

Wage Negotiation held on 8-12-2009

- Salient Points

In the Wage Negotiation Committee Meeting held today, 8th December 2009, after a lengthy discussion, consensus is reached on the following issues:

1. **SPAN OF THE PAY SCALE:** - The note given by the Union will be considered by the management.

2. **ALLOWANCES AND PERKS:-**

The official side was of the opinion that the entire issue be kept pending considering the weak financial position of the company. But the staff side wanted that all these issues, also should be settled along with the wage revision. After discussion the following consensus was reached after hard bargaining.

- (a) **HRA:** - 30%, 20%, 10% rates on revised pay scales w.e.f 27-2-2009
- (b) **Transport Allowance:** - Further discussion will be held.
- (c) **Skill Upgradation Allowance(in lieu of Food Allowance):-** Rs 225/- per month w.e.f 27-2-2009
- (d) **Cycle Maintenance Allowance:-** 50% increase
- (e) **Rural Allowance:-** No Change
- (f) **Cash Handling Allowance:-** 50% increase
- (g) **Escort Allowance :-** 50% increase
- (h) **Special(Duty) Allowance, Island Special Duty Allowance, Hard Area Allowance:-** Existing percentage on revised pay w.e.f 27-2-2009
- (i) **Special Compensatory(Remote Locality) Allowance, Special Compensatory(bad climate) Allowance, Special Compensatory(Hill Area) Allowance, Scheduled/Tribal Area Allowance:** - Existing rates will be increased by 50% w.e.f. 27-02-2009
- (j) **Uniform and Washing Allowance:-** Management proposed abolition, but union did not agree. Further discussion will be held.

Next meeting will be held on 18-12-2009.