

COCHIN PORT TRUST

BOARD OF TRUSTEES MEETING FOR THE YEAR 2000-2001

No.3

Date : 30..08..2000.

Agenda item No.C 3

Sub : Wage settlement of Ports and  
Dock Workers (Class III & IV).

.....

The period of operation of the settlement dt.6.12.1994 on wage revision and liberalisation of terms and conditions of employment of Port and Dock Workers at the Major Ports of India, expired on 31..12..1997. In Order to arrive at a settlement on the wage revision and allied matters, Government of India had constituted a Bipartite Wage Negotiation Committee (BWNC). After a series of discussion by the members of the committee with the representatives of the Labour Federations, settlement under Section 12 (3) of Industrial Disputes Act has been arrived at on 02..08..2000 in the presence of the Regional Labour Commission (Central), Mumbai. A Copy of the settlement is enclosed as Appendix I. The conclusions arrived at in the settlement will be implemented in the Port Trust. The settlement is placed for perusal of the Board.



DY. SECRETARY  
COCHIN PORT TRUST

Sd/-  
21..08..2000  
(Dr. JACOB THOMAS)  
CHAIRMAN

**SETTLEMENT ON WAGE REVISION,  
RETIREMENT BENEFITS AND  
CONDITIONS OF SERVICE OF  
PORT AND DOCK WORKERS  
AT  
THE MAJOR PORTS  
W.E.F. 1-1-1997**

The Secretary to the  
Government of India.  
Ministry of Surface Transport,  
Transport Bhavan,  
New Delhi

Attn: Shri N K Jawa, Director (PHRD)

**Sub: Convening of BWNC Meeting**

Sir,

Please refer to Ministry's letter No. LB-12011/4/99-RO(Part-I) dated the 21<sup>st</sup> July, 2000 on the above subject. In the light of the orders contained in the above referred letter, the matter was discussed with the five federations in meetings of the BWNC held in New Delhi. The federations have now opted for a 10 year period for wage revision with 100% neutralisation of DA.

As directed by the Govt., the wage settlement has been finalised and was signed in the presence of RLC©, Mumbai and Dy. CLC © on the 2<sup>nd</sup> August, 2000 under Section 12(3) of ID Act. A copy of the settlement is enclosed for your information. A copy of the settlement is also being endorsed to all Port Chairmen for early implementation.

Yours faithfully,

S/d -

( M.P.PINTO )  
CHAIRMAN, JNPT  
& BWNC

Encl: as above

Jrc



# Indian Ports Association

IPA/BWNC/2000

11.8.2000

The Chairman, Jawaharlal Nehru Port Trust  
The Chairman, Mumbai Port Trust  
The Chairman, Calcutta Port Trust  
The Chairman, Visakhapatnam Port Trust,  
The Chairman, Chennai Port Trust  
The Chairman, Kandla Port Trust  
The Chairman, Paradip Port Trust  
The Chairman, Tuticorin Port Trust  
The Chairman, Cochin Port Trust  
The Chairman, New Mangalore Port Trust  
The Chairman, Mormugao Port Trust

Dy. Chairman, Calcutta Dock Labour Board  
Dy. Chairman, Chennai Dock Labour Board  
Dy. Chairman, Visakhapatnam Dock Labour Board  
Dy. Chairman, Kandla Dock Labour Board

**Sub: Settlement on Wage Revision for Port and  
Dock Workers w.e.f. 1.1.97**

Dear Sir,

I am glad to inform you that the wage settlement with National Federations representing workers in the major ports and Dock Labour Boards of the country was signed in the presence of RLC<sup>©</sup>, Mumbai and Dy. CLC<sup>©</sup> at New Delhi on the 2<sup>nd</sup> August, 2000 under Section 12(3) of ID Act. Five copies of the settlement are enclosed herewith for your information and necessary action.

Since the wage settlement has been signed under 12(3) of ID Act which is binding on the parties, there is no need for taking further approval of the Ministry. Through a copy of our letter No. IPA/BWNC/2000 dated 2.8.2000 addressed to the Secretary, MOST (copy enclosed) the settlement has already been forwarded to them for information.

Yours faithfully,

  
(M P PINTO)  
CHAIRMAN, JNPT  
& BWNC

Encl: as above

...2/-

Regd. Office : 19, Institutional Area, Lodi Road, New Delhi - 110 003.

Telephone : 4699284-287 Fax : 4636204

Admn. Office : 1st Floor, South Tower, NBCC Place, Bhisham Pitamah Marg, Lodi Road, New Delhi -110 003.

Telephone : 4369061, 4369063, 4368334 Grams : PORTORG, Telex : 031-63097

Fax : 011-4365866 E-mail : ipadel@nda.vsnl.net.in & ipa@hub.nic.in

CC: The Director, IIPM  
The Director, NIPM  
The Managing Director, IPA

The President, All India Port & Dock Workers Federation (HMS)

The President, All India Port & Dock Workers Federation, Workers (HMS)

The Vice President, Water Transport Workers Federation of India (CITU)

The General Secretary, Indian National Port & Dock Workers Federation (INTUC)

The General Secretary, Port, Dock & Waterfront Workers Federation of India (AITUC)

Shri K. P. Byramjee, Member on BWNC, Federation of Association of Stevedores.

Shri K V Krishna Kumar, Member on BWNC, Federation of Association of Stevedores.

MEMORANDUM OF SETTLEMENT DATED 02<sup>ND</sup> AUGUST, 2000 ARRIVED AT UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947 BEFORE THE REGIONAL LABOUR COMMISSIONER (CENTRAL), MUMBAI. CAMP: NEW DELHI AND DY. CHIEF LABOUR COMMISSIONER (CENTRAL), NEW DELHI IN RESPECT OF INDUSTRIAL DISPUTE RAISED BY FIVE FEDERATIONS OPERATING IN MAJOR PORTS AND DOCKS LABOUR BOARDS AT MUMBAI, CALCUTTA, CHENNAI, VISAKHAPATNAM, COCHIN, MORMUGAO, KANDLA. PARADIP, TUTICORIN, NEW MANGALORE AND NAVI MUMBAI OVER CHARTER OF DEMANDS OF WAGE REVISION, ETC.

**PRESENT**

---

**REPRESENTING MANAGEMENT**

**REPRESENTING LABOUR**

---

All India Port & Dock Workers Federation (HMS)

1. Shri M.P. Pinto,  
Chairman,  
Jawaharlal Nehru Port Trust &  
Bipartite Wage Negotiation Committee

1. Shri S.R. Kulkarni,  
President

2. Shri A.K. Mago,  
Chairman,  
Mumbai Port Trust

2. Shri S.C.C. Anthoni Pillai,  
General Secretary

3. Shri H.P. Roy,  
Chairman,  
Calcutta Port Trust

3. Shri Parbati Das,  
Vice President

4. Shri P. Baskardoss,  
Chairman,  
Chennai Port Trust

4. Shri B. Mohan Rao,  
Secretary

5. Shri S.K. Mahapatra,  
Chairman,  
Paradip Port Trust

5. Shri D.K. Sarma,  
Organising Secretary

6. Dr. Jose Paul,  
Chairman,  
Mormugao Port Trust

6. Shri P.M.M. Haneef,  
Joint Secretary

---

**REPRESENTING MANAGEMENT**

---

7. Dr. Jacob Thomas,  
Chairman.  
Cochin Port Trust
  
8. Shri K.P. Byramjee.  
Federation of Association of Stevedores
  
9. Shri K.V. Krishna Kumar.  
Federation of Association of Stevedores
  
10. Capt. A.N.M. Kishore,  
Managing Director.  
Indian Ports Association

---

**REPRESENTING LABOUR**

---

**All India Port & Dock Workers  
Federation - Workers (HMS)**

1. Dr. Shanti Patel.  
President
  
2. Shri S.K. Shetye.  
General Secretary

**Water Transport Workers Federation of  
India (CITU)**

1. Dr. M.K. Pandhe.  
Vice President
  
2. Shri Subhas Chakraborty,  
General Secretary

**Indian National Port & Dock Workers  
Federation (INTUC)**

1. Shri G. Kalan.  
General Secretary

**Port, Dock & Waterfront Workers  
Federation of India (AITUC)**

1. Shri V.V.Rama Rao.  
General Secretary

Shri G.R. Majhi  
Dy. Chief Labour Commissioner(C).  
New Delhi

Shri Sivaramkrishnan.  
Regional Labour Commissioner(C),  
Mumbai                      Camp: New Delhi

SHORT RECTAL

Consequent upon the expiry of the period of operation of the settlement dated 06-12-1994 on wage revision of Port & Dock Workers of the Major Ports of India on 31-12-1997, the Govt. of India in the Ministry of Surface Transport constituted a Bipartite Wage Negotiation Committee (BWNC) vide Ministry's letter No. LB-12011/3/97/R.O dated 05-06-1998 as below :-

MEMBERS REPRESENTING THE MANAGEMENT SIDE

1.	Chairman, IPA & JNPT	-	Chairman
2.	Chairman, Mumbai Port Trust	-	Member
3.	Chairman, Calcutta Port Trust	-	Member
4.	Chairman, Chennai Port Trust	-	Member
5.	Chairman, Cochin Port Trust	-	Member
6.	Chairman, Visakhapatnam Port Trust (Replaced by Chairman, Paradip Port Trust)	-	Member
7.	Dy. Chairman, Kandla Dock Labour Board	-	Member
8 & 9.	Federation of Association of Stevedores	-	Two Members
10.	Managing Director, IPA	-	Member Secretary
11&12.	Chairman, IPA to Co-opt two other Chairmen (Opted Chairman, MGPT & OSD, NIPM)	-	Two Members

MEMBERS REPRESENTING THE PORT & DOCK WORKERS

1.	All India Port & Dock Workers Federation (HMS)	- Six Members
2.	All India Port & Dock Workers Federation (Workers) (HMS)	- Two Members
3.	Water Transport Workers Federation of India (CITU)	- Two Members
4.	Indian National Port & Dock Workers Federation (INTUC)	- One Member
5.	Port, Dock & Water Front Workers Federation of India (AITUC)	- One Member

All the five Federations representing the workers of the Port & Dock Labour Boards submitted their charter of demands individually. The Management requested the five Federations representing on BWNC to submit a common charter of demands. The representatives submitted a common charter of demands on 07-12-1998 followed by another on 19-03-1999.

The first meeting of the Bipartite Wage Negotiation Committee was held on 09-10-1998 at Mumbai which was followed by 18 meetings at different ports. As the BWNC did not make much progress, over settling the charter of demands, five Federations served strike notices dated 15-12-1999 on the Chairmen of all the Major Ports and Dock Labour Boards proposing to go on strike from the midnight on 17-01-2000. The strike notices was seized in conciliation by Regional Labour Commissioner (Central), Mumbai and conciliation proceedings were held by him on 10<sup>th</sup>, 11<sup>th</sup> & 12<sup>th</sup> January, 2000 at Mumbai when understanding was reached negotiating 12 issues leaving 8 issues yet to be decided. The Federations even though declined to defer the strike but conveyed their willingness to continue the negotiations with a view to reach the settlement before 17<sup>th</sup> midnight. Even though further conciliation could not take place on 15-01-2000, since the talks held by the Hon'ble Minister of Surface Transport also failed, the Federations resorted to strike as proposed by them from the midnight of

17-01-2000. However, during the period of strike at the intervention of and assurances given by Hon'ble Minister of Surface Transport the strike was called off with effect from 23-01-2000. Again the conciliation proceedings were held at Mumbai on 01-02-2000 which were adjourned to a later date. However, the BWNC met at Chennai on 21<sup>st</sup> & 22<sup>nd</sup> Feb. Later on the BWNC met again at New Mangalore on 14<sup>th</sup> & 15<sup>th</sup> March, 2000 when conciliation proceedings were also held on 15<sup>th</sup> March. During the said conciliation proceedings a broad understanding was reached on remaining issues pending finalisation of two issues at the level of Ministry of Surface Transport. The BWNC meeting and conciliation proceeding were later on continued at Calcutta on 11/4/2000 when the issue of finalisation of draft settlement was once again discussed. The said conciliation proceedings were adjourned to a later date.

The affiliated unions of the five recognised Federations served strike notices on the Chairmen of the eleven Port Trusts proposing to go on indefinite strike of all Class-III & IV employees including cargo handling worker on and from 02<sup>nd</sup> May, 2000 over a charter of five demands, which were yet to be finalised/settled. Conciliation proceedings fixed over the said strike notices didn't take place since the five recognised Federation agreed not to resort to strike as proposed due to the assurances given by the Hon'ble Minister, Surface Transport. Later on BWNC meetings were held continuously from 26<sup>th</sup> July, 2000 and conciliation proceedings were held on 2<sup>nd</sup> August, 2000. The Management of major Ports gave a final offer for making a settlement for ten years, which was discussed elaborately. The two recognised Federations expressed their grave reservations on certain aspects while three recognised Federations did'nt accept. However, as a gesture of expressing their solidarity with all workers and with a view to maintaining healthy industrial relations, they agreed to the settlement. As such the following terms of settlement was arrived at under Sec. 12(3) of Industrial Disputes Act, 1947 as full and final settlement of all demands of the Federations.

S R Kulkarni  
 (11/12/00)  
 [Signature]

# 1. BIPARTITE WAGE NEGOTIATION COMMITTEE (BWNC)

1.1 Consequent upon the expiry of the period of operation of the settlement dated 6-12-94 on wage revision of Port and Dock workers of the Major Ports of India on 31-12-1997, Government of India, in the Ministry of Surface Transport constituted a Bipartite Wage Negotiation Committee (BWNC) vide Ministry's letter no. LB-12011/3/97-R.O. dated 5-6-1998, as below:

## Members representing the Management side

1. Chairman. IPA & JNPT - Chairman
2. Chairman. Mumbai Port Trust - Member
3. Chairman. Calcutta Port Trust - Member
4. Chairman. Chennai Port Trust - Member
5. Chairman. Cochin Port Trust - Member
6. Chairman. Visakhapatnam Port Trust - Member
7. Deputy Chairman, K.D.L.B. - Member
- 8&9. Federation of Association of Stevedores - Two Members
10. Managing Director, IPA - Member Secretary
- 11&12. Chairman, IPA to co-opt two other Chairmen

1.2 Chairman, Mormugao Port Trust and Officer on Special Duty, NIPM were co-opted vide Ministry's letter no. 13011/3/97-RO dated 15-1-1999. Due to pre-occupation of the Chairman, Visakhapatnam Port Trust, the Chairman, Paradip Port Trust was nominated in place of the Chairman, Visakhapatnam Port Trust.

## Members representing the Port and Dock workers:

1.3 Representation of the workers on B.W.N.C. was based on the available result of check off system for the year 1998, as under:

Sl. No.	Name of Federation	No. of representatives appointed in BWNC
1.	All India Port & Dock Workers Federation (HMS)	6
2.	All India Port & Dock Workers Federation, Workers (HMS)	2
3.	Water Transport Workers Federation of India (CITU)	2
4.	Indian National Port & Dock Workers Federation (INTUC)	1
5.	Port Dock & Waterfront Workers Federation of India (AITUC)	1
TOTAL:		12

14  
13  
12

1.4 Names of the representatives of the management side and each federation are given in Appendix-I.

## 2. CHARTER OF DEMANDS

2.1 All the five Federations representing the workers of the ports and dock labour boards submitted their Charter of Demands individually. The Management side requested the federations represented on BWNC, for a Common Charter of Demands. The representatives submitted a common charter of demands on 7-12-98 followed by another on 19-3-99.

2.2 A series of meetings were held wherein the charter of demands submitted by federations and measures suggested by the Management side to improve productivity were deliberated upon item-wise. Dates and venue of meetings held are in Appendix-II.

## 3. TERMS OF SETTLEMENT

It is agreed that the wage structure, terms and conditions of employment applicable to Class-III and IV employees of Major Ports and Dock Labour Boards will be revised as below:

## 4. COVERAGE

This settlement will apply to and cover the following Class-III & IV employees/workmen:

- (i) Persons employed by the Major Ports of Mumbai, Calcutta, Chennai, Visakhapatnam, Cochin, Mormugao, Kandla, Paradip, Tuticorin, New Mangalore and Jawaharlal Nehru and/or paid directly by the Port Trusts;
- (ii) Persons employed by the Dock Labour Boards and their administrative bodies at Calcutta, Chennai, Visakhapatnam and Kandla; and
- (iii) Persons registered or unregistered (listed) under any of the Schemes framed under the Dock Workers (Regulation of Employment) Act, 1948.

Handwritten marks and signatures at the bottom left of the page.

## 5. DATE OF EFFECT AND PERIOD OF SETTLEMENT

This settlement will take effect notionally from the 1<sup>st</sup> January 1997 and effectively from the 1<sup>st</sup> January 1998 and remain operative for a period of 10 years from the 1<sup>st</sup> of January 1997 to 31<sup>st</sup> December 2006.

## 6. REVISED PAY SCALES

6.1 The revised pay scales will be linked to All India Consumer Price Index Number 1708 for Industrial Workers (General) based on 1960=100(AICPI) series. Existing 29 pay scales are regrouped and reduced to 10. Revised pay scales corresponding to the grouped scales of pay from 1-1-1997 are at Appendix-III.

6.2 Grouping of pay scales by itself will not result in change in classification, duties and responsibilities or have an adverse impact on existing service conditions. However, this will not preclude any interchangeability, which may be agreed between management and concerned affiliates of federations at the local level.

## 7. FITMENT OF PAY ON THE 1<sup>ST</sup> JANUARY 1997 IN THE REVISED SCALE

7.1 Basic pay in the revised pay scale would be fixed as under:

A	B	C	D
Basic pay as on 31-12-96 and Spl. Pay, stagnation increment and Spl. Allowance at 2% upto Basic Pay Rs. 3000/- and at 4% beyond a Basic Pay of Rs. 3000/- (+)	Corresponding FDA from 1030 to 1099 points and variable DA from AICPI 1099 to 1708 points(base - 1960) as on 1-1-97 (+)	27.5% of Basic Pay	Aggregate amount=  A+B+C

# The new basic pay will be determined by placing the aggregate amount at column 'D' in the revised pay scale. Where the aggregate amount in column 'D' thus arrived, does not fit into a stage in the revised pay scale, the new basic pay will be determined by fixing the aggregate amount at the next higher stage in the revised pay scale.

Note: Special allowance at 2% of basic pay upto Rs. 3,000/- and at 4% beyond a basic pay of Rs. 3,000/- has been merged in the basic pay while evolving the scales of pay and, therefore, stands abolished.

7.2 Thereafter, the employee will be allowed one increment at the pay so fixed in the revised scale.

7.3 The above fitment formula is not applicable to the employees appointed on or after 1-1-1998 and they will start at the minimum of the corresponding revised pay scale. Fresh

recruits appointed during the period from 1-1-97 to 31-12-97 will be extended the Fitment formula.

7.4 If the feeder and promotional posts fall in the same revised pay scale, employees so promoted would be allowed fixation benefits as per existing practice.

## 8. STAGNATION INCREMENT

Pay scales have been restructured in such a way that there will not normally be any stagnation. However, if there is stagnation, one stagnation increment will be allowed every two years. In addition, an employee stagnating after the expiry of the period of settlement will be granted stagnation increment every year subject to adjustment in the next wage settlement.

## 9. DATE OF NEXT INCREMENT IN THE REVISED PAY SCALE

9.1 After the pay of an employee is fixed in the revised scale of pay, his next increment will be due on the anniversary of the last increment drawn in existing pay scale. In the case of those whose anniversary date of increment is 1<sup>st</sup> January, they will be allowed the normal increment of the revised pay scale from 1<sup>st</sup> January. Where the pay of two or more employees of the same category in the existing scale of pay and in the inter-se seniority list gets fixed at the same stage in the revised pay scale and the date of increment of the senior of the two employees falls due after the date of increment of the junior employee, the date of increment of the senior employee will be advanced to coincide with the date of increment of the employee junior to him, provided other conditions for advancing the date of increment are fulfilled.

9.2 Employees promoted on or after 1-1-97 will be permitted to exercise fresh option for fixation of pay on promotion as per existing provisions.

9.3 Employees will be permitted to opt for the revised scale w.e.f. 1-1-1997 or from the date of the next increment due before 31-12-1997.

## 10. PERSONAL PAY FOR SMALL FAMILY NORM

In respect of increment granted for small family norms and for excellence in sports sanctioned prior to 1-1-1997, the instructions issued by the Central Government from time to time, will apply.

11  
cc  
11

## 11. DEARNESS ALLOWANCE

11.1 All India Consumer Price Index Number for Industrial Workers(General) based on 1960=100(AICPI) series will be used for grant of compensation to the employees for price rise.

11.2 D.A. instalments would be released 4 times in a year. w.e.f. 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July and 1<sup>st</sup> October.

11.3 D.A. would be paid for the increase in AICPI above quarterly index average of 1708 to which revised pay scales are related.

11.4 The percentage increase in the Quarterly average of the AICPI for the period ending February, May, August and November over the index 1708 would be taken upto one decimal point.

11.5 The rate of compensation to the employees over the basic pay at index average of 1708 will also be in whole numbers with fractions carried forward.

11.6 The percentage neutralisation to employees in different pay ranges would be 100%.

### Footnote-I

<u>Quarterly Averages</u>	<u>Payable from</u>
September, October and November	1 <sup>st</sup> January
December, January and February	1 <sup>st</sup> April
March, April and May	1 <sup>st</sup> July
June, July and August	1 <sup>st</sup> October

### Footnote-II

The Quarterly average of AICPI for the months of September, October and November, 1996 worked out to 1708 and from 1-1-1997 is being merged in the basic pay. DA instalment would be Nil on 1-1-1997. The first instalment of DA would become due from the effective date of pay revision, viz. 1-1-98.

11.7 The payment of DA involving fractions of 50 paise and above will be rounded off to the next higher rupee and fractions of less than 50 paise will be ignored.

11.8 The pay for the purpose of calculation of DA will be the basic pay drawn in the prescribed scale of pay including stagnation increments but will not include any other type of pay such like special pay, personal pay, etc.

11

22

23



11.9 The DA will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of FR 9.21.

## 12. HOUSE RENT ALLOWANCE

12.1 An employee, who is not allotted accommodation by the Port Trust and Dock Labour Board will be paid House Rent Allowance at the following rates, without production of rent receipt :

Name of Port	Existing Rates of HRA	Revised Ceiling (in Rs.)
Mumbai, JNPT	30% of actual basic pay	2400
Chennai, Calcutta(excl.Haldia)	25% of actual basic pay	2000
Cochin and Visakhapatnam	17.5% of actual basic pay	2000
Mormugao, Kandla, New Mangalore, Tuticorin	15% of actual basic pay	1500
Paradip and Haldia	10% of actual basic pay	1000

12.2 HRA rates applicable to the Government employees will also be available to the port employees.

12.3 Every individual employee will, therefore, have the option to choose either of the two. Basic pay for purpose of HRA shall not include any type of special pay or personal pay but includes stagnation increments. The above rates will apply from 1-1-1998.

## 13. HOUSE RENT RECOVERY

Recovery of rent for Port and DLB Quarters will be made on living area basis under Government of India's orders as revised from time to time under FR 45(A).

For sub-standard quarters the recovery of rent will be as envisaged under FR45. As regards recovery of rent for dormitory or bachelors accommodation, the recovery of rent may be made at fixed rates, to be calculated by ports under FR 45A. (Standard Rent).

## 14. PORT ALLOWANCE

14.1 Port Allowance will be paid to all employees at the following rates from 1-1-1998.

	Name of Port	Rates
(a)	Mumbai, JNPT, Chennai, Calcutta excluding Haldia	Rs. 300 P.M.
(b)	Visakhapatnam Cochin	Rs. 200 P.M.
(c)	New Mangalore, Tuticorin, Mormugao, Kandla, Paradip and Haldia	Rs. 100 P.M.

14.2 CCA will stand abolished with effect from 1-1-1998. CCA so far paid at earlier rates will be adjusted against Port Allowance.

## 15. TRANSPORT REIMBURSEMENT

15.1 Existing rate of Transport reimbursement will be enhanced from Rs. 90/- per month to Rs. 180/- p.m. to all eligible employees. Existing terms and conditions governing the grant of transport reimbursement procedure will continue to apply.

15.2 Transport reimbursement will be allowed to handicapped employees at double the rate.

## 16. CHILDREN EDUCATION ALLOWANCE AND REIMBURSEMENT OF TUITION FEES

16.1 The revised rates of CEA and Tuition fees will be extended to Port employees at the following rates:

Educational Assistance	Revised Rate of payment/limit of reimbursement of Tuition Fees	
(a) Children Education Allowance	Primary, Secondary, Higher and Senior Secondary Classes (1 to XII)	Rs. 100 P.M. per child
(b) Reimbursement of Tuition Fees	(a) Class 1 to X	Rs. 40/- p.m. per child
	(b) Class XI and XII	Rs. 50/- p.m. per child
	(c) Class 1 to XII in respect of physically handicapped and mentally retarded children	Rs. 100/- p.m. per child
(c) Science Fees	Class IX to XII	Rs. 10/- p.m. if charged separately

16.2 Payment of the educational assistance will be subject to a maximum of two children only. The existing rules and regulations in the matter of grant of the above allowances will continue without any change. The above rates will be revised in line with revisions made by the Central Govt. in respect of its own employees.

## 17. WASHING REIMBURSEMENT

Washing reimbursement and Special washing reimbursement will be enhanced from Rs. 22/- and Rs. 45/- to Rs. 50/- and 65/- respectively. The claim of washing allowance in respect of hospital staff and fire brigade staff, who are currently in receipt of such allowance, will be discussed and settled locally.



## 18. REVISION OF TA AND DA

The TA and DA rates will be as follows:

### (A) Entitlement for travel on tour - Class-III and IV employees

Sl. No.	Pay Range	Normal Trains	Rajdhani Express	Shatabdi Express
(i)	Below Rs. 5000/-	Second Sleeper	AC Chair Car*	-
(ii)	Rs. 5000/- and above but below Rs. 9000/-	1 <sup>st</sup> Class/Ind AC 3 tier sleeper/AC Chair Car*	AC Chair Car**	AC Chair Car
(iii)	Rs. 9000 and above	Ind AC 2 tier sleeper/1 <sup>st</sup> Class/AC 3 tier	Ind AC 2 tier sleeper	AC Chair Car

(\* ) Those who are entitled to travel by First Class/Ind AC 3 tier sleeper/AC Chair Car may at their discretion, travel by AC 2 tier sleeper, when any of the trains connecting the origins and destinations concerned by the direct shortest route do not provide these three classes of accommodation.

(\*\*) AC 3 tier sleeper in trains in which AC Chair Car is not provided.

### (B) Rates of Daily Allowance to employees who stay in Public Sector/State/Central Government/Port or IPA Guest Houses or have their own arrangements.

Sl. No.	Pay Range	'A' Class cities	Other localities
(i)	Below Rs. 5000.-	120	85
(ii)	Rs. 5000/- and above but below Rs. 9000/-	190	125
(iii)	Rs. 9000/- and above	225	150

### (C) Rates of Daily Allowance to employees who stay in Hotels.

Sl. No.	Pay Range	'A' Class cities	Other localities
(i)	Below Rs. 5000/-	150	105
(ii)	Rs. 5000/- and above but below Rs. 9000 -	275	190
(iii)	Rs. 9000/- and above	400	270



## (D) Rates of Road Mileage

Sl.No.	Pay Range	Entitlement
(i)	Below Rs. 5000/-	Auto Rickshaw/Own Scooter/Motor Cycle/Moped/Ordinary Public Bus
(ii)	Rs. 5000/- and above but below Rs. 9000/-	Auto Rickshaw/Own Scooter/Motor Cycle/Moped/Ordinary Public Bus
(iii)	Rs. 9000/- and above	Taxi, Auto Rickshaw, Public Bus including AC Bus
	Rates of reimbursement	By Taxi - Rs. 8/- per k.m. Auto Rickshaw/ Scooter/Motor Cycle/Moped - Rs. 4/- per k.m.

## Note:

- (a) For travel by public bus actual fare to be reimbursed.  
 (b) Journeys by Taxi - Rs. 8/- per k.m.  
 (c) Journeys by Auto Rickshaw/Own Scooter/Moped - Rs. 4/- per k.m.

**19. OVERTIME ALLOWANCE**

If any employee is asked by the management to work beyond prescribed working hours, overtime allowance will be paid as per relevant laws governing the payment of this allowance and full payment will not be denied.

**20. OTHER ALLOWANCES**

Existing local allowances will be settled locally.

**21. CONVEYANCE ADVANCE**

Conveyance Advance for purchase of vehicle will be sanctioned as below:

- (a) Scooter/Moped/Motor Cycle - 8 months basic pay subject to a maximum of Rs. 30,000/- or 80% of the actual cost of the vehicle, whichever is less.
- (b) Cycle - Rs. 1500/-

*[Handwritten signatures and initials]*

## 22. HOUSE BUILDING ADVANCE

Revised quantum of advance payable will be as follows:

- (a) For new house 50 months basic pay, or the actual cost of construction, whichever is less.
- (b) For improvement, renovation, addition to the existing house Actual cost or a maximum of Rs. 1.80 lakhs, whichever is less.

At ports where different schemes for giving House Building Advance exist, those will continue. Rates of interest will be same as notified by the Central Government.

## 23. FESTIVAL ADVANCE,

Quantum of festival advance will be decided locally.

## 24. LEAVE TRAVEL CONCESSION

24.1 The entitlement for Travel by rail during LTC will be as follows:

Sl. No.	Pay Range	Normal Trains	Rajdhani Express	Shatabdi Express
(i)	Below Rs. 5000/-	Second Sleeper		
(ii)	Rs. 5000/- and above but below Rs. 9000/-	1 <sup>st</sup> Class/AC 3 tier sleeper/AC Chair Car*	AC Chair Car	AC Chair Car
(iii)	Rs. 9000/- and above but below Rs. 12000/-	IInd Ac 2 tier sleeper/ 1 <sup>st</sup> Class/AC 3 tier	IInd AC 2 tier sleeper	AC Chair Car

Note: Claim for travel by Rajdhani/Shatabdi trains will be allowed only where journeys is actually undertaken by these trains. Both ends of the journey should be directly connected by Shatabdi/Rajdhani Trains.

(\*) Where none of the classes of accommodation is provided in any train connecting the concerned stations by the direct shortest route, the employees may travel by AC two tier.

24.2 For journeys by road, between places not connected by rail, the entitlement will be as follows:

- (a) Those who are entitled to Travel by 1<sup>st</sup> Class and above on rail By any type of bus
- (b) Others By ordinary or express bus

24.3 The privileges with regard to class of travel currently being enjoyed by an employee will not be adversely affected by any decision taken as a result of the settlement.

*[Handwritten signature]*

24.4 All the other existing rules regulations and conditions for availing LTC will continue to apply.

## 25. HOLIDAY WAGES

There will be no change in the existing method of calculation of Holiday wages.

## 26. PURCHASE OF COMPUTER

Employees will be given an advance upto 10 months basic pay or Rs. 80,000/- or the actual cost of the computer, whichever is least, for the purchase of a personal computer. Interest rate will be the same as in the case of officers. Recovery will be in a maximum of 100 monthly instalments.

## 27. OUTSTATION ALLOWANCE

Employees who go to other ports on board the port craft for dry docking repairs would be allowed, in addition to normal pay and allowances, Outstation Allowance at the rate of 33 $\frac{1}{3}$ % of revised basic pay from the date of departure to the date of return to home port.

28. All allowances, the effective date of payment of which, has not been otherwise specified, shall be paid with effect from 1-1-1998.

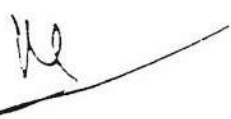
## 29. LEAVE ENTITLEMENTS

29.1 Earned Leave will not be accumulated beyond 300 days.

29.2 Maternity Leave will be admissible to a female employee with less than 2 surviving children upto a period of 135 days.

29.3 Paternity Leave will be admissible to a male employee with less than two surviving children upto a period of 15 days during the confinement of his wife.

29.4 All other conditions in the matter of grant of leave will be governed by the existing Leave Regulations.

ll  
sc.   
A

30. Demand of the federations for setting up of a creche at all ports will be discussed locally for urgent settlement.

### 31. ASSURED CAREER PROGRESSION

31.1(i) Two financial upgradations shall be granted under ACP scheme to Class-III and IV employees on completion of 12 years and 24 years of regular service, provided there was no regular promotion during the period of 12 and 24 years.

(ii) The financial upgradation in ACP will be in the next higher grade in accordance with the existing hierarchy in a cadre/group of posts.

(iii) In the case of isolated posts, which do not have defined hierarchical cadres, ACP grade corresponding to the next higher grade, will be extended for financial upgradation.

(iv) In the case of skilled categories, the recommendations made by the Classification and Categorisation Committee, including trade tests at different levels, and implemented at all ports from 1-1-1997 will remain unchanged.

(v) On promotion under ACP, full benefit of pay fixation, as under normal promotion, in the higher scale will be given. For such persons there will be no further financial benefit on their getting regular promotion later.

(vi) When an employee is given higher scale under ACP, an undertaking will be obtained that he shall continue to discharge the duties of the lower post till regular promotion to the higher scale post later.

(vii) Vacancy based on regular promotion shall continue to be granted after the screening by regular DPC.

(viii) ACP scheme does not amount to financial/regular promotion or require creation of posts.

(ix) The financial upgradation under the ACP scheme shall be available only if no regular promotions have been availed during the prescribed periods.

(x) The beneficiaries shall retain the old designation and financial upgradation shall be personal to the incumbents.

(xi) There shall be no upgradation for a senior employee merely because the junior employee in the grade has got higher pay scale under the ACP scheme.

31.2 If the recruitment rules of the ports, provide for promotion to the higher scale after proper departmental examination, the same practice will continue.

31.3 Clarifications issued by the Government from time to time in respect of ACP will apply.

## 32. PAYMENT OF ARREARS

Payment of arrears arising out of this settlement will be made within a period of two months from the date of signing of the settlement.

## 33. ADJUSTMENT OF INTERIM RELIEF

Interim Relief sanctioned by the Government at 10% of the pre-revised basic pay to all the Class-III and IV employees/workers of all Major Port Trusts and Dock Labour Boards, with effect from 1-1-1998, vide MOST letter no. LB-12016/1.99-RO dated 16-2-99, will be adjusted from the arrears of pay and allowances due to the employees/workers from 1-1-1998 on account of pay revision.

## 34. PENSION

34.1 New Pension Regulations for the employees of the Port Trusts and Dock Labour Boards will have effect from 1-4-1995.

34.2 Pension of all categories of employees will be consolidated w.e.f. 1-1-1997, but effective from 1-1-1998, as approved by the Government vide MOST letter no. A-38011/45/98-PE-I dated 5-4-1999. The methodology to do so is enumerated in Appendix-IV.

## 35. PRODUCTIVITY AND ECONOMY MEASURES

All the parties recognise that the Indian economy has reached the take off stage, which calls for adopting the strategies used by the ports world-wide to address problems under similar circumstances. Technological upgradation, higher productivity and resource generation are imperative. The challenge emanating from intra and/or interport competition, within the country/region, calls for urgent need for improvement of efficiency and customer satisfaction, augmentation of financial viability and new enterprise culture in the major ports. To achieve these, the following issues will be referred to an adjudicator under I.D. Act, 1947 for adjudication. The adjudicator will take into account the local conditions of each port and other relevant factors and if need be, take the assistance of experts, and also hear the views, of the parties on report of the expert before giving his award. The award, which will be binding on both the parties, should be finalised within a period of 6 months.

16  
19  
18

- i. Deployment of workers for any task will not be gang based but will be need based with reference to the nature of job or cargo. Notional booking of workers will be discontinued.
- ii. Manning scale of similar vessels and equipment will be uniform at all ports. Norms will be fixed on the basis of the lowest manning level in existence.
- iii. There will be uniform manning scale for similar tasks. Norms will be fixed on the basis of the lowest manning level in existence.

### 36. PROTECTION OF EXISTING BENEFITS

Merely as a consequence of the implementation of this Settlement, any facility, privilege, amenity, right, benefit, monetary or otherwise or concession to which an employee or a category of employees might be entitled to by way of any award, practice, or usage, shall not be withdrawn, reduced or curtailed, except to the extent and manner as explicitly provided for in this Settlement. Provided, however, that this protection clause shall not be used by the Federations and their affiliated unions and any person/persons enjoying benefits under this Settlement for preventing Port/DLB managements from taking steps for the implementation of the provisions of this Settlement for improving productivity.

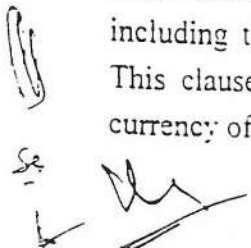
### 37. CLASSIFICATION/CATEGORISATION OF EMPLOYEES

A mutually acceptable person will be appointed to study the demand of the unions for classification/categorization of employees not so far covered by the classification/categorisation scheme. The person will be asked to submit his report within 6 months from the date of referring the matter to him. The report will be discussed with the recognised federations for settlement within a period of six months. Any point of disagreement will be referred for adjudication/arbitration under the provisions of the Industrial Dispute Act.

### 38. CONCLUSION

(i) Any discrepancies/anomalies and disputed interpretations arising out of this settlement and matters relating to the implementation of this settlement will be discussed between the five federations and the Port Management with a view to resolving them. It is further agreed that in the event of any disagreement between the parties on any point concerning any clause the disputed point will be referred to an Arbitrator under Section 10A of the Industrial Disputes Act, whose decision will be final and binding on both the parties.


(ii) The federations and their affiliated unions agree that no fresh issues involving additional financial implication will be raised during the period of this settlement, excepting those claims pending in the courts, tribunals, conciliation proceedings and arbitrations, including those issues which the parties have agreed to refer to arbitration/adjudication. This clause will not estop employees/workmen from receiving of PLR/PLB during the currency of this settlement.

Se  


## REPRESENTING MANAGEMENT




Shri M.P. Pinto.  
Chairman. BWNC & J.N.P.T.



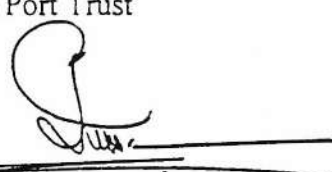
Shri A.K. Mago.  
Chairman. Mumbai Port Trust

Shri H.P. Roy.  
Chairman. Calcutta Port Trust

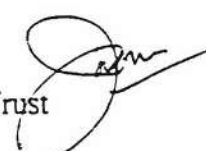


Shri P. Baskardoss.  
Chairman. Chennai Port Trust


Shri S.K. Mahapatra.  
Chairman. Paradip Port Trust



Dr. Jose Paul.  
Chairman. Mormugao Port Trust



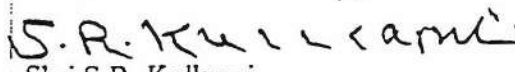
Dr. Jacob Thomas.  
Chairman. Cochin Port Trust



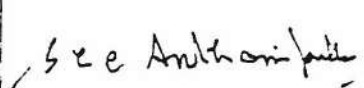
Capt. A.N.M. Kishore.  
Managing Director. IPA

## REPRESENTING LABOUR

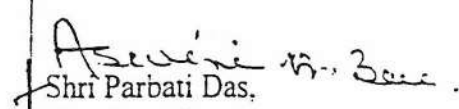
All India Port & Dock Workers  
Federation (HMS)



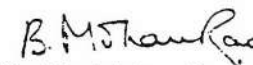
Shri S.R. Kulkarni.  
President



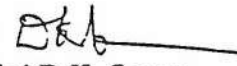
Shri S.C.C. Anthoni Pillai,  
General Secretary




Shri Parbati Das,  
Vice President



Shri B. Mohan Rao.  
Secretary




Shri D.K. Sarma.  
Organising Secretary

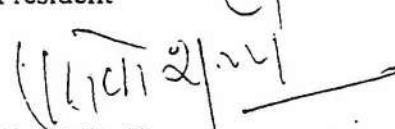


Shri P.M.M. Haneef,  
Joint Secretary

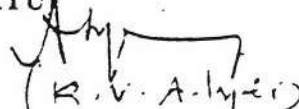
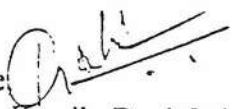

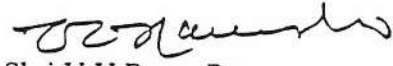
All India Port & Dock Workers  
Federation - Workers (HMS)

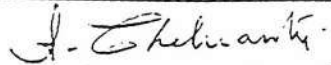


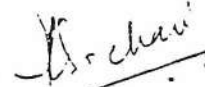
Dr. Shanti Patel.  
President




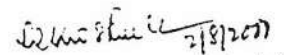
Shri S.K. Shetye.  
General Secretary

REPRESENTING MANAGEMENT	REPRESENTING LABOUR
Shri K.P. Byramjee. Federation of Association of Stevedores	Water Transport Workers Federation of India (CITU)  (R.V. Aiyer) Dr. M.K. Pandhe, Vice President
Shri K.V. Krishna Kumar. Federation of Association of Stevedores	S. Chakraborty Shri S. Chakraborty, General Secretary
Shri C. George  Dy. Chairman, Kandla Dock Labour Board	Indian National Port & Dock Workers Federation (INTUC)  Shri G. Kalan, General Secretary
	Port, Dock & Waterfront Workers Federation of India (AITUC)  Shri V.V. Rama Rao, General Secretary

Witness i,   
(A. CHAKRAVERTY)

ii,   
(R.S.T. CHARI)

  
Shri. G.R. MAJHEE  
Dy. Chief Labour Commissioner (C)  
New Delhi.

  
C.H. SIVARAM KRISHNAN  
Regional Labour Commissioner (C)  
Mumbai. Camp. New Delhi.

## Representation on Bipartite Wage Negotiation Committee

Management Side		Workers Federations	
1.	Shri M.P. Pinto, Chairman. Jawaharlal Nehru Port Trust	All India Port & Dock Workers Federation (HMS)	
2.	Shri A.K. Mago, Chairman Mumbai Port Trust	1.	Shri S.R. Kulkarni, President
3.	Shri H.P. Roy, Chairman. Calcutta Port Trust Port Trust	2.	Shri S.C.C. Anthoni Pillai, General Secretary
4.	Shri P. Baskardoss, Chairman. Chennai Port Trust	3.	Shri Parbati Das, Vice President
5.	Shri S.K. Mahapatra, Chairman, Paradip Port Trust	4.	Shri B. Mohan Rao, Secretary
6.	Shri C. Babu Rajeev*, Chairman. Cochin Port Trust	5.	Shri D.K. Sarma, Organising Secretary
7.	Dr. Jose Paul, Chairman. Mormugao Port Trust	6.	Shri P.M.M. Haneef, Joint Secretary
8.	Capt. A.N.M. Kishore, OSD,** NIPM, Chennai	All India Port & Dock Workers Federation - Workers (HMS)	
9.	Shri H.C. Venkatesh, Dy. Chairman.≠ Kandla Dock Labour Board	1.	Dr. Shanti Patel, President
10.	Shri K.P. Byramjee. Federation of Association of Stevedores	2.	Shri S.K. Shetye, General Secretary
11.	Shri K.V. Krishna Kumar. Federation of Association of Stevedores	Water Transport Workers Federation of India (CITU)	
12.	Shri A. Chakravorty, Managing Director, IPA	1.	Dr. M.K. Pandhe, Vice President
		2.	Shri S. Chakraborty, General Secretary
		Indian National Port & Dock Workers Federation (INTUC)	
		1.	Shri G. Kalan, General Secretary
		Port, Dock & Waterfront Workers Federation of India (AITUC)	
		1.	Shri V.V.Rama Rao, General Secretary

(\*) Shri C. Babu Rajeev was replaced by Dr. Jacob Thomas after the former demitted office.

(\*\*) Capt. A.N.M. Kishore took over the charge of Managing Director, IPA w.e.f. 1-3-2000.

(≠) Shri C. George replaced Shri H.C. Venkatesh after his reversion to his parent cadre.



## INDIAN PORTS ASSOCIATION

## BI-PARTITE WAGE NEGOTIATION COMMITTEE

Sl.No.	DATE OF MEETING	MEETING HELD AT
01.	09-10-1998	Mumbai
02.	12-11-1998	Mumbai
03.	07-12-1998	Mumbai
04.	5 <sup>th</sup> & 6 <sup>th</sup> January, 1999	Chennai
05.	24 <sup>th</sup> & 25 <sup>th</sup> February, 1999	Mumbai
06.	19 <sup>th</sup> & 20 <sup>th</sup> March, 1999	Chennai
07.	15 <sup>th</sup> & 16 <sup>th</sup> April, 1999	New Mangalore
08.	3 <sup>rd</sup> & 4 <sup>th</sup> May, 1999	Mormugao
09.	31-05-1999 & 01-06-1999	Mumbai
10.	14 <sup>th</sup> , 15 <sup>th</sup> & 16 <sup>th</sup> July, 1999	New Delhi
11.	4 <sup>th</sup> November, 1999	Mumbai
12.	12 <sup>th</sup> November, 1999 (core group)	Mumbai
13.	24 <sup>th</sup> November, 1999 (core group)	Mumbai
14.	15 <sup>th</sup> December, 1999	Mumbai
15.	1 <sup>st</sup> February, 2000	Mumbai
16.	21 <sup>st</sup> & 22 <sup>nd</sup> February, 2000	Mumbai
17.	14 <sup>th</sup> & 15 <sup>th</sup> March, 2000	New Mangalore
18.	11 <sup>th</sup> April, 2000	Calcutta
19.	26 <sup>th</sup> & 27 <sup>th</sup> July, 2000	New Delhi
20.	31 <sup>st</sup> July & 2 <sup>nd</sup> August, 2000	New Delhi

