalent to House Rent Allowance admissible to an employee. Accordingly, additional rent recovered from the occupants @ 2½% of pay over and above House Rent Allowance admissible to them for the period 1st July 1983 onwards may be refunded to them.

(iii) Existing instructions in regard to recovery of additional rent/licence fee in respect of earning relatives/friends etc. and rent in respect of fans etc. amenities remain unaltered.

12. Part XFamily Allowance

(i) While the rates of Family Allowance payable on percentage basis have been revised, there will be no change in the rate of family allowance payable on per child basis and it will continue to remain at Rs.25/- per child subject to a maximum of Rs.75/-. However, as provided in the Settlement, employees who are at present drawing family allowance on per child basis will be given a further option to draw family allowance on the

percentage basis. The Offices may arrange to issue a circular specifying the date for exercising the option.

(ii) In determining the rate at which family allowance will be admissible to an ex-servicemen employee, the service rendered by him in the armed forces may be taken into account on the analogy of directions contained in paragraph 36.11 of the National Industrial Tribunal's Award. (cf. circular PPD.No.1265/R(II)CP.194(3)-81/82 dated 20th March 1982).

### 13. Part XI

#### Officiating Pay

(i) There is no change in the existing provisions in terms of which, employees, other than employees in Cash Department, are entitled to pay in higher group only if they officiate for 10 days or more continuously (including intervening Sundays and Holidays and authorised casual leave. Insofar as Class III employees appointed to higher posts within Class III in Cash Department are concerned, the aforesaid provision of 10 days' officiation will not apply.

(ii) Pay of an employee in Group 'A' appointed to officiate in any of the categories in Groups 'B', 'C' and 'D' on or after 12th October 1984, (date of the Settlement) will be fixed as indicated in sub-clause (A) (3) of Part XI of the Settlement.

iii) There will be no change in the officiating pay of Class III employees officiating as Staff Officers Gr.'A'. If, in any case, the revised substantive pay is more than the pay in the officiating grade, the employees concerned will be required to subscribe to the Provident Fund on the basis of the revised substantive pay. The officiating Staff Officers Gr.'A' will also be entitled to personal allowance equal to the difference, if any, between their revised substantive emoluments and their emoluments as Staff Officer Gr.'A'.

iv) Similarly, there will be no change in the pay in Grade 'A'/Grade 'B' of Class III employees appointed as Staff Officer Gr.'A'/Gr.'B' (Direct Recruit) on probation on or after 1st July 1983. In cases where their revised substantive pay is more than the pay in Gr.'A'/Gr.'B', they will be required to subscribe to the Provident Fund on the basis of their revised substantive pay. The personal allowance, if any, granted to such an employee to protect his substantive emoluments as on the date of appointment on probation will be revised on the basis of his revised substantive emoluments as on that date; the personal allowance so arrived at will not undergo any change thereafter.

14. Shift Allowance :

Subject to the condition stipulated in the Settlement, Shift Allowance will be admissible to the Machine Section Staff of Department of Statistical Analysis & Computer Services working in the morning shift also as from 12th October 1984. The shift allowance will also be admissible to all Console Room Operators from the same date.

*[Handwritten signature]*

15. Split Duty Allowance :

(i) An employee who is required to attend office twice a day and is not provided with residential accommodation in the office premises or is required to attend duties in different localities (e.g. a Pharmacist attending Colony dispensary in the morning and office dispensary in the afternoon or vice versa - colony and office premises being situated at a distance from each other) on a regular basis will be granted a "Split Duty Allowance" of Rs.50/- p.m. with effect from 12th October 1984.

(ii) "Split Duty Allowance" will not be admissible when the concerned employee proceeds on leave other than Casual Leave.

(iii) At some offices, Assistant Caretakers/Caretakers Gr.II have been granted Special Allowance of Rs.50/- for the reason that they have to attend office twice a day and have not been provided with residential accommodation in the office premises. As from the date of the Settlement, the concerned employees will cease to draw the said special allowance but will be eligible to draw split duty allowance.

Part XII

16. Confirmation :

All temporary/officiating employees will be confirmed on completion of one year's service (continuous officiating service in the case of officiating employees) even if no permanent posts are available, provided the employees concerned are otherwise found suitable for confirmation.

The other instructions issued in this regard from time to time remain unchanged. The first confirmation on the revised basis will be effected as from 1st of November 1984. The offices may note to effect confirmation as on 1st of the month thereafter.

17. Age of Retirement :

Pending Government's decision in the matter of age of retirement for the Bank's Class III employees, ad-hoc extensions will be granted on the basis of instructions issued by Central Office from time to time.

Part XIII

18. Superannuation benefits :

(a) Provident Fund :

The Settlement provisions allowing an employee to modify the rate of additional subscription to the Provident Fund may be brought to the notice of the employees by issue of an office circular. The employees may be advised to submit the option by a specified date.

(b) Gratuity :

Gratuity in respect of an employee who has ceased to be in service on or after 1st July 1983 may be calculated on the basis of revised pay admissible to the employee in the grade held as on the "date of retirement", the "date of retirement" as defined in Reserve Bank of India (Payment of Gratuity to Employees) Rules, 1947, and arrears paid to him. Necessary amendments to the Reserve Bank of India (Payment of Gratuity to Employees) Rules, 1947 will be made in due course.

(c) Compassionate Gratuity :

(i) The maximum amount of compassionate gratuity admissible has been revised to Rs.10,000/- with effect from 12th October 1984, the other conditions for grant of compassionate gratuity remaining unchanged.

(ii) In respect of an employee, who died while in service during the period 1st July 1983 to 11th October 1984, the difference in (a) compassionate gratuity admissible subject to then existing maximum of Rs.5,000/- and (b) leave salary in respect of ordinary leave standing to the employee's credit, on the basis of pre-revised and revised pay may be worked out and paid to the nominee/ legal heir of the concerned employee.

(iii) A statement indicating additional compassionate gratuity and leave salary paid in respect of employees as at (ii) above may be forwarded to Central Office in due course.

Part XIV

19. Travelling and Halting Allowance :

The revised rates of per diem halting allowance and fixed travelling allowance in respect of field staff will be deemed to have come into force as from the midnight of 30th April/1st May 1984 i.e. those who were on tour as on 1st May 1984. The offices may, accordingly review all travelling allowance bills for the period in question and arrange to pay difference in halting allowance on the <sup>basis of</sup> revised rate and the existing rate to the concerned employees.

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19.1 The provisions regarding payment of conveyance charges at temporary headquarters and mazdoor hire charges are effective from 12th October 1984.

19.2 As provided in the Settlement, an employee, returning to headquarters from tour, 2 hours or earlier from the commencement of office time will be required to attend office in the afternoon. If he returns to headquarters after the aforesaid period on week days i.e. Monday to Friday or irrespective of his time of return to headquarters on Saturday he need attend office only on the following working day as hitherto.

20. Leave :

(a) The revised provisions in respect of sick leave and special leave are effective from 12th October 1984. The relevant Regulations of Reserve Bank of India (Staff) Regulations, 1946 will be amended in due course.

(b) The provision in the Settlement in regard to sick leave on half "leave pay" is applicable only for the residual period of an employee's entitlement to sick leave as on the date of the Settlement i.e. 12th October 1984.

21. Promotional avenues :

In order to implement the provisions of Clause (C)(i) of the Settlement, the following aspects may be borne in mind :-

(i) It is not the intention to disturb the existing arrangement/distribution of typists amongst various departments/sections just to create pools. The pool/s may be formed only if there is a need therefor so as to ensure operational efficiency and convenience and not otherwise.



(ii) Wherever the Pools already exist or will be formed hereafter, a senior typist may be posted in each pool as Head Typist. The Head Typist will continue to do the typing work. He will also attend to distribution of typing work to other typists in the pool and other work incidental thereto.

(iii) No additional post of typists for the purpose will be sanctioned.

(iv) The Special Allowance of Rs.65/- p.m. admissible to a Head Typist is functional and the same will not be admissible during the period the incumbent is on leave other than casual leave. A substitute, if provided, will be eligible for the allowance on pro-rata basis for the number of days in a month he works as Head Typist including intervening Sundays/holidays and authorised casual leave.

21.2 Consistent with the provisions in Clause C(iii) of Part XIV of the Settlement, Non-promotional Compensatory Allowance will be paid to Pre-7th May 1972 Coin-Note Examiners for the 4th year also i.e. 5th year after reaching the maximum of scale of pay. The arrears of allowance will, however, be admissible only for the period 1st July 1983 to the date the employee completes 5 years of service after reaching maximum of the scale. For example, 'A', a Coin-Note Examiner had reached maximum of the scale pay on 30th April 1979. He was eligible for non-promotional compensation for a maximum period of 3 years from 1st May 1980 to 30th April 1983, though the actual benefit was given to him from 6th December 1981 (c.f. para 37.37 of the National Industrial Tribunal's Award read with circular PPD.No.1270/R(II)-194(3)-81/82

dated 22nd March 1982). He will now be eligible for non-promotional compensatory allowance for the fifth year also viz. from 1st May 1983 to 30th April 1984 but the arrears will be paid only for the period 1st July 1983 to 30th April 1984. There is no change in the existing instructions that the employee will cease to draw the allowance on his promotion to a higher post i.e. Teller or higher grade i.e. Assistant Treasurer.

21.3 Building Overseer and Electrical Overseer will be designated as Junior Engineer (Civil) and Junior Engineer (Electrical) respectively. There will be no change in their duties.

22. Leave Fare Concession :

(i) In future all employees will be entitled to avail of the concession once in two years with a distance ceiling of 1250 kms. each way for visit to place other than place of domicile; the class of entitlement being 1st Class by rail.

(ii) In respect of an employee availing of the concession under once in 3 year scheme, if the current set has run for less than 2 years as on the date of this Settlement i.e. 12th October 1984, the same set will be converted into a 2 year-set as from the date of its commencement irrespective of whether the current 3-year set is already availed of by the employee or not.

(iii) In respect of an employee availing of the concession under once in 3 year scheme, if the current set has already run for more than 2 years as on the date of

this Settlement i.e. 12th October 1984, his next set of 2 years duration will commence after the expiry of current set. For the current 3-year set, the existing distance ceiling of 1500 kms. each way will apply. The employee will also be allowed to combine the 3 year set with his next 2-year set as provided in Clause (D)(4) Part XIV of the Settlement.

(iv) The provision in Clause (D)(9) <sup>of the Settlement</sup> regarding production of evidence are applicable for outward journeys commencing on or after 12th October 1984. It has, however, been decided that the pending bills, if any, may be settled on the basis of this Settlement provision.

(v) Non-power driven modes of transport for the purpose of Leave Fare Concession scheme will mean bullock cart, pony, tonga, palanquin, etc.

23. Festival Advance :

The quantum of Festival Advance has been increased to a lumpsum amount of Rs.1,000/- recoverable in 10 equal monthly instalments. There is no change in the existing instructions regarding grant of Festival Advance. In this context a reference is also invited to C.O.telex/ telegram dated 13th/15th October 1984.

24. Medical Aid, Housing Loan, Other Advances :

Necessary instructions are being issued separately.

25. Leave Pay, Subsistence Allowance :

(i) Consequent on change in the definition of "leave pay" as provided in the Settlement, the benefit of increment will hereafter be available to an employee even when he/she is on leave,

(ii) The revised rate/s of subsistence allowance come into effect from 12th October 1984.

The relevant Regulations of Reserve Bank of India (Staff) Regulations, 1948 will be amended in due course.

26. Part-time employees :

There is no change in the existing provisions as contained in Clause 9 of the Supplemental Agreement dated 12th March 1980 between the Bank and the Association in the matter of wages, provident fund, leave and leave fare concession admissible to Part-time employees.

27.1 Date of Effect :

The provisions of the Settlement are effective from 1st July 1983, only insofar as they relate to :-

- i) Pay and fitment
- ii) Special pay/Special allowance/  
Advance increments/honorarium
- iii) Dearness Allowance
- iv) City Compensatory Allowance
- v) House Rent Allowance
- vi) Family Allowance
- vii) Officiating Pay
- viii) Provident Fund and Gratuity
- ix) Non-promotional Compensatory Allowance

27.2 The benefit of revision of pay and allowances will also be available to employees who were in service of Bank as on 1st July 1983 including those who ceased to be in service thereafter and those who were on leave or on leave preparatory to retirement as on 1st July 1983.

The re-fixation of pay in the revised scale of pay during the period 1st July 1983 to 11th October 1984 may be made as per the enclosed Adjustment Charts.

Annex-  
res I  
to IV

27.3 All fresh appointments to Class III posts (Groups A to D) should be made in scale of pay as provided in the Settlement. Revised proforma of offer of appointment will be sent separately by Department of Administration.

27.4 Offices may please take up immediately the work of re-fixation of pay of Class III employees and so arrange that the arrears payments are made after disbursement of salary for the month of December 1984. ~~xxxx, xxxx-xxxx, xxxx~~  
~~xxxx xxxx, xxxx~~. The salary for the month of January 1985 will be drawn on the revised basis. It may please be noted that overtime allowance admissible to an employee will be calculated on the basis of revised scale of pay and allowances only with effect from 12th October 1984 and no arrears will be payable for the period 1st July 1983 to 11th October 1984.

27.5 Managers/Heads of Departments may create Special Section with necessary staff for the purpose of re-fixation of pay of the employees and payment of arrears to them.

27.6 The offices may approach the local Income-tax authorities on the question of apportioning the arrears payable to the employees for the period 1st July 1983 to 31st March 1984 to the financial year 1983-84 and make suitable adjustment only after obtaining their prior approval.

27.7 An Office Order showing the revised pay and special pay of the employees should be issued for information of the staff and a copy thereof may be sent to this office for record.

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27.8 The refixation sheets prepared by the Special Section should be checked by Staff Officer Gr.'B'.

27.9 The refixation sheets and calculation sheets after they are duly checked should be filed separately and made available to the Central Audit Cell/Regional Audit Cell for scrutiny during their first visit immediately after the arrears have been disbursed. The refixation sheets duly audited by the Audit Cell should be filed in the service files of the concerned employees.

27.10 Whenever it is considered necessary to make reference to this Department in connection with the refixation of pay of any employee, a statement showing the full particulars of every stage in the service of the employee and which would have a bearing on his pay should be sent along with the inquiry.

27.11 A detailed statement showing the number of employees and amount of arrears of pay and allowances classified sub-head wise, may please be forwarded to this Department as early as possible after the payment is effected.

27.12 Under no circumstances, offices should make any deviation from the agreed provisions of the Settlement. Specific clarifications and/or approval of Central Office may be obtained in case of doubt.

Encls : 4 Adjustment Charts (Annexures I to IV)  
1 D.A. Chart (Annexure V).

RESERVE BANK OF INDIA

## Adjustment Chart No.1

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Clerk Gr.II/Clerk Gr.I/Coin-Note Examiner Gr.II/Coin-Note Examiner Gr.I/Clerk-Coin/Note Examiner Gr.II/Clerk-Coin/Note Examiner Gr.I/Field Investigator/Typist/Hindi Typist/Typewriter Mechanic/Telex Operator/Punch Operator/Mechanic-cum-Operator/Comptometer Operator/Console-room Operator/Adrema Machine Operator/Burrough Machine Operator/Sorter Operator/Tabulator Operator/Fund Machine Operator/Telephone Operator/Assistant Air-conditioning Plant Operator/Pharmacist/Electrician Gr.II/Electrician-cum-Caretaker/Assistant Caretaker/Translator/Xerox Operator/Off-set Printing Operator/Hindi Translator.

✓ Applicable for refixation of pay between the period 1st July 1983 to 11th October 1984 to employees holding permanent/temporary/officiating appointment in the grade during the said period.

Existing scale : Rs. 400-20-460-25-510-30-630-35-700-40-780-45-825-50-875-55-930-60-990-65-1120  
(20 years)

Revised scale : Rs. 650-35-790-40-830-45-875-50-925-55-1145-60-1265-70-1335-85-1420-100-1820  
(20 years)

<u>Stage</u>	<u>Existing Pay</u> Rs.	<u>Revised Pay</u> Rs.
1	400	650
2	420	685
3	440	720
4	460	755
5	485	790
6	510	830
7	540	875
8	570	925
9	600	980
10	630	1035
11	665	1090
12	700	1145
13	740	1205
14	780	1265
15	825	1335
16	875	1420
17	930	1520
18	990	1620
19	1055	1720
20	1120	1820

Notes:

1. Date of next increment will remain unchanged subject otherwise to the normal rules.
2. Special Pay of Rs.80/- p.m. will be admissible as provided in Note (a) to (c) under Group 'A' Categories in Part I of the Settlement dated 12th October 1984.
3. Personal Pay of Rs.10/-, 20/-, 25/-, 30/- and 35/- p.m. drawn by employees under the settlement dated 7th October 1970 which was revised to Rs.19/-, 38/-, 48/-, 57/- and 67/-p.m. respectively in terms of Settlement dated 28th September 1979, has been further revised to Rs.32/-, 64/-, 78/-, 95/- and 110/- p.m. respectively as provided in Clause 1(I)(b) of Part III of the settlement dated 12th October 1984 and it will be admissible only to existing recipients thereof. The Personal Pay of Rs.32/-p.m. will be merged in the last increment raising the grade pay from Rs.1720/- to Rs.1820/-. The Personal Pay will not be taken into account for the purpose of refixation of pay on promotion to higher Group/Grade and it will also not be admissible to the concerned employees in addition to refixed pay on promotion to higher Group/Grade.
4. Special Pay for graduation and/or Part I/Part II of CAIIB/CAIB or D.Pharma will be drawn by employees as provided in Part VI(C)(1) of the settlement dated 12th October 1984.
5. The quantum of stagnation increment of Rs.65/- each drawn by employees in terms of Part II of the Settlement dated 28th September 1979 stands revised to Rs.100/- each i.e. equal to the last increment admissible in the revised pay scale.
6. Special Pay as provided in Part IV of the Settlement dated 12th October 1984 will be payable to the concerned categories of staff as indicated thereunder.

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ANNEXURE II

Group 'B'

RESERVE BANK OF INDIA

Adjustment Chart No.2

Caretaker Gr.II/Junior Draftsman/Overseer (now designated as Junior Engineer vide item C(iv) of Part XIV of the Settlement dated 12th October 1984)/Electrician Gr.I/Air-Conditioning Plant & Electrical Supervisor/A.C. Plant Operator/Electrician-cum-Caretaker Gr.II.

(Applicable for refixation of pay between the period 1st July 1983 to 11th October 1984 to employees holding permanent/temporary/officiating appointment in the grade during the said period)

Existing scale - Rs 485-25-510-30-630-35-665-50-815-60-935-EB-65-1065-70-1275 (17 years)

Revised scale - Rs 650-35-790-40-830-45-875-50-925-55-1145-60-1265-70-1335-85-1420-100-1820 (20 years)

<u>Stage</u>	<u>Existing Pay</u> Rs	<u>Revised Pay</u> Rs
1	485	790
2	510	830
3	540	875
4	570	925
5	600	980
6	630	1035
7	665	1090
8	715	1145
9	765	1265
10	815	1335
11	875	1420
12	935	1520
13	1000	1620
14	1065	1720
15	1135	1820
16	1205	1820
17	1275+ 25 PP	1820

*[Handwritten marks]*

- Notes :
1. Date of next increment will remain unchanged subject otherwise to the normal rules.
  2. In addition to pay in the scale, the employees at 16th and 17th stages will be granted special pay as under :-

<u>Stage</u>	<u>Special Pay</u>
16	Rs 130/-
17	Rs 280/-

3. Personal Pay of Rs 10/- p.m. drawn by certain categories of employees under the Settlement dated 7th October 1970 which was revised to Rs 19/- p.m, in terms of Settlement dated 28th September 1979, has been further revised to Rs 32/- p.m. as provided in Clause 1(II) (d) (i), (ii) and (iii) of Part III of the Settlement dated 12th October 1984 and it will be admissible only to the existing recipients thereof. The Personal Pay will be drawn by the concerned employeestill they become eligible for grant of special pay of Rs 150/- p.m. (Rs 280/- p.m. in all) in terms of Note (b) under Group 'B' Categories in Part I of the Settlement dated 12th October 1984 and it will be absorbed thereagainst. The Personal Pay will not be taken into account for the purpose of refixation of pay on promotion to higher Group/Grade and it will also not be admissible to concerned employees in addition to refixed pay on promotion to higher Group/Grade.
4. Personal Pay of Rs 25/- p.m. admissible in terms of Supplemental Agreement dated 12th March 1980 will be absorbed on the concerned employees being fitted at Rs1820/- plus special pay of Rs 280/-.
5. Special Allowance for graduation and/or Part I/Part II of CAIIB/CAIB and/or Part 'A' / Part 'B' of A.M.I.E. will be drawn by employees as provided in Part VI(C) (2) of the Settlement dated 12th October 1984.

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RESERVE BANK OF INDIA

Adjustment Chart No.3

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Stenographer

[Applicable for refixation of pay between the period 1st July 1983 to 11th October 1984 to employees holding permanent/temporary/officiating appointment in the grade during the said period.]

Existing Scale : Rs.505-30-565-35-635-40-715-45-760-50-860-55-970-60-1090-65-1220-EB-65-1350-70-1420-75-1495 (20 years)

Revised Scale : Rs.650-35-790-40-830-45-875-50-925-55-1145-60-1265-70-1335-85-1420-100-1820 (20 years)

Stage	Existing Pay	Revised		
		Pay	Personal Pay	Total (3+4)
		3Rs.	4Rs.	5Rs.
1	2			
1.	505	830	-	830
2.	535	875	-	875
3.	565	925	-	925
4.	600	980	-	980
5.	635	1035	-	1035
6.	675	1090	-	1090
7.	715	1145	-	1145
8.	760	1205	-	1205
9.	810	1335	-	1335
10.	860	1420	-	1420
11.	915	1520	-	1520
12.	970	1620	-	1620
13.	1030	1620	55	1675
14.	1090	1720	55	1775
15.	1155	1820	55	1875
16.	1220	1820	-	1820
17.	1285	1820	-	1820
18.	1350	1820	-	1820
19.	1420	1820	-	1820
20.	1495	1820	-	1820

Notes :

- 1) Date of next increment will remain unchanged subject otherwise to the normal rules.
- 2) In addition to pay in the scale, the employees at 16th, 17th, 18th, 19th and 20th stages will be granted Special Pay as under :-

<u>Stage</u>	<u>Special Pay</u> Rs.
16	180
17	280
18	380
19	480
20	580

- 3) Personal Pay of Rs.55/- p.m. admissible on fitment in terms of Clause 1(III) (d) of Part III of the Settlement dated 12th October 1984 will be drawn by the concerned employees till they become eligible for grant of Special Pay of Rs.180/- p.m. in terms of Clause 1 (III) (e) of Part III ~~Part III~~ of the Settlement dated 12th October 1984 and it will be absorbed thereagainst. The Personal Pay will not be taken into account for the purpose of fixation of pay on promotion to higher grade and it will not be admissible to the concerned employees in addition to the pay in the higher grade.
- 4) Personal Pay of Rs.30/- p.m. admissible in terms of Settlement dated 7th October 1970 which was revised to Rs.57/- p.m. in terms of Settlement dated 28th September 1979, has been further revised to Rs.95/- p.m. as provided in Clause 1(III) (f) (i) of Part III of the Settlement dated 12th October 1984 and it will be admissible only to the existing recipients thereof. Similarly, Personal Pay of Rs.19/- p.m. admissible in terms of Settlement dated 28th September 1979 has been revised to Rs.32/- p.m. as provided in Clause 1(III) (f) (ii) of Part III of the Settlement dated 12th October 1984 and it will be admissible only to the existing recipients thereof. The Personal Pay as above will be drawn by the concerned employees till they become eligible for grant of Special Pay of Rs.580/- p.m. (in all) in terms of Note (b) under Group 'C' Category in Part I of the Settlement dated 12th October 1984 and it will be absorbed thereagainst. The Personal Pay will not be taken into account for the purpose of fixation of pay on promotion to higher grade and it will also not be admissible to the concerned employees in addition to the pay in the higher grade.
- 5) Special Allowance for graduation and/or Part I/ Part II of CAIB/CAIB will be drawn by employees as provided in Part VI(C) (2) of the Settlement dated 12th October 1984.

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RESERVE BANK OF INDIA

Adjustment Chart No.4

Economic Assistant/Statistical Assistant/Banking Assistant/  
Central Office Assistant/Language Assistant/Architectural  
Assistant/Library Assistant/Hindi Assistant/Teller/  
Sr. Craftsman/Field Inspector.

✓ Applicable for refixation of pay between the period 1st  
July 1983 to 11th October 1984 to employees holding  
permanent/temporary/officiating appointment in the  
grade during the said period ✓

Existing scale : Rs.655-40-775-45-910-50-1160-60-1220-EB-  
65-1350-70-1420-75-1495 (17 years)

Revised scale : Rs.650-35-790-40-830-45-875-50-925-55-1145-  
60-1265-70-1335-85-1420-100-1820 (20 years)

Stage	Existing Pay	Revised Pay	Revised Personal pay	Total (3+4)
(1)	(2)	(3)	(4)	(5)
1.	655	1035	40	1075
2.	695	1090	40	1130
3.	735	1145	40	1185
4.	775	1205	40	1245
5.	820	1265	40	1305
6.	865	1420	-	1420
7.	910	1520	-	1520
8.	960	1620	-	1620
9.	1010	1620	40	1660
10.	1060	1720	-	1720
11.	1110	1820	-	1820
12.	1160	1820	-	1820
13.	1220	1820	-	1820
14.	1285	1820	-	1820
15.	1350	1820	-	1820
16.	1420	1820	-	1820
17.	1495	1820	-	1820

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Notes :

- 1) Date of next increment will remain unchanged subject otherwise to the normal rules.
- 2) In addition to pay in the scale, the employees at 12th to 17th stages will be granted Special Pay as under :-

<u>Stages</u>	<u>Special Pay</u> Rs.
12	80
13	180
14	280
15	380
16	480
17	580

- 3) Personal Pay of Rs.40/- p.m. admissible on fitment to employees fitted at Rs.1035, Rs.1090, Rs.1145, Rs.1205 and Rs.1265 in the revised scale of pay, in terms of Clause 1(IV) (a) of Part III of the Settlement dated 12th October 1984 will be drawn by the concerned employees till they become eligible for grant of increment raising their grade pay from Rs.1265/- to Rs.1335/- and it will be absorbed thereagainst. Similarly, Personal Pay of Rs.40/- p.m. admissible on fitment to employees fitted at Rs.1620/- in the revised scale of pay in terms of Clause 1(IV) (c) of the Settlement dated 12th October 1984 will be drawn by the concerned employees till they become eligible for grant of increment raising their grade pay from Rs.1720/- to Rs.1820/- and it will be absorbed thereagainst. The Personal Pay will not be taken into account for the purpose of fixation of pay on promotion to higher grade and it will not be admissible to the concerned employees in addition to the pay in the higher grade.
- 4) Personal Pay of Rs.30/- p.m. admissible in terms of Settlement dated 7th October 1970 which was revised to Rs.57/- p.m. in terms of Settlement dated 28th September 1979, has been further revised to Rs.95/- p.m. as provided in Clause 1(IV) (e) of Part III of the Settlement dated 12th October 1984 and it will be admissible to existing recipients thereof. The Personal Pay will not be taken into account for the purpose of fixation of pay on promotion to higher grade and it will not be admissible to the concerned employees in addition to the pay in the higher grade.
- 5) Special Allowance for graduation and/or Part I/ Part II of CAIIB/CAIB will be drawn by employees as provided in Part VI(C) (2) of the Settlement dated 12th October 1984.

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Dearness Allowance payable to Class III employees from 1st July 1983 to 31st January 1985 according to pay slabs indicated in Part VII of Section B of the Settlement dated 12th October 1984.

Pay Range	July 1983	August to October 1983	November 1983 to January 1984	February to April 1984	May to July 1984	August to October 1984	November 1984 to January 1985
Up to Rs.1580	41%	47%	54%	56%	57%	58%	63%
Rs.1580-1679	647.80	742.60	853.20	884.80	900.60	916.40	995.40
Rs.1680-1699	688.80	789.60	907.20	940.80	957.60	974.40	1058.40
Rs.1700-1749	697.00	799.00	918.00	952.00	969.00	986.00	1071.00
Rs.1750-1799	717.50	822.50	945.00	980.00	997.50	1015.00	1102.50
Rs.1800-1849	738.00	846.00	972.00	1008.00	1026.00	1044.00	1134.00
Rs.1850-1899	758.50	869.50	999.00	1036.00	1054.50	1073.00	1165.50
Rs.1900-1949	779.00	893.00	1026.00	1064.00	1083.00	1102.00	1197.00
Rs.1950-1999	799.50	916.50	1053.00	1092.00	1111.50	1131.00	1228.50
Rs.2000-2049	820.00	940.00	1080.00	1120.00	1140.00	1160.00	1260.00
Rs.2050-2099	840.50	963.50	1107.00	1148.00	1168.50	1189.00	1291.50
Rs.2100-2149	861.00	987.00	1134.00	1176.00	1197.00	1218.00	1323.00
Rs.2150-2199	881.50	1010.50	1161.00	1204.00	1225.50	1247.00	1354.50
Rs.2200-2249	902.00	1034.00	1188.00	1232.00	1254.00	1276.00	1386.00
Rs.2250-2299	922.50	1057.50	1215.00	1260.00	1282.50	1305.00	1417.50
Rs.2300-2349	943.00	1081.00	1242.00	1288.00	1311.00	1334.00	1449.00
Rs.2350-2399	963.50	1104.50	1269.00	1316.00	1339.50	1363.00	1480.50
Rs.2400 and above	984.00	1128.00	1296.00	1344.00	1368.00	1392.00	1512.00

Patna

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
( Central Office -NAGPUR )

\*\*\*  
( Affiliated to B.M.S. AND N.O.B.W.)

CONFIDENTIAL & NOT FOR,  
GENERAL CIRCULATION

Correspondence Address:  
Shri A.N. MOHARIR  
122, Jaiprakash Nagar,  
Khamla, NAGPUR-440025  
Dated 15.10.1984.

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

Dear Friends,  
Namaskar,

MEETING WITH THE HON'BLE LABOUR MINISTER  
SHRI VEERENDRA PATIL ON 10-10-84 at NEW DELHI

The undersigned alongwith All India B.M.S. Secretary Shri R.K. Bhakta, Gen. Secy Shri Ulhas Kelkar Vidarbha Bank Employees Federation, and our Nagpur Unit Secretary Shri M.M. Tare sought an appointment with the Hon'ble Labour Minister Shri Veerendra Patil at his office, Sram Shakti Bhavan, New Delhi on 10-10-84. Memoranda addressed by AIRBWO & B.M.S. (Central) in addition to a letter addressed by Shri A.G. Subburaman (M.P.) Cong. (I) elaborating our grievances against R.B.I. on the problems of

- 1) Grant of immediate Recognition to our Nagpur Unit.
- 2) Grant of Reference in Wage revision dispute.
- 3) Grant of Recognition to AIRBWO.

were handed over to the Labour Minister. The Labour Minister gave us a patient hearing for about 20 minutes, appreciated our difficulties and assured of positive co-operation from his Ministry. The follow up actions were also taken by the Ministry, the result of which is awaited.

Main hurdle in grant of reference seems to be from Finance Ministry and efforts are being taken to cross the same. Another visit will be paid to New Delhi if need be.

AIRBEA BANK SETTLEMENT SIGNED ON 12.10.84

The 'Press Statement' commenting over the settlement has been issued from AIRBWO Central Office and reproduced by our Nagpur unit has been despatched to all units for onward reproduction at their centres.

HIGH COURT CASE - NAGPUR BENCH

We are getting prepared to face successfully the High Court Case regarding our participation on all the service conditions of R.B.I. employees with the R.B.I. management. In addition to previous counsel the Bank has deployed the services of 'Crawford & Belly Solicitors Firm, Bombay' and Shri Setlur is appearing on behalf of the Bank.

The cyclostyled copies of the plaint have been despatched to all units for their information and record. As the case is bound to be of historic importance in regards to Industrial relation in general and R.B.I. in particular the office Bearers of AIRBWO and activists of all units are requested to come over Nagpur to witness the proceedings of the case.

P.T.O.



PATNA UNIT MAGNIFICANT PERFORMANCE

Even in the present adverse circumstances our Patna unit has shown a magnificent progress in regard to enrollment of membership as well as in overall functioning. AIRBWO congratulates the office-bearers and activists of our Patna unit and hopes with conviction that the day is not far off when Patna Unit attains majority following of R.B.I. employees and record a land mark in the victory march of AIRBWO.

NEED TO LAUNCH AN OFFENSIVE AGAINST AIRBEA .

Unit Secretaries are requested to launch an offensive with renewed vigour against the CPM-AIRBEA and attack the low deal settlement. An around attempt to enroll more and more R.B.I. employees is the prime need of the hour.

With the auspicious greetings of " D I W A L I "

Brotherly Yours,

*A.N. Moharir*

(A.N. Moharir )  
General Secretary.

P.S. -

My Dear Oza

Namaskar.

I am in receipt of your letter alongwith ~~with~~  
your circular dt. 11.10.84.

You will be informed in month of Nov 84  
about the date of C.E.C. proposed at Patna.

As I shall be required to stay at Nagpur  
in the week beginning from 27-10-84 for  
High Court case I will not be in position to  
attend study class at Mohale.

Kindly see to it that the 'press statement' issued by  
us get a wide publicity.

With greetings

*A.N. Moharir*

# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address : A.N. MOHARIR

122, Jai prakash nag.

Khanla, NAGPUR-25

Ref. No. \_\_\_\_\_

Date 7th April 1986

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

Sir,

Subject: Redressal of our Demands

The Central Executive Committee of our Organisation met on 1st April 1986 decided to place before the R.B.I. management the following demands for consideration and acceptance:

## DEMANDS

### 1. Recognition of All India Reserve Bank Workers' Organisation and its affiliates for the reasons:

a) During the past few years, on different trade union occasions, it is observed that the All India Reserve Bank Employees' Association, the presently recognised union has lost majority and reduced itself to a minority union having meagre following of 20% to 30% and therefore has no right to represent the Reserve Bank Employees and continue with the recognition.

b) Our is the only All India Organisation having 43% employees following and thus has a legitimate right to be recognised by the R.B.I. management under the provisions of Code of Discipline.

### 2. Stop Indiscriminate and irrational massive computerisation:

Instances are brought to our notice that the management is transferring more and more jobs other than the clearing house jobs to clearing house computer and thus violating the provisions of Digne Award. The craze for massive and irrational computerisation is not only destroying the enormous manual jobs but also leading to condemnable illegal and unfair labour practice. This, we demand, be immediately stopped.

### 3. Remove Ban on Recruitment:-

The R.B.I. management has stopped altogether the recruitment of staff for the last two years. Even the routine vacancies due to retirement, promotion, resignation etc. are not being filled up despite repeated demands made by the employees. Consequently nearly 1800 sanctioned posts are lying vacant creating an alarming situation in our various offices. AIRBWO, therefore, demands immediate removal of this ban on recruitment to save the volcanic upsurge in this issue.

### 4. Introduction of:-

- a) Pension scheme as a third retirement benefit.
- b) Educational aid to the extent of Rs.5,000/-per year for the higher/technical/medical education of employee's children.
- c) conveyance allowance.

The intermittent parleys held between the AIRBWA AND RBI after the last settlement in 1984 are not only futile, deceptive and time consuming but also an open deliberate conspiracy against R.B.I. employees to deny them of their legitimate rights. When S.B.I. and other commercial banks have already raised and those employees are benefitted by enhanced housing loan our similar demand is kept

pending for the last two years for no valid reasons.

As a conscious trade union wedded to employees' interests alone, we cannot sit silent and reconcile with this sort of ~~unpleasant~~ ~~unpleasant~~ stalemate and our Central Executive Committee in its above mentioned meeting viewed this situation with grave concern and decided to launch a countrywide powerful struggle in absence of any positive response within a reasonable time from the management.

Yours sincerely,

*A. N. Moharir*

(A. N. MOHARIR)  
GENERAL SECRETARY.

To,

Patna Unit

IN THE HIGH COURT OF JUDICATURE AT BOMBAY,  
NAGPUR BENCH, NAGPUR.

WRIT PETITION NO. 2002 OF 1984.

PETITIONER:-

All "India Reserve Bank Workers' Organisation,  
a Trade Union having its registered office  
at 122, Jayaprakash Nagar, Khamla, Nagpur-  
440 021, through its Secretary.

Vs.

RESPONDENTS:-

1. The Governor, Reserve Bank of India,  
Central Office, Bombay, through the  
Manager, Reserve Bank of India, Nagpur.
2. All India Reserve Bank Employees'  
Association, having its office at  
Reserve Bank of India Building, Calcutta.
3. The Union of India, through its Ministry  
of Labour and Rehabilitation, Shramshakti  
Bhawan, Rafi Marg, New-Delhi.

PETITION UNDER ARTICLE 226 OF THE  
CONSTITUTION OF INDIA:

OF YOUR HUMBLE PETITIONER MOST RESPECTFULLY  
S H E W E T H

1. The petitioner is a registered trade union  
of class III employees of the Reserve Bank of India  
and has a countrywide membership from amongst the  
Class III employees employed in various branches

of the Reserve Bank of India throughout the country. The petitioner trade Union has its local units at each branch of the Reserve Bank of India and it has a substantial following amongst the class III employees of the Reserve Bank of India.

2. The Reserve Bank of India has been constituted under the Reserve Bank of India Act, 1934 and its Governor is its statutory head. The Reserve Bank of India having been constituted under the Statute, it is the 'State' within the meaning of Article 12 of the Constitution of India, and a writ of this Hon'ble Court can be issued against it. The respondent No.2 is also a trade union which derives its membership from the Class III employees of the Reserve Bank of India, hereinafter referred to as the "Association", which claims to enjoy majority in the class III employees of the Reserve Bank of India.

3. The petitioner submits that in the 15th Indian Labour Conference held in the year 1957, all the Central Labour Organisations adopted a Code of Discipline in various industries represented by the Central Labour Organisations in both public and private sectors. This Code of Discipline was further clarified by the 16th Indian Labour Conference held in May, 1958. The petitioners submit that the Reserve Bank of India accepted the said Code of Discipline with a clarification mentioned in the Appendix to the Code of Discipline. The petitioner herewith files a true copy of the Code of Discipline

with a clarification mentioned in the Appendix to the Code of Discipline, as adopted by the Reserve Bank of India as Annexure:A to this petition. On the request of the Additional Secretary, Government of India, Ministry of Labour and Employment, the petitioner Union also accepted the said Code of Discipline alongwith Appendix. The respondent No.2 Association refused to accept the said Code of Discipline and a copy of its refusal is at Annexure-B to this petition.

4. The petitioner submits that the said Code of Discipline as its preamble would suggest was brought into existence to maintain discipline in the industry and to recognise by the employers and the workers of the rights and responsibilities of either party as defined by laws and agreements. The said Code of Discipline constitutes a by virtue of its acceptance a contract between the petitioner and the respondent No.1, the Reserve Bank of India.

5. The petitioner submits that amongst other things, the Code of Discipline provides for recognition of various unions operating amongst the employees of the Reserve Bank of India. For obtaining recognition it is imperative for the union that it accepts the Code of Discipline as is explicitly stated in the said Code of Discipline. Thus the union which has not accepted the Code of Discipline, cannot claim any recognition under the Code of Discipline. The Association having refused to accept the Code of Discipline cannot, therefore, get recognition by the

respondent No.1 under the said Code of Discipline. Under the Industrial Disputes Act, 1947, there is no provision of recognition to Union and the concept of recognition is totally alien to the Scheme of the said Act. Thus recognition could be had only under the Code of Discipline which is at Annexure: A.

6. The petitioner submits that a bare perusal of the said Code of Discipline, would reveal to this Hon'ble Court that the Reserve Bank of India has agreed that it would not take unilateral action in connection with any industrial matter and that the disputes would be settled at appropriate level. It also agreed to settle all differences, disputes and grievances by mutual negotiations, conciliation and voluntary arbitrations in affirmation of its faith in democratic principles. The Code of Discipline provides that the Union with membership of at least 15 percent would be entitled to recognition. The petitioner union has more than 15 percent membership of the total number of class III employees of the Reserve Bank and as already submitted, it is the largest union in the Reserve Bank which has accepted the Code of Discipline.

7. The petitioner submits that there was an amendment to the Industrial Disputes Act, 1947 by the Central Act No.46 of 1982, which introduced Chapter V-C in the Industrial Disputes Act, 1947. It also introduced in Section 2 of the Industrial Disputes Act, by Clause (ra), the definition of

"Unfair Labour Practices Act" meaning any practices specified in the Vth Schedule of the Act. Section 25-T introduced by the said amendment engrafted prohibition that no employer or workman or a trade union, whether registered under the Trade Unions Act, 1926, or not, shall commit unfair labour practice. Section 25-U introduced by the said amendment provides for penalty for committing specified unfair labour practices. The portion inserted by the said Amending Act 46 of 1982 in the Industrial Disputes Act, 1947 was to come in effect from the date to be notified by the Central Act. Schedule V, which was also introduced by the Amending Act 46 of 1982 specified the unfair labour practices on the part of the employer as well as on the part of the workman. Few of the provisions which are of utility for the purpose of present petition are as under:

The Fifth Schedule - Unfair Labour Practices.

Item No.1 - On the part of the employers  
and trade unions of employers  
.....

Item No.2: -to dominate, interfere with  
or contribute support,  
financial or otherwise, to  
any trade union that is to say:

- (a) an employer taking an active interest  
in organising a trade union of his workmen;
- and
- (b) an employer showing partiality of  
granting favour to one of several trade  
unions attempting to organise his workmen  
or to its members, where such a trade  
union is not a recognised trade union.



8. The petitioner submits that the Central Government has brought into effect the said amending Act of 46 of 1982 with effect from 29-8-1984. The said provisions have, therefore, become effective from 29-8-1984.

9. The petitioner submits that it had given a charter of demands to the respondent No.1 demanding betterment of the conditions of service of the Class III employees of the Reserve Bank. In spite of the submission of the charter of demands by the petitioner union, the respondent No.1 has refused to hold any talks in this behalf. On the other hand, the respondent No.1 is presently holding talks with the respondent No.2 in respect of revision of service conditions of the Class III employees although the respondent No. 2 Association has not accepted the Code of Discipline. Ann'C' As per the circular of the respondent No.2 Association, copy of which is at Annexure-C, now the talks are scheduled to be held on 11-9-1984.

10. The petitioner submits that the respondent No.2 Association is not recognised under the Code of Discipline, it having refused to accept the said Code of Discipline. The petitioner further submits that but for Code of Discipline, there is no provision for recognition of Union. The petitioner submits that it is the largest union of the Class III employees in the Reserve Bank of India, which has accepted the said Code of Discipline. The petitioner union has a substantial following in the class III Employees

of the Reserve Bank of India. The Reserve Bank of India is under an obligation to hold talks with the petitioner in respect of the charter of demands submitted by it. In fact, the Union of India has disapproved the conduct of the Reserve Bank of allowing facilities to the respondent No.2 under the Code of Discipline although it has refused to accept the same. The petitioner herewith files a true copy of the Ann'D' letter dated 8-9-1983, as Annexure.D, to the petition. The petitioner submits that the said letter in terms states that the respondent No.2 Association having not accepted the Code of Discipline. It cannot be granted facilities under it.

11. The petitioner submits that thus the position that is obtained today is that there is no recognised union in the Reserve Bank under the Code of Discipline. Therefore, all the unions in the Reserve Bank stand on the same footing. The petitioner union had requested the Reserve Bank of India to allow it to participate in the talks being held by it with the second respondent Association but the first respondent Reserve Bank of India has refused to do so. The petitioner, therefore, initiated conciliation in the matter since the amendment to the Industrial Disputes Act incorporating the provisions in relation to the unfair labour practices was not brought into effect by the Central Government then. The petitioner submits that now that the said provisions have been brought into effect by the Central Government with effect from 29-8-1984, it

is the statutory obligation of the respondent No.1 that it does not treat equally placed unions inequally. The respondent No.1 is now statutorily prohibited from resorting to unfair labour practice of holding talks with one unrecognised union by excluding the other unrecognised union. The petitioner has a legal right to participate in the talks which are being held by the respondent No.1 with the respondent No.2. By this petition the petitioners are seeking to enforce the statutory obligation of the first respondent not to commit unfair labour practices by excluding the petitioner union from the talks held by the Reserve Bank with the respondent No.2 Association. The petitioner submits that they have absolutely no alternate remedy much less equally efficacious in the matter inasmuch as the talks are scheduled to be held by 11-9-1984 within which time no relief can be ~~xx~~ obtained under the Industrial Disputes Act, 1947. It is further submitted that the preventive remedy is provided by the provisions of the Industrial Disputes Act, 1947 and therefore, but for this petition, the petitioner has no remedy.

12. The petitioner submits that because of the partial attitude assumed by the first respondent, the petitioner union apprehends substantial prejudice to it inasmuch as its membership is being discouraged and what is being done by the first respondent is patently illegal and is in breach of the prohibition enumerated under Section 25-T of the Industrial Disputes Act. The petitioners are, therefore,

entitled to a writ of mandamus directing the respondent No.1 to include the petitioner in the talks being held by it with the respondent No.2 Association on the subject of revision of service conditions of the Class III employees of the Reserve Bank. The petitioner has accordingly prayed for an appropriate writ.

13. The petitioner submits that it has a very good case in law and it would succeed in the petition ultimately. The talks are scheduled to be held by the respondent No.1 with the respondent No. 2 on 11-9-1984 and if the said talks are allowed to be held, without the petitioner being allowed to participate in it, it would cause an irreparable loss to the petitioner union. Under the circumstances, it is also necessary in the interest of justice that an ad-interim injunction be granted against the first respondent prohibiting it from holding talks with the respondent No.2 Association on 11-9-1984 as scheduled without allowing the petitioner union to participate in it. The petitioner has accordingly prayed for such interim relief.

14. The petitioner has not moved this Hon'ble Court or the Supreme Court of India in the present matter anytime before.

P R A Y E R

It is, therefore, prayed that this

Hon'ble Court be kindly pleased to:-

(1) issue a writ of mandamus directing the first respondent Not to commit unfair labour practice by excluding the petitioner from the talks being held by it with the respondent No.2 in respect of the conditions of service of class III employees of the Reserve Bank of India;

(2) issue a writ of mandamus, directing the first respondent to hold talks with the petitioner in respect of the charter of demands submitted by it concerning the conditions of service of the class III employees of the Reserve Bank;

(3) issue an ad-interim injunction during the pendency of this petition prohibiting the first respondent from holding any talks with the second respondent Association in respect of conditions of service of the class III employees of the Reserve Bank of India without inviting the petitioner to participate in it;

(4) allow the petition with costs; and grant any other relief that this Hon'ble Court deems fit in the facts and circumstances of the case.

NAGPUR:D/\_ 10-9-1984.

COUNSEL FOR PETITIONER

AFFIRMATION:+

Arun son of Narayanrao Moharil,

age 43 years, General Secretary of the petitioner Union, do hereby take oath and state on solemn affirmation that the above petition having been drafted as per my instructions, the contents thereof in paras 1 to 14 in so far as they relate to the statement of facts are true to the information received from the records and believed to be true as also to my personal knowledge and those relating to the submissions of law are true to the information received from the petitioner's counsel and believed to be true by me.

Hence verified and signed at Nagpur on this the 10th day of September, 1984.

DEPONENT

I know and identify the deponent.

Advocate.

Shri

NAGPUR,  
DI. 7. X. 84.

My Dear A.K. Oza.

Namaskar.

Kindly accept my wholehearted 'congratulations' for the crusade you and your unit has undertaken against AIRBEA at Patna. Your circulars dt. 19-9-84 & 24-9-84 are nicely drafted and our views are expressed in a most offensive manner. Kindly make all efforts in the direction by which RBWO Patna will emerge as the majority, or at least a sizeable force. Please take the campaign to enroll the members in a big way and in a most ~~glib~~ calculated manner.

My best wishes to you,  
with greetings.

Sincerely Yours.

A. N. Moharir  
(A. N. Moharir)

NB. - I am leaving New Delhi to expedite our efforts in regard to NAG recognition as well as participation of AIRBWO, Reference etc. in the wage revision dispute. I shall write to you on return from Delhi.

WJX p.T.O.

2. our plaint before High Court is being despatched to all the centres. Next hearing of the case is expected from in the week commencing from 29-10-84.

W



श्री

नागपुर  
दि० १ आक्टो ८४.

प्रिय मित्र अरुण कुमार जोशा,  
नमस्कार ।

आपका दि० १७ सप्टे. '८४ का पत्र  
युनिट का सर्वयुक्त वहीत अच्छ  
निवृत्त। वह सर्वयुक्त अपने  
AIRBWO तथा BMS की तन्वपणा-  
की सभी प्रतिनिधित्व करता है।  
इस सर्वयुक्त तथा नागपुर  
युनिट की ओरसे दि० १७ सप्टे '८४  
को विद्युत् प्रज्योती तथा राष्ट्रीय  
श्रम दिवसके उपलक्ष्यमे निडाका हुआ  
सर्वयुक्त लगभग एक जैसा है।  
हजारों दिव इर रहने हुए की एम  
एक जैसा विचार करने है इस  
बातका यह प्रमाण है। यह पत्र  
के लिये आपका हादिक अर्धिनंदन  
तथा AIRBWO की ओरसे आपको

-2-

हृदयसे दान्यवाद। कुनक यह उद्देश्यसे  
यह पत्र लिख रहा हूँ।

आनेवाली ८-१०-११ आक्टो. ८४  
दरम्यान AIRBEA तथा BANK में  
सामझौता होनेकी संभावना है। नहा  
AIRBEA के प्रतिनिधी बता रहे हैं। यदि  
है तदा हुआ तो तुरन्त अपनी युनिटकी  
ओरसे प्रतिनिधियाने रूप में यह Low  
Deal कैसा है यह circular निडाके  
RBI अधिकारीको से बताना आवश्यक होगा  
- यह भी कहना होगा की यदि एम  
NAGPUR HIGH COURT की case जितने  
है या एमे Reference दिजना है तो  
AIRBWO हरसंभव अधिकारिने हित में  
जादा दिजानेकी कोशीस से करेगा।  
मे आनेवाली १-६ आक्टो की एकी  
ELC तथा अन्य Central Govt officials  
से दिजने जा रहा हूँ। ओरनेवद  
आपको लिखूंगा।

फिरसे आपके १७ सप्टे '८४ वाले पत्रके  
लिये आपका अर्धिनंदन। आपका  
अरुण जोशा

-2-

AIRBEA के सम्बन्ध में वायु प्रवाह नोन्वे अंग  
तथा डिप्लोमेटिक प्रवाहों में आपकी परामर्श  
एक मीटिंग केन्द्र केन्द्रों को सौच रहे।  
सम्बन्धी प्रश्न आपका प्रतन्वय लिखें।

आपकी प्रतीति



अन्तर्देशीय पत्र कार्ड  
INLAND LETTER CARD



श्रीमान् अरुण कुमार जोषा  
सीताराम भवन  
रामनगर रोड

पटना

पटना पिन PIN - 800001

तीसरा मोड़ THIRD FOLD

इस पत्र के भीतर कुछ न रखिए NO ENCLOSURES ALLOWED

प्रेषक का नाम और पता :— SENDER'S NAME AND ADDRESS :—

*A. Kumar*

पिन PIN



प्रिय मित्र ओसाजी,

नमस्कार

आपका दि० २२-९-८४ का पत्र प्राप्त हुआ। हमारी C.E.C. ८ सप्टेंबर में होने के पश्चात उसीके निर्णय के अनुसार हमने १० सितंबर ८४ को (नागपुर खंडपीठ) संवर्ग उच्च न्यायालय में अपील दाखिल की और उसी दिन अपील प्राप्त होने के बाद सभी युनिट्स को तार द्वारा जानकारी देनी है। उसीके बारे में नागपुर युनिट का circular भी भेजा गया है। दि० १६ का अपील को नागपुर युनिट को भेजने से इसका circular निकाला गया इसकी भी ~~प्रतियां~~ प्रतियां सभी युनिट्स को भेजी गयीं।

दि० २० सप्टेंबर को उच्च न्यायालय में सभी पक्षों का विवाद होने के पश्चात न्यायालय ने अपनी शान्दिका स्वीकृत करने के लिए stay vacate किया है। Agreement shall be subject to the decision of this case ऐसा नया आदेश दिया। इसकी भी जानकारी सभी युनिट्स को उसी दिन तार द्वारा भेजी गयी तथा २१ सप्टेंबर को नागपुर युनिट के circular निकालकर वह सर्व युनिट्स को सभी युनिट्स को भेजा गया है।

उसी प्रकार इस संदर्भ में प्रशासित हुआ - 2 -

एक News item भी सही युनियन को भेजा गया है। ~~कि~~ इस सही माप कुरेन के अतीव व्यस्तता के कारण C.E.C के निर्णय का ~~कारण~~ सकार्युक्त तैयार न हो सका। जो की दि० 28 सितंबर को भेजा है के भेजा गया है।

इतनी सही सूचना भेजने के बाद सही युनियन को और से उसके प्रणाली की जानकारी भी सहा पहुंची है।  
उपर निर्दिष्ट सही सकार्युक्त

आपके चने परकी विधिगत भेजा गया है। इस दृष्टी से माप अपने घर पर Post Office के खोल करिन करे।

तथा हमारे दरिसे हमारी ओर से अपने क्षमता की दृष्टि से केवल 90-95 दिनों के अवधी में सही युनियन को दो बार तथा <sup>पंच</sup> चार सकार्युक्त भेजना यद्यपि बहुत Efficiency नहीं ~~करे~~ किता परंतु ~~कर~~ serious lapse को विवृक्त नहीं।

मुझे ऐसा लगता है की आपको C.E.C की होने वाली C.E.C meeting की सूचना तार द्वारा तथा पत्र द्वारा भी मिली होगी। आपकी तरफ से माप वह पहुंच रहे था नहीं इसकी सूचना 2 सितंबर के पूर्व हमे तो मिली नहीं मरंतु C.E.C होने का बाद भी 95 दिनों के ~~पत्र~~ पत्रान्त आपने

है यह जानकारी बेजी नहीं की आप यह  
अकस्मात महत्वपूर्ण बैठक में उपस्थित क्यों न  
हो सके।

एक जिम्मेदार कार्यकर्ता तथा AIRBWO की  
महत्वपूर्ण युक्ति के प्रतिनिधी रूप माने AIRBWO  
पुरव्यापक ने आपसे यह अपेक्षा करना ~~ना~~  
उचित है या नहीं आप सोचिए। C.E.C Meeting  
में उपस्थित (बिना भी कारण से) न होना यह  
संगठन की निर्णय प्रक्रीया में बाधा लाना है ~~ना~~  
~~आपके~~ ~~विचार~~ यह आपके न शान्त  
प्रधानी तथा जो कुछ कार्यकर्ता को मालूम होगा।  
कृपया सभी व्यक्तों पर शांती से तथा ठंडे दिमाग से  
सोचिये।

आपने चत्र में serious lapse on the  
part of AIRBWO central office - This is  
beyond my understanding वगैरे न किया है  
जह किराने के पूर्व वस्तुस्थिती क्या है यह यदि  
मालूम कर लेते तो अच्छा होता।

फिर भी आपके किराने का हमें कुछ भी दुख  
नहीं। कारण वह आपने बिना जानकारी से किया है।  
आपके युक्ति के दिक्के समय की रचना को  
ध्यान में रखते हुए अगली C.E.C meeting हमने

- 2 -

'पटना' में शरीर है जिसकी विद्यीकृत सूचना  
आपको यथावकाश (संभवतः डिसेंबर या जाने ली)  
मिलेगी।

रक्षक में अज्ञान के कारण यदि हमें कुछ  
दोषपूर्ण विमानुचित्ये हैं तो आप हमें विशाल  
हृदय से क्षमा करें। बार बार पत्राचार होता रहे।  
आपके सुनिश्चि सभी व्यक्तियों को हमारी  
दुर्गा पूजा तथा विजया दशमी की शुभकामना।

आपका अपना

कमल मोहन

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

( Not for circulation but only for information. )

To  
ALL UNIT SECRETARIES C.E. MEMBERS & ACTIVISTS.

Dear Friends,

NAGPUR Dt. 24.9.84

Namaskar

8th Sept. 84 C.E.C. held at NAGPUR DECISIONS

As per the notice dt. 31-8.84 issued from Bombay the AIRBWO C.E.C. met at Nagpur and the following decisions were taken unanimously.

1. In the present circumstances the consensus is not in favour of "A DAY STRIKE" but at the same time felt the acute need to overcome the difficulties to make the units ready to go on strike to improve the AIRBWO over-all bargaining power.

2. As the dispute before RLC Bombay ended in failure the efforts to secure 'Reference' are to be intensified with the help and assistance of Central BMS authorities. A letter to move in the above direction is addressed to BMS Gen. Secretary dt. 8.9.84.

3. To file a Writ Petition challenging Monopoly Bargaining Agency' of AIRBEA and secure AIRBWO's right to negotiate with R.B.I. management on wages and other service conditions before the Bombay High court, Nagpur Bench.

4. If the above efforts for entry in wage revision failed then the likely Agreement between AIRBEA & RBI has to be criticized on the following grounds.

(a) The Agreement compared with other Public Sector undertakings which secured rise only on wages + D.A. ranging from 19% to 27% through united and hard struggles, is a Low Deal. These Public Sector undertakings are BHEL, STEEL, COAL & NATIONAL THERMAL PROJECT etc.

(b) It does not include any new benefits such as conveyance allowance Bonus, etc.

(c) The way bank is preparing for wholesale computerisation (prohibited for 8 years by Dighe Tribunal) indicates the secret consent of AIRBEA in exchange of a Low Deal.

(d) Besides these points on actual receipt of the copy of the Agreement and deep and careful study unit Secretaries are requested to add those anti-employees provisions and attack the agreement. The gain achieved through AIRBWO in the past before AYYAR AWARD & DIGHE AWARD may be elaborated and enumerated.

5. To collect leavy 5% or Rs. 100/- whichever is <sup>less</sup> more It has been decided to collect 5% or Rs. 100/- whichever is <sup>less</sup> ~~more~~ as leavy on the eve of distributions of arrears (Interim or final or both) of wage revision. Out of the collection AIRBWO and units are to share fifty fifty.

6. Promotion case - in the Supreme Court at New Delhi has to be fought with more care and vigil (Shri G.C.Kapoor to be reminded and requested).

IMPORTANT INSTRUCTIONS It has to be borne in mind that even if the Agreement is not- acceptable and binding on us, we are legally and morally entitled for the benefits of this agreement. All units are therefore to advise all our members to receive the benefits of this settlement and to pay the leavy out of the arrears. (1979 Tata Chemical S.C. case ) AIRBWO if given opportunity will strive to get more benefits.

AIRBWO- WRIT PETITION - PROGRESS On 10th Sept. '84 we filed the Writ Petition as per our C.E.C. decision on the following grounds.

1. The present recognition to AIRBEA is faulty because it does not accept the code of discipline as also there is no statute in the central act for recognition. Therefore, AIRBEA does not hold any Recognition under law.

2. R.B.I. Management calling only AIRBEA for negotiations is faulty, discriminatory and therefore comes under unfair labour practice. On 28th August 1984 the Govt. of India by notification started implementation of the Amendment to I.D.Act 1947 in the year 1982 and 1984 by these amendments the 5th Schedule to I.D.Act is newly attached which has enumerated the list of unfair labour practices as illustrative examples. On 10th Sept. 1984 the High Court stayed the agreement between AIRBEA AND RBL. On 20th Sept. the High court on admitting the case and vacating the Interim stay passed a fresh order stating that the final agreement between the AIRBEA AND BANK will be subject to the decision of our writ petition. If we are successful the entire agreement will be open for our critical scrutiny. The petition to come up for hearing in the week commencing from 29-10-84.

NAGPUR UNIT RECOGNITION CASE : - This case is also to come up for hearing in the same week. On the last hearing AIRBEA's Nagpur Unit submitted that they are accepting Code of discipline, and requested Govt. to consider their case and withdraw the letter dt. 10th Jan. 83 granting Recognition to our Unit. The Central Government has not yet replied. But unofficially the Central Govt. Counsel informed us that the Central Govt. is not prepared to withdraw the 10th Jan. letter. In this situation our chances of success are improved.

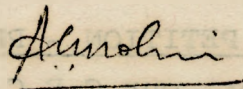
NEED TO ATTEND CEC MEETINGS - Those office bearers and Central Committee members who could not attend the 8th Sept.84 meeting are requested to note that their absence may cost the AIRBWO heavy irreparable loss and the entire Organisation may stand defunct. By the absence of CEC members the decision making process of AIRBWO is crippled. Even at times the undersigned feels



urgent need to consult and share views with senior office bearers before arriving at a proper decision. All the C.E.C. members are requested to think over the matter with adequate seriousness. It is also further decided to convene AIRBWO next CEC meeting at PATNA with due notice.

with DURGA POOJA & VIJAYADASHAMI GREETINGS

Sincerely your,



( A. N. MOHARIR )

GENERAL SECRETARY

OFFICE OF THE RLC(C), BOMBAY.

File No. B.7(37)/Con.

Dt, 22nd Aug. '84.

The adjourned conciliation proceedings were resumed. The employers were present through Shri.P.K.Jagannathan, Jt.Chief Officer and Shri.N.V.Deshpande, Dy.Legal Adviser. Whereas the workmen were present through Shri.M.V.Phatak, Dy.General Secretary and Shri.L.K.Pande President, Bombay branch of A.I.R.B.W.O.

The representatives of workmen at the on-set requested for adjournment for the reasons that the required materials supporting their demands in the instant charter were under compilation.

This was heard and the proceedings adjourned to 31st Aug.'84 at 11.00 hours in this office.

The parties are requested to attend.

Employees Representatives)

(Employers Representative

Sd/-  
1. Shri.M.V.Phatak

1. Sd/-  
Shri.P.K.Jagannathan

Sd/-  
2. Shri.L.K.Pande

2. Sd/-  
Shri.S.S.Chitnis

3. Sd/-  
Shri.N.V.Deshpande

Sd/-  
(V.SINHA)  
Regional Labour Commissioner  
(Central), Bombay.

PTO

The representative of the workmen through Shri A.N. Mahavir, General Secretary, All India Reserve Bank Workers Organisation attended together with the information and filed before the undersigned. One copy of the same was made available to the representative of employer with a request to offer their views/comments in the matter.

I adjourn the case with a view to study the facts brought forward by the workmen in their letter dated 22.8.84 filed before me and fix the same for 31.8.84 at 11 A.M. in my office. The parties are requested to attend.

Employees Representative

sd/-  
A.N.Mahavir, Gen. Sec. AIRBWO.

sd/-  
M.V.Phatak, Dy. G. Sec. AIRBWO.

sd/-  
L.K.Pande-President Reserve  
Bank workers Og.,  
Bombay.

Employers Representative

sd/-  
(N.V.DESHPANDE)

sd/-  
S.S.Chitris.

sd/-  
(P.K.Jagamohan.

sd/-  
( V. SINHA )  
22.8.84.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION,  
CENTRAL OFFICE - NAGPUR.

Camp - BOMBAY  
16-8-84.

To All Unit Secretaries,

Secret/Confidential

Conciliation proceedings on 16.8.84.

The Conciliation Proceedings as scheduled were held on 16th August at 11.30 A.M. At the outset, the Management filed its reply and conveyed that it shall not be possible for them to reply to our charter as they are negotiating with the Recognised Union.

To this, our representative replied that the Recognition of ARBEA is faulty as it does not accept and abide by code of Discipline. The above reply of R.B.I. management is nothing but an attempt to belittle and bypass the conciliation proceedings which is unfair and illegal and recorded our strong resentment.

Thereafter, the RLC(C) wanted from us a short note justifying our Demands and our claim for negotiations and the same will be submitted by ARBWO on 22/8/84 at 11 A.M.

of The conciliation proceedings adjourned to 22/8/84. From the above it will be clear that there is no possibility of reaching any agreement and failure of conciliation is eminent. On failure of conciliation, the report will be forwarded to the Secretary, Govt. of India Labour Ministry, New Delhi for reference to adjudication or otherwise denial of the same.

Further development of 22nd proceeding will be communicated to all units in due course.

As the developments are progressing fast and to a great extent adverse, the unit secretaries are requested to keep the above information as top confidential.

Brotherly yours

*M.V. Phatak*

( M.V. Phatak )  
Dy. General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION,  
CENTRAL OFFICE - NAGPUR.

Camp - BOMBAY  
16-8-84.

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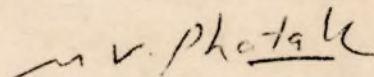
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Brotherly yours



( M.V. Phatak )  
Dy. General Secretary.

OFFICE OF THE RLC(C), BOMBAY.

File No.B.7(37)/84-Con.

Dt.16th Aug.'84.

The adjourned conciliation proceedings were resumed today. The employers were present through Shri.P.K. Jagannathan, Jt.Chief Officer & Shri.N.V.Deshpande, Dy. Legal Adviser, whereas the workmen were present through :-

1. Shri,A.B.Mohrir, General Secretary,  
Nagpur based AIRBWO.
2. Shri.P.S.Putturaya, President,  
Bangalore based AIRBWO.
3. Shri.M.V.Phatak, Dy.Genl. Secre ary,  
Bombay based AIRBWO.
4. Shri.K.V.Rajan, Organising Secretary,  
Hyderabad based AIRBWO.
5. Shri.A.Y. Dandekar, Secretary,  
Nagpur based AIRBWO
- and 6. Shri.L.K.Pande, President, Bombay (RBWO)

The representatives of the employer maintained that they would like to sit separately on the issues as they did not recognise this union. However they agreed to be present in the office.

The representatives of employer filed their comments in the matter under their letter dated, 14-8-84. One copy of the same was made available by the RLC(C) to the union. The union representatives reacted sharply with their feelings that the views of the employer had not come on the charter. They also requested for a little time so as to enable the union to furnish the reasons justifying the charter and action thereon.

This was heard. The case is accordingly adjourned to 22-8 84 at 11 AM. No notices to issue. The parties are requested to attend.

Employees Representatives

1. Sd/-  
(A.B. MOHRIR)
2. Sd/-  
(P.S. PUTTURAYA)
3. Sd/-  
(M.V. PHATAK)
4. Sd/-  
(A.Y. DANDEKAR)
5. Sd/-  
(K.V. RAJAN)
6. Sd/-  
(L.K. PANDE)

Management representatives

1. Sd/-  
(P.K. JAGANNATHAN)
2. Sd/-  
(N.V. DESHPANDE)

Sd/-  
(V. SINHA)  
Regional Labour Commissioner  
(Central), Bombay.

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND REHABILITATION  
OFFICE OF THE  
REGIONAL LABOUR COMMISSIONER (CENTRAL)  
WAKEFIELD HOUSE, SPROTT ROAD,  
BALLARD ESTATE,  
BOMBAY-38.

--

NO.B-7(37)/84-Con.

Bombay, the 25th July, 1984.

To

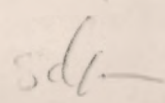
1. The Governor,  
Reserve Bank of India,  
Central Office, New Central Office Bldg.,  
Shaheed Bhagatsingh Road,  
Bombay - 400 023.
2. The General Secretary,  
All India Reserve Bank Workers' Organisation,  
Atlix 122, Jayaprakash Nagar, Khamla,  
Nagpur - 440 025.

Sub:- Industrial dispute between the management of Reserve Bank of India, Bombay and their workmen represented through All India Reserve Bank Workers' Organisation, Nagpur over notice of strike dated 29-6-1984 issued in support of 30-point charter of demands - Holding of conciliation proceedings.

Dear Sir,

The adjourned conciliation proceedings in the above industrial dispute, for 3-8-1984, are fixed for 16-8-1984 at 11.30 hours in my office. This is being done due to exigencies of public services which require my presence at Delhi. I, therefore, request you to please make it convenient to attend accordingly, either personally or through a duly authorised representative with all relevant records and papers.

Yours faithfully,

  
(V. Sinha)  
Regional Labour Commissioner  
(Central), Bombay.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
Central Office - NAGPUR

Camp : BOMBAY.  
July 19, 84.

To

All Unit Secretaries,  
Namaskar,

Sub :- Wage Revision - Conciliation Proceedings.

As already communicated to you by telegram the conciliation proceedings on 18th July, 84 were held and the deliberations were also posted to you yesterday.

All other members of the steering Committee could not be informed and invited to Bombay on 18th July 84 for want of adequate notice as the telegram communicating the date of conciliation received by our Central office Nagpur only on 16th July 84.

The next round of conciliation is fixed on 3rd Aug; 84 at 11.30 A.M. at the RLC's office Bombay. The members of "Steering Committee" are requested to reach Bombay latest on 3rd August, morning.

At present the respective managers of different centres may not grant the advance to meet the travelling, halting expenses but the matter will be taken up and decided in course of time. Therefore, even if the advance is not granted "Steering Committee" members are requested to reach Bombay on 3rd August morning positively.

As we are entering in the fray of wage Revision disputes and bound to have an effective participation unit Secretaries are requested to give a wide publicity to conciliation notice, proceedings at their centre.

The Judgement on the case filed by our Nagpur unit on participation in the negotiations is again fixed on 24th July, 84.

The 3rd round of negotiations between AIRBEA and Bank will be held on 24th July, 84.

If the above judgement comes in our favour the negotiations will be suspended then and there.

It is reported that the Bank's proposal to AIRBEA regarding wages is restricted only to the rise which has been agreed in the commercial Banks. At the same time Bank is insisting on abolition of Assistant category and also demanding clearance to install New generation computer at Calcutta and Madras. AIRBEA has decided to refer the above proposals to their units.

As the developments on the matter of Wage revision are very fast the positions are also changing and therefore the unit secretaries are requested to be very alert and vigilant and be in readiness to take RBI masses with AIRBWO.

The conciliation Officer's request to observe Sec.22(1) (d) means during pendency of conciliation employees' shall not resort to any strike action and allowed to go on strike only after 7 days after the completion of conciliation Proceedings. Therefore, our proposed strike date of 23rd July stands postponed.

For RBI management to observe sec.33 of I.D. Act means they shall observe statusquo during pendency.

With greetings,

Brotherly yours,

*M.V. Phatak*

( M.V. Phatak )

Dy. General Secretary.

S/Shri P.S. Putturaya, A.N. Moharir, M.V. Phatak, K.V. Rajan  
A.Y. Dandekar, S.N. Shukla will attend conciliation  
proceedings as per our letter. (On 3-8-84.)



MINUTES OF THE CONCILIATION PROCEEDINGS.

No.B.7(37)/84-Con.

Dt.18-7-84,

The matters in this Industrial Dispute were taken to conciliation proceedings. The parties are present pursuant to this office notice dated, 16.7.'84. The employer is present through (i) Shri.P.K.Jagannathan, Jt.Chief Officer (ii) Shri.S.S.Chitnis, Jt.Ch.Officer and (iii) Shri.M.A.Batki, Asstt.Legal Advisor. Whereas, the workmen were present through :- 1) Shri,A.N.Moharir General Secretary, AIRBWO; 2) Shri.M.V.Phatak, Dy. Gnl.Secretary, AIRBWO; 3) Shri.L.K.Pande, President, RBWO, Bombay and 4) Shri.J.Y.Bhawe General Secretary, RBWO, Bombay.

The two strike notices dated, 7-6- '84 and 29.6.84 from the AIREWO were taken.

The representatives of the employer did not like together with the union for the reasons that they were not the recognised unions. However, on the request of the undersigned and with regards to union, they agreed to remain present during the course of discussions.

At the outset the representatives of employer requested for six weeks time to enable to furnish their views on the 30-point charter of demand in the instant Industrial dispute for the reasons that the conciliation notice could reach them only on the 16th July '84 i.e. 2 days before.

This was objected to by the workmen to the undersigned on the grounds that it was seeking too long an adjournment on a strike notice where the workmen have got urgency of the matters. This was therefore considered and discussed.

It is agreed and decided that the case is adjourned to 3rd of August '84 at 11.30 AM . No separate notices to issue. The parties are requested to note it and to make it convenient to attend.

The above adjournment has however been on making it clear to the parties that the workmen shall observe the provisions of Section 22(1)(d) of the ID Act 1947 and employer of the provisions of Section 33 of the Industrial Disputes Act '47.

For Reserve Bank of India

For Employeers AIREWO

Sd/-  
i) Shri. Jagannathan

Sd/-  
1) Shri. Mohavir

Sd/-  
ii) Shri. Chitnis

Sd/-  
2) Shri. Phatak

Sd/-  
iii) Shri. Batki

Sd/-  
3) Shri. Pande

Sd/-  
4) Shri. Bhave

Sd/-

(V. SINHA)  
Regional Labour Commissioner  
(Central), Bombay.

/True copy/Rjn.

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND REHABILITATION  
OFFICE OF THE  
REGIONAL LABOUR COMMISSIONER (CENTRAL)  
FAKELFIELD HOUSE, SPROTT ROAD,  
BALLARD ESTATE,  
BOMBAY-38.

No. B-7(37)/84-Con.

Bombay, the 15th July, 1984.

To

1. The Governor,  
Reserve Bank of India,  
Central Office, New Central Office Bldg.,  
Shahsed Bhagat Singh Road,  
Bombay - 400 023.
- ✓ 2. \*The General Secretary,  
All India Reserve Bank Workers' Organisation,  
122, Jayaprakash Nagar, Khamla, Nagpur - 440 025.  
\*(through Shri M.V. Phatak, Dy. Genl. Secretary,  
All India Reserve Bank Workers' Organisation,  
Bombay).

Sub:- Industrial dispute between the management  
of Reserve Bank of India, Bombay and their  
workmen represented through All India  
Reserve Bank Workers' Organisation, Nagpur  
over notice of strike dated 29-6-1984  
issued in support of 30-point charter of  
demands - Holding of conciliation proceedings.

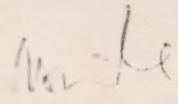
Dear Sir,

Please refer to strike notice dated 29-6-1984  
served on the Governor, Reserve Bank of India, Bombay  
by the General Secretary, All India Reserve Bank  
Workers' Organisation, Nagpur in support of 30-point  
charter of demands raised before the employer. The  
said notice was received by me on 2-7-1984. This  
industrial dispute being an all India issue, the Chief  
Labour Commissioner (C), New Delhi has since advised  
the Regional Labour Commissioner (Central), Bombay to  
intervene in the matters for bringing about an amicable  
settlement in the matters.

I, therefore, propose to hold conciliation  
proceedings in this industrial dispute on 18-7-1984 at  
13.30 hours in my office. I request you to please  
make it convenient to attend the same either personally  
or through a duly authorised representative with all  
relevant records and papers.

I also draw attention of the workmen to the  
provisions under Section 22(1)(d) of the Industrial  
Disputes Act, 1947 and request them to ensure compli-  
ance of the same.

Yours faithfully,

  
(V. Sinha)  
Regional Labour Commissioner  
(Central), Bombay.

STATE/EXPRESS

GENERAL SECRETARY,  
ALL INDIA RESERVE BANK WORKERS  
ORGANISATION,  
122-JAYAPRAKASH NAGAR, KHAMLA,  
NAGPUR - 440 025.

REFERENCE STRIKE NOTICE DATED 16TH JUNE 84 IN SUPPORT  
THIRTY POINT CHARTER OF DEMANDS RAISED BEFORE  
EMPLOYER OF RESERVE BANK OF INDIA BOMBAY (.) ADVISED  
BY CHIEF LABOUR COMMISSIONER TO INTERVENE IN THE  
INDUSTRIAL DISPUTE (.) ACCORDINGLY REQUEST YOU TO  
ATTEND CONCILIATION PROCEEDINGS BEFORE ME IN MY OFFICE  
AT BOMBAY ON 18TH JULY 84 AT 15.30 HOURS TO ENABLE ME  
TO RESOLVE THE MATTERS

--REGIONAL LABOUR COMMISSIONER

.....  
Office of the  
Regional Labour Commissioner (Central),  
Wakefield House, 2nd floor, Sprott Rd.,  
Ballard Estate, Bombay - 400 038.

No.B-7(37)/84-Con.

Bombay, dt.15-7-1984.

✓ Copy forwarded by post in confirmation to the  
General Secretary, All India Reserve Bank Workers  
Organisation, 122, Jayaprakash Nagar, Khamla, Nagpur  
for necessary action.

Copy forwarded to the Governor, Reserve Bank of  
India, Central Office, New Central Office Building,  
Shaheed Bhagatsingh Marg, Bombay - 400 023. He is  
requested to attend conciliation proceedings on the  
date, time and place as mentioned above.

(V. Sinha)  
Regional Labour Commissioner  
(Central), Bombay.

To All Unit Secretaries,  
Advance copy for your information.

15/7/84.

u.v. Phatak

ALL INDIA RESERVE BANK WORKERS' ORGANISATION, C.O.--NAGPUR

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

Nagpur Dt. 14-7-1984.

To All unit Secretaries,  
Namaskar.

Referendum - Results

By and large the results of Referendum on ' Promotion' is satisfactory. The All India Percentage in favour of the Promotion scheme is 68.2 % ( 11309 votes) and against is 31.8 % ( 5279 votes). This was exactly our assesement in our steering committee meeting held at Bombay on 20th May 84. The employees at Nagpur, Patna, Madras, Lucknow, Srinagar have massively voted against the sattlement. Our Units at Trivandrum, Bhubneshwar, Jaipur have done well. Now the battle will have to be feught at New Delhi in the ' Supreme Court'

Wage Revision-Nagpur Unit's efforts

As per our directive Nagpur Unit filed a suit before the trial court at Nagpur against the R.B.I. demanding entry in the wage revision Negotiations. Accordingly the court issued an exparte injuction directing the Bank to include our unit in the Negotiations. On 7th the Bank moved against this injuction before the Distt. Court and obtained a Stay over the Injuction till the final disposal of the case on merits. The case is fixed for judgement on 17th July 84.

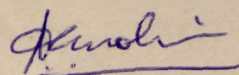
Strike Notice - Conciliation Proceedings

The earlier notice dt. 7th June 1984 is amended by us on 29th June 84. The RLC at Bombay is likely to hold conciliation on Strike Notice on 18th or 19th July 84 at Bombay. The Progress in this regard will be communicated in due coursse.

Unit Secretaries are requested to be in readiness to launch firceful agitation preceding our strike action. The formal date of strike is 31st July 84, mentioned in the strike notice which is in all probabilities likely to be pushed ahead in view of the pending conciliation proceedings.

With best wishes.

Brotherly Yours.



( A.N. Moharir )  
General Secretary.

AIRBWO

11-7-84

Postal Ballot Result

	<u>Accept</u>	<u>Reject</u>
1) Bhubaneswar	5	4
2) Goa	—	—
3) Srinagar	—	—
4) Poona	1	—
5) Lucknow	9	8
6) Cochin	4	2
7) Jammu	—	—
8) Trivencorum	21	1
9) Jaipur	7	4
10) Gauhati	15	—
11) Ahmedabad	13	1
12) Patna	7	6
13) Chandigarh	—	—
14) Bangalore	27	6
15) Bhopal	2	0
16) Hyderabad	28	7
17) Nagpur	23	13
18) Kanpur	17	6
19) Delhi	31	7
20) Calcutta	15	2
21) Madras	34	36
22) Byculla	4	3
23) Bombay	81	19
	<u>344</u>	<u>125</u>

M.V. Phatak

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

Unofficial Results (counting on 7-7-84)  
 Postal ballots are yet to be counted on 11.7.84  
 & Final Results will be declared on 12-7-84.

Sr. No.	Centre	Votes Polled	In Valid	Accepted	Rejected
1.	Bhubaneshwar	234	-	179 + 5 = 184	55 + 4 = 59
2.	Goa	3	-	3	-
3.	Srinagar	7	-	3	4
4.	Poona	56	-	53 + 1 = 54	3
5.	Lucknow	184	1	81 + 9 = 90	102 + 8 = 110
6.	Cochin	93	1	87 + 4 = 91	5 + 2 = 7
7.	Jammu	31	-	30	1
8.	Trivendrum	322	4	213 + 21 = 234	105 + 1 = 106
9.	Jaipur	487	1	378 + 7 = 385	5108 + 4 = 112
10.	Gauhatti	292	1	266 + 15 = 281	25
11.	Ahemedabad	586	2	548 + 13 = 561	36 + 1 = 37
12.	Patna	580	5	276 + 7 = 283	299 + 6 = 305
13.	Chandigrah	127	3	117	7
14.	Bangalore	873	8	573 + 27 = 600	292 + 6 = 298
15.	Bhopal	96	-	95 + 1 = 96	1
16.	Hyderabad	670	1	377 + 28 = 405	292 + 7 = 299
17.	Nagpur	981	2	385 + 23 = 408	593 + 13 = 606
18.	Kanpur	988	4	524 + 17 = 541	460 + 6 = 466
19.	Delhi	1327	11	936 + 31 = 967	380 + 7 = 387
20.	Calcutta	2213	12	1638 + 15 = 1653	563 + 2 = 565
21.	Madras	1458	17	541 + 34 = 575	900 + 36 = 936
22.	Byculla	653	7	546 + 4 = 550	100 + 3 = 103
23.	Bombay	3981	43	3114 + 81 = 3195	824 + 19 = 843
Total		16212	123	10965	5154
		=====	=====	=====	=====
				244	125
				1309	5279

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
( AFFILIATED TO THE AIRBEA )  
Central Office-NAGPUR

Brothers & Sisters,

4th July, 84.

COURT DIRECTS BANK TO INCLUDE ORGANISATION IN  
NEGOTIATIONS

You are aware, that our unit at Nagpur was declared as having a MEJORITY following of RBI employees at Nagpur. The Ministry of Labour, Govt-of India accordingly directed the Bank vide their letter of even number dated 10th January 1983 to confer the recognition. Since then the issue of recognition to our Nagpur unit is being delayed due to the total opposition of All India Reserve Bank Employees' Association alone, as the recognition to our Nagpur unit paves a way to NEGOTIATIONS with the Bank on par with AIRBEA. The Bank management also unfortunately succumbed to their pressure.

Since the responsibility of recognition to our Nagpur unit lies squarely on the Bank, our unit field an application before Hon'ble Justice Shri. R.H.Khan the 6th Joint Civil Judge at Nagpur, for directing the Bank to recognise the unit and also to include them in the forthcoming negotiations. The Hon' ble Court was pleased to issue the following order.

" The defendent is hereby restrained from holding negotiation on the topic of wage revision in the absence of plaintiff union and the defendent is directed to invite, the plaintiff union for negotiation on the said topic".

\*Plaintiff union means our unit at Nagpur and Defendent means the Reserve Bank of India.

P.T.O.



:2:

Friends, you know that the next round of negotiations scheduled to be held on 9th July 1984, thus, ensures our Unit's entry in these negotiations. We hope, at least now, the AIRBEA will not oppose our unit's entry and obstruct the entire negotiations.

Brotherly Yours,

*M V Phatak*

( M.V.PHATAK )

Dy.General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CAMP - BOMBAY.

June 20, 1984.

To

All Unit Secretaries,

As per the information gathered regarding procedure of opinion poll is given for your information and necessary guidance. Detail cyclostile note has been sent to respective managers by Central Office.

Ballot Paper have been despatched to all centres by Air.

Some of the highlights of procedure of Opinion Poll(3/7/84)

- 1) Identity Card will be used to identify an employee.
- 2) Ballot paper will be given by S.O. Gr A or above at the time of voting in the booth.
- 3) Booth will be manned by RLC personnel & S.O. Gr. A and above.
- 4) Voters list will be departmentwise.
- 5) For every booth there will be six hundred voters.
- 6) Voters list can be had from RLC with a formal request or written application.
- 7) Signature of the employee will be obtained on counterfoil of the ballot paper.
- 8) Persons who are on leave will be sent ballot paper at their residence by Registered A.D and only those votes will be counted which have reached on or before 10th July 84 to the Manager RBI Bombay or RLC Bombay.
- 9) Counting will take place in Bombay.
- 10) Representatives of the Association or Organisation will be allowed at the time of counting if they seek written permission.
- 11) There will be no polling agent from any of the trade Union.
- 12) Proforma of ballot paper is at backside.

Brotherly yours,

*M.V. Phatak*

( M.V. PHATAK )

Dy.General Secretary.

Please Note: This information is strictly confidential and not for circulation.

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PRO FORMA OF BALLOT PAPER  
RESERVE BANK OF INDIA  
CENTRAL OFFICE.

No. \_\_\_\_\_

Signature of the Employees \_\_\_\_\_

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RESERVE BANK OF INDIA  
CENTRAL OFFICE  
PERSONNEL POLICY DEPARTMENT  
BOMBAY.

No: \_\_\_\_\_

REFERUNDUM ON SETTLEMENT

(Pursuant to the Supreme Court Order dated May 2, 1984)

I have gone through a copy of the Settlement between Reserve Bank of India and All India Reserve Bank Employees Association entered into by exchange of letters and circulated to individual employees in Class III.

PLEASE INDICATE YOUR CHOISE IN ONE BOX ONLY BY PUTTING

A TICK  MARK.

I accept the Settlement

I do not accept the Settlement.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
CENTRAL OFFICE- NAGPUR  
( Affiliated to H.O.R.N. AND B.H.S. )

Nagpur 19.6.1984

To,  
All Unit Secretaries  
Mumaskar,

Coordination with AIRBEF (AIBEA-CPI)

As per our steering committee decision and invitation a meeting with the General Secretary AIRBEF Shri Krishna Reddy was held on 16th June 1984 at Nagpur.

It was decided to have a coordinated and synchronising propoganda move to defeat AIBEA in the REFERENDUM on Promotion scheme. To avoid duplication and wastage, Unit Secretaries are advised to issue circulars on alternate days in consultation with their Local men. Advisability and local suitability in regard to your relationship with these persons may also be considered. PLEASE ISSUE ALL CIRCULARS UNDER THE HEADING "BANK-AIBEA PROMOTION (STAGNATION) SCHEME".

Our Madras, Patna Bhubaneswar, Kanpur units have already started propoganda on REFERENDUM and reported general reaction against the promotion scheme put forth for opinion. Other units are also requested to report the position at their centres at the earliest and start all out propoganda campaign against the scheme.

The office-bearers assigned with the tour programmes are also requested to inform the details of their tour programmes and complete the same in time.

ON STRIKE NOTICE-COMMENCEMENT OF CONCILIATION PROCEEDINGS

The R.L.C. Bombay informed us vide his letter dated 11.6.84 that conciliation proceedings on our strike notice commenced from 11.6.1984 at 4.30 P.M.

The outcome of THE REFERENDUM is bound to influence the prospective trade unionism in R.B.I. therefore no stone should be left unturned to defeat the BANK-AIBEA promotion (stagnation) scheme.

With the immense faith in your capacity and competency to move the R.B.I. employees in our favour, I close with Tremendous hopes for Victory.

Brotherly Yours,

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

Shri Sheoji Singh  
-Patna

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE, NAGPUR

N A G P U R.

DATED: June 8, 1934.

To,

ALL Unit Secretaries,  
Nagpur.

STRIKE NOTICE SERVED ON RESERVE BANK OF INDIA

Please find herewith the Notice of Strike served by AIRBWO on Reserve Bank of India for early settlement with AIRBWO on Charter of Demands.

In view of the recent announcement of the 17th Bipartite Settlement in Commercial Banks. AIRBWA is also likely to hasten its efforts for early settlement and sudden announcement of Agreement in Reserve Bank of India.

In these changed circumstances (after our steering Committee meeting at Bombay) it was felt necessary in the interests of AIRBWO to take all steps at the earliest to force the Reserve Bank of India Management to include us in the Wage Revision Negotiations.

As a first step towards the above goal the Notice of Strike is served. After waiting for a reasonable time (upto the expiry of Notice period i.e. till 25th June 1934) for the communication of conciliation proceeding from the Government the programme of agitation preceding a day's strike will be issued shortly. The probable date of strike may fall somewhere around next week of JULY 1934.

In the meanwhile unit Secretaries are requested to circulate the strike notice for the information of general members and prepare them for the struggle and direct action.

SIMULTANEOUSLY CARRY ON THE PROPOGANDA ON PROMOTION POLICY

Unit Secretaries are further requested to carry out the propoganda against the promotion scheme of Bank-AIRBWA to vote it out in the opinion poll.

Hope to score the victory on both the issues,  
With best wishes,

Brotherly 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 )

Correspondence Address :

A. N. MOHARIR,  
122, Jayaprakash Nagar,  
Khamla, Nagpur-440025.

Date

7.6.1984

Ref. No. \_\_\_\_\_

NOTICE OF STRIKE UNDER SECTION 22, SUB SECTION (1) OF  
INDUSTRIAL DISPUTES ACT, 1947

Nagpur

Dt. \_\_\_\_\_ June 1984

7th

To

The Governor,  
Reserve Bank of India,  
Central Office,  
New Central Office Building,  
Shaheed Bhagatsingh Marg,  
BOMBAY 400 023

Dear Sir,

In accordance with the provisions contained in Sub Sec. (1) of Sec. 22 of the Industrial Disputes Act 1947, we hereby give notice that we propose to go on strike for the reasons explained in the annexure.

Yours faithfully,

A. N. MOHARIR,  
Gen. Secretary.

ANNEXURE

- A- . Resume of Protests/programmes observed by AIRBWO.
- B- Resolution passed in the General Council meeting of AIRBWO to observe strike.
- C- Copy of the Charter of Demands submitted to R.B.I. management on 14-4-1983.

Copy to :

1. Chief Labour Commissioner (Central) Govt. of India, Ministry of Labour, Shramashakti Bhavan, Rafi Marg, New Delhi.
2. Regional Labour Commissioner (Central), Bombay.
3. Assistant Labour Commissioner (Central) Chinna Chambers, Nagpur.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A.N.MOHARIR,  
122, Jayaprakash Nagar,  
Khamla, Nagpur-440025

Ref. No. \_\_\_\_\_

Date 7.6.1984

ANNEXURE - ~~S~~ A

To,  
The Governor,  
Reserve Bank of India,  
Central Office,  
New Central Office Building,  
Shaheed Bhagatsingh Marg,  
BOMBAY - 400 023.

Dear Sir,

As you are aware A.I.R.B.W.O is a federation of registered trade unions functioning in the various Branches of R.B.I. and right from its inception in the year 1965, is sincerely striving hard for protecting/bettering the interests of the R.B.I. employees, we are, however, very much pained to note that the R.B.I. Management has callously failed to earnestly respond to our various year-long agitational programmes and other lawful protests ( a resume of which is appended). In these circumstances, we are left with no alternative other than resorting to direct actions including that of strike for realisation of our charter of Demands.

Yours faithfully,

( A. N. MOHARIR )

GENERAL SECRETARY.

Resume of protests/programmes observed by A.I.R.B.W.O.

1. Notice of Termination of Dighe Award was served on R.B.I. Management on 20.8.82.
2. Charter of Demands was submitted to R.B.I. Management on 14.4.83
3. Memoranda addressed to The Governor R.B.I. were submitted on 2.11.83 & 22.11.83.
4. Gate DEMONSTRATIONS were held on 20.12.83.
5. ALL INDIA DEMANDS DAY was observed on 9.2.84 by holding massive demonstrations before various R.B.I. Buildings all over India.
6. Memorandum addressed to the Chief Labour Commissioner (Central) was submitted in Mass Deputation through ALC/RLC All over India on 25.2.84.
7. DAY - LONG DHARANA programme by the office bearers and activities of All units was observed on 6.3.84 before respective R.B.I. offices except at Nagpur. At Nagpur this programme was observed on 12.4.84.
8. ALL INDIA PROTEST DEMONSTRATIONS were held against R.B.I. Management on 27.4.84.

\* \* \* \* \*

ALL INDIA RESERVE BANK WORKERS' ORGANISATION .

CENTRAL OFFICE-NAGPUR.

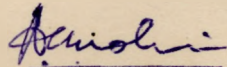
( Affiliated to bharatiya Mazdoor Sangh & National  
Organisation of Bank Workers)

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ANNEXURE-B

Copy of the Resolution unanimously passed at the 8th Biennial conference ( General Council Meeting-Supreme body of AIRBWO) of All India Reserve Bank Workers' Organisation held at Bangalore on 8th & 9th October 1983.

" The 8th Biennial conference of All Indial Reserve Bank Workers' Organisation held at Bangalore on 8th & 9th . October, 1983 demands of the Reserve Bank Management to initiate negotiations with AIRBWO on the charter of Demands submitted by them on 14 th April 1983. This conference authorises the Central Executive Committee of AIRBWO to chalk out a programme of action including strike to pressurise the management for an early settlement on our charter."



A. N. MOHARIR.

GENERAL SECRETARY.



All India Reserve Bank Workers' Organisation.  
Central Office - Nagpur.

Camp- Bombay.

June 2, 1984.

To,

All Unit Secretaries,

Tentative date of opinion Poll will be on 3rd July '84  
subject to change (two or three days earlier or latter)

The opinion Poll will be conducted by RLC at different  
centres. Initially Dy. CLC was not ready but after persuasion  
from Bank's side, ultimately Dy. C.L.C. agreed to conduct the  
opinion poll and issued notices to all RLC at different centres.

There is no date of negotiation between RBI management  
and AIRBEA till the opinion poll is over. No date has been  
given to them yet. They are likely to get the date in the  
2nd week of july, 84.

You are requested to hold small group meeting department  
wise to lanch strong whispering campaign against the settlement.

Brotherly yours

*M.V. Phatak*

(M.V. PHATAK)

Dy. General Secretary.

Financial Express.

## AIRBWO to oppose direct recruitment

By A Staff Reporter

BOMBAY, May 23. - The executive committee of the All-India Reserve Bank Workers' Organisation (AIRBWO) has decided to oppose the direct recruitment of officers in RBI.

At its meeting presided over by Mr. P. S. Putturaya of RBI's Bangalore office, the executive felt that at least 20 per cent of posts of officers

in the bank should be filled up by employees with over five years experience on merit and 80 per cent should be filled on the basis of seniority, including a qualifying test.

The meeting conducted by the AIRBWO's General Secretary Mr. A. N. Mohan also urged the RBI management not to deal exclusively with the All India Reserve Bank Employees Association as it would lead to unrest in the institution.

To

Unit Secretary,

Attack on Direct Recruitment.

All India Reserve Bank Workers' Organisation.

Central Office - Nagpur.

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

Confidential:

Correspondence Address:

A.N. Moharir  
122 Jaiprakash Nagar  
Khamla, Nagpur-25

To, All Unit Secretaries,

Dated: 21-5-'84

Dear friends,

Decisions of the steering committee Meeting held at Bombay on 21-5-84.

- 1) Direct action including one day strike action. The notice of strike will have to be served after the referendum on promotion. The action is proposed to realise our Charter of Demands and for our entry in wage revision negotiations.
- 2) The All India steering committee authorises our Nagpur unit to move the Court of law for seeking an entry into wage revision negotiations.
- 3) The committee endorses the action of the Madras unit to move the Labour and Finance Ministry for our entry on negotiating table.
- 4) Co-ordinated action with the other unions (excluding AIRBEA) on referendum.
- 5) Co-ordinated action with other unions excluding AIRBEA on wage revision and our entry in wage revision will be taken up after the opinion poll on promotion policy.

It is decided to oppose the proposed promotion scheme by the Bank before the Supreme court and to make all out efforts to rally round the RBI employees to vote it out in the opinion poll. To propagate against the scheme few points and a paper thereon is enclosed.

Unit Secretaries are requested to make use of this paper as per the convenience/Suitability/propriety of their units.

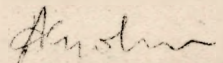
It has been decided that to streamline the propaganda against the scheme and also for the organisational expansion the following office bearers will tour the centres mentioned against their names.

- 1) President Shri P.S.Putturaya - Hyderabad, Madras-Trivendrum.
- 2) Secretary Shri S.M.Shukla - Lucknow, Jaipur-Patna.
- 3) Organising Secretary Shri K.V.Rajan - Gauhati, Calcutta-Bhubaneswar
- 4) Dy.General Secretary Shri M.V.Phatak- Ahmedabad.
- 5) Joint Tour of Gen.Secretary Shri A.N.Moharir & Dy. Gen.Sec.  
Shri M.V. Phatak - Ahmedabad.

The coming period for RBI employees in general and AIRBWO in particular is crucial in regard to the service conditions. Unit secretaries are requested to be vigilant and do their best to win the battle of votes in our favour.

With Best Wishes,

Brotherly yours

  
( A.N. Moharir )  
General Secretary

P. Krishna Reddy  
General Secretary



CONFIDENTIAL

All India Reserve Bank  
Employees Federation

D-74, Reserve Bank Staff Quarters,  
Musheerabad, HYDERABAD-500 020.

Date 19.5.1984

Dear Shri Moharir

Wage revision

I acknowledge with thanks the receipt of your letter dated 27.4.1984 through Shri K.V.Rajan.

At the outset I regret very much for the delay caused in the delivery of my letter dated 7.2.1984. This was not intentional but our working president, Com.Buche was either mostly on tours or otherwise preoccupied with other work. This clarification was given by him at our Calcutta CC meeting.

To my letter dated 7.2.1984, it was only Shri R.N. Bhargava, who replied on behalf of his Federation. He quite seriously suggested to have a confederation of all the unions minus AIRBEA to fight for Charter of Demands/issues. I was finding it difficult to agree for this idea in view of several organisational working hurdles. You can also think about it.

You must have come to know that we have carried on various programmes of agitation, within our limits, including holding General Body meetings in the Bank's premises with a view to dilute the recognition aspect of AIRBEA. Subsequent to this we held our C.C.meeting at Calcutta wherein the top leadership of AIBEA and AIRBWF were present. We took certain decisions which I have informed Shri K.V.Rajan. I had also requested Com.Buche to discuss with you.

Our C.C.decided to collect signatures on two ~~draft~~ sets of representations -- one from our own members and another by our own members plus members of other organisations. This seems to be the legal requirement to achieve the purpose. I sent these two drafts to Com.Buche with a request to show the same to you and communicate back your views. I hope he must have talked the matters with you. But in any case I am sending the drafts for your ready reference. In the CC meeting we have also decided to observe certain programmes of agitation either simultaneously during the course of signature campaign or immediately after completion of signature campaign.

Subsequent to our CC meeting the decision of Supreme Court has come ordering opinion poll on the alleged Private Scheme of RBI management in consultation with AIRBEA. This is a new development. We have to mobilise maximum votes against bank's scheme which will indirectly help us in the matter of our fight on Charter of Demands also.

In conclusion I propose as follows:-

- 1) We should have coordinated move/programmes as was done by us during Tribunal period.
- 2) Instead of undertaking two rounds of tours for the purposes of signature campaign on Charter of Demands and Opinion poll on Promotion policy we should simultaneously do this job.
- 3) On completion of opinion poll, depending upon the result we should plan out agitational programmes.

p.t.o.

I hope that this communication of mine is kept in ~~xx~~ strict confidence of your Committee, and take decision within your own lights.

Kindly write back to me through Shri K.V.Rajan.

With kind regards,

Yours sincerely,

*P. Krishna Reddy*  
(P. Krishna Reddy)

Shri A.N.Moharir  
General Secretary  
All India Reserve Bank Workers Organisation  
CO - Nagpur  
Camp Bombay.



# All India Reserve Bank Employees Federation

D-74, Reserve Bank Staff Quarters,  
MUSHEERABAD,  
HYDERABAD - 500 020. (India)

To  
The General Secretary  
All India Reserve Bank Workers Organisation  
Nagpur.

Date 7.2.1984

Ref:

Dear Friend,

## Charter of Demands - Wage revision etc.

As you know that the Dighe Award expired long back and various organisations in RBI including ourselves submitted their Charter of Demands to the Bank.

It was the effort of all of us inside and outside the Tribunal which gave substantial benefits to the employees and we were able to put down the unfavourable settlement of AIRBEA and also exposed their anti-employee activities. The success was, undoubtedly, because of co-ordinated approach of all of us.

It is heard that the Bank is going to commence negotiations with AIRBWF somewhere during the middle of February 1984. It is quite likely that the Bank will also invite AIRBEA and commence negotiations with them on Class III demands. We cannot but stall the moves of the Bank to negotiate with only AIRBEA on Class III demands. It is just not possible by writing letters to the Bank and the government. It may become necessary to organise agitations within our limits to force the management to hold negotiations with all the unions represented before the Tribunal.

I am writing this letter to you to kindly communicate your views to me, particularly on the following points:-

1. Whether we should have coordinated approach/joint actions;
2. Whether we should hold a meeting of all the Unions' representatives, if so, the dates and venue convenient to you.

I am writing this communication with a view to set the ball ~~rolling~~ and take appropriate decisions so that we can approach the issue with a clarity of mind. Since the time is very short, I humbly request you to communicate to me latest by 25th ~~Feb~~ 1984 to the address given below:-

I am writing the same communication to other Unions (minus AIRBEA) who have represented before the Dighe Tribunal.

With greetings,

Please treat this  
as MOST URGENT

Yours sincerely,

*(P. KRISHNA REDDY)*  
General Secretary

### Address for correspondence

P. Krishna Reddy,  
House No. 9-15/1  
Plot No. 72, Road No. 6,  
Dwarakapuram  
Behind Dilsukhnagar Bus dept.  
HYDERABAD - 500 036.

Points against Bank's Scheme on promotion presented before Supreme Court.

AIRBWO takes great pride and honour in reminding RBI employees the glorious battle waged by its Bombay unit in the year 1966 against the direct recruitment of Officers Shri A.H. Deodhar our then Secretary of Bombay unit observed six days hunger strike against then 66% of direct recruitment of officers. The net result of our powerful agitation that the per centage of direct recruits was lowered down to 33%.

Thereafter AIRBEA entered into an agreement whereby 82.5% of vacancies were to be filled up through local seniority and 17 1/2% by direct recruitment out of which 83/4% were to be from staff and remaining 83/4% were to be from outside. This policy resulted in serious imbalances amongst various centres in as much as at one centre a temporary clerk with six months service was getting promotion at the other extreme staff with 22 years service was not getting a chance of promotions.

A few employees from Nagpur unit moved the Nagpur High Court and got this heated scheme struck down in 1979.

During the course of conciliation meeting the AIRBEA had with Bank from 7th to 12th August 1980 the Bank offered

- 1) Prescribing a minimum service of say 5 years for a candidate to become eligible for appearing for S.O's test.
- 2) Preparation of an All India panel of staff officer Gr A, which the Bank felt was in the interest of evening out promotional opportunities amongst the different offices. Instead of agreeing to Bank's suggestion the AIRBEA forced the Bank to go in an appeal to Supreme court though now they are crying horse for the delay in holding out a test. During the course of proceedings the AIRBEA went on supporting the old policy with its attendant imbalances where as because of our forceful pleading against it in the supreme court the Bank was forced to come out with a new scheme in joining all India seniority with a competitive test. This was opposed by organisation as we insisted upon our promotion scheme which envisage 20% promotion on All India merit with 5 years service and remaining 80% on qualifying test with All India seniority with an option to a centre of his choice. However the Bank has come forward with a fresh scheme for promotion in consultation with AIRBEA which provides

for 10% direct recruitment 67 1/2% on local seniority and 22.5% on all India merit with 9 years service.

The chief defects of present scheme are

- 1) % of direct recruit has been increased.
- 2) per centage of unitwise seniority has been reduced from 82 1/2% to 67 1/2%.

This will not only mentain the existing imbalances but it is most likely to increase, whereas a person with 3 years service will be getting chance of promotion at smaller centres, at bigger centres the length of service required for promotion may be 20 or 25 years. Also the Bank retains the right to transfer a staff officer whether he is 67 1/2% quota or from 22 1/2% .

It is also not clear as to how interse seniority between the promotees above two sets will be maintained. Whereas 50% to 60% of the vacancies at S Q Gr.A level arise at Central office, and unless this major case is shared with rest of the centres it is impossible to even out chances of promotion.





# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A.N. Moharir  
122 Jaiprakash Nagar,  
Khamla, NAGPUR-25

Ref. No. \_\_\_\_\_

Date 27-4-1984

The General Secretary,  
All India Reserve Bank  
Employees Federation,  
HYDERABAD. ( A.P. )

My Dear Shri P. Krishna Reddy,

Namaskar,

Subject: Wage Revision - Joint Front & Action

I thankfully acknowledge the receipt of your letter dated 7-2-1984 handed over to me in the first week of April by your local comrades.

The letter is being placed before our Central Executive Committee Meeting shortly.

The decision in this regard will be communicated to you after due consultations with N.O.B.W.

Meanwhile, we request you to keep us posted with the views of other unions if received by you.

With best wishes,

Sincerely 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 )

Correspondence Address :

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

Date 22nd May 1984

Ref. No. \_\_\_\_\_

Camp: Bombay

The General Secretary,  
All India Reserve Bank  
Employees' Federation,  
HYDERABAD. (A.P.)

Dear Shri Frishna Reddy

I acknowledge receipt of your letter dated 19th May 1984, sent through Shri K.V.Rajan. The gist of your letter was placed before our Steering Committee.

Our Steering Committee agrees with your view that the issue of referendum on promotion must be taken up with full force and to have co-ordinated move /programmes as was done during Dighe Tribunal period.

I, therefore, request you to kindly make it convenient to visit Nagpur at your earliest so that modalities in this regard may be worked out.

With greetings.

Yours sincerely,

( A.N. Moharir )  
General Secretary

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Central Office- Nagpur)

FOR FAVOUR OF PUBLICATION

Camp - BOMBAY

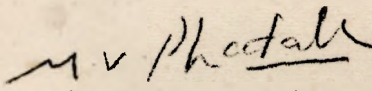
May 22, 1984

R.B.I Employees to oppose direct recruitment of Officers.

All India Reserve Bank Workers' Organisation, an affiliated body of N.O.B.W. and B.M.S. has unanimously decided in their Central Executive Committee to oppose the direct recruitment of Officers in Bank. AIRBWO has suggested that 20% posts of Officers should be filled up on merit within employees having 5 years service and 80% posts should be filled on the basis of seniority by holding a qualifying test.

The meeting was presided by Shri P.S. Putturaya-Bangalore and was conducted by Shri A.N. Moharir General Secretary.

The C.E.C. condemned the RBI management for their anti-employees attitude and requested the RBI management to start negotiations with AIRBWO . The negotiations only with C.P.M. controlled AIRBEA will lead to industrial unrest in the institution.

  
(M.V. Phatak)  
Deputy General Secretary.

To

The Chief Reporter

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ALL INDIA RESERVE BANK WORKERS' ORGANISATION (CENTRAL OFFICE:  
NAGPUR)

\*\*\*\*\*  
\*\*\*  
\*

To,

All C.E.C. Members,

Nagpur

Dear Friends

Dated 3-5-1984

Namaskar,

The steering committee consisting of

- S/Shri: 1) P.S. Putturaya,  
2) A.N. Moharir  
3) A.Y. Dandekar  
4) K.V. Rajan  
5) S.N. Shukla  
6) M.V. Phatak

is scheduled to meet at Bombay on 21st May 1984 at 10.00 A.M.  
sharp to transact the following business:

A G E N D A

1. To consider over the situation arising out of wage revision negotiations between R.B.I. management and AIRBEA and chalk out appropriate course of action.
2. Proposal of Joint action with other Trade Unions.
3. Organisational and other matters.

To arrive at a more comprehensive and realistic decisions C.E.C. members other than steering committee members are also invited in the meeting and requested to participate.

With greetings.

Brotherly Yours

*A.N. Moharir*

(A.N. Moharir)  
General Secretary.

Shri Sheoji Singh - Patna

Shri

Nagpur  
D. 3. 5. 87

My Dear A.K. Oza

Namaskar.

I am happy to receive your compliance about our 27th April '84 demonstration. Probably you might be the first unit outside which repelled promptly the action. kindly accept my congratulations.

I am very much delighted and inspired to note the enrollment of membership. kindly convey my welcome greetings to ~~and~~ all those who have recently joined the Bank and our organisation also, if you have crossed the 50% of the total ~~cases~~ III staff, then we shall apply for recognition at Patna also. Therefore please let me know the position and your further plans to cross 50% membership enrollment.

Please find herewith a notice of ccc - cum steering committee meeting

- 17 T -

~~notice~~ of some body of you  
make it convenient to attend the  
meeting, your presence will be of  
much use.

Rest in my next despatch  
with regards to all activities.

Love,

Anthony East  
Almohi

*[Faint, mostly illegible handwritten text, possibly bleed-through from the reverse side of the page.]*

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
Central Office - Nagpur.  
( Affiliated to N.O.B.W. & Bharatiya Mazdoor Sangh)

URGENT & IMPORTANT

Nagpur, Dt. 23-4-1984

To  
ALL UNIT SECRETARIES,

Dear Friends,

Sub.:- Agitation on Charter of Demands & Negotiations with AIRBWO.

We confirm having sent you the following telegramme.

"Address Telegramme to Governor on 26th demanding immediate Negotiations on Charter of Demands with AIRBWO. Hold protest demonstrations on 27th positively, - Moharir".

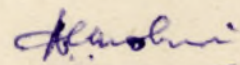
To reiterate our demand of holding negotiations with AIRBWO on Charter of demands and to record our strong protest against the proposed negotiation between R.B.I. and A.I.R.B.E.A. on 27th April 1984 bypassing us, it has been decided to observe protest demonstration on 27th April 1984. Unit Secretaries are also requested to forward confirmation letter to Governor and send a report of the demonstration to A I R B W O , Central Office, Nagpur.

2. To consider the above developments and to chalk out suitable programme and strategy the action committee meeting is (Formed in the C.E.C. meeting held at New Delhi) being convened at Bombay <sup>on 21-4-84</sup> Shri A.Y. Dandekar from Nagpur Unit is also included in the action committee.

3. The text of the telegramme and confirmatory letter addressed to the Governor by AIRBWO, C.O. is enclosed for information.

Encl.: 1

Sincerely yours



( A. N. MOHARIR )  
General Secretary.

ALL INDIA RESERVE BANK WORKERS ORGANISATION.  
(affiliated to NOBW & BMS)  
C.O. NAGPUR

CAMP; HYDERABAD  
DATE: 23rd April 1984

To all unit secretaries.

Friends,

We confirm having sent the following telegram from Nagpur.

"ADDRESS TELEGRAMS TO GOVERNOR ON 26th, DEMANDING IMMEDIATE NEGOTIATIONS  
ON CHARTER OF DEMANDS WITH AIRBWO(.) HOLD PROTEST DEMONSTRATION ON 27th  
POSITIVELY(.)" - MOHARIR.

The undersigned proceeded to Nagpur on 21st April after attending the  
CEC meeting of AIRBWO at New Delhi on 19th instant. The decision taken in the  
Delhi meeting was conveyed to the General Secretary, Shri. A.N.Moharir.

The fact that AIRBWO had successful I phase agitation programme on Charter  
of Demands was known to all the employees as well as to the Bank Management. In  
this background, we felt that there should be a protest action from our side on  
theday negotiations were to commence to keep up the morale of our ~~work~~ members  
and also to warn the Bank that AIRBWO WILL NOT tolerate any private negotiations.

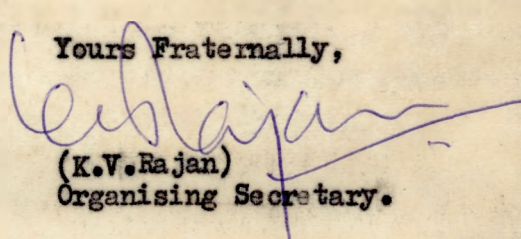
Hence the programme of addressing telegrams to Governor on 26th April and  
Demonstrations on 27th April 1984.

The news regarding the demonstration should be given wide publicity in the  
local press. and immediate compliance report should be sent to Nagpur.

The details of the decisions taken at New Delhi will be informed to all in  
our next dispatch.

With Greetings,

Yours Fraternally,

  
(K.V. Rajan)  
Organising Secretary.

Shri. A. K. Ozer  
Patna



ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Affiliated to NOBW & BMS)

Confidential

CAMP : NEW DELHI  
20th April 1984.

Friends,

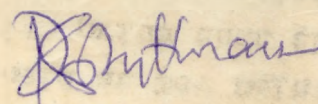
The CEC meeting of AIRBWO was held at New Delhi on 19th April, 1984. The meeting noted with pride that the programmes chalked out at Hyderabad meeting was carried out with enthusiasm at all centres. The meeting expressed that at no centre the date of programmes should be changed to suit local circumstances when an All India call is given.

The following decisions were taken in the meeting :-

1. A steering committee comprising of S/Shri P.S. Putturaya, A.N. Mohrir, M.V. Phatak, K.V. Rajan and S.N. Shukla is formed to chalk out further programme of action. The committee will meet at Bombay or Nagpur. Other CEC members will be intimated in advance about the meeting. CEC members can also be present in the steering committee meeting. Immediately after the meeting the programmes are to be intimated to all units.
2. All India should issue circulars on the development on negotiations between AIRBEA and Bank.
3. No local United Fronts should be formed on All India issues.
4. An amount of Rs. 3,000/- to be sent to New Delhi unit to be paid as Legal Expenses in Supreme Court Case, from All India Fund.
5. Units which have not collected the ad. charges on Souvenir from parties are called upon to collect the same and forward it to Bangalore Unit immediately.
6. Shri K.V. Rajan to visit Bhubaneswar and Calcutta, Shri M.V. Phatak to visit Ahmedabad, Shri Shukla to go to Patna and Shri P.S. Putturaya to go to Trivandrum.
7. All Units should file their Annual returns immediately not later than 30th April 1984 to their respective A.L.C. and remit the affiliation fee to NOBW. The affiliation should indicate BMS, NOBW and AIRBWO in the return form.

The meeting thanked New Delhi Unit for having made good arrangements during the CEC meeting.

With greetings,



(P.S. PUTTURAYA)  
PRESIDENT.

ALL INDIA RESERVE BANK WORKERS ORGANISATION  
CENTRAL OFFICE : NAGPUR

TO:

NAGPUR, D/-10-4-1984.

ALL C.E.C.Members,

A.I.R.B.W.O.C.E.C.Meeting at NEW DELHI on  
19th & 20th April 1984 -

.....

Further to the notice dated 4-4-1984 issued from  
NEW DELHI the following agenda is being notified.

A G E N D A

1. To review decisions of the last C.E.C.Meeting held at Hyderabad.
2. To chalk out further programme of action upto 31st July 1984 to ~~xxx~~ realise charter of Demands.
3. Organisational matters.
4. Any other matter with permission of chair.

Shri Sheoji Singh  
Patna

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

ALL INDIA RESERVE BANK WORKER'S ORGANISATION

CENTRAL OFFICE: NAGPUR.

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

To,  
All Unit Secretaries,

Correspondence Address:  
A.H. MOHARIR,  
122, Jaya Prakash Nagar,  
Khamla, NAGPUR-440 025.

Dear Friends.

Agitation on Charter of Demands,  
Dharana on 6-3-1984.

The 'Day Long Dharana' has to be staged by Office bearers and Executive Managing Committee members before our Bank Building by erective a 'Pandal' on submission of the application in the following manner.

The Manager  
R.B.I.

6-3-84.

Sir,

Agitation on Charter of Demands  
Dharana to be staged by office  
bearers and committee members  
of our organisation.

As per the call our R.B.W.O-I am staging Dharna today before the Bank to protest against the callous attitude of the Bank in regard to the charter of Demands submitted by All India Reserve Bank Worker's Organisation.

Your's Faithfully,

As a natural consequence our struggle against the Bank, wage out is likely to effected.

2. Some of the units could not collect the list of office bearers and central Ex-Com. Members as well the copy of the resolutions circulated at Bangalore after the concluding ceremony of our conference. Copies of the List of office bearers and Central Executive Committee Members. *enclosed*

2. Copies of

1. List of AIRBWO Office bearers and central Executive Committee members-

..2..

2. Resolutions passed in the Bangalore Conf.
3. AIRBWO mailing List.

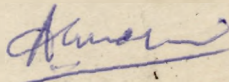
Are again circulated for the benefits of those who could not collect after the concluding ceremony .

3. Copy of the letter addressed to the Executive Director R.B.I. is enclosed for the information ( not for general circulation) of all the units.

Hope to make the 'Dharna' programme a grand success.

With best wishes.

Brotherly Yours



( A.N.MOHARIR)

General Secretary

Shri

NAGPUR.

24-3-84

My Dear A. K. OZA. Namaskar

I am very much encouraged to receive the successful conclusion of DHARNA and accept my congratulations for the same.

Regarding your query ~~regarding~~<sup>on</sup> Remittance I will advise Mr. Tale to reply.

Our II phase of action was observed by all our units with great enthusiasm and with better skill. R.B.I employees now at all centres might be asking about next programme of action.

We shall have to wait for a while to collect the Bank's and Govt reaction. As I am advised by Dr. not to take physical pains I intend

convince our CEC to take  
 of stock of the situation  
 chalk out our strategy  
 and plan out full fledged  
 course of action, some  
 time in the last week  
 of April or early May '84  
 at Nagpur. Please convey  
 your views on the matter.  
 No other unit reported  
 regarding any agitation  
 by AFRBEA but I have  
 advised to all our units to  
 take all local problems on  
 agitational level. Nothing unit  
 is pan. Please convey my regards  
 Anand



जवाबी  
 REPLY

Shri A. K. GZA

Sitaram Bhawan

Ramnagar Road,  
Patna

PATNA

- पिन PIN 800001



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

**A. N. MOHARIR.**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440029

Ref. No. \_\_\_\_\_

Date : 3.3.1984.

My dear *Amiya/Phatak*  
Namaskar,

**AIRBEA - RBI Management Agreement  
reached on 29.12.1983 -**

Our worthy President, Hon'ble Shri P.S. Putturaya expressed apprehensions that AIRBEA has backed out from its promise to install computer and shifting of clearing house at Calcutta. Also no machines are yet installed at R.B.I., Calcutta. Please inquire into deep and inform us immediately so as to take appropriate steps. Some of the managers expressed deep dissatisfaction over the settlement in the recent Managers' Conference held at Bombay. It is reported that Shri Awasthi (Bangalore Managr ) has spearheaded the move against the settlement.

In the above background you are requested to inform the situation at your centre.

Shri Moharir has undergone a small operation (Hydrocil) and he is bed ridden for about a fortnight. At present I am looking in to the urgent issues like Nagpur Recognition as well as all India agitation, negotiations, recognition etc. and I hope that everything will do well. Please reply by return of post.

With regards,

Brotherly yours,

*A.Y. Dandekar*  
(A.Y. DANDEKAR)  
SECRETARY.

cc :

1. Shri G.C. Kapoor, Vice President, AIRBWO.
2. Shri Sheoji Singh, -do-
3. Shri S.N. Shukla, Secretary, AIRBWO.



' O R B I T '

A News Letter

OF

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

Vol. I

March 1, 1984

No. 2

### MAHARIR MEETS THE GOVERNOR

The General Secretary of AIRBWO Shri A.N. Moharir met the Honourable Governor of RBI on Jan. 30, 84. The meeting was sought by Shri. Maharir in connection with the recommendation by the Central Government to the RBI management to recognise the unit of AIRBWO at Nagpur and the management's inactiveness in this regard. Shri. Moharir told the Governor in plain words that he was shocked to learn that the RBI management kept the recommendation of the appropriate Government in cold storage and thus dared undermine the Government itself! He also brought to the notice of the Governor certain things as to how some officials of the Bank were involved in nefarious activities in favouring the CPM- led AIRBEA ignoring the democratic and institutional norms. Shri. Moharir expressed fear that it would disturb the industrial peace in the institution.

The Governor said that he was not aware of the developments at the lower level but expressed deep concern over the issue. He positively assured the General Secretary of AIRBWO of full justice in the matter within a period of fifteen days. Shri. Moharir was accompanied by Shri. M.V. Phatak and Shri A.Y. Dandekar, the Dy. Gen. Secretary and the Secretary of AIRBWO respectively.

### LATEST DEVELOPMENTS

As assured by him, the Honourable Governor has set the things right and brought the erring officials of the Bank on the proper line in order to give full justice to AIRBWO. Accordingly as a first step, the Manager of RBI Nagpur, under the instructions from the Central Office, has served the notice of derecognition to the unit of CPM-Controlled AIRBEA on Feb. 21, 84. Further developments are awaited.

### FLASH FROM TRIVENDRUM

Shri K.S. Unnikrishnan, the General Secretary of Reserve Bank Workers' Organisation, Trivendrum has informed the AIRBWO that their unit at Trivendrum has been formally registered with the Registrar of Trade Unions and that their organisation has been given the registration number as 19/84. This is the 12th registered unit of AIRBWO to come up and astonishingly, it is growing fast in the newly opened centre of RBI.

### DEMANDS DAY OBSERVED

As per the call given by the CEC of AIRBWO, all the units observed the demands day on Feb. 9, 84 and held massive demonstrations during ~~which~~ recess. Reports received from the *Lunch* different centres have indicated that the RBI employees in general are agitated over the delay in the wage revision of their pay-scales. Continuous increase in the prices of the essential commodities has eroded the wages of the salaried - people to a great extent. Workers in other industries have received increased wages in the recent past as a result of their respective wage



settlements, but the RBI and other bank employees are denied their legitimate dues by delay on the wage settlements. In RBI, 1 year and 5 months have already passed ever since the expiry of the Dighe Award and the RBI management is still complacent over the issue of negotiations on wage-revision.

Therefore demonstrations were held before RBI offices to demand of the Bank to open immediate negotiations with AIRBWO and pave way for the better industrial relations.

#### JOINT ACTION AT NAGPUR

In response to an appeal made by the AIRBWO Unit at Nagpur to fight jointly the menace of computerisation in RBI, the local unit of AIRBEA has agreed for such a joint struggle to oppose the installation of mini-computers at CAS, Nagpur. In the mean time on receiving a letter from AIRBWO's unit by which a dispute was raised over the issue under Section 9A of the I.D. Act, the ALC Nagpur has immediately intervened in the matter and stayed the computer training aptitude test which was to be held by RBI on Feb.18, 1984.

Earlier, the RBI management had issued a circular inviting applications from class III staff for the "data processing" training on computers. The management had also simultaneously issued some other circulars reproducing therein certain paragraphs, from the Dight Award in support of their move of adopting computerisation and mechanisation in the Bank. However, RBEA (AIRBWO Unit) wrote a letter to ALC requesting him to intervene immediately in the matter and seize the issue in cancellations. In the letter it has been stated that i) the Dighe Award expired on Aug 30, 82 and hence became obsolete and inoperative and ii) the proposal of the Bank to install computers, mini-computers and electronic machines without the consent of unions and Labour Ministry was the blatant violation of the I.D. Act and hence blazently illegal.

#### MEMORANDUM TO CLC (C)

Another action programme of AIRBWO, the call for mass duputation of RBI employees to RLC at different centres and submission of memorandum to RLC addressed to CLC requesting him to direct the RBI management to negotiate with AIRBWO on its charter, was also observed in the month of Feb, 84 on 25th instant.

It has been stated in the memorandum that the so called recognised body of class III employees in RBI has virtually got reduced to the tiny union in the territory of the West Bengal Government of Marxists. The records have revealed that AIRBEA is not in a position to command even 25% membership all over the country. The agreements, settlements signed by AIRBEA are either thrown into dustbin or flouted or challenged in various courts including the Supreme court of India by the vast majority of RBI employees. Under the circumstances, RBI management's unrighteous and unlawful act of favouring AIRBEA for the Sole bargaining Power is in utter disregard to the central Governments labour policy of accepting the phenomenon of multiplicity of trade unions in the industry.

On the other hand it has been pointed out in the letter, the AIRBWO is commanding more than substantial membership at different centres of RBI. It has gained strength on having proved its ability and competency in successfully pleading the cases of the employees before the Aiyer Arbitration and the Dighe Tribunal appointed in RBI by the Government in 1967 and 1979 respectively. It was AIRBWO alone which could succeed in securing

various types of monetary benefits for the employees viz. introduction of middle class Index, equalisation of lower and higher pay centres, grant of CCA and many others.

That is the reason why the general members of RBI look to AIRBWO for the protection of their interests at all times. Hence recognition to AIRBWO has become a necessity. CLC, therefore, has been requested to direct the RBI management to recognise AIRBWO and immediately hold negotiations with it on its charter.

CULTURAL ACTIVITY AT PATNA

R.B. W.O. Patna had organised a colourful cultural fete of RBI employees on Feb, 4, 1984 in which some items on Gazal, dance, Bhajans, vocal and classical music etc. were presented for the entertainment of the largely attended audience. Dr. Janardan Jha, Principal of the Patna Teacher's training College was the Chief Guest of the function who graced the occasion.

With best wishes,

Yours brotherly,

*M.V. Phatak*

Assistance by  
Shri.A.N.Narkar, Bombay.

M.V.PHATAK  
Dy.General Secretary.

---

Book-POST



To  
Shri Arunkumar Ojha  
Sitaram Bhavan,  
Ramnagar Road,  
PATNA -  
Pin - 800 001

ALL INDIA RESERVE BANK WORKERS' ORGANISATION,  
Central Office - Nagpur.

( Affiliated to NOBW & BMS)

To

ALL UNIT SECRETARIES,

Patna

Correspondence Address

A.N. MOHARIR,  
122, Jaiprakash Nagar,  
Khamla, Nagpur - 440 025

Dt/- 16-2-1984

Dear Friend,

Sub : Agitation on CHARTER OF DEMANDS

Further to our last communication, we enclose herewith a Draft copy of the Memorandum addressed to the CLC (Central) to be submitted in mass deputation of R.B.I. employees on 25-2-1984. A Circular informing general members about this programme may please be issued at your centre and also the ALC/RLC at your centre may be informed regarding MASS deputation and submission of Memorandum to CLC. <sup>ly in advance</sup> /sufficient

With greetings.

Brotherly yours,

A.N. Moharir

( A.N. MOHARIR )  
General Secretary.

Encl : 1

ALL INDIA RESERVE BANK WORKER'S ORGANISATION

CENTRAL OFFICE : NAGPUR

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

Ref.No.-- --

Correspondence Address :  
A.N.MOHARIR,  
122, Jaya Prakash Nagar,  
Khamla, NAGPUR-440 025.

Date: 10-2-1984

FOR THE PERSONAL ATTENTION OF

Shri.B.N.Shrivastava,  
The Executive Director,  
Reserve Bank of India,  
Central Office,  
BOMBAY.

Respected Sir,

Subject:- Grant of MEETING to our representatives in connection with Negotiation and Recognition to All India Reserve Bank Workers' Organisation as per the directive of the Hon'ble Governor Dr. Manmohan Singh.

-----

Recognition to our Nagpur Unit:

On 30th January 1984 our representatives met the Hon'ble Governor, Dr. Manmohan Singh to discuss the inordinate delay and nefarious politics by the R.B.I. management in grant of ' Recognition' to our Nagpur Unit inspite of the membership verification and the clear directives by the Ministry of Labour Government of India to accord our unit the Immediate Recognition. The Governor expressed serious concern over these developments and assured us of full justice.

On Negotiations with A.I.R.B.W.O.

2. Our representatives then raised the issue of negotiations with our Organisation on the Charter of Demands. We narrated him the background of the last settlement. The obstinate and callous attitude exhibited in keeping us out of the earlier wage negotiations had ultimately compelled us to invite Government intervention. The Government of India was pleased to appoint the Dighe Tribunal and inspite of strong opposition by the AIRBEA ( The Marxist Class-III Union) and the R.B .I. management. We gloriously succeeded in securing for the class-III employees the C.C.A. through the Dighe Tribunal. Thus after the Aiyar Award, our entry in the wage negotiations had once again proved highly beneficial for the Class-III employees of R.B.I.

3. We are at a loss to understand whose interests are being served by illegally favouring the Monopoly bargaining position of C.P.I.M.A.I.R.B.E.A. Is it not the same trade union against which the Bank filed an affidavit levelling charges of goondaism, manhandling, mercilessly beating of its officers, molestation of lady employees etc. before the Calcutta High Court ? Will this going out of the way and arriving at a derogatory settlement with AIRBEA-not demoralise the Bank administration as a whole and the

officials concerned in particular ? Is it not a fact that Bank has levelled upto ten times charges of violation of code of discipline and for the adoption of terror tactics and throwing industrial democratic norms to dust ? Can it not be construed by the general employees of Reserve Bank of India that the violence and terrorism receive appreciation and respectability from the RBI management and the constructive and positive trade union approach has no place in R.B.I.? The fatherly patronage accorded to AIRBEA is raising doubts as to whether the Labour and Industrial relations in RBI are governed by the Government of India or by the C.P.I.M. through its West Bengal Government and AIRBEA.

4. In fact the Government of India is adopting a policy of Recognition to more than one Union. In the Public Sector Undertakings, Railways, P. & T, Defence, Cement and Coal Industries, more than one unions are in a recognised status. Even in our Banking Industry the I.B.A. ( Representative Body of Bank Managements) is recognising three unions. viz. NOBW, AIRBEA and INBEC . Therefore, ours is the most legitimate claim for Recognition before the R.B.I. management and for holding out negotiations with us on our Charter of Demands.

5. On giving patient hearing the Hon'ble Governor directed us to discuss and thrash out our problems at the level of Executive Director . We, therefore, appeal to your goodself to grant us a meeting with you at the earliest to discuss and find out an early and suitable solution to accommodate us on the negotiating table.

With regards and hope to receive a line of reply.

Sincerely Yours,

sd-

( A.N. Moharir)  
General Secretary.

Copy forwarded for information and necessary action to:  
The Chief Labour Commissioner (Central), Govt. of India, Ministry  
of Labour, Shram Shakti Bhavan, Rafi Marg, New Delhi.

sd-

(A.N. Moharir)  
General Secretary.

ALL INDIA RESERVE BANK WORKER'S ORGANISATION

CENTRAL OFFICE : NAGPUR

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

---

Correspondence Address:  
A.N.MOHARIR,  
122, Jaya Prakash  
Nagar,  
Khamla, NAGPUR-440 025.

The following resolutions were unanimously adopted in the 8th Biennial Conference held at Bangalore on 8th and 9th October 1983;

1) On Charter of Demands :

" The 8th Biennial Conference of All India Reserve Bank Workers' Organisation held at Bangalore on 8th and 9th October 1983 demands of the Reserve Bank Management to initiate negotiations with AIRBWO on the Charter of Demands submitted by them on 14th. April 1983.

This conference authorises the Central Executive Committee to chalk out a programme of action including strikes to pressurise the management for an early settlement on our Charter."

2) All India Recognition:

"This 8th Conference of All India Reserve Bank Workers' Organisation held at Bangalore on 8th. and 9th. October 1983 demands of the RBI management to accord recognition to AIRBWO and pave way for better Industrial Relations and ensure Industrial Harmony."

3) Promotion Policy :

"The written test for promotions to S.O. Gr.A has not been conducted since 1980 in RBI. The Bank is deliberately delaying the question of evolving and implementing a rational promotion policy on the lines suggested by AIRBWO before the Supreme Court. Banks resort to large scale direct recruitment to fill up the vacancies in S.O Gr.A and above with the consent of AIRBEA during the pendency of the case before Supreme Court is most condemnable.

This 8th. Conference of AIRBWO at Bangalore demands of the Bank;

- i) to immediately stop direct recruitment to the post of Staff officers at all levels in view of the large stagnation prevailing in RBI at Class III level;
- ii) to ensure that the promotion policy framed is equitable to all centres and gives due weightage to seniority as well as merit as per the scheme submitted by AIRBWO before Supreme Court".

4) On Computerisation in Commercial Banks :

"This 8th Conference of AIRBWO hails the decision of our National Organisation of Bank Workers to keep out of the settlement on Computers at the cost of being excluded from the IV bipartite talks.

This conference further extends all out support to NOBW in its war against Computerisation to save the nation from its dangerous implications of Security, Sovereignty and Economy of of the nation".

5) Re-organisation of Cash Department :

"The Dighe Tribunal had recommended the Bank to effect re-organisation of Cash Department with a view to solve the Cash Department grievances. But, the management under pressure from vested interests is delaying the re-organisation of Cash Department.

This 8th Conference of AIRBWO demands of the Bank to effect re-organisation of cash Department in the light of recommendations of the Tribunal."

- 6) "This 8th Conference of AIRBWO condemns the management for flouting the Central Government's direction to accord recognition to our Nagpur unit whose majority has been verified by the labour Ministry of the Government of India.

Further, this Conference demands of the bank of accord immediate recognition to the Nagpur unit of AIRBWO.

7) National Policy of SC/ST:

"This 8th Conference of AIRBWO at Bangalore calls upon the RBI. management to honour the Policy of Central Government with regard to upliftment of SC/ST community and implement the various directives of the Government concerning reservation in promotion etc.; from time to time without any delay".

8) On Government Directives regarding Ex-Servicemen:

"This conference of ARBWO demands of the Bank to implement the directives of Central Government with regard to Ex-Servicemen Employees in respect of the weightage to their Defence Service."



ALL INDIA RESERVE BANK WORKER'S ORGANISATION

Central Office, Nagpur.

( Affiliated to NOBW & BMS)

List of Office bearers and Central Executive

Committee Members for the year 83-84,  
OFFICE BEARERS. 84-85.

1. President Shri.P.S.Puraya ( Bangalore)
2. Vice President-1 " G.C.Kapoor ( New Delhi)
3. " 2 " Sheoji Singh ( Patna)
4. General Secretary " A.N.Moharir (Nagpur)
5. Deputy General Secretary " M.V.Phatak ( Bombay)
6. Organising Secretary" K.V.Rajan( Hyderabad)
7. Secretary -1 " K.B.Mohanvelli( Madras)
8. -2 " A.Y.Dandekar (Nagpur)
9. -3 " S.N.Shukla( Kanpur)
10. Treasurer - " M.M.Tare( Nagpur)

CENTRAL EXECUTIVE COMMITTEE MEMBERS.

1. Shri.S.Alalasundaram( Madras)
  2. R.T.Hegade ( Bombay)
  3. Shri.L.K.Pande ( Bombay)
  4. Shri.Babu Ravishankar ( Bangalore)
- Secretaries of the following units.
5. Shri.J. Y.Bhave( Bombay)
  6. Shri.K.S. Uminikrishnan ( Trivandrum)
  7. Shri.P.V.Chalapathi Rao (Hyderabad)
  8. Shri.R.M.Mohopatra ( Bhusneshwar)
  9. Shri.U.K.Pande (Lucknow)
  10. Shri.J.N.Viz ( New Delhi)
  11. Shri.B.N.Mishra( Jaipur)

Special Invitee- Shri.P.S.Sapre( Nagpur.)

# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

**A. N. MOHARIR,**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440025

Ref. No. \_\_\_\_\_

Date : 8.2.1984.

CONFIDENTIAL.

My Dear Putturaya,

Namaskar.

Meeting with the Governor - Dr. M.M.  
Singh on 30.1.1984

I am in receipt of your recent two letters. I happen to visit to Bombay on 30.1.1984 in connection with the recognition of Nagpur Unit. Shri Pathak earlier sought for the meeting. *Phalade*

I met with the Governor on 30.1.1984 at 3.30 p.m. In the course of discussion the Governor remarked that we have a good case and the Bank would do everything as required by law and no politics would be allowed to play in grant of recognition to Nagpur Unit of A.I.R.B.W.O.

On the question of negotiations with A.I.R.B.W.O. on character of Demand he directed us to take up the matter with Deputy Governor or Executive Director. The management at the level of Governor for the first time discussed the trade union matter with the representatives of A.I.R.B.W.O. The meeting lasted for 20 minutes. Shri M.V. Pathak and Shri A.Y. Dandekar accompanied me. On leaving Bombay on 30th night to Nagpur Shri Pathak-*Phalade* on 4th February 1984 further informed us that the Governor asked the Deputy Governor, Executive Director and the Chief Manager to expedite the action in regard to Nagpur unit.

With the categorical acceptance of our views in regard to Nagpur unit recognition by the Governor our hopes increased manifold. But we would like to keep these developments spread in a limited circle as you are aware that the wide circulation may invite counter action by the rivals. Also there is always a gap between the cup and the lips.

Need to move fast and gather strength :

Taking into consideration the past experience and the A.I.R.B.W.O. splendid performance in the last wage revision the strategy of AIRBEA this time would be to settle the charter without losing much time. To combat this AIRBWO should move fast and gather strength. With this end in view I request you to take up the organisational tours of the southern units and impress upon them the need to gather more strength, observe the calls metaculously with much strength and vigour and try to divide the AIRBEA to a great extent. Nothing more to report at present. The press at Nagpur and Bombay (Free Press Journal, Economic Times and Financial Express) have given a wide publicity to our letter on Income Tax.

With greetings.

Brotherly yours,

SHRI P.S. PUTTURAYA,  
President,  
A.I.R.B.W.O.,  
BANGALORE.

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

CONFIDENTIAL.

Copy forwarded for information and not for circulation.

1. Shri G.C. Kapoor, Vice President, AIRBWO New Delhi.
2. Shri Sheoji Singh, Vice President, AIRBWO Patna.
3. Shri K.V. Rajan, Organising Secretary, AIRBWO Hyderabad.
4. Shri S.N. Shukla Secretary AIRBWO Kanpur

*[The following text is extremely faint and largely illegible due to bleed-through from the reverse side of the page. It appears to be a letter or report, possibly dated 1952, mentioning the AIRBWO and its activities. Some words like 'meeting', 'discussion', and 'organising' are faintly visible.]*

# 'Raise IT exemption limit on personal income'

Free Press  
Journal  
1-2-39

By A Staff Reporter

BOMBAY, Jan 31: The All-India Reserve Bank Worker's Organisation has urged the Central Government to raise the exemption limit for income tax on personal income, in order to afford just and adequate tax reliefs to salary earners.

A N Moharir, general secretary of the organisation has recently sent letter to the Union Finance Minister, demanding that the existing exemption limit of Rs 15,000 should be raised to Rs 20,000 which will commensurate to a certain extent to considerable erosion in the purchasing power of the Rupee.

He also urged that the ceiling on the standard deduction for salaried tax payers should be totally abolished and the standard deduction at the gross rate of Rs 10,000 should be granted.

Moharir has asked the Union Finance Minister to exempt the presumptive income for residential — used for residing by the salaried owner. This will ease the heavy burden of taxation on the salary earners.



Govt. Admonish RBI Management

The Govt. of India, Ministry of Labour and Rehabilitation vide its letter No.L.52025/33/79-I & E (E) dated Nov. 8, 1983 has taken the RBI Management to task for not recognising our unit at Nagpur. The Govt. earlier had verified the membership of this Nagpur Unit of AIRBWO and accordingly advised the RBI Management to recognise the same for having come out as the single largest group with 49.4 per cent strength to its credit as proved in the verification.

However the RBI management which is reluctant to grant recognition, developed cold feet over the issue so much so that even after the above-mentioned admonishing letter of the Government the Management has shamefully kept mum. In the said letter the Govt. has brought to the notice of the Bank the decision of the tenth meeting of the Central Implementation and Evaluation Committee according to which once a verification has been done and a Union is recommended for recognition, the employer must recognise the Union within a month "failing to do so", the Govt. has warned the Bank "is an infringement of the Code of Discipline by the Management concerned".

In the meantime our Nagpur Unit on Jan. 14, 1984 has written a letter to the Govt. demanding prosecution of RBI authorities for the breach of Code of Discipline as evolved under the Implementation and Evaluation Committee. Our unit has also alleged that the RBI Management in not complying with the order of the Govt. has attempted to subvert and sabotage the industrial system.

Demand For Tax-relief

AIRBWO has demanded tax-relief upto Rs.20,000 during the financial year 1984-85, for salary earners. It has further demanded that the ceiling on the Standard Deduction for salaried tax-payers should be totally abolished and standard Deduction at the gross rate of Rs.10,000/- should be granted.

In a letter to the Finance Minister of India on Jan.18, 1984 Shri A.N.Moharir, the General Secretary of AIRBWO has said that the relief if granted "will provide the most appropriate and adequate relief to the salaried - tax-payers and will also act as just reward for payment of the taxes at source and honestly bearing the burden of the country's taxation".

"Moreover" Shri Moharir has said, "this measure will prove to be a very significant device in removing the present discrimination being meted out to the salaried tax payers in comparison with the self-employeds, professionals, manufacturers and traders".

WRIT ADMITTED

Bhubaneswar : Writ petition of Shri S.N.Satpathy, Statistical Assistant (o) and 55 others who had challenged the Administrative Circular No.10 of PPD dated March 30, 1983 was admitted by Orissa High Court on June 27, 1983 as OJC/1120/83. The High Court served notices on the Bank, 4 Switchees of RBI at Bhubaneswar and a Switchee now ADO (O) NABARD, Bhubaneswar to show cause as to why the impugned Circular of the Bank should not be struck down. Hearing of the case continues since July 22, 1983.

RBI. Employees' Interest Bartered  
Recognition of Cash Deptt. an Eye-wash.

The recent agreement between the CPI(M) controlled AIRBEA and the RBI management at Calcutta over the issue of victimisation of Class III employees in the Bank is not as simple or without any pre-conditions as is claimed by the stooges of the Communists. We have learnt that with some anti employee conditions listed in the agreement victimisations in Class III staff have been withdrawn. That was the reason why the Manager of the Calcutta Office

of the Bank came out with a press statement expressing suitable change in the atmosphere of the Office of RBI at Calcutta. He further indicated favourable change for installing mini-computers and other forms of mechanisation in RBI. (Source : Hindu, dated January 5, 1984). This we suppose is the obvious bi-product of the agreement.

There was one more hidden condition in the agreement which has come to light. As per their underhand dealing the present main structure of the Cash Department with the ratio of 10:1:30 will be changed to new ratio of 7:1:28 and this proposed change will be accepted and celebrated as the victory for Cash Deptt. employees. Thus the so called guardians of workers' interest have dropped their earlier demand of 5:1:20 ratio for the cash Department staff. However the demand on paper will not be erased for sometime, although it will not be pressed hereafter (this is the hidden condition)

It may be remembered here that all the trade unions in RBI had demanded 5:1:20 ratio for the Cash Deptt. Staff before justice C.T.Dighe and there were thorough discussions before the Tribunal on the issue. On hearing the discussions Justice Dighe also accepted that there existed rampant stagnation in Cash Department and additional promotional avenues had to be created by re-organising the Department. But the proposed scheme of the Bank is nothing but an eye-wash. The interest of RBI employees has been bartered in accepting the Scheme. It is not at all providing sufficient promotional avenues. AIRBWO, therefore, has demanded of the Bank to reconsider the whole scheme and bring out a better Scheme in favour of 6000 Cash Department employees rotting miserably in the same position.

With greetings,

Assistance by

( A.N. Narkar )  
Bombay.

Brotherly yours,

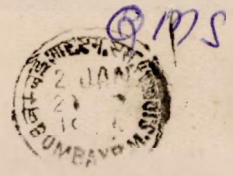
*M. V. Phatak*

( M. V. PHATAK )  
Dy.General Secy.

P.S.

- 1) Your comments/suggestions are welcome.
- 2) This monthly bulletin has been started on trial basis for the period of six months.

BOOK-POST



To  
Shri Asunkumar Ojha  
Sitaram Bhavan,  
Ramnagar Road,  
PATNA  
Pin - 800 001



ALL INDIA RESERVE BANK WORKERS' ORGANISATION, BOMBAY.

dt. 22.1.84.

To All Unit Secretaries,

( I am writing this letter in order to help  
our Sister Unit at NABARD in Bombay)

Sub :- NABARD's Recognition to Trade Union  
of Class III Staff.

I confirm having sent the following telegram "NABARD  
RECOGNITION - SEND LIST OF TOTAL GROUP B and C STAFF AND LIST  
OF OUR MEMBERS IN NABARD LETTER FOLLOWS M.V.PHATAK"

At Bombay owing to political influence NABARD management  
is thinking to confer recognition to CPI(M) control Association  
on the strength of their bogus membership only and thus setting  
aside our rightful claim of recognition.

Our NABARD Unit at Bombay is quite active and they have  
written a letter to the NABARD management claiming 60% membership  
all over the country in group B & C of the employees in NABARD.

Now, to prove this 60% membership we have to submit a list  
of our membership and in this endeavour we require a list of all  
group of B & C staff working in NABARD at different centres.

You are a mature trade union leader and hence I hope you  
will understand the gravity of the situation. Contact somebody  
from NABARD at your Centre and any how obtain a list of all  
staff members in NABARD even if there is no enrolment of our  
membership. If our persons have have formed a union and enrolled  
membership then send that list also alongwith the complete list  
of total staff members in Group B & C (i.e. Clerical cadre).

Please do this on top priority basis and send both the  
lists as early as possible to the undersigned.

With best wishes,

Brotherly yours,

*M.V. Phatak*

(M.V. Phatak)

Dy. General Secretary.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

**A. N. MOHARIR.**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440025

Ref. No. \_\_\_\_\_

Date \_\_\_\_\_

To,  
The Honourable Finance Minister,  
Ministry of Finance,  
Government of India,  
'Witta Bhavan',  
NEW DELHI.

18th January 1984,

Sir,

Just and Adequate tax-reliefs to the Salary-earners.

The last two successive Union Budgets for 1982-83 and 1983-84 have harshly belied the legitimate expectations of the salaried tax-payers for adequate tax-reliefs by obnoxiously sticking upto the unrealistic exemption limit of Rs. 15,000/- for income-tax on the personal income. It is a well-known fact that amongst the various categories of tax-payers, the salary-earners are the worst hit by the heavy-taxation and the rising prices as their income is fixed and furthermore they have to bear directly the major burden of the Government taxes which are passed on to them by the manufacturers and the traders.

2. The apathetic approach of the Government has sadly created a strong impression amongst the salaried tax-payers that they are being squeezed more and more and are being stepmotherly treated in comparison with the other categories of the tax-payers. i.e. self-employed, professionals, manufacturers, traders etc. It is noteworthy here that whereas a large number of the self-employed, professionals, manufacturers and traders are succeeding in either escaping altogether from the tax-man's net or evading the Income-tax and other taxes on a significant scale, the salary-earners stand exploited amongst all like a captive person for taxation.

3. Considering the fact that the self-employed today constitute the vast majority of the income-earners liable for taxation, it is anybody's guess how the large amount of tax is being evaded by the self-employed. According to the dissenting note prepared by the three members of the WANCHOO COMMITTEE, the 3/5th of all tax-evasion was estimated to be done by the self-employed. It is pertinent to quote here that almost a decade ago, our Prime Minister Smt. Indira Gandhi had highlighted this malady in her speech on 11-7-74 at Bangalore, "The Income-tax Department had been asked to bring under the tax-net self-employed, professionals and traders whose widespread tax evasion inhibited progress towards a social and economic goals".

4. The growing evasion of tax and the consequent evil generation of the black money is causing enormous loss to the national economy which, however, pales into insignificance before that of the serious damage done to the equity concept of taxation and the general morality of the Society. This has resulted in a deplorable perversion where the unscrupulous money-earners brazenly conceal their real income, evade the taxes due and amass the wealth while the honest money-earners like salary-earners growingly bear the heavy burden of the Country's taxation.

5. Apart from the above-noted maladies, another disturbing feature of the lop-sided and unrealistic tax-policies is the staggering amount of tax-arrears which will be easily evidenced from the figures as on 31-3-1982 reproduced here-below:-

1. The No. of assessees having arrears of income-tax above, Rs.25 lacs each	..... 399 Assessee
2. Total amount of arrears of Incometax from the above 399 assessees.	.....Rs.357 Crores
3. Excise duty arrears	.....Rs.250 Crores
4. Wealthtax arrears.	.....Rs.123 Crores
	<u>Total..Rs. 730 Crores</u>

6. In the context of the foregoing facts and figures, the All India Reserve Bank Workers Organisation hereby urges the Government of India to incorporate the following provisions in the Finance Act, 1984 in order to afford just and adequate tax-reliefs to the salary-earners:-

(1) Raising the exemption limit:-The existing exemption limit of Rs. 15,000/- for income-tax on personal income should be raised to Rs. 20,000/- for the financial year 1984-85 which will commensurate to a certain extent to considerable erosion in the purchasing power of the rupee. We quote below the Index figures for the cost of living for Industrial Workers and the value of the Rupee, during the last two years:

<u>(Base 1960-100)</u>	<u>Cost of living</u>	<u>Rupee Value</u>
November 1981 =	462	October 1981 = 21.74 paise
January 1983 =	495	January 1983 = 20.02 paise
September 1983 =	554	September 1983 = 18.05 paise
November 1983 =	561	November 1983 = 17.82 paise

(2) Raising the Standard Deduction:- From the financial year 1984-85 the ceiling on the standard deduction for salaried tax-payers should be totally abolished and the standard deduction at the gross rate of Rs. 10,000/- should be granted. This will provide the most appropriate and adequate relief to the salaried tax-payers and will also act as a just reward for payment of the taxes at source and honestly bearing the burden of the country's taxation.

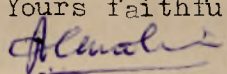
Moreover, this measure will prove to be a very significant device in removing the present discrimination being meted out to the salaried tax-payers in comparison with the self-employed, professionals, manufacturers and traders.

(3) Total exemption of the presumptive income of owner-occupied house:-

The presumptive income for residential, actually used for residing by the salaried owner should be totally exempted from the incometax. This will ease the heavy burden of taxation on the salary-earners who have built their houses with the aid of their hard-earned savings and the loans from their employers to escape from the exorbitant house-rents & to provide a security in their old age.

We fervently hope that the demands raised above will be accorded due favour by the Government of India and the just and adequate tax-relief will be afforded in the ensuing Budget to the salary-earners.

Thanking you,

Yours faithfully,  
  
(A. N. Moharir)  
General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION (C.O. NAGPUR)

( Affiliated to NOBW A N D B.M.S. )

Correspondence Address  
A.N.Moharir  
122, Jaiprakash Nagar,  
Khamla,  
NAGPUR-440025.  
Dt. 16-1-1984

To,

All Unit Secretaries

Dear Friends,

AGITATION ON CHARTER OF DEMANDS- AIRBWO CEC AT HYDERABAD

As per AIRBWO notice, the CEC meeting of AIRBWO was held at Hyderabad alongwith BMS conference on 9th, 10th and 11th Jan. 1984. Shri P.S. Puturaya AIRBWO President was in Chair. The following members were present in the meeting:

- 1) S/Shri K.S. Unnikrishnan (Trivandrum)
- 2) S/Shri P.S. Putturaya, Babu Ravi Shankar, Sudhakar Bhatt (Bangalore)
- 3) S/Shri K.V. Raja Chalapati Rao (Hyderabad)
- 4) S/Shri M.V. Phatak, Hegde, L.K. Pande and J.Y. Bhave (Bombay)
- 5) S/Shri A.N. Moharir, D.J. Joshi, M.M. Tare (Nagpur)
- 6) S/Shri Sheoji Singh, A.K. Oza (Patna)
- 7) Shri K.S. Shrivastava (Kanpur)
- 8) Shri B.N. Mishra (Jaipur)
- 9) S/Shri Viz and G.C. Kapoor (New Delhi)

Reviewing the programmes after the last CEC at Bangalore the meeting further decided to observe the following programmes for realisation of Charter of Demands.

1) Demand's Day:- on 9th February 1984: Demonstrations, Gate meeting addresses by City BMS elites, preceded by postering etc

2) On 25th February 1984:- Marcha, Mass Demonstration to ALC/RLC's office followed by handing over a Memorandum in Committee deputation to ALC/RLC. (Draft Memorandum will be forwarded to units by the Central Office).

3) On 6th March 1984:- Dharna by Office Bearers On 6th March 1984 all office bearers of the units will stage one day Dharna before Bank's building. Dharna should be concluded by Massive Demonstration, speeches by eminent trade Union leaders of the city. Unit Secretaries are requested to make around effort for proper publicity in 'News Papers' of all the programmes.

2. Monthly 'Newsletter' from Bombay on trial basis for 6 months:

It has been decided that a 'News letter' incorporating important events will be released from Bombay in the last week of every month. All Unit Secretaries are requested to send to Bombay information regarding all important events by 21st of each month.

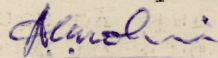
3. Advertisement Account:

Those units who have yet to clear off their advertisement account of Sovenir are requested to clear off the same without any further delay.

Unit Secretaries and activists are requested to take maximum efforts to make the agitational programmes massive, impressive and successful.

With greetings of 'MAKAR SANKRAMAN'.

Brotherly Yours,



(A.N. Moharir)  
General Secretary.

"THE HINDU" DATED 5-1-1984

ACCORD ON REINSTATING AXED RBI STAFF

Calcutta Jan. 3.

All the 15 employees of the Kanpur and New Delhi Offices of the Reserve Bank of India either dismissed or suspended following an agitation, have been reinstated pending the outcome of a departmental enquiry, under an agreement between the management and the employees' representatives here.

The agreement was signed by Mr. B.N. Srivastava, Executive Director, and Mr. C.V. Nair, Chief Manager of the Reserve Bank of India, on the one hand, and Mr. Ashis Sen, General Secretary, and Mr. N.C. Das, Secretary of the All-India Reserve Bank Employees' Association here on December 29.

While a staff officer of the Kanpur Office was suspended, 13 others of the same office and a clerk of the New Delhi office were dismissed in May 1982.

According to Mr. R.P. Satpute, Manager of RBI, Calcutta, the employees reported for duty on December 30 last.

Mr. Satpute said the agitation was against some of the awards of the Digne tribunal relating to (1) 15 per cent increase in notes examination (2) use of ledger-posting machines by the bank in the areas wherever they were necessary and (3) introduction of mini-computers in clearing houses. While the marginal increase in notes examination had already been implemented, he said, the ledger-posting machines had been introduced in some of the centres like Bombay, Madras, New Delhi and Bangalore, Mini computers had also been introduced in Bombay, Madras and New Delhi.

In Calcutta, Mr. Satpute said, ledger-posting machines and mini-computers were yet to be introduced and with the improvement in the atmosphere, this would be done gradually-



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A.N.Moharir,  
122, Jaiprakash Nagar,  
Khamal, Nagpur-440025.

Ref. No. \_\_\_\_\_

Date : 2/1/1984.

The General Secretary,  
Reserve Bank Workers' Organisation,  
P A T N A.

My Dear Oza, Na  
Namaskar.

I am happy to receive your report dated 22.12.1983 regarding our Gate Demonstrations on 20-12-1983.

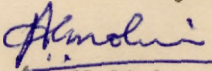
I am always have a feeling that after establishing a majority at Nagpur our next unit on which we can bank on for a majority support of Class III R.B.I.employees is Patna, which can very well venture and aspire for the same.

I also congratulate our unit for successfully fighting in securing back the Registration No. from Shri A.D. Nath.

Please make it important to attend B.M.S. <sup>Conf</sup> ~~Camp~~ at Hyderabad on 9,10,11th January 1984 also to be present for A.I.R.B.W.O.C.E.C. alongwith Shri Sheojisingh and President of your unit.

With a NEW YEAR GREETINGS & BEST WISHES.

Brotherly yours,

  
(A.N.Moharir)  
General Secretary.

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
Central Office, Nagpur.  
(Affiliated to NOBW & BMS)

Nagpur

Dt. 6th Dec. 1983

To  
ALL UNIT SECRETARIES,

Dear Friends,

Agitation on Charter of Demands  
Gate Demonstration on 20th Dec. 1983

Our call of submission of a letter and Memorandum to the Governor was carried out successfully by all our units. AIRBWO expresses satisfaction over the uniform performance at all Centres.

Now on 20th Dec. 1983 either at 9.45 AM (Morning) or at Lunch time all units are advised to conduct Gate Demonstrations. On 19th Dec. 1983 all unit secretaries are requested to issue Circular for the programme of 20th Dec. 1983 (Draft enclosed). To make the demonstrations massive, broad based and powerful, Unit Secretaries are requested to hold activists meetings, approach each and every R.B.I. employee (irrespective of his Union affiliation) to join our programme of action. They are further requested to bring to the notice of R.B.I. employees the fact that AIRBWO alone is relentlessly striving hard for the betterment of All R.B.I. employees. On the contrary AIRBEA is busy in bringing back their comrades in service who were made scapegoats in the most discredited, politically motivated agitation. This is being done at the cost of general employees' interests. For us general employees interests is supreme as against the individual, howsoever great he may be. Therefore a fresh appeal may be made to join AIRBWO to fight the battle of Wage revision successfully and desert the anti employee AIRBEA. Along with this the employees may be reminded of our achievements in the AIYER AWARD as well as DIGHE AWARD, because the public memory is very short.

In short while conducting Agitation sidebyside a powerful propaganda should also be launched against AIRBEA to fulfill our long cherished dream to bring all RBI employees, under the banner of AIRBWO to serve the employees, the R.B.I. industry and our beloved Nation.

With fighting greetings and best wishes.

Brotherly yours,

*A. N. Moharir*  
( A.N. MOHARIR )

General Secretary

P.S.

- Instructions -
1. Please issue press note on conduction of demonstration 20th Dec. 1983. The Note should contain salient features of our Charter of demands.
  2. On 21st Dec. please also issue a circular congratulating all the participants R.B.I. employees.
  3. It is further notified that Central Executive Committee Meeting of AIRBWO will be held on the eve of B.M.S. conference on 8th 9th, 10th January 1984 to /chalk out further agitational programme on Charter of Demands. All C.E.C. Members along with the Presidents of All Units are requested to attend the Meeting at Hyderabad without fail.

∟ review and

Shri A.K. Oza.

Namaskar.

I am happy to know the result of  
dispute between us and Nath. Please hasten  
to enroll model made members.  
with best wishes

*A. N. Moharir*

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

P.T.O

Circular No - 16/83

Draft CIRCULAR

Dt. 19th Dec. 1983

Dear Brothers and Sisters,

AGITATION ON CHARTER OF DEMANDS  
GATE DEMONSTRATIONS on 20-12-1983. at 9-45 A.M./LUNCH TIME

As you all know the DIGHE AWARD having come to an end on 31st Aug. 1982, we had submitted a fresh Charter of Demands demanding 25% rise in the pay-scales and the revision of other service conditions. It is a matter of grave concern that due to the rising prices the salary earners are being squeezed more and more year after year. The record rise in the prices during the last year has created a very anomalous situation wherein although the wages have increased numerically on account of the increase in Dearness Allowance, the real wages have in fact gone down because of the severe erosion in the purchasing power of the Rupee. In this connection, we quote here the statement made by the Finance Minister in the Lok Sabha on 2-12-1983 :-

The All India Consumer Price Index for industrial Workers (base 1960 = 100) increased from 495 in January 1983 to 554 in September 1983 and consequently, the purchasing power of Rupee declined from 20.2 paise to 18.05 paise.

Thus while the salary-earners and the common-man has been suffering a great deal, due to the record rise in the prices during 1982-83, the capitalists, the black-marketeers and the hoarders have not only reaped huge profits but also succeeded in evading the taxes.

In this context, the AIRBWO had served a notice to the Governor, R.B.I. on 20-8-82 after the termination of the DIGHE AWARD. On 2-11-83 it has submitted a Memorandum to the Governor, R.B.I. demanding immediate negotiations with AIRBWO on its Charter of Demands which was submitted on 14-4-1983

Friends, the R.B.I. Management has so far shown total apathy to our Demands inspite of our repeated pleas and it has now become imperative for us to launch a country-wide agitation for the realisation of our Just demands. Accordingly, we call upon all the employees (irrespective of their Union affiliation) to join in our historic struggle against the R.B.I. management for early settlement of the wage-revision and stage mammoth Gate Demonstrations on 20th Dec. 1983, at 9-45 A.M./LUNCH TIME.

With fighting greetings !

Brotherly yours

(Sheojee Singh)  
Gen. Secretary

SETTLE, SETTLE .....OUR CHARTER !

WE DEMAND .....WAGE REVISION !!

WE DEMAND .....NEGOTIATIONS WITH AIRBWO !!!

DOWN WITH R.B.I. MANAGEMENT'S ANTI EMPLOYEE ATTITUDE..DOWN..DOWN..  
R.B.W.O. ) DOWN.

AIRBWO ) .....ZINDABAD...ZINDABAD

NOBW and )

BMS )

WORKERS UNITY .....ZINDABAD



ALL INDIA RESERVE BANK WORKERS' ORGANISATION,  
Central Office- Nagpur.  
(Affiliated to NOBW & BMS)

To  
ALL UNIT SECRETARIES,  
PATNA

Correspondence Address

A.N.MOHARIR,  
122, Jaiprakash Nagar,  
Khamla, Nagpur-440 025  
Dt. 2nd Nov. 1983.

Dear Friend,

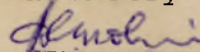
Sub.: Agitation on CHARTER OF DEMANDS

Further to our communication dt. 21-10-1983 we enclose herewith Draft copy of the Memorandum addressed to the Governor to be submitted in Committee deputation to the local Manager alongwith the Draft circular to be issued by the Units on the same date (22-11-83). Please ensure that the Circular is issued before the committee goes in deputation to the Local Manager.

With DIWALI GREETINGS,

Encl.: 1 Draft Memorandum  
2. " Circular

Brotherly yours,

  
( A.N.MOHARIR )  
General Secretary

.....

ALL INDIA RESERVE BANK WORKERS' ORGANISATION,  
CENTRAL OFFICE, NAGPUR  
( AFFILIATED TO N.O.B.W. And B.M.S.)

Correspondence Address:

A.N.MOHARIR,  
122 Jaiprakash Nagar,  
Khamla, Nagpur-440 025

Dt. 21st October 1983.

To  
ALL UNIT SECRETARIES

PATNA

Dear Friend,

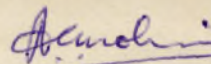
Namaskar - AGITATION ON CHARTER OF DEMANDS

We enclose herewith the DRAFT LETTER to be addressed to Governor R.B.I., Bombay as per our decision dt. 9th October 1983 as a sequel to our countrywide agitation on Charter of Demand, for further action at your end.

Please send the letter under advice to AIRBWO,  
Central Office, Nagpur.

With greetings,

Brotherly yours,



( A. N. MOHARIR )  
General Secretary

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
(Affiliated to NOBW and BMS)  
Central Office: Nagpur

EIGHTH BIENNIAL CONFERENCE-1983  
RESOLUTIONS

The following resolutions were unanimously adopted in the 8th Biennial Conference held at Bangalore on 8th and 9th October 1983:

1) On Charter of Demands:

"The 8th Biennial Conference of All India Reserve Bank Workers' Organisation held at Bangalore on 8th and 9th October 1983 demands of the Reserve Bank Management to initiate negotiations with AIRBWO on the Charter of Demands submitted by them on 14th April 1983.

This Conference authorises the Central Executive Committee to chalk out a programme of action including strikes to pressurise the management for an early settlement on our Charter."

2) All India Recognition:

"This 8th Conference of All India Reserve Bank Workers' Organisation held at Bangalore on 8th and 9th October 1983 demands of the RBI management to accord recognition to AIRBWO and pave way for better Industrial Relations and ensure Industrial Harmony."

3) Promotion Policy:

"The written test for promotions to S.O.Gr. A has not been conducted since 1980 in RBI. The Bank is deliberately delaying the question of evolving and implementing a rational promotion policy on the lines suggested by AIRBWO before the Supreme Court. Bank's resort to large scale direct recruitment to fill up the vacancies in S.O.Gr.A and above with the consent of AIRBWA during the pendency of the case before Supreme Court is most condemnable.

This 8th Conference of AIRBWO at Bangalore demands of the Bank:

- i) to immediately stop direct recruitment to the posts of Staff Officers at all levels in view of the large stagnation prevailing in RBI at Class III level;
- ii) to ensure that the promotion policy framed is equitable to all centres and gives due weightage to seniority as well as merit as per the scheme submitted by AIRBWO before Supreme Court."

(P.T.O.)

4) On Computerisation in Commercial Banks:

"This 8th Conference of AIRBWO hails the decision of our National Organisation of Bank Workers to keep out of the settlement on Computers at the cost of being excluded from the IV bipartite talks.

This Conference further extends all out support to NOBW in its war against Computerisation to save the nation from its dangerous implications on Security, Sovereignty and Economy of the nation."

5) Re-organisation of Cash Department:

"The Dighe Tribunal had recommended the Bank to effect re-organisation of Cash Department with a view to solve the Cash Department grievances. But, the management under pressure from vested interests is delaying the re-organisation of Cash Department.

This 8th Conference of AIRBWO demands of the Bank to effect re-organisation of Cash Department in the light of recommendations of the Tribunal."

6) "This 8th Conference of AIRBWO condemns the management for flouting the Central Government's direction to accord recognition to our Nagpur unit whose majority has been verified by the Labour Ministry of the Government of India.

Further, this Conference demands of the Bank to accord immediate recognition to the Nagpur unit of AIRBWO.

7) National Policy on SC/ST:

"This 8th Conference of AIRBWO at Bangalore calls upon the RBI management to honour the policy of Central Government with regard to upliftment of SC/ST community and implement the various directives of the Government concerning reservation in promotion etc., from time to time without any delay."

8) On Government Directives regarding Ex-Servicemen:

"This Conference of AIRBWO demands of the Bank to implement the directives of Central Government with regard to Ex-Servicemen Employees in respect of the weightage to their Defence Service."

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**RESERVE BANK WORKERS' ORGANISATION (Regd.)**

(AFFILIATED TO ALL INDIA RESERVE BANK WORKERS' ORGANISATION)

Anooradha Buildings, near Anandarao Circle, Subedar Chatram Road,  
BANGALORE - 560 009

Ref.



Date 8-10-83

**8TH BIENNIAL CONFERENCE****PRESS RELEASE****XXXXXXXXXXXXXXXXXXXXXXXXXXXX****RBI FLOUTS GOVT. DIRECTIONS**

Shri K.N.Shenoy, President, NOBW, while addressing the open session of the 8th Biennial Conference of All India Reserve Bank Workers' Organisation, condemned the shameful attitude of the RBI Management in flouting the Government Directives regarding recognition of AIRBWO and dancing to the tunes of CPM union. He warned the RBI management to change its disgraceful approach in dealing with the NOBW affiliate AIRBWO.

Shri Dattopant Thengadiji in his key note address identified the unholy alliance between the foreign multi-nationals represented by World Bank, IMF etc., the Indian Capitalists and the present Central Government for the onslaught on the poorer section of our masses and warned of the dangerous implecation of the conspiracy on the security, sovereignty and progress of the nation.

The present move for computerisation in Banks is a direct manifestation of the conspiracy to subject our country to economic imperialism, he added.

The open session was presided over by Sri P.S.Sapre and Sri Devidas Pai welcomed the delegates. Sri A.N.Moharir, General Secretary of AIRBWO gave a brief report of the organisation and the session ended with a vote of thanks by Sri K.V.Rajan.

(P.T.O.)

9-10-83

FOR FAVOUR OF PUBLICATION

The following persons were elected as office bearers and members of the Central Executive ~~Executive~~ Committee for the ensuing term 1983-85:

1. President : Shri P.S.Putturaya, Bangalore
2. Vice-President : " G.C.Kapoor, New Delhi  
" Sheeoji Singh, Patna
3. General Secretary : " A.N.Moharir, Nagpur
4. Dy. General Secretary " M.V.Phatak, Bombay
5. Organising Secretary " K.V.Rajan, Hyderabad
6. Secretaries : " S.N.Shukla, Kanpur  
" A.Y.Dandekar, Nagpur  
" K.B.Mohanavelu, Madras
7. Treasurer : " M.M.Tare, Nagpur

Central Executive Committee Members:

- (1) Shri L.K.Pande, Bombay
- (2) " Alalasundaram S. Madras
- (3) " Babu Ravishankar, Bangalore
- (4) " R.T.Hegde, Bombay
- (5) " J.Y.Bhave, Bombay
- (6) " Jag Mohan Lal Vij, Delhi
- (7) " K.S.Unnikrishnan, Trivandrum
- (8) " B.N.Mishra, Jaipur
- (9) " U.K.Pande, Lucknow
- (10) " P.V.Shalapathi Rao, Hyderabad

Special Invitee : Shri P.S.Sapre, Nagpur

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# **ALL INDIA RESERVE BANK WORKERS' ORGANISATION**

(Affiliated to N.O.B.W., & B.M.S.)



## **EIGHTH BIENNIAL CONFERENCE**

8th and 9th October 1983

BANGALORE.

*Programme:*  
Invocation  
Welcome speech  
Messages  
Address by Chief Guest  
Speeches  
Vote of thanks

*Messages to:*  
The Chairman,  
Reception Committee  
All India Reserve Bank Workers' Organisation  
Anuradha Building  
Subedar Chatram Road  
BANGALORE: 560009



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

cordially invites you to the

OPEN SESSION

of the

Eighth Biennial Conference on  
Saturday the 8th October 1983 at 4.30 p.m.

Chief Guest

**Shri. A. Laxmisagar**

(Hon. Minister for Law and Parliamentary affairs, Govt. of Karnataka)

**Shri D .B. Thengadi**

**&**

**Shri K. N. Shenoy**

(Founder, Bharathiya Mazdoor Sangh)

(President, NOBW)

will address.

Venue:

Shri Gurusiddappa Kalyana Mantapa,  
(Behind Syndicate Bank Bldg., Gandhinagar),  
Bangalore-560 009.

**K. Devidas Pai**  
Chairman  
Reception Committee

INDIA RESERVE BANK WORKERS' ORGANISATION



8th BIENNEAL CONFERENCE

8-9 OCT 1983  
BANGALORE



DELEGATE

Arun Kr. Ojha

PATNA

.N.O.B.W.

ALL INDIA RESERVE BANK WORKERS ORGANISATION

CAMP - BOMBAY

To

All Unit Secretaries,

As usual Bombay unit of AIRBWA is not following the calls given by AIRBWA. At Bombay there was no call for demonstrations on 25th August 1983 and 1st September 1983. Even circular condoning victimisation has not been issued. Bombay unit of AIRBWA is totally silent over this issue.

It is now almost clear that even on 6th September 1983 there will not be any call of strike in R.B.I. at Bombay.

N.O.B.W. has been called for negotiations by IPA from to-day. Central leadership of N.O.B.W. is expected in the City to-day.

On 3rd September 1983 I addressed 1st meeting of activists from NABARD near Poonam Chambers. Shri P.T. Gokulnath and Shri C.B. Deshmukh have been physically transferred to Nabard since 1st September 1983.

Best is O.K.

Brotherly yours,

*M.V. Phatak*

(M.V. Phatak)  
Dy. Gen. Secretary



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

**A. N. MOHARIR.**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440025

Ref. No. \_\_\_\_\_

Date : 21/9/1983.

**All Unit Secretaries,**

**Dear Friends,**

**Change in Correspondence address  
at Madras.**

-----

As Shri K.B.Mohanvelly is not in a position to attend day-to-day correspondence, and as per the R.B.W.O. Madras Unit arrangement, all Unit Secretaries are requested to correspond with the ~~Madras~~ Madras Unit on the following address, with immediate effect.

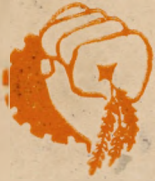
**SHRI S. ALALASUNDARAM,  
B-26, R.B.I. STAFF QUARTERS,  
K.K. NAGAR,  
MADRAS - 600 078.**

Please take suitable note in the mailing list.

With greetings.

Brotherly Yours,

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



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

(AFFILIATED TO NATIONAL ORGANISATION OF BANK WORKERS) L B M S

G/11/11/11

Phone : 31776

~~Dr. Subrahmanian Swamy~~

**A. N. MOHARIR.**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-490025  
Date **12-9-1983**

Ref. No. ....

All Unit Secretaries and  
Other C.E.C. members,

Dear Friend,

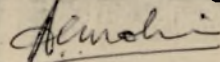
C.E.C. on 7th October 1983

Notice is hereby given to all C.E.C. members of AIRBWO that the C.E.C. meeting preceeding 8th All India Conference will be held on 7th Oct. 1983 at the conference venue at Bangalore at 11.00 A.M. to transact the following agenda:

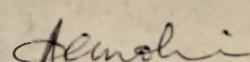
## AGENDA

1. To prepare, finalise the General Secretary's report, to be presented for and on behalf of C.E.C. before the 8th conference of AIRBWO.
2. To pass the statement of Income and Expenditure.
3. To prepare Resolutions to be placed for consideration before the conference.
4. To consider amendment, deletions additions if any to constitution of AIRBWO.
5. Any other matter with permission of chair.

As the business of the C.E.C. as well as of conference is very heavy all C.E.C. members are requested to reach Bangalore well in time to keep up the time schedule.

  
(A.N. Moharir)  
General Secretary.

P.S. We would like to reiterate our request to all unit Secretaries to complete the target of advertisements and collect maximum donations.

  
(A.N. Moharir)  
General Secretary.

अन्तर्देशीय पत्र कार्ड  
INLAND LETTER CARD



Shri A.K.Oza,  
Sitaram Bhavan,  
Ramnagar Road,  
Patna - 8

पिन - PIN

पहला मोड़ First fold

दूसरा मोड़ Second fold

तीसरा मोड़ Third fold

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

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

C/o ~~A. V. ATHALYE,~~  
~~Harkare Building, Walker Road,~~  
~~Neer Badkas Chowk, Mahal, NAGPUR.~~

**A. N. MOHARIR.**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440025

पिन PIN

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED



यहाँ काट कर खोलिये To open cut here



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

A. N. MOHARIR.

122, Jaya Prakash Nagar

Khamla, NAGPUR-440025

Date

Ref. No. \_\_\_\_\_

Nagpur.

12th Aug. 1983

To,  
All Unit Secretaries

Namaskar,

Dear Friend,

## ORGANISATIONAL TOURS

Our Organising Secretary Shri K.V. Rajan has paid an Organisational visit to Bhubaneshwar, Patna and Calcutta during the last week of July 1983. He reported that :-

1. Bhubaneshwar - Papers for Registration of R.B.W.O. Bhubaneshwar have been filed with the Registration authorities.

2. Patna - After overcoming the organisational impasse our Patna unit has come to normal functioning and progressing with a new vigour.

3. Calcutta - R.B.I. Staff Association has not yet decided regarding its total affiliation with AIRBWO, NOBW and B.M.S. Like minded persons are being persuaded by us for the same.

## GENERAL SECRETARY & ORGANISING SECRETARY TO TOUR JOINTLY

2. The General Secretary & Organising Secretary Shri K.V. Rajan will visit Jointly to Madras, Cochin, Trivandrum, Bangalore, and Hyderabad. The tour is being planned:-

i) To stress the need to attend the conference at Bangalore in large numbers.

ii) To review and boost up the collection drive in regard to Advertisements as well as donations.

iii) To emphasis the need to agitate to realise the Charter of Demands.

The tour will be undertaken from 20th August 1983 onwards. The undersigned will reach Madras on 21st August '83 by G.T. where Shri K.V. Rajan will join him.

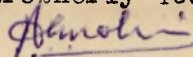
3. The Dy. General Secretary Shri M.V. Phatak will undertake the tour from 21st August 1983 to New Delhi, Kanpur and Jaipur. During his visit to New Delhi in addition to above organisational work he will submit our charter to C.L.C. in deputation and demand his intervention in the dispute.

All Unit Secretaries are requested to take up the work of advertisement collections for Souvenir if not done earlier. Donation collection should be started from August 1983 Salary by issuing a suitable Circular/appeal.

Request to move with determination.

With Warm greetings.

Brotherly Yours

  
( A.N. Moharir )

General Secretary.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

(AFFILIATED TO NATIONAL ORGANISATION OF BANK WORKERS)

~~SECRET~~

Phone : 31776

PRESIDENT

Dr. Subramanian Swamy

M. P. (LOK SABHA)

A. N. Moharir

122, Jaiprakash Nagar  
Khamla, Nagpur-44025

Ref. No. Org. 1/83-84

Date 4-8-1983

To, All Unit Secretaries,

Dear Friend,

Shri A.D. Nath Ceases to be Vice President of A.I.R.B.W.O. and Primary Member of our Organisation

On election of New Office Office bearers of R.B.W.O. barring him Shri A.D. Nath Ex. General Secy of our Patna Unit felt neglected. Non acceptance of his representative character by the General members, hurt his ego Shri A.D. Nath started functioning against the duly elected office bearers.

Overwhelmed by these passions he attempted to blame the new office bearers as the "Trojan Horses of R.S.S. etc" and started parallel functioning. He further went to the extent of managing to send false telegrams to the undersigned in the name of Shri Sheoji Singh our Present Patna Unit Secretary.

As the undersigned could not leave the head quarter due to his elder brother's serious illness AIREWO interevned in the matter and appointed Shri S.N. Shukla Secretary AIREWO and authorised him to take all necessary spot decisions to solve the tangle in the interest of Organisation. Despite the full and fair opportunities offered to him during AIREWO intervention to mend his way Shri A.D. Nath preferred to remain adamant. Therefore AIREWO confers its full fledged recognition to the team lead by Shri Sheoji Singh Secy, R.B.W.O. PATNA.

Shri A.D. Nath now ceases to be Vice President of AIREWO and also the primary member of our organisation. Units are requested to delete his name from AIREWO mailing list and correspond to Patna unit on the following Address:

Shri A.K. Oza,  
Sitaram Bhavan, Ramnagar Road,  
PATNA-800 001.

AIREWO records with thanks the services and competency exhibited by Shri Shuklaji in solving the dispute in the larger interest of our Organisation.

WITH GREETINGS.

Brotherly Yours

*A. N. Moharir*  
(A. N. Moharir)  
General Secy.



अन्तर्देशीय पत्र

5

भारत INDIA

5

भारत INDIA

INLAND LETTER CARD



Shri A.K.Oza,  
Sitaram Bhavan,  
Ramnagar Road,  
P a t n a - 800 001.

पिन PIN

□□□□□□

तीसरा मोड़

Third fold

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

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

~~C/O A. N. MOHARIR,~~

~~Harkar, Ramnagar, Patna Road,~~

~~Near Badli Chowk, M. I. I. NAGPUR~~

**A. N. MOHARIR,**

**124, Jays Prakash Nagar**

**Patna, NAGPUR-440025**

पिन PIN

□□□□□□

इस पत्र के अन्दर कुछ न रखिये

NO ENCLOSURES ALLOWED



To open पत्र को खोलने के लिए

ALL INDIA RESERVE BANK WORKERS' ORGANISATION  
GENERAL OFFICE - NAGPUR  
NAGPUR

124, Jays Prakash Nagar  
Patna, NAGPUR-440025

440-1083

440-1083

First fold  
पहला मोड़  
Second fold  
दूसरा मोड़  
Third fold  
तीसरा मोड़

All India Reserve Bank Workers' Organisation

To,  
All Unit Secretaries,

Camp-Bombay

Dear Friend,

Tour Programme as per AIRBWO'S directive

New Delhi - Kanpur - Jaipur - Ahmedabad

.....

1. National convention of Trade Unions.

I attended the 2nd National convention of Trade Unions at New Delhi on 21st August 1983. On behalf of NOBW I addressed the convention for five minutes. I covered the following points.

- a) Computerisation (b) Need for basic understanding among the NCC members at grass-root level. (c) Labour policies of Government of India.

Shri Prabhatkar and Shri Ashis Sen also addressed the convention on behalf of AIBEA and BEFI respectively. Shri Bharadwaj, RBI, New Delhi, addressed on behalf of AIRBEA.

2. Submission of Charter of Demands to CLC(C) New Delhi.

Our Charter of Demands was submitted in deputation to C.L.C.(C) along with a covering letter. We requested him to direct RBI management to negotiate with us on our charter. Deputation consisted of the members S/Shri : (1) M.V. Phatak, Dy. Gen. Secy., AIRBWO; (2) G.C. Kapoor, Vice President AIRBWO; (3) Joshi, President RBEA, Nagpur; (4) Bhagat BMS, Central Office.

3. At New Delhi :

Meeting of our activists was held and they have decided to bring about 8 delegates to the AIRBWO Conference at Bangalore. They have also started advertisement collection for the Conference. Two delegates will come for the National Convention of NABARD.

4) At Kanpur :

Three meetings of active workers were addressed by me Kanpur Unit will bring about 15 delegates to the Bangalore Conference. Drive for collecting Advertisements is going on. I was interviewed by a press reporter of local daily news paper called 'Dainik Samachar'. Organisational set up at Kanpur is quite satisfactory.

5. At Jaipur :

Two meetings of our activists were held; one for cash department and the other for General Side employees. Our team at Jaipur is excellent. They have decided to bring minimum 15 delegates to the AIRBWO Conference. Our activists there are determined to complete quota given to them for collecting advertisements.

6. At Ahmedabad - (Strictly Confidential):

Minimum three delegates will attend our AIRBWO Conference and the two will attend NABARD Convention. Our unit is likely to be registered before the conference. I am again visiting Ahmedabad on 19th September 1983. They will be collecting some advertisements for AIRBWO'S Souvenir.

Brotherly yours,

*M.V. Phatak*  
(M.V. Phatak)  
Dy. General Secretary.

TELEGRAMS: "RESERVE BANK"  
TELEPHONE: 295 602-04

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

Ref: PPD.NO.10/R(II).CP.199-83/84

4th July, 1983  
13th Asadha, 1905 (Saka)

CONFIDENTIAL

All Managers and Departmental Heads  
(As per list attached)

Dear Sir,

Staff- Class III- Day-to-day  
officiating in higher grade- payment of officiating pay.

Please refer to paragraph 8.1 of our Circular letter PRD.No.580/CP.199-80/81 dated 1st October 1980 regarding implementation of Clause 1 of Part IX of the settlement dated 28th September 1979 with the All India Reserve Bank Employees' Association.

2. In terms of the above instructions, Class III employees attached to Cash Department are entitled to officiating pay for the actual number of days of officiation in the higher grade without any requirement as to the minimum period of officiation of ten days or more. It is clarified that in cases where such employees are appointed to officiate or required to officiate in higher grade/s in day to-day vacancies, they are eligible for payment of officiating pay for the days when they actually officiate in the higher grade as also for the intervening Sundays/holidays and authorised casual leave.

3. You may please take action accordingly. If in the past, any employees have not been paid officiating pay for the intervening Sundays/holidays and authorised casual leave under similar circumstances, the additional amount due, may now be paid to them.

Yours faithfully,

sd/-  
(P.K.Jagannathan)  
Deputy Chief Officer.



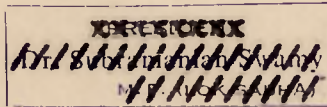
# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

(AFFILIATED TO NATIONAL ORGANISATION OF BANK WORKERS)

XXXXXX

Phone : 31776



Correspondence Address:

**A. N. MOHARIR.**

122, Jaya Prakash Nagar  
Khamla, NAGPUR-440025

Ref. No. 2. AIRBWO/Conf/83

Date 25th July 1983

To

All Unit Secretaries,

Patna

Dear Friend,

**AIRBWO Conference Postponed to 8th and 9th October 1983  
at Bangalore.**

...

Further to our Conference Notice dated 5th July 1983 we have to inform that the dates of our Conference are changed from 1st & 2nd October 1983 to 8th & 9th October 1983 at Bangalore. The change has been effected to suit the convenience of Hon'ble Shri D.B.Thengadiji who has kindly consented to attend and guide in the deliberations of our Conference.

Please take a suitable note of the above change.

With greetings,

Sincerely yours,

(A.N.MOHARIR)  
General Secretary.

अन्तर्देशीय पत्र कार्ड

INLAND LETTER CARD



To

Shri A. K. Oza

Sitaram Bhawan

Ramnagar Road

PATNA.

दिन PIN

First fold

← तीसरा मोड़ Third fold →

Second fold

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

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

C/o A. V. ATHALYE,

Harkare Building, Walker Road,

Near Badkas Chowk, Mahal

**A. N. MOHARIR:**

122, Jaya Prakash Nagar

**KHARAI NAGPUR-440025**

दिन PIN

इस पत्र के अन्दर कुछ न रखिये

NO ENCLOSURES ALLOWED

← यहाँ काट कर खोलिये To open cut here →

ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

ATTE : 21114

A. V. MOHARIR

122, Jaya Prakash Nagar

KHARAI NAGPUR-440025

Date: 07/12/83



ALL INDIA RESERVE BANK WORKERS' ORGANISATION.

25th July, 1983.

To,

All Unit Secretaries,

The Bombay unit of AIRBEA has not given any call of agitation over the issue of "Withdrawal of victimisations and vindictive measures" please note and give wide publicity that the Bombay Unit of AIRBEA has not issued any circular or shown any sympathy towards victimised workers of AIRBEA.

Remaining dismissed class IV employees at Bombay Shri Mahadik and 9 others have been reinstated from 20.7.83 with preponing 6 or 4 increments and no pay for two years' period.

The Bank has decided to grant individual housing loan to all categories of employees. The decision of the Bank is not an outcome of negotiations with AIRBEA but it is solely Bank's unilateral decision.

BROTHERLY YOURS,

*M.V. Phatak*

( M.V. PHATAK )

Dy.Gen. SECRETARY

*Replied  
23/7/83.*

Ps. AIRBEA'S leadership was in Bombay on 18th & 19th July, 83 for negotiations over the pending issues of Dighe Tribunal main issue was victimisation of their workers at Kanpur and New Delhi. Their negotiation however ended in failure and now they may intensify their agitation.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address : A. N. Moharir,  
122, Jaiprakashnagar,  
Khamla, Nagpur-440025

Ref. No. Patna/5/83

Date 14th July 1983

The General Secretary,  
Reserve Bank Workers' Organisation,  
Patna.

Dear Friend,

Namaskar,

I am very happy to receive your letter dated the 5th July 1983 and glad to know that your unit is striving to reach the target of advertisement allotted to you.

I have yet to receive any communication from Shri S.N.Shukla from Kanpur inspite of my 2-3 letters to him. I am awaiting the report of ( your unit dispute) from him. The follow up action will be taken as soon as I receive the report.

I enclose herewith the up-to-date mailing list of A.I.R.B.W.O. as required by you.

Please continue to post me with developments/progress at your centre.

With Greetings and regards to all activists.

Brotherly Yours,

(A.N.Moharir)  
General Secretary.

Encl: one.



# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE : NAGPUR

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

Gram : NOB

Phone : 31776

Correspondence Address

Ref.....

Date 14-7-1983 ..

Dear Shri Arun Kumar Ojha,

I am happy to inform you that after about six months' absence I have now resumed my duties from July 1, 1983.

I have been successful in overcoming the domestic difficulty at my native place.

With greetings,

*m. Phatak*

( M.V. Phatak )

By. General Secretary

Address for correspondence

M.V. Phatak

G.403, R.B.I. Staff quarters,

Saratha Mandir Marg,

Bombay 400 008

*Replied  
25/7/83*





# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address :

**A. N. MOHARIR.**

122, Jaya Prakash Nagar

Wanmala, NAGPUR-440025

Date \_\_\_\_\_

Ref. No. \_\_\_\_\_

Date: 5th July 1983

A.I.R.B.W.O. CONFERENCE AT BANGALORE ON 1st AND 2nd OCTOBER  
1983

\*\*\*

## NOTICE

Notice is hereby given to all General Council members of AIRBWO that the General Council Meeting ( Conference ) of AIRBWO is scheduled to meet on 1st and 2nd October 1983 at Venue: "Shri Venkateshwara Kalyan Mandap, Platform Road, Seshadripuram, Bangalore-20" to transact the following business:

## A G E N D A

- i) To approve the General Secretary's report and audited statements of Accounts.
- ii) To consider any resolution the notice whereof is served on the Central Executive Committee ( at Central Office ) at least 15 days before the meeting of General Council or any other matter recommended extempore for consideration by the General Council.
- iii) To amend, to alter or rescind any of the rules of the constitution notice of which is received by the Central Executive Committee ( at Central Office ) at least a month before the General Council meeting.
- iv) To elect the C.E.C. and Office bearers for the ensuing term.
- v) To appoint auditors and fix their remuneration.
- vi) To do any other business with permission of the Chair.

(A.N. Moharir)  
General Secretary.

## I N S T R U C T I O N S

Delegate/Observer' Fee - It has been decided to charge Delegate/Observer Fee at the rate of Rs. 25/- If family members of the Delegate/Observer are accompanying they will be provided with Boarding and Lodging arrangements and will be required to pay Rs. 25/- per member.

Contd.....2

General Council Member: Vide clause 9 (a) of our constitution the General Council Member consists of the representatives (i) One representative for each block of 50 or less than 50 members (ii) thereafter for every additional block of 100 members or major fraction thereof one representatives.

Procession:- It has been decided to take out a procession of RBI employees on the eve of the conference on 1st October 1983 at 3.00 P.M. To make the procession a grand success and also to meet the organisational requirement all units are requested to bring maximum number of Delegates/Observers. The minimum Number is being fixed for units in the following manner:

(1) Nagpur-25 (2) Bombay-35 (3) Hyderabad-15 (4) Madras-15  
(5) Bhubaneswar-3 (6) Calcutta-3 (7) Patna-5 (8) Gauhati-1 (9) Kanpur-10 (10) Jaipur-5 (11) New Delhi-5 (12) Trivandrum-2 (13) Chandigarh-1 (14) Srinagar-1 (15) Bangalore as many as possible but not less than 50.

Souvenir:- It has also been decided to bring out a Souvenir on the occasion. Advertisement rate cards will be sent to units from Bangalore Unit. Accounts of Souvenir will be maintained by Bangalore Unit and Printing will also be done by Bangalore Unit.

All units are requested to collect advertisements/Donations for the purpose and it had been decided to pay back to units 40% of their total collections. Out of remaining 60% after meeting the conference expenses balance will be handed over to AIREWO. To streamline the efforts the following minimum quota is being fixed for units: (1) Nagpur-Rs. 15,000/- (2) Bombay Rs. 40,000/- (3) Bangalore Rs. 20,000/- (4) Hyderabad Rs. 5,000/- (5) Madras-Rs. 5,000/- (6) Trivandrum Rs. 500/- (7) Bhubaneshwar Rs. 2,000/- (8) Calcutta Rs. 5,000/- (9) Patna Rs. 5,000/- (10) Gauhati Rs. 1,000/- (11) Kanpur Rs. 5,000/- (12) Jaipur- Rs. 5,000 (13) New Delhi Rs. 2,000/-

All units are requested to make alround efforts to reach the target.

ALL INDIA STUDY CLASS: We are making efforts in consultation with Central Board of Workers' Education and B.M.S. authorities to arrange for a 'Study Class' for the benefit of Conference participants. Progress in this regard will be informed in due course.

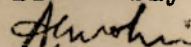
Return Reservations: Units/Delegates are requested to send details of their return reservations alongwith the Demand Drafts well in advance to our Bangalore unit to enable them for booking of return reservations.

Unit Secretaries and activists are requested to take a conference seriously and not as a mere formality. This attitude will help us in making the conference as a distinct mark of Progress both as qualitative and quantitative in our Organisational growth.

Hope to make a conference a grand success,

With best Wishes,

Brotherly Yours,

  
(A.N. Maharir)

General Secretary.

# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address : **A. N. MOHARIR.**  
122, Jaya Prakash Nagar  
Khamla, NAGPUR-440025

Ref. No. Patna/4/83

Date 27th June 1983

My Dear A.K. Oza

Namaskar,

I am in receipt of your letter dated 10th June 1983 and enclosing the photostat copy of the letter dated 21st March 1983 addressed by Shri A.D. Nath as required by you.

With the grace of God and with sincere best wishes of our friends my brother's health is improving and recently he has resumed his duties. Immediately thereafter I have undertaken organisational tour of our Bombay Unit and happy to report that our Bombay Team is doing its best to bring more and more R.B.I. employees under our fold.

Our All India conference is proposed to be held at Bangalore on 1st and 2nd October 1983 and there is a proposal of bringing out a Souvenir on the occasion. All units will have to collect advertisements/donations for the same. Out of the total collections 40% will be paid back to the units. Bombay and Nagpur units have promised to collect Rs. 40,000/- and Rs. 15,000/- respectively. You are requested to convey maximum amount of your unit to enable me to fix an All India target. On receipt of Shri Shukla's report from Kanpur follow up actions in regard to Patna dispute will be taken in due course.

The new team has been entrusted with a great task of bringing out unity and march forward for majority and I am confident that it shall prove its worth.

With best wishes,

Brotherly Yours,

*A. N. Moharir*

(A.N. Moharir)  
General Secretary.

Encl: one letter.

*Replied  
5/7/83*



Registration No. 2411

# Reserve Bank Workers' Organisation PATNA

रिजर्व बैंक वर्कर्स आर्गेनाइजेशन, पटना

( AFFILIATED TO AIRBWO, NOBW & BMS )

Ref.....

Confidential

Dated 21/3/53

Shri A. N. Mohanir  
General Secretary  
AIRBWO, Nagpur

Dear Friend,

I am in receipt of the notice regarding NOBW Conference at Hyderabad and C.E.C meeting of AIRBWO at the same venue.

On 13.3.1953, I was to attend an Extra Ordinary General body meeting of RIBI Calcutta employees in connexion with their proposed move to affiliate their Union with NOBW & BMS but I failed to do so because of some serious Organizational troubles which have crept in our Party RIBI, which I would like to narrate to future care.

As you are aware, since 19th March, 50, when our Organisation was formed, several milestones have been covered at local level and all the rival unions including local Association have been relegated to the background due to activeness of RIBWO workers here. The membership has also swelled leaf and bound,

So there is apprehension among Association people that they have either lost the majority or are likely to loose very shortly. Sometimes back, we had submitted to the Chief Manager, RBI, during his visit here a memorandum demanding verification of membership. Since then we are pressing the management for the same which has in turn generated confusion among local Association leaders and they are out to sabotage the Organisation by any means.

As you are aware, since Association leaders cannot dare to do any harm to the Organisation openly, they have managed some "Trojan horses." Of late we have realised that one Mr. S. N. Rai, an employee of local Canara Bank and all India Zonal Secretary of All India Canara Bank Workers' Union (AI-CB-WU) has started playing destructive role at the instance of Casteist Association leaders, with whom he has very good personal relations through one Mr. A. K. ojha, an erstwhile Canara Bank employee, now in RBI. Mr. A. K. ojha is closely related to local Association leader Mr. K. K. Dwivedi. They are distant brothers. Mr. S. N. Rai and Mr. A. K. ojha are so found working as "Trojan horse" in the Organisation and by

# Reserve Bank Workers' Organisation PATNA

रिजर्व बैंक वर्कर्स आर्गनाइजेशन, पटना

( AFFILIATED TO AIRBWO, NOBW & BMS )

Ref.....

Dated.....

fomenting cast factors, to which our state is notorious, they have got sympathy of some of our active workers. ~~On the other hand~~ So these trojan horses, who are only trade union activities & to travel far and wide to attend meetings etc, conference etc of NOBW and its units for fun and merry making. Those who cannot bring for a union publicly in a meeting/conferences are always seen visiting different places and recently after visiting Goa they are preparing to visit Hyderabad along with their henchmen.

Since there were very serious developments, I failed to visit Calcutta recently. On 12.2.53, the Executive Committee of the Organisation suspended unanimously Mr A. K. Jha and R. K. Patnaik for fomenting casteism, creating discussion among rank and file of local RBWO and passing secret organisational plans to local Association Secretary through Mr J. N. R. G. But to our utter surprise, some local BMS leaders started pressurising us to withdraw suspension, which we had to do for the cause of discipline.

As decided earlier, Annual General Meeting of the Organisation was held here on 17.3.83. A totally new team with one or two experienced hands has been elected as office bearers for the year 1983-84, who require constant watch.

In the situation given above, some precaution is necessary to sabotage the game of anti-organisational elements. Please write a letter to me advising me to keep organisational papers with me and change the mailing ~~to~~ address to B.M.S. office, 6/12, R' Block, Patna-80001. In my capacity of being Vice President of AIRWO, I should continue to get regular correspondence too.

The list of new office bearers will shortly follow. Please reply immediately with greetings.

Yours brotherly  
A. D. Nite  
(A. D. Nite)

pe/...  
m 25/3/83

h

आर्य इंडिया रिजर्व बैंक वर्कर्स आर्गेनाइजेशन

(एन० ओ० बी० डब्लू० एवम् भारतीय गजदूर संघ से सम्बन्धित)

पत्रांक पटना/4/83

कैम्प-पटना  
दिनांक 9 जून, 1983.

प्रिय सार्वजनिक,

आर्य इंडिया वर्कर्स आर्गेनाइजेशन के महासचिव श्री ए. एन. जोहरियर द्वारा पटना के संगठनात्मक विवाद को सुलझाने हेतु जो अधिकार युक्त प्रदत्त किये गये हैं, उनका प्रयोग करते हुए तथा विभिन्न पक्षों से बातचीत करने के उपरान्त मैं इस निष्कर्ष पर पहुँचा हूँ कि श्री नरशालीत सिंह, अध्यक्ष एवम् श्री ब्रिजजी सिंह महासचिव के नेतृत्व में बनी आर्गेनाइजेशन की कार्यकारिणी समिति ही सभी सदस्यों का प्रातिनिधिकत्व करती है। मैं आप सभी सदस्यों से विनम्र अपील करता हूँ कि संगठन के व्यापक हितों को दृष्टि में रखकर एकता बनाए रखें।

इस संदर्भ में मैं आप सभी को दृष्टि दिलाना चाहता हूँ कि हजारों प्रिय संगठन 'आर्गेनाइजेशन' (एन० ओ० बी० डब्लू० एवम् भारतीय गजदूर संघ से सम्बन्धित) ट्रेड यूनियन है जो सदस्यों/कार्यकर्ताओं की निष्ठा, लगन एवं परिश्रम के कारण ही देखा गए हैं दूसरा सबसे बड़ा भ्रष्ट संगठन बना है। आर्गेनाइजेशन भारतीय गजदूर संघ की नीति/विचारों का ही रिजर्व बैंक में प्रातिनिधिकत्व करता है।

आप सभी को बधाई देते हुए पूर्ण सहयोग की आकांक्षा सहित,

ए. आई. आर. के. ए. सी.  
एन० ओ० बी० डब्लू  
बी० एम० एस०

अप्रर सिंह

आपका आज्ञा ही  
A. I. A. R. K. E. S. I.  
मंत्री





# ALL INDIA RESERVE BANK WORKERS' ORGANISATION

CENTRAL OFFICE - NAGPUR

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

Correspondence Address : **A. N. Moharir**  
122, Jaiprakash  
Nagar,

**Khanla,**  
**NAGPUR-440025**

Date 31st May 1983

Ref. No. Patna-3/83

Shri A.K. Oza,  
Sitaram Bhavan,  
Ramnagar Road,  
PATNA-800001.

Dear Friend,

Namaste,

We confirm having sent you the following telegram  
on 28th May 1983:

AIRBWO AUTHORIZES SHUKLA TO RESOLVE  
DISPUTE AT PATNA(.) SEEK INSTRUCTIONS  
FROM HIM (.)

MOHARIR.

*on report of*  
After the receipt of Shri Shukla's visit dated  
18-5-1983 to Patna, we are deputing him to intervene on  
behalf of AIRBWO to resolve the dispute at Patna. You are,  
requested to co-operate with him wholeheartedly. As all  
of us basically are interested in the allround growth of  
our Organisation we are confident that the dispute will  
end in an atmosphere of better understanding and sense of  
responsibility.

With regards.

Brotherly Yours,

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

Copy to Shri S.N. Shukla, Secretary, A.I.R.B.W.O for information. We  
also confirm the telegram having sent to him on 28th May 1983 as under:  
"YOUR SUGGESTIONS APPROVED AND PATNA ADVISED TO SEEK INSTRUCTIONS FROM  
YOU DIRECTLY"- MOHARIR".

He is requested to intervene in the matter and conduct the affairs as  
indicated in his report dated 19-5-1983.

As the undersigned is not in a position to leave Nagpur in the near  
future because of his elder brothers' acute sickness Shri Shukla is  
requested to go ahead, take decisions and implement the same independently.

With greetings.

*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)

Correspondence Address :

**A. N. MOHARIR**

122, Jaya Prakash Nagar

◀ Hamla, NAGPUR-440025

Ref. No. Pat/1/83

Date 21<sup>st</sup> May 1983

Shri. A. D. Nath,  
Vice-President,  
All India Reserve Bank Workers' Organisation,

Dear Friend,

Namaskar!

I have received all your letters of various date and was surprised to see your circular dated 23.3.83 purported to be signed for and on behalf of Gen. Secy. R.B.W.O. Patna. I had telegraphed to you on 4<sup>th</sup> May 1983 i.e. much latter to above circular, to take over in view of Shri. Sheoji Singh's alleged resignation from Gen. Secy. R.B.W.O. Patna.

I am not in a position to understand and reconcile your above action which is definitely going to benefit the rivals. In view of the above and in the larger <sup>interest</sup> of our beloved organisation kindly treat my telegraphic instructions regarding taking over as cancelled and adjust with the newly elected office bearers of R.B.W.O. Patna. As an All India Vice-President of A.I.R.B.W.O. you are requested to have an elderly and matured look in the matter and forge unity amongst all our workers of R.B.W.O. Patna, to uphold the banner of R.B.W.O., A.I.R.B.W.O., N.O.B.W. and B.M.S.

P.T.O.

All the while, I cannot but express my sincere displeasure over the developements at Patna and very worried above the fate. Please take care that the differences should not benefit our rivals ie. C.P.M., C.P.I. and I.N.T.U.C. also.

Please have a cool and patient thought over this.

With regards,

Note - Since my elder brother is under treatment for severe heart attack and is taking rest at my residence, I am unable to visit Patna in near future.

Brotherly yours,  
sd/—

(A.N. Mohair)  
Gen. Secy, A.I.R.B.W.O.

Copy forwarded to -

- 1) Shri. Sheoji Singh, Secretary R.B.W.O. Patna.
- 2) S/Shri. R.K. Pathak, A.K. Oza, with reference to their letters to me.

A.N. Mohair

(A.N. Mohair)  
Gen. Secy. A.I.R.B.W.O.

OSTO  
BHP

60

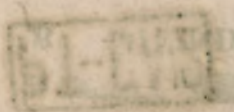


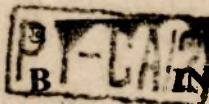
HIM 1015 P 58 NAGPUR 29 22 A KOJHA SITARAM

BHAVAN RAMNAGAR ROAD PATNA =

AIRBWO AUTHORIZES SUKLA TO RESOLVE DISPUT AT PATNA SEEK I

INSTRUCTIONS FROM HIM = OHARIR =15 58 OHARIR





भारतीय डाक  
INDIAN POSTS AND



तार विभाग  
TELEGRAPHS DEPARTMENT

ख० संख्या/B.No.....

प्राप्ति का समय/Received at ...	भेजने का समय/Sent at ....	परिपथ संख्या Circuit Number	तारीख मोहर Date Stamp
किससे/From ...	किसको/To ...		
किसके द्वारा/By ...	किसके द्वारा/By ...		

टिप्पणी-समय को स्पष्ट रूप से ठीक-ठीक भरिए। तार मनीग्रान्डरों, प्राथमिकता तथा जवाबी परिपत्त के मामले में पूरे हस्ताक्षर करें।

Note-Enter time neatly and correctly. Sign in full in T.M.Os. Priority and Reply paid Traffic.



# Reserve Bank Workers' Organisation PATNA

रिजर्व बैंक वर्कर्स आर्गेनाइजेशन, पटना

( AFFILIATED TO AIRBWO, NOBW & BMS )

Ref.....

Dated... 29.12.23

मान्यवर (मंडेय प्रशासक),

साइबेर प्रभाग, श्रीमान् चिंतमंजरी सिंह मेका हुआ दिव  
पर गई का पत्र प्राप्त हुआ. आपके जानकारी के लिये सूचित  
करते हैं कि वरुण प्रसन्न सिंह को श्रीमान् शिबजी सिंह  
के हमें निरन्तरता प्राप्त कर प्राप्त हुआ -

" Rivals trying to sabotage our organisation.  
Do not encourage shabby elements, only Nath  
can save organisation. Ask Mr. Nath to take  
over. I resign. " — Sherji Singh.

शेखर सिंह सचिव के न रहे, इसलिये हमने श्री नथ  
के कार्यभार संभालने का अद्योचन किया।

अगर निरक्षर तार चयन कलने हमें  
उत्साह करने के लिये मेका है तो यह बहुत चिंतनीय बात  
है. यदि श्री शिबजी सिंह अभी भी सचिव पद पर कार्य  
हैं तो हमने श्री नथ को मेका हुआ तार रद्द सभ्यता  
जार्ज।

उक्त मुद्दे महीने के हमारे वरुण सिंह सचिव विभा  
द्वारा आने के अस्वाभाव में आगे हमारे निरन्तरता पर ही  
अभी निरन्तरता के अद्योचन का प्रबंध हमें है जो अद्योचन  
कार्य में अद्योचन भी इसका चिंतनीय भी है. मुझे तक साजदे

प्रकार की नहीं का पल्लोस, ऐसा लिखा है आप  
पता में- रत्ना हो के कापु रत्ना के क में यह है  
विवाद पर ही है जोय लिखा था था लिखा है  
होके है। इसी नमः प्राप्ति है कि आप परिचित  
सहाले। जो कार्यका संयुक्तों को प्रकाश.

आपका \_\_\_\_\_

CP - अमरेश्वर

✓ Shri A.N. Moharir,  
122, Jaya Prakash Nagar,  
Khamla,  
NAGPUR - 440 025.  
( Phone : 24211)

✓ The Secretary,  
Reserve Bank Workers  
Organisation,  
C-7, M.L.A. Quarters  
JAIPUR - 302 001.

Shri I.G. Desai,  
'Neeldhara'  
Jalatarang Society,  
Sahapur,  
AHMEDABAD (Gujarat)

✓ Shri V.K. Pande,  
3, Khurshed Bagh,  
Vidhya Nikunj,  
LUCKNOW ( U.P.)

✓ Shri M.V. Pathak  
G-403, R.B.I. Staff Quarters,  
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Byculla,  
Bombay - 400 008.

✓ Shri K.B. Mohanvelli  
Quarter No.173, R.B.I. Staff  
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P.H.Road,  
MADRAS - 600010 (T.N)

✓ Babu Ravishankar  
NOBW OFFICE  
Anooradha Building  
Near Anandarao Circle,  
Subedar Chatram Road,  
BANGALORE - 560 009  
(Karnataka)

✓ Shri A.Y. Dandekar,  
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NAGPUR - 440 025 (M.S.)

✓ RUDRAMADHAB MOHAPATRA,  
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(Orissa)

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*New Delhi*  
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Reserve Bank Workers'  
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Rafi Marg,  
NEW DELHI - 110 001.  
Phone: 381 556

✓ Shri A.K. Banerjee,  
16, ABC Lane,  
P.C. Uttarpara,  
Distt: Hoogli (West Bengal)

✓ *Sri Gho's*  
*address*  
Shri A.D. Nath,  
18, RBI STAFF QUARTERS,  
Rajendra Nagar,  
PATNA - 800016 (Bihar)

Shri Debendra Natha Sarma  
Baikunthpura,  
Geeta Nagar,  
Zoo - Narengi Road,  
(Near Geeta Nagar H.E. School)  
GAUHATI - 781 021.

✓ Shri K.S. Unnikrishnan,  
TC-18/1532,  
Aramada,  
Thirumala,  
TRIVANDRUM-6.  
(Kerala)

✓ Shri K.V. Rajan,  
3-2-831, Rahamatbagh,  
Chappal Bazar,  
Kachiguda,  
HYDERABAD - 500 027 (A.P.)

*श्री केशव राज*

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Shri K. B. Mohanvelu  
S. 173 - R.B.E. staff club,  
P.H. Rd. MADRAS - 600010.

2) Babu Ravishankar  
NOBW office, Anooradha Bldg.  
Near Anand Rao Circle,  
Subedar Chattram Rd.  
Bangalore - 560009.

3) The Secy.  
R.B.E. W.O.  
C/o B.M.S. office (oppo. Sindhya Theatre)  
5-8-565/5 R.T.C. X Road,  
Hyderabad.

4) G. C. Kapoor.  
35/1 Rajinder Nagar.  
NEW DELHI - 110060

5) The Secy.  
R.B.W.O.  
2 Maari Market  
Kanpur - 208001 (U.P.)

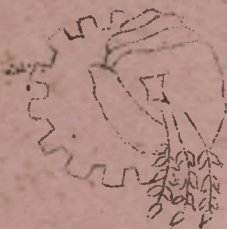
6) The Secy  
R.B.W.O.  
C-7 M.L.A. Quarters  
JAIPUR - 302001

7) Shri K. S. Unnikrishnan  
TC - 18/1532  
Armada Tirumala.  
Trivandrum - 6

8) Shri A.N. Mohrin  
122 Jai Prakash Nagar  
Khamka  
Mysore  
440025

(A) R.B.W.O.  
9, B, Cawasji Patel Street,  
1st floor, Room no - 27.  
Fort, Bombay - 1.

ALL INDIA  
RESERVE BANK WORKERS' ORGANISATION  
STATEMENT OF CLAIMS  
AND  
OBJECTIONS TO PRIVATE SETTLEMENT



STATEMENT OF CLAIMS  
OF  
ALL INDIA RESERVE BANK WORKERS' ORGANISATION

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THE DISPUTE

I. (a) The Government of India, Ministry of Labour after satisfying itself that there is a case for Reference in the dispute arising between the management of Reserve Bank of India and their workmen employees in Class III category, has made a Reference of the said dispute under the provisions of Industrial Disputes Act, 1947 to this Honourable Tribunal for adjudication so that, as observed by the Supreme Court, "the industrial relations between the employer and the employees may not continue to remain disturbed and the dispute may be resolved through a judicial process as speedily as possible" (1970, II L.L.J. 256, 262). Earlier, the C.L.C. had initiated conciliation proceedings over the said dispute between the parties concerned on 13-1-1978 which ended in failure on 14-6-1979.

(b) The All India Reserve Bank Workers' Organisation, hereunder referred to as 'the Organisation' which being a party to the dispute, having its office at 122, Snehasamwardhak Housing Society Ltd., Khamla, Nagpur-440005, submits before this Honourable Tribunal the Statement of Claims on behalf of the Class III workmen employees of Reserve Bank of India, hereunder referred to as 'the Bank'.

OUR VIEW POINT

II.(a) The Organisation as a genuine, responsible and nationalist trade union stands for the concept of 'industrial harmony' rather than that of 'Industrial peace'. The concept of industrial peace is somewhat negative and restrictive. It emphasises only the absence of strike and struggle. But the concept of industrial harmony is positive and comprehensive and postulates the existence of understanding, co-operation and a sense of partnership between the employer and employees. It is the considered opinion of the Organisation that the interests of Labour, Industry and Nation should not be (and they are not) conflicting but co-ordinating. If one prospers the other two also must prosper in harmony with it. This view of the Organisation is reflected in its motto - 'Nationalise the Labour, Labourise the Industry and Industrialise the Nation'. This is the true significance of the doctrine of industrial harmony crystallised in the abovegiven three dimensional aspect.

(b) It is submitted that the Organisation which was a party to the dispute in conciliations that failed ought to have been given the benefit of bipartite negotiations. It is necessary so in the larger interests of industrial relations and growth. The Organisation could have strived better to discover the areas of broad agreement, minimise and narrow down the differences and facilitate an easier, speedier and more satisfactory solution of the dispute.

OUR APPROACH

III.(a) The First Bipartite Settlement in Reserve Bank of India ended on 31st December 1973. In an ideal or rather a normal situation the R.B.I. employees should have in their hands next Bipartite Settlement to govern their wages and service conditions from 1st January, 1974. The Indian trade union movement, however, has not achieved this stage. This abnormality is one of the direct results of a political influence shaping the behaviour of trade unions in independent India and the oppressional attitude of Indian bureaucracy inherited from their earlier Master - the British. These bureaucrats neither encouraged the inventive genius in working class nor they cared to pay the legitimate dues to the forbearing class.

(b) There is a colossal ignorance of the Indian workers about how the wages and standard of life progress in a developing economy. That is why one can make an easy propaganda that the pay-packet of bank employee and for that matter R.B.I. employee is somewhat higher than his counterpart in other Public Sector Undertakings and Government Departments. He is asked to conveniently forget even the findings of the National Council of Applied Economic Research which shows as on basis of (fraudulent) cost of living index statistics that there is no growth in the Real Wages of Indian Bank employees.

(c) Even in the crisis-ridden United Kingdom there is still a continuous rise in standard of living i.e. Real Wages, let alone U.S.A., Japan, Israel, Sweden and Denmark. But 32 years of Indian independence have witnessed even for its bank employees a erosion

on Real Wages. The prices in India are continually increasing and the RBI employees is given 75% neutralisation on price-rise on working class cost of living index. His Real Wages are, therefore falling and nothing has been done to fill up this gap. The economic policies of the Govt. are bringing a doom to our people while increasing the riches of the rich and the influence of black money in the economy. The RBI employee is aware of this flow of money around amongst a section of population when the fixed income group of honest workers is being denied of a fair living throughout its career and life.

(d) The Bank has propagated that the salary of R.B.I. employee is already much high and he should not be given anything more by way of wage-revision, but by wage restructure. In this connection the question of repercussions is also understood to have been pressed as a limiting factor.

(e) The R.B.I. employee is told to wait till other workers who are getting a lower scale of pay come to a higher level by some mysterious process which nobody has spelt out so far. The fact about the situation is that all such talk is irrelevant as long as the country has not got any accepted wage policy. Now a national wage policy cannot be formulated in isolation of a total policy of incomes, profits, dividends, interest, taxes, etc., a policy on distribution of national income and wealth including permanent assets.

(f) The economy has not come to a halt due to any honest earnings such as wages. Its cause is money incomes which are not accounted for income-tax which is the official leveller for distributive justice. All honest earnings have tonic effect on economy. If R.B.I. employees get more, others also ask for more wages. That gives each industry an opportunity to reassess its

economy and administration so as to make it subservient to the cause of increasing common man's standard of living.

(g) The wage-earner is that common man. He is feeding the unemployed. He works for his earning. He is paid that which his economic institution can afford. To increase his wages means to bring compulsions on country's economic institutions to make real progress. When the R.B.I. employees asks for a lead bargain on wages what in effect he demands is true and genuine progress. In fact, he becomes vanguard of the people's battle for progress because the worker i.e. the working hands of the nation get an impetus for prosperity by his lead bargain. In these efforts, no question of price spiral gets involved since this is pay against work.

(h) Thus it is in the interest of the lower-paid sections themselves that the R.B.I. employee must not stop his battle but must go ahead to provide a continuous impetus for progress. The contribution to national wealth which he makes through his work and the consumer demand which he creates by his expenditure of pay provide further impetus to economic expansion which is the way to provide gainful employment for unemployed. In the dynamics of economic growth the payments for honest work are never made at the cost of other sections of population. They are a legitimate exchange which cater for all round prosperity. They are contagious for spreading economic and moral health.

(i) The rulers of India who are holding their present office and their bureaucrats must be told by this independent judicial authority to keep off their hands from attempts to stop R.B.I.

employee from asking honest money to ensure a measured growth in his standard of living . It is in the interest of Labour, Industry and the Nation that the employee of R.B.I. - the Premier Banking Institution of the Country - must remain in the vanguard of workers' march for true progress and gain at least some advance in his Real Wages which have remained either constant or one falling since independence.

(j) It is necessary to point out that every employee while in the service of the Bank also serves the nation. He earns his livelihood and at the same time contributes to national growth directly. We have witnessed substantial national growth. The workers have contributed to such growth in a large measure. The workers have therefore every right to demand a share in the additions to the national prosperity.

(k) The Bank should not hesitate in giving "fair wage" to its employees as the question of its capacity to pay does not arise. The Bank earns profits not only from monopoly functions but also earns some commercial profits. It is clear from the balance sheet. Since such profits are earned by the Bank out of services rendered by the employees, we can legitimately claim a share in it to bring about improvement in standard of living of its employees.

#### IV. OUR DEMANDS

##### In Order of Terms of Reference

##### 1) Scales of basic pay and method of adjustment in basic pay

a) Organisation is of the opinion that what is most important and helpful is deciding such basic matters as scales of pay and dearness allowance in an establishment of the standing of Reserve Bank of India is not so much as the fixing of any scales of pay



and D.A. which is bound to be temporary but rather the formulation of a policy on wages that will be most conducive to the enunciation of an era of continuous increase in the efficiency and effectivity of Bank's functions and a resultant continuous growth in the Real Wages of its employees.

b) At the present juncture, no such policy exists in the Bank or at any rate, there is no well accepted measurement of performance with reference to which the employees can demand and get a higher and higher earning, in real terms, so as to fulfil their needs to improve their own standard of living through an activity contributive to the still better enrichment of the Nation through her Central Banking Institution. What we are witnessing today is an almost helpless drift in Real Wages of the employees with no prospect or opening to change the course of events; thus leading only to a further all-round degeneration of services. It should be prime motive of this Honourable Tribunal to reverse this trend of fall in Real Wages and enunciate guide lines and give directions which can act as a morale-booster to get more and more earnings matching to a better and better performance through employment of scientific techniques and dedicated work. It is high time that the Bank itself gives a bold lead to the economy by instituting in its own office a policy for continuous rise in Real Wages of its own employees on agreed lines of efficiency and performance.

and

c) A perusal of the previous awards/the history of Bank's Labour Policy shows that the emoluments of the employees in Class III category of R.B.I. have maintained a broad relation with the emoluments of clerical staff in 'A' Class Commercial Banks. It is our submission that such external standards prescribe, at the

most, only floor level below which the earnings of R.B.I. employees should never go.

d) The right desideratum in this regard is rather to build-up an internal standard that can reflect the urges and efforts of the employees and set a pattern for wages behaviour for the country as a whole befitting the role the Reserve Bank of India which is designed to play in giving a lead to a variety of developmental and promotional functions of the Indian Economy. In an under-developed or developing economy specially, the Central Banker whose range of functions and operations are expanding at a fast rate should set an example to show how a wage policy of an Institution can provide a lever to the all-round growth of the institution and its effectivity and efficiency of operations.

e) It is such an approach to the case that fashions our demands in our bid to improve our conditions of life and our contributions to the community. In the context of India's present economic and social situation when sections of population like workers which depend on country's institutions for the growth of their real income, such approach to demand a change for the better after 32 years of independence assumes a special urgency and asks for a full response in the quest of, industrial harmony and in the interest of peace and progress.

f) Pay Scales for Class III Staff with the present groupings subject to modifications stated here below:-

Group I:- Clerks Gr.II, C/N. )  
 Examiners Gr.II, Field Investigators, )  
 Typists, Typewriter Mechanics, Telex )  
 Operators, Punch Operators, Mechanic- )  
 cum-Operators, Comptometer Operators, )  
 Adrema Operators )

Burrough Machine Operators,	)	
Tubulator Operators, Sorter	)	
Operators, Fund Machine Operators,	)	
Telephone Operators, Assistant	)	Rs. 550 — 1475
Air Conditioning Plant Operators,	)	- 20 years span
Hostel Supervisors, Electricians	)	with no Efficiency Bar
Gr.II, Drivers.	)	
Group II (5 Categories)	)	
Stenographers Gr.II,	)	
Clerks/Coin/Note Examiners Gr.I,	)	Rs. 660 — 1675
Translators, Electrician-cum-	)	(17 years)
Caretakers, Pharmacists	)	with no Efficiency Bar
Group III	)	Rs. 640 — 1540
Junior Draftsmen,	)	(17 years)
Electricians Gr.I.	)	with no Efficiency Bar
Group IV	)	Rs. 790 — 1540
Assistant Caretakers	)	(13 years)
	)	with no Efficiency Bar
Group V	)	Rs. 875 — 1575
Air Conditioning Plant and	)	(13 years)
Electrical Supervisors, Overseers	)	with no Efficiency Bar

Group VI  
 Economic, Statistical, Banking, )  
 Central Office, Language Assistants, ) Rs. 860 ——— 1960  
 General Assistants, Caretaker Gr.II, ) (18 years)  
 Librarian Gr.II ) with no Efficiency Bar

Group VII  
 Field Inspectors, Supervisors, )  
 Machine Section, Senior Draftsmen, ) Rs. 975 ——— 1875  
 Tellers, Stenographers Gr.I ) (14 years)  
 ) with no Efficiency Bar

Group VIII  
 Personal Assistants )  
 ) Rs. 1415 ——— 2375  
 ) (10 years)  
 ) with no Efficiency Bar

Group IX  
 Personal Assistant to the )  
 Governor, Librarian Gr.I. ) Rs. 1650 ——— 2625  
 ) (10 years)  
 ) with no Efficiency Bar

Fitment: All employees will be fitted in new scales of pay on the stage to stage basis. For this purpose "Pay" will mean basic pay and personal pay.

g) The Organisation has observed that the Bank is only repeating endlessly its theme of voluntary restraint on wages as if the rise in money wages is the only cause of inflation. It is a well known principle of economic growth and social progress that in the developing stages of an economy, a growth in real income of the working class which does not outstrip the growth in productivity, acts as a morale-booster for the whole people and puts a purpose in their task.

h) The Commercial Banks are recently reported to have arrived at a Settlement with their employees. The Reserve Bank acts as Banker to these Banks and exercises control over their operations. The duties and responsibilities of the employees in Reserve Bank are of a distinctly different and higher nature than the employees in commercial banks. As a result of this distinction, it is proper that they should enjoy a status higher than the employees in commercial banks. The Reserve Bank should, in fact, establish a lead and position which should be coveted by other bank employees and its wage-policy give a direction as to how such achievements can be made by better and better performance and their scientific appraisal.

i) No angle of vision which looks out for the dynamics of all-round growth justifies the Bank's silence and neglect to create climate of increase in labour productivity and resultant increase in Real Wages and its tendency to throw cold water on employees' aspirations. To enter the modern economic age some success must manifest quickly and not only the promise for future. The Reserve Bank of India must obviously be the leader in this game by the nation to obtain decent income levels for poorer sections like workers and this lead can only be given by importing a powerful stimulus to the production runner. Not to take such an adventure is sheer idleness. The RBI has so far made out only a philosophy to support such idleness at least on its part of integral wage-policy. Unless this knot is untied there cannot be a proper solution of the dispute whether it is on the negotiating table or before the Industrial Tribunal.

2) Dearness Allowance

a) Index - Working Class or Middle Class

Rate of neutralisation - 100 %

Revision of Dearness Allowance - On quarterly basis for every four point rise or fall.

Rate of payment - 2% of pay per slab

b) The quantum of D.A. should be such as it will neutralise the whole effect of the rise in the cost of living. It should be linked with the Consumer Price Index Numbers with respective cities.

c) The purpose of D.A. is to neutralise the effect of rise in prices. This purpose can be achieved by providing 100% neutralisation. The only considerations that can possibly stand in the way of such 100% neutralisation are a particular rise in prices which form a part of conscious and purposeful national decision to effect a given price-rise to meet the needs of the whole country. Then also only such part of that price rise alone can be left to be met by ways of other than D.A. (i.e. by increase in productivity, pay, etc.) which the decision-making authority determines as a charge on labour or rather the relevant sections of the working class. Unfortunately no such machinery to achieve a national consensus and decision is available in India, nor is there a causewise break-up of the cost of living index which could have guided our efforts. In this situation the only elements of price rise against which non-granting of neutralisation by way of D.A. can have a meaning, is the element of direct tax on commodity which has actually entered into a particular retail price. All other requirements of national demand factor are taken care of by laws of taxation on incomes.

d) The employees in various branches of R.B.I. should get the D.A. based on the Consumer Price Index number pertaining to that particular city in which a given office or branch of R.B.I. is situated. The All India Index on which the present system is based signifies nothing and only a statistical or rather an arithmetical average. The purpose of D.A. can be achieved only when such centrewise indices are adopted for the purpose of calculating the relevant D.A. Such indices are available for practically all the cities where the branches of R.B.I. function.

3) Categorisation of Class III employees in various groups

It is to be done as grouped above.

4) Special Pay, advance increments, stagnation increment and honorarium.

Categories of Staff	<u>SPECIAL PAY</u>		
	Quantum of Special pay per mensem	On completion of seven years service	On completion of 14 years service
	Rs.	Rs.	Rs.
1. Typist	50	120 (in all)	190 (in all)
2. Clerk, C/N Examiner Grade II	..	70 " (if not promoted as Clerk, C/N. Examiner Gr.I)	140 "
3. Typewriter Mechanic	50	120 (in all)	190 (in all)
4. Telex Operator	70	140 "	210 "

5. Field Investigator	....	70	(in all)	140	(in all)
6. Telephone Operator	....	70	"	140	"
7. Punch Operator	70	140	"	210	"
8. Mechanic-cum-Operator	70	140	"	210	"
9. Comptometer Operator	80	150	"	220	"
10. Adrema Machine Operator	80	150	"	220	"
11. Burrough Machine Operator	80	150	"	220	"
12. Tabulator Operator	100	170	"	240	"
13. Sorter Operator	100	170	"	240	"
14. Fund Machine Operator	100	170	"	240	"
15. Electrician Gr.I					
Bombay	..	120	"	240	"
16. Hostel Supervisor	..	120	"	240	"
17. Clerk in Telegram					
Section, Bombay	..	120	"	240	"

(Night allowance of Rs.20 per night plus existing facilities should continue)

Overtime as per rules.

ADVANCE INCREMENTS/HONORARIUM/SPECIAL PAY

A - Employees in all Groups

- |   |              |                       |
|---|--------------|-----------------------|
| (1) Graduate and /or holders of National Diploma in Commerce: | 2 increments | } in the scale of pay |
| (2) Part of CAIIB/CAIB:                                       | 2 increments |                       |
| (3) Part II of CAIIB/CAIB:                                    | 2 increments |                       |
| (4) Post Graduate or double graduate:                         | 1 increment  |                       |



## B. Halting allowance:

(1)	Normal rate	Enhanced rate for halt at ***	Enhanced rate for halt at places in NEFA area beyond Inner Line
	(per diem) (2)	(per diem) (3)	(per diem) (4)
Workmen Employees in Class II and those in Class III	Rs. 35/-	Rs. 40/-	Rs. 50/-

## C. Field Staff-travelling allowance:

The fixed Travelling Allowance for the Field Staff should be raised as follows:

Field Investigators	.....	Rs. 200/- p.m.
Field Inspectors	.....	Rs. 300/- p.m.
Overseers - Site/ Project Allowance	.....	Rs. 300/- p.m.

\*\*\* Capitals of States, Hill Stations, District Places and Draught areas.

8) Extra wages for overtime work

a) When an employee is required to undertake a journey on Sunday or Holiday for the work pertaining to the Bank he should be considered as on duty on that day and as such should be compensated in terms of overtime allowance for doing  $6\frac{1}{2}$  hours of duty on that day instead of granting him halting allowance for that day.

b) The present rate of overtime be raised from  $1\frac{1}{2}$  times the daily pay to 2 times on working day and 3 times the pay on Sunday and Holiday.

c) The rate of overtime is kept higher than normal pay on the principle to compensate the employee for extra strain put on him specially by way encroachment made on his hours of leisure. He is deprived of rest when he suffers from a fatigue caused by full day's work. The work done in periods of earned rest should be compensated in an adequate manner in these days of added strains. Tendency of giving overtime work should also be curbed. Moreover, man has got his duty not only towards his office but also towards his family, society and the Nation to fulfil which he does require time.

d) In some departments such as Issue and Banking there is a heavy work in the beginning and close of working hours. At such posts the system of staggering hours brings in many complications and perpetuates a tenseness of situation. We demand that there should be no staggering of duties for such posts.

#### 9) Officiating allowance

Employees officiating or asked to officiate in higher posts even for a day should be entitled to pay in the higher grade.

#### 10) Shift allowance

Rs. 200/- per month to the employees on shift duty e.g. Machine Section Employees (Byculla), Bombay.

#### 11) Confirmation

Temporary staff should be confirmed on completion of 3 months service.

12) Promotion

- i) Promotion to Class III Clerical grade employees to S.O. Grade 'A'.

During the course of events on this issue it is the considered opinion of the Organisation that for the promotion to S.O. Grade 'A' that 80% promotions should be done on the seniority basis strictly. Remaining 20% promotions may be done on the basis of merit.

Present scheme of written test and previous system of interview has generated an unprecedented frustration amongst the employees and further resulted in stagnation.

ii) Stagnation in Non-clerical Cadre is the burning issue and Organisation feels that there should be free mobility from non-clerical cadre to clerical cadre without losing any seniority. To remove the stagnation in Cash Department Organisation suggests that there should be a ratio of one Assistant Treasurer to 20 Coin/Note Examiners and further restructuring of Cash Department is demanded.

13) Procedure for termination of employment and other disciplinary action

- i) No dismissal without prior consent of Labour Courts/Tribunals.  
ii) Shastri Award provisions for Domestic Enquiries.

(Section III - Procedure for taking disciplinary action. Paras 520 and 521).

14) Age of Superannuation

Superannuation to be on completion of 60 years age.

15) Superannuation benefits such as Provident Fund, gratuity and pension

(A) Provident Fund

(i) Contribution to be at the rate of 10% of pay plus D.A. from both sides.

(ii) Interest to be at the rate of 1% above Bank rate

(B) Gratuity

(i) Payment of Gratuity Act, 1972 to be made applicable to all employees subject to the proviso -

(a) Where the existing rule is more beneficial in any particular case, that should be the basis of entitlement.

(b) Where gross wage comprising basic pay and D.A. exceeds the limits prescribed under the Act, gratuity for the excess amount should be payable under the existing rule.

(ii) Compassionate Gratuity payable on death while in service to be raised to Rs. 7000/-.

(c) Pension

(Organisation craves leave to submit its claim in regard to this third retirement benefit later on)

16) Leave-type, quantum, etc.

a. Ordinary leave: 36 days in a Calendar year i.e. 1 day for every 10 days. Accumulation without limit.

b. Casual leave : 20 days in a Calendar year

- c. Special casual leave:
- |   |                    |
|---|--------------------|
| To Sportsmen  | : 45 days per year |
| To office bearers of Registered Trade Union                             | : 7 days per year  |
| To Secretaries of Registered Trade Unions                               | : 15 days per year |
| To Office bearers of All India Organisations (Trade Union)              | : 21 days per year |
| General Secretary/Organising Secretary of all India body: (Trade Union) | : 30 days per year |

d. Sick leave:

Unlimited for long illness after twenty years' service.  
(Existing provisions should be doubled in all cases)

e. Extraordinary leave:

12 months on half emoluments during entire service  
It should count for increments in all cases.

f. Maternity leave: Present option to continue

g. Unused leave:

(Ordinary and casual leave should be convertible and encashable)

h. All leave standing to the credit of an employee dying in harness to be encashable for the payment to the nominees/heirs.

- i. Eligibility for special leave/commutation of sick leave should be two years of service including temporary service.

#### 17) Leave Fare Concession

1. An employee should be allowed to travel once in two years in 1st class up to 2000 Kms. (one way) 4000 Kms. to and fro convertible without any restrictions.
2. Dependent parents and blood relations should be eligible for leave fare concession.
3. There should be no limit to the number of fares payable for the family and all L.C.C. paid to employees should be tax free.

#### 18) Medical Facilities

In addition to existing facilities -

- (i) Unrestricted reimbursement for treatment of long period (beyond 6 months), ailments under all systems of medicines.
- (ii) Yearly reimbursement for short term ailments upto Rs.300 per head. Family should mean all dependents on employee.
- (iii) Medical facilities at present admissible to Officer Staff of the Bank should be extended to all Class III employees and their families. Present medical schedule should be scrapped. Reimbursement should be made on the basis of actual expenditure incurred irrespective of the systems of medicines. Family for the purpose should mean dependent parents, brothers, sisters, wife, children irrespective of their place of residence outside headquarters.

#### 19) Grain Shop Facilities

Grain Shops should be opened for supply of reasonably priced good quality of food and other articles.

20) Welfare facilities like Canteen, Sports and Recreation, holiday homes, etc.

(a) Canteen facilities to be uniform for all the categories of the staff. Canteen being the welfare activity should be one of the departments of the Bank.

(b) Grants to Sports Clubs to be substantially enhanced.

(c) A fund to be created by the bank for promotion of holiday homes, cultural, recreation and other welfare activities.

(d) Secretaries of the Co-operative Credit Society, Consumers Society and Staff Recreation Club should be relieved on duty.

21) Compulsory Insurance of employees in Cash Department

Every employee should be insured for Rs.10,000/- and the premium be borne by the Bank.

22) Security measures in respect of employees in Cash Department

Exclusive Cage/drawers to each Cashier and total re-orientation of work and procedures in Cash Department to suit individual responsibility system.

23) Housing Loan, Festival Advance and Marriage Advance

(a) Housing Loan:

Employees should be entitled to - Eighty times the total emoluments. Outstanding loan balance should be insured under insurance scheme. Premium should be borne by the Bank. Employees should be entitled to get housing loan for purchasing ownership flat with marketable title. Rules should be simplified and loan

applications should be processed and sanctioned at branch level by decentralization of Housing loan section at Central Office.

(b) Festival advance

Should be increased to Rs. 600/- recoverable in 12 monthly instalments.

(c) Marriage advance

Rs.3,000/- (interest free) recoverable in 60 monthly instalments.

24) Discontinuance of Guarantee Fund in respect of employees in cash department

This scheme applicable to Cash Department employees should be scrapped and amount be refunded to the employees.

25) Desirability of discontinuance/amendment of Reserve Bank of India (Staff) Regulations

Reserve Bank of India (Staff) Regulations, 1948 to be suitably amended.

26) Rates of interest on housing loans and other advances granted to employees

Organisation craves leave to submit its demand later on.

27) Grievance Procedure

Two-way grievance procedure to be introduced with provision for grievance arbitration.

i) Procedure as laid down in Chapter XXV Para 517 of the Shastri Award for redress of grievances.

ii) Grievance Machinery to be set up to administer the Grievance Procedure in conformity with the Guiding Principles for it for redressal of day-to-day grievances in the units of the Reserve Bank of India. The complaints affecting one or more



individual employees in respect of their wage payment, overtime, leave, transfer, promotion, seniority, work assignment and discharges would constitute grievances.

28) Internal machinery for resolving industrial disputes

At present there is no internal machinery existing to solve the problems of employees. Time and again it is proved beyond doubt that present system of recognition, holding discussions and negotiations with the section of employees' union is inadequate to resolve the industrial disputes, grievances and problems of employees. Monopoly recognition has generated a wide spread discontent among the R.B.I. employees. The organisation hereby demands that the internal machinery meetings to redress the grievanc s of the workers and promote smoother co-operation between employer and employees should be held with the representatives of our affiliated registered units at different centres once in a month and an on All India level with the representatives of All India Reserve Bank Workers' Organisation once in three months. The organisation further adds that in the internal machinery meeting as proposed above the representatives of the management should have the necessary decision making authority in absence of which the machinery meeting would reduce itself to a just formality and no fruitful purpose would be served. The organisation craves leave to substantiate our above observations at the time of arguments.

29) Wasteful and restrictive practices

The Bank should not exploit the labour under the concept of "Wasteful and restrictive Practices". In this regard we demand job specification and job analysis.

30) Work allotment to employees in exigencies

Employees in different grades/categories are allotted work of respective desks regularly hence allotment of work to the employee in exigencies does not arise at all.

31) Work procedure and work norms

Organisation craves leave to submit its views and demand later on.

32) Mechanisation and Computerisation

The Organisation opposes the introduction of automation in any Indian Industry except Defence at this stage of our economic growth. What is needed in Indian situation is first to provide for a full employment base and then take a graded ascent from one equilibrium to a higher and more productive equilibrium through a national economic strategy by giving equitable treatment to different industries and thus raising the productivity and real income of the average man in India. The subject of automation can be taken up for discussion only after the first target of full employment is reached. Even a top level commission in USA, viz., the National Commission on Technology, Automation and Economic Progress has not denied the fact that by choosing to defer the programme of automation the economy can certainly give a greater employment.

### 33) Interim Relief

The previous Bipartite Settlement has expired on 31st December 1973. Since then, because of the abnormal circumstances, beyond our control, the employees of Reserve Bank have been denied of legitimate demand of Wage-revision.

The Organisation was the first Trade Union in the Bank to submit the Charter of Demands in April 1974. Then the Bank came out with the proposal of increase in quota for Cash Department and verification section to deviate the demand of wage rise. During the year 1974 and the period upto June 1975 the Bank proposed increase in quota.

During the same period of the employees of Life Insurance Corporation of India and General Insurance Corporation had the benefit of revised pay scales. In June 1975 with the declaration of emergency and subsequent declaration of R.B.I. as essential services, the Bank totally refused to - consider proposals for wage revision. With the removal of emergency in March 1977 again the employees pressed for their demand of wage-increase.

The conciliation proceedings were held between February 1978 to June 1979, but with the failure of conciliation the matter was referred to this Tribunal. During this period from 1977 March to June 1979 in many Public Sector undertakings like BHEL, BEL, HAL, HMT, etc., there were agreements on wage increase. In Commercial Banks also recently an agreement on wage-rise was signed.

In the circumstances this Honourable Tribunal may please grant Rs. 100/- per month as Interim Relief.

OBJECTIONS ON THE PRIVATE SETTLEMENT SUBMITTED BY  
THE ALL INDIA RESERVE BANK EMPLOYEES' ASSOCIATION  
AND THE RESERVE BANK OF INDIA.

The Organisation hereby submits objections to the settlement between the AIRBEA and the RBI Management dated 28th September 1979 and the Organisation prays the Hon'ble Tribunal not to accord consent in view of the following objections:

1. The memorandum of settlement covers only 21 items (including 4 items of supplementary settlement dated 21st November, 1979) out of 35 items under reference. It would have been reasonable and fair if the parties would have come to settlement on all items to have a comprehensive view of the entire dispute before this Hon'ble Tribunal.

2. The scales of pay and the scheme of Dearness Allowance are based on 90% merger of dearness allowance at 200 points of consumer price index and the neutralisation of dearness allowance is at 1.50% upto 31-8-1980 and 1.58% from 1-9-1980 onwards. We object to this scheme, because if the merger is to be at 90% as proposed by the parties at 200 points of consumer price index, it will mean acceptance of 10% erosion right at the start with its perpetual adverse effect on dearness allowance hereafter. The D.A. rate cannot be 1.5%. It is an accepted principle in wage revision that if the revised pay scales are to be computed on the basis of merger to protect the total emoluments, the merger has to be made at 100% and not at 90% and the D.A. has to be at 1.6% to maintain status-quo. Even if the 100% merger and the D.A. rate at 1.6% are accepted (which would mean conversion of Pay + D.A. component) it will not include any wage rise. Therefore, our observation about the scheme is the pay scales and D.A. proposed in the settlement is an accep-

tance of erosion in wages. The RBI employees certainly waited for 6 years for wage increase and not for wage reduction. We are at a loss to understand how the proposition of the bank that the retrograde rate of D.A. at 1.5% from 1.9.1978 to 31.8.1980 has been accepted by the Association. We are opposed to this scheme of D.A. which contains tapering, ceiling and freezing point of D.A. which means further erosion. We would like to bring to your Lordship's notice that the party to the settlement namely AIRBEA was also of the identical views expressed by us as above which can be clearly seen from the submission offered by them before the Chief Labour Commissioner (copy enclosed) on 8th June 1979. Without prejudice to our above contention, we have to bring to your kind notice Sir, that the scheme of pay scales and D.A. suggested in the settlement provides a meagre rise of 8 to 10% in our total emoluments. The bank's capacity to pay is immense. The employees are entitled for the 25% rise reasonably to progress towards living wage and to share the fruits of national development. The bank has agreed for a rise of 18 to 24% to its Class IV staff vide the settlement dated 31st December 1979. The scheme of pay scales and D.A. are objectional as it would seriously disturb the wage differential between the Class IV and Class III employees' wages. It would be necessary to maintain the existing wage differential for a scientific stratification of Reserve Bank of India employees as such.

#### P A R T I

The regrouping of categories in four groups is not based on scientific basis. The reduction in number of groups has resulted in a complicated and discriminatory fitment formula. Reduction in number of groups is apprehended to have been done solely in the interest of the management. Reduction in grouping has not accrued monetary benefit to the concerned workmen; that is why for protection of their existing emoluments, the mechanism of discriminatory

fitment formula has been designed. Spelling out the principles in this context, the Aiyar Award states in para 3.107 (Page 225) - reproduced below -

"3.107: I have, however, kept in view the principles laid down by the Second Pay Commission in determining the number of scales to be prescribed in these proceedings. There are-

- (1) that sound equitable internal relatives should be the determining factor in the fixation of the intermediate salaries.
- (2) that the existing relatives should not be changed unless there is clear justification therefor and
- (3) that where there is a recognizable difference in qualifications for recruitment or level of duties or responsibilities, the rate of remuneration must be higher".

In the context of above principles, clubbing of Clerk-Coin Note Examiner Grade II and Grade I, Stenographer Grade II and Grade I is improper and unscientific. In both the categories the Grade I is supposed to render more responsible work/supervise work of Grade II. This makes distinct difference in their level of responsibility and duty.

In the light of above, our proposals as set out in our statement of claims are more scientific and reasonable. We further invite your kind attention to para 3.105/106 of Aiyar Award wherein groupings of categories by scientific job-evaluation programme was discussed but given up for want of specific reference. We now propose that the scientific job evaluation programme be taken up since the item No.31 under reference specifies such consideration.

P A R T IIStagnation Increment

The proposal stated in the private settlement if accepted, will result in the following loss to the employees entitled for it. The date of effect of the settlement being 1st September 1973 an employee who becomes eligible from 1975 will have to wait for three years. We object to this stagnation of about 3 years without compensation. As per our demand, an employee shall get stagnation increment after every two years on reaching the maximum. The Bank has accepted the principle of granting special pay i.e. monetary compensation in lieu of actual promotion as in the case of Clerk/ Coin Note Examiner Grade II who received special pay on completion of 9 years' service. In this light one who reaches the maximum after long 20/22 years is being asked unreasonably to wait for 3 more years. Hence our objection.

Principally we oppose 'stagnation' itself. Bank's policy should be that each workman should get minimum 3 promotions (at least one in each block of 10 years) in his entire service of 33 to 40 years. In consultation with all the Unions all the causes of "stagnation" should be removed by the Bank within a period of two years from the date of publication of final award of this tribunal.

The causes of "stagnation" are as under

- i) Continuance of MP/SP/EP;
- ii) Job transference and delinking of associate institutions one after another;
- iii) Direct recruitment of Junior Officers;
- iv) Mechanisation and Automation;
- v) Unrealistic staffing of new branches thereby depriving employee of the fruits of expansion

P A R T III1. Fitment of existing employees

Existing employees will mean those in service of the Bank on or after 1st January 1974.

2. Organisation objects "personal pay" concept. Hence the Organisation escalated in pay scales to do away with the need of personal pay. The element of personal pay works against new entrants to Bank.

3. Fitment in the revised scale of pay will be on stage to stage basis.

P A R T IVSpecial Pay

We object to the payment of Rs.50/- as special pay to Clerk Grade I, Coin/Note Examiner Grade I and Clerk/Coin Note Examiner Grade I as we have demanded a separate scale for this category. The reasoning behind this is that,

i) The duties assigned to this category are distinctly different from those of the Clerk Grade II, Coin Note Examiner Grade II and Clerk/Coin-Note Examination Grade II. Clerk Grade I, Coin Note Examiner Grade I and Clerk/Coin Note Examiner Grade I are required to apply knowledge of intricate rules, exhibit team work, bear additional physical/metal strain and share responsibilities and risk of other people. The Organisation is prepared to substantiate separate scales for this category at the appropriate time. In view of the lesser promotional opportunities the creation of this separate scale is necessary and reasonable.



ii) The quantum of special pay to other categories listed in the settlement is objected to on the grounds of our submission in regard to scales of pay. In this case also the conversion of special pay has not been done on the scientific basis of 100% merger at 200 points of consumer price index. Hence the quantum proposed by the settlement is meagre. This meagre amount of special pay is unreasonable and unjustified.

#### P A R T V

##### (B) HONORARIUM

The option in this case is misleading and against the interest of employees as the employee opting for advance increments will be drawing around Rs.400/- and Rs.800/- per year throughout his service period and while opting for this lumpsum he will be drawing Rs.350 and Rs.650 only once in his service span. Therefore the proposal is illogical irrational and unwarranted and hence the same is objected.

##### (C) SPECIAL PAY

As we have already disputed the date of the implementation which should be according to us from 1-1-1974 the quantum of the special pay should be granted as stated below:

After reaching the maximum of the revised scales from 1-1-1974

Rs. 50	After 1 year
Rs. 80	" 2 years
Rs. 110	" 3 years
Rs. 140	" 4 years
Rs. 160	" 5 years
Rs. 200	" 6 years

All other categories should get special pay on higher side because they are not having any promotional opportunity and they

are performing special work. The quantum suggested by the said settlement is very much less compared to the quantum demanded by the organisation as per the chart given in our Statement of Claims.

### Advance Increments

#### \*A. Employees in all groups

(1) The cost of acquiring the degrees and diplomas has gone up. The importance of the qualifications is already known and acknowledged. Therefore there is need for adequate boost to acquirement of such extra qualification. The repetition of old number of increment as a measure of incentive is not encouraging. Hence Organisation has proposed a moderate rise in number of increments acquiring CAIIB I/CAIB.

(2) As the scales of pay in all the categories suggested by the settlement are on lower side as compared to the scales demanded by the Organisation, the quantum of advance increments will be too less. The scheme suggested in the settlement is incomplete in the light of organisation's demand.

- i) 2 advance increments each for Part I and Part II of CAIIB/CAIB.
  - ii) 1 more increment for Post Graduate or Double graduate.
- (3) Special provision for Pharmacist

The Organisation has demanded separate scales for this category and 2 advance increments for qualified Pharmacist which is

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\* To be read first under Part V.

reasonably on higher side than what has been agreed in the settlement. Further we want to add that the entire Pharmacist category has made a representation addressed to the Chief Manager, RBI, Bombay stating that the AIRBEA has no business to enter into an agreement with the Bank as they are not member of the AIRBEA. Further, they have requested the Bank to hold talks with AIRBWO on their grievances.

#### P A R T VI

##### Dearness Allowance

The objections in this regard have already been given in the Preamble itself.

#### P A R T VII

##### Family Allowance

According to settlement, Family Allowance will be paid at 5% of Pay until the pay reaches Rs.940 and thereafter at the rate of 6½% upto Rs. 1170/-.

This is unfair and unreasonable, because in the recent settlement in respect of Class IV employees, Bank has agreed to 5% of pay or Rs. 25 per child with a maximum of Rs.75 per month for 3 children.

Thus it is clear that a Class IV employee is entitled to get more family allowance than a Class III employee.

In the circumstances, the demand of the Organisation that Family Allowance should be uniformly paid at the rate of 7½% should be conceded, as it is reasonable and fair.

#### P A R T VIII

##### House Rent Allowance

Nowadays citizens have to pay exorbitant rent in cities.

Since the Offices of Reserve Bank are situated in capital/big cities of all the States, Reserve Bank employees are required to pay much higher rent. Hence the proposal for House Rent Allowance at the rate of 12½% of pay with a minimum of Rs.60 per month and maximum of Rs.150 per month at Higher Rent Centres and 7½% of pay with a minimum of Rs. 50 and maximum of Rs.90 per month at Lower Rent Centres, as agreed in the settlement, is unfair and unreasonable.

In the circumstances, the demand of the Organisation that House Rent Allowance should be paid at the rate of 15% of pay without any maximum limit should be accepted. Also the distinction between Higher Rent Centres and Lower Rent Centres should be abolished because all the Offices of Reserve Bank are situated in capital/big cities of the States.

Further, an anomaly will result as in the settlement of Class IV employees, it is agreed to pay Rs.50 as minimum House Rent Allowance per month at all centres.

### P A R T   I X

#### 1. Officiating Pay

We object to the provision of the settlement entirely. There is a practice of admitting of each day's officiating payment to Staff Officer who officiates on day to day basis in cash department. This practice should be made applicable to all categories and all departments.

#### 2. Halting allowance

This provision is objected to on the grounds that the rates of halting allowance are far below compared to the rates existing in the commercial banks.

All the district headquarters and places situated in declared drought areas should be included in category A.

The Bank and Unions (parties to the tribunal) will jointly review whether any other places to be included in category A and B.

### 3. Field Staff Travelling allowance

Rate for field inspectors should be Rs.300 per month.

Overseers - Site/Project allowance Rs.300 per month should be included in the above head.

### 4. Confirmation of temporary employees

We oppose the provision of the settlement. (confirmation of temporary employees in the Bank's service on completion of two years of service). We restate our demand of confirmation after 6 months' of service. The present position in this regard in commercial banks is that a temporary employee is confirmed after completion of 6 months' service.

### 5. Leave

We oppose the present provision of the settlement because it is far short of our demand in this regard. Except 'Sportsman' the Bank appears to be refusing to appreciate, the social need of co-operative and trade union institutions. While a small facility exists for trade union workers there is no facility for co-operative workers.

### 6. Promotion

No comprehensive view is taken on the issue of promotion.

We are opposed to the present scheme of promotion of Clerk Grade I to Staff Officer Gr.A.

The creation of Assistant Post in the General Side is necessary which has not been done through this settlement.

The post of Punching Supervisor and Group Supervisor in Note Examination Sections should have been upgraded as Teller as has been done in case of Coin/Note Examiner Gr.I entrusted with station duty, postal duty, etc.

The improvement suggested in cash department is inadequate to meet the grievances of cash department and to remove the stagnation in cash department.

The problems of general side and stagnation at all levels have been completely ignored.

As the issue of promotion is of vital importance and cause of severe discontent amongst the employees the suggestion of consult in between the Association and the Bank alone and then deciding the matter cannot be accepted. Time and again it is our experience that outcome of such consult has gone necessarily against the interest of employees.

The imbalances in regard to promotional opportunities in respect of different offices and departments should be removed. As in some offices the employee who has put in six months of service is being called for S.O.Gr.A test and in other offices employees who have put in about 18 years of service are not even given this opportunity. The settlement has ignored the employees' pinch in this regard.

We oppose the provision in clause 6(a) that Coin/Note Examiners Gr.I will be required to perform the work of Coin/Note Examiner Gr.II or any other work of the cash department except Grade I on days of half-yearly and yearly closing of account.

## 7. Age of retirement

Age of retirement should be 60 years as per our statement of claims. As the reference was made by the Government of India itself the Hon'ble Tribunal is competent enough to decide the issue and hence further reference to the Government is unwarranted and unnecessary.

## 8. (a) Provident Fund

We object to the provisions of the alleged settlement and we are of the considered opinion that there should be improvement on this existing Provident Fund rules and they may be amended as under:

i) Contribution to be at 10% of the pay plus D.A. from both sides.

ii) Interest to be at the rate of 1% above the bank rate.

iii) Procedure for withdrawal from Provident Fund should be simplified that the employee who is in dire need of funds (marriage or other religious and social rites of family members, purchase, addition and alteration of property, illness, higher education) should be made available to him easily.

## (b) Normal Gratuity

i) Regarding additional gratuity admissible for the extra years of service beyond 30 years, objection is raised that a ceiling has been imposed at Rs.30,000 in respect of maximum amount payable on account of normal gratuity and additional gratuity taken together in the settlement of AIRBEA and the Bank.

Our stand is that in respect of normal gratuity payable to Class III staff the rules of Payment of Gratuity Act, 1972 be made applicable mutatis mutandis to the better interest of the employees,

the ceiling of Rs. 30,000 in respect of normal gratuity and additional gratuity taken together be enhanced to Rs.40,000 because with the increase of the quantum of pay packet of the Class III employees he will be eligible to a much bigger amount of additional gratuity for putting service beyond 30 years.

ii) Tax-liability on gratuity

Imposition of entire tax-liability on the Class III employees in respect of the increased quantum of gratuity as per the settlement is a point of objection. At present 75% of the tax liability in regard to increased quantum of gratuity payable to officers is borne by the Bank.

iii) Compassionate Gratuity

Our point of objection is that by linking the amount of compassionate gratuity payable with the period of service rendered by the deceased employee in the settlement an effort has been made to restrict the scope of its applicability and/or extent.

Another objection is with regard to the agreed continuance of its existing ceiling of Rs. 5000. Our demand is that commensurate with the increase of pay packet the maximum quantum of compassionate gratuity payable should be increased to Rs.10,000 and this should be paid to the heir/nominee of the deceased employee irrespective of the service period rendered to the Bank by the deceased.

8(c) Pension:

The suggestion of the constituting of study group is not acceptable as we want to contribute our views to deciding on pension. The Hon'ble Tribunal may decide the issue here itself



as it is one of the items of reference. The Bank has collected certain data some year back from all the branches of RBI in connection with a Pension Scheme. The Hon'ble Court may direct the Bank to produce the same.

#### 9. Leave Fare Concession

Our objection to the terms and conditions regarding entitlement as well as extent of LFC as agreed upon in the settlement are both in respect of qualitative and quantitative aspects.

The exact requirements for entitlement of LFC under the existing rules and the inbuilt suspicion and doubt on the part of the Bank regarding bonafide of claims have been okayed under this settlement and as such will continue to dread the employee/s on tour and divest much of the charm and pleasure of the tour.

Distance limit: Regarding the enhancement of distance limit of journey from 1208 kms (total Rs.182) to 1500 kms (Rs.211) in A.C. Chair-Car, it should be noted that we still lag behind the total admissible limit of Rs. 242 (i.e. 1208 kms.) of 1967 Aiyar Award. Hence in the settlement we have not even regained the lost ground let alone the question of improving conditions and achieving extra/improved facilities in this regard.

Advance for LFC: According consent to the imposition of interest at 3% on the advance equivalent to 15 days' emoluments for meeting incidental expenses in connection with LFC is a naked approval to Bank's perpetual baniya greed and lust of easy gain. In this connection it may be recalled that while first introducing this facility of LFC to the employees, the then Governor of the Bank, Shri C.D. Deshmukh opined that LFC is for both "recreational and educative purpose". Why then the Bank's motive for profit making

out of this little welfare gesture has not been resisted, rather helped to be perpetuated in the Agreement? Our demands therefore, are as follows:

- i) Distance-limit should be 2000 kms. in each way by -
  - 1st class - Once in two years with conversion facilities in any mode and/or class of transport Taxi, Bus fares etc., should be reimbursed against easy available documents. Conducted tour - fares for sight seeing within Corporation/Municipal limits should be reimbursed.
- ii) Dependent parents and blood relations should be eligible for LFC.
- iii) There should be no limit to the number of fares payable for the family.
- iv) The concession should be income-tax free and/or the tax should be borne by the bank.
- v) Unutilised sets should be allowed to be carried over and added to the next set.
- vi) Minimum period of leave to be availed of for the purpose of LFC should be reduced to one week.

#### 10. Medical facilities

We register our objection to the terms and conditions envisaged in the settlement regarding medical facilities scheme of the Bank, since no improvement worth notice has been brought about on the existing hundred and one anomalies and highly presumptuous requirements of the scheme which, frankly speaking, are intended more to disqualify a genuine and bonafide employee from receiving the facility than to help him secure the same. Here we may mention the peculiar provision which requires an employee to obtain prior

permission of B.M.O. even for receiving O.P.D. treatment at Government/Municipal Hospital, failing which all incidental claims for reimbursements of costs of drugs etc. prescribed at the hospital are liable to be rejected unceremoniously. Some such abnoxious exactions to qualify for the facilities have been allowed to be perpetuated by the bank in the settlement. Thus even the admissibility of vitamins etc. has been restricted by mutual consent in the settlement for short period and that too with B.M.O.'s approval. As everybody knows vitamins and some other restorants are required for long periods at least for 24 months for consumptive patients and those suffering from other serious illness.

#### Private Treatment Scheme

Regarding medical facilities scheme under the private treatment scheme there is a peculiar mathematical error. Thus while the ceiling limit of reimbursement of Rs.100 under the scheme has been enhanced to Rs. 250/- per year that of the Staff quarter employees or those availing dispensary facilities in respect of their families will be raised only Rs. 100 instead of Rs.125 from the existing Rs.50 per annum.

As against the above anomalies/shortfalls our demands inter alia are as under:

a) Medical facilities at present admissible to Officers of the bank should be extended to Class III staff and their families. Present medical schedule should be scrapped. Reimbursement should be made on the basis of actual expenditure incurred irrespective of the pathies of medicines.

Family for the purpose of this scheme should mean dependent parents, brothers, sisters, wife and children irrespective of their places of residence outside Head Quarters.

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b) Unrestricted reimbursement for treatment of long standing ailments and/or chronic ailments which are unethically and often unscientifically disqualified for the facility.

c) Ceiling of reimbursement in respect of normal labour charges for the female employees/employee's wife should be raised to Rs. 500 and in case of labour cases by caesarian operations to Rs.1000 from the existing Rs.90 and Rs.140 respectively.

d) Hospitalisation expenses should be reimbursed in full on the strength of the prescription/recommendation of the hospital. Authorities without subjecting the claims of employees in this regard to various curtailments/restrictions as at present.

e) All medical facilities should be extended to employees under suspension also.

f) Lady B.M.O. should be appointed at all centres of the Bank.

#### 11. Amenities

a) We disagree with the proposal of enhancement of the quantum of subsidy to the employees' canteens at various centres. Our demand has been that the canteen being a welfare activity it should be one of the department of RBI. The bank has been providing Lounge facilities to Class I staff and it is managed by the bank at all the centres in India. On the similar basis the provision of canteen facilities should be extended to the Class III and Class II staff by opening a new department in the Bank while clubbing the lounges and canteens together. Here we may point out that in the State Bank of India, the canteen is one of the department of SBI which is a very recent development. In that case all the employees of the

present canteens now managed by the employees of RBI be absorbed as RBI employees.

b) Though we do not disagree with the proposals under this item of the private settlement, we may add that the appointment of sportsman, state competition prize winners be considered on preferential basis. Similarly separate accommodations for club activities at all centres be provided. Further, relieving arrangements for all types of sportsmen for daily practices, at all the centres be made.

c) It is observed that the provisions under this item are vague and are left to Bank's discretion. Our demand has been that a separate fund be created by the Bank for promotion of cultural/recreational activities and assistance as specified under sub-item (a)(b) and (c). On the board of this fund representative of the Bank and workmen should be appointed.

Moreover provisions of Bank managed holiday homes at Hill-Stations in East-West-North-South and Central Zones such as Darjeeling, Panchmadhi, Massoori, etc., be made.

#### P A R T X

1) Retrospective effect from 28th September 1979 is not acceptable. It should be from 1-1-1974. Question of period of operation upto 1982 does not arise because the life of an Award is statutorily governed.

2) In addition to the list of items stated, please add for the purpose of retrospective effect:

- |                        |                       |
|------------------------|-----------------------|
| h) medical facilities; | i) halting allowance; |
| j) pension;            | k) promotion policy.  |

The Organisation craves leave to add, alter, modify or amend the foregoing objections as and when necessary.

Sd/-  
(A.N.Moharir)  
Organising Secretary  
All India Reserve Bank Workers'  
Organisation

ANNEXURE

Submission of All India Reserve Bank Employees' Association before the Chief Labour Commissioner (Central) on 8th June 1979.

If the merger is to be at 90% as proposed by the Management for a revised pay scale at 200 Index Point, it will mean acceptance of 10% erosion right at the start with its perpetual adverse effect on D.A. hereafter. So our view point is that in such a case the D.A. rate cannot be 1.5%. It should be computed at 1.6% even for maintaining status-quo. This the management are resisting with no valid reason in support. Not only that, they are bringing in new elements like tapering of the rate of D.A., imposition of a ceiling on the quantum and so forth. Obviously, such ideas are nothing short of a desire to push down even the existing entitlements of the employees. It would be an incorrect assessment that our association will be available to fulfil such a desire of the management and act against the genuine and legitimate claims of the members.



Our Association submitted the Charter of Demands for an improvement in the existing wage structure commensurate with the rising cost of living. It cannot be a case that in course of negotiations therefor, we should go for anything in the opposite direction. Basic pay and D.A. are but the focal points for working out the structure for improvement. There is no tapering, ceiling or freezing point of D.A. in the existing wage structure. Conceding these elements by the Association will be an act of self-denigration on behalf of the employees which our Association will not do.

Sd/- A.K.Sen,  
General Secretary  
A.I.R.B.E.A.  
8-6-79

Our objections on the Supplementary Settlement dated 21st November 1979 between the R.B.I. and A.I.R.B.E.A.

The A.I.R.B.W.O. hereby submits the objections to the Settlement as aforesaid without prejudice to its further submissions before the Hon'ble Tribunal.

Item No.10 - Shift Allowance:

In respect of Shift allowance we have to state that the meagre amount of Rs.75/- is not acceptable to us as we have demanded Rs. 200/- p.m. c.f. our statement of claims - paragraph 10. Our demand is justifiable on the grounds that the shift duties will create inconvenience to the employee who has to undergo a hardship by way of meals, transport and that will change his food habits resulting in affecting his health. In order to supplement the nutritious food the employee on shift duty will have to spend additional amount on food items.

Item No.23 - Housing Loan:

The terms and conditions as agreed upon by the two parties to the private settlement are not acceptable to us, since the same leave out various shortfalls and anomalies requiring urgent and thorough remedial measures in the existing Housing Loans Rules such as simplified procedure for examination of title and sanctioning of loan, its disbursement procedure, lowering down of rate of interest and removal of various restrictions with regard to enjoyment of the property and its disposal. We further state that we object to the review as proposed in the settlement by the AIRBEA and the management on the ground that since the matter is before the National Tribunal for decision, such private meetings and decisions thereof are not necessary.

Item No.23 - Marriage Advance:

We register our objection to the settlement in this regard, since the very essence and logic of the claim has been lost sight of; inasmuch as whereas the relative term of reference specifically mentions that it as an additional item of advance on the line of Festival Advance, etc., where there is no question of any loss of the employee, while the settlement refers to advance under Provident Fund Regulations under which an employee is liable to sustain monetary loss by way of forfeiture of interest on the relative advance amount as per the regulation. Secondly there may be cases where adequate balance in the Provident Fund will not be available to warrant such advance from Provident Fund.

Item No.24 - Guarantee Fund:

We register our objection to the issue being discussed privately at a later date between the parties to the private settlement as the

matter is before the Tribunal for discussion and decision.

Item No.27 - Grievance Procedure:

Since no finality/settlement has been arrived at by the parties to the private settlement on this issue, we cannot allow the issue to be discussed and settled privately at a future date outside the forum of the Hon'ble Tribunal. As such we demand that the entire issue be discussed and decision taken by the National Tribunal. In this context, we may add that we reserve the right to offer our comments on the Bank's note annexed to the Supplementary Settlement.

Item No.35 - Date of effect of the settlement:

We oppose to the date of effect of this supplementary private settlement and demand that all monetary claims be effective from 1st January 1974 on the following ground:

The Agreement of 1970 expired on 31st December 1973 and the new scales would have been applicable from the date of 1st day of January 1974 in normal circumstances but no revision of pay scales has taken place continuously for more than five years thereby depriving the employees of legitimate benefits of wage revision. On the other hand the monetary reliefs have been provided to the Life Insurance Corporation, General Insurance Corporation, Port and Dock Workers and other Public Sector Undertakings employees during the course of the relative period. There was also a steep rise of cost of essential commodities which was not truly reflected in the working class wholesale price indices resulting in the erosion of real wages of the employees and as such the demand of retrospective operation of the Award from 1st January 1974 is fully justifiable.

The Organisation craves leave to add, alter, modify or amend the foregoing objections as and when necessary.

Sd/-

(A.N.Moharir)

Organising Secretary,  
All India Reserve Bank  
Workers' Organisation.