D

2

3



**GROUPING OF EXISTING PAY SCALES AND CORRESPONDING  
REVISED PAY SCALES W.E.F. 1-1-1997**

Sl. No.	Existing	Revised Pay Scales effective from 1-1-97
1.	2010-35-2290-45-2830 (20)	3700-60-4180-75-5830 (30)
2.	2025-35-2200-50-2450-60-2990	} (19) 3840-80-4320-100-6720 (30)
3.	2035-35-2175-50-2375-60-3035	
4.	2045-50-2245-60-3085	
5.	2055-60-2775-65-3230	} (18) 4000-100-4800-115-7330 (30)
6.	2065-60-2545-70-3315	
7.	2110-60-2350-70-2700-75-3450	} (19) 4160-115-5195-125-7820 (30)
8.	2150-70-2780-75-3605	
9.	2160-70-2720-75-3620	} (20) 4300-120-5260-130-8120 (30)
10.	2160-70-2720-75-3695	
11.	2160-75-2720-75-3845	
12.	2230-70-2720-75-3695	
13.	2370-70-2720-75-3845	
14.	2185-75-2710-85-3985	} (23) 4640-140-5760-170-9500 (30)
15.	2230-75-2605-85-4050	
16.	2250-85-2930-100-4330	
17.	2250-85-2930-100-4430	
18.	2420-85-2930-100-4430	} (23) 5000-150-5450-200-10850 (30)
19.	2425-85-2935-100-4435	
20.	2425-85-2680-100-3080-120-4760	
21.	2425-85-2680-100-3080-120-4880	
22.	2275-85-2870-100-3670-120-4870	
23.	2500-100-3000-120-4800	} (22) 5500-200-6100-220-11380 (27)
24.	2500-100-3000-120-5040	
25.	2600-100-2900-120-4940	
26.	2600-100-2900-120-5180	
27.	2650-120-3610-140-5430	} (20)
28.	2700-120-3420-140-5520	
29.	2750-140-3590-150-5690	

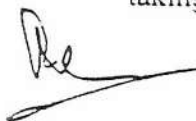


## METHODOLOGY OF CONSOLIDATION OF PENSION W.E.F. 1-1-1997

Consolidation of pension and family pension of past retirees of ports and dock labour boards w.e.f. 1-1-1997 will be as follows:

1. Pension of all retirees of ports and dock labour boards was consolidated at AICPI 607 points vide MOST's letter no. A-38011-45/98/PEI dated 5-4-1999 with suitable modifications upto 31-12-1987.
2. Pension of employees retired between 1-1-1988 and 31-12-1992 is linked to AICPI 607 points.
3. Pension of employees retired between 1-1-1993 and 31-12-1997 will be computed on pre-revised scales of pay linked to AICPI 607 points.
4. Methodology of consolidation as proposed w.e.f. 1-1-1997 linked to AICPI 1708 points in respect of pensioners receiving dearness relief in accordance with the Central Government rates of Dearness Relief is as below:
  - (i) Basic pension linked to AICPI 607 points plus
  - (ii) Dearness Relief for 1101 points, being the difference between AICPI 607 and 1708 points, plus
  - (iii)
    - (a) Fitment weightage of 12.5 percent on basic pension on AICPI 607 (because of the pay revision from 1-1-1993) plus
    - (b) Fitment weightage of 27.5 percent on basic pension (because of the pay revision allowed w.e.f. 1-1-1997) plus
    - (c) Fitment weightage of 27.5 percent on 12.5 percent allowed from 1-1-1993.

i.e. total Fitment weightage (iii a to c)  $(12.5+27.5+3) = 43\%$  on Basic Pension.
  - (iv) Consolidated Pension as on 1-1-1997 linked to AICPI 1708 points will be sum TOTAL OF 3(i) to 3(iii).
  - (v) The case of pensioners drawing basic pension determined on pay including piece rate/incentive shall be examined separately. However, they will have option to come over to the above scheme, which considers pension only taking into account basic pay.



5. The same methodology will be adopted for consolidation of family pension as well.
6. If the consolidated pension/family pension so arrived at is less than 50 percent or 30 percent of the minimum of the pay scale of the post held by the pensioner, the pensioner/family pensioner shall be sanctioned pension/family pension at 50 percent or 30 percent of the minimum of the pay scale of the post held by the pensioner at the time of retirement, effective from 1-1-1998.
7. Pension at the revised rate will be payable w.e.f. 1-1-1998.
8. No arrears on account of consolidation of pension/family pension will be admissible prior to 1-1-1998.
9. No commutation will be admissible on additional amount of pension accruing as a result of revision.
10. The existing commuted portion of pension, if any, will be deducted from the pension so arrived at on 1-1-1997.
11. Dearness Relief on pension and family pension will be neutralised to the extent of 100% for rise in Consumer Price Index w.e.f. 1-1-1998.
12. Interim relief for pensioners shall be discontinued after consolidation and interim relief paid shall be adjusted against arrears due to them on account of consolidation.
13. The Personal Pension granted to protect the drop in the Pension after revision of pay w.e.f. 1-1-1993 shall be discontinued from 1-1-1998.



**SUMMARY RECORD OF THE DISCUSSION HELD ON  
21<sup>ST</sup> AND 22<sup>ND</sup> JANUARY, 2000 BETWEEN THE HON'BLE  
MINISTER OF SURFACE TRANSPORT AND THE  
FIVE MEMBER FEDERATIONS OF BWNC**

In response to the call of the Hon'ble Minister of Surface Transport, Government of India to the 5 recognised Federations of Port and Dock Workers to resume talks on the disputed issues of wage settlement, discussions were held on 21<sup>st</sup> & 22<sup>nd</sup> January, 2000 with the representatives of the Federations. During the discussions, the following issues were raised by the Federations:-

1. The period of the settlement will be for 5 years w.e.f. 1-1-98 to 31-12-2002.
2. The existing rates of HRA at the Ports of Vizag, Cochin, Haldia, Goa, Paradip, New Mangalore, Tuticorin and Kandla should continue and there will be no ceiling on the amount of HRA.
3. The PCA (Port City Allowance) will be paid at the rates mentioned in the draft settlement given by the Management at BWNC meeting at Goa and will be effective from 1-1-1998.
4. All the terms of this settlement including HRA, CCA and other allowances will be implemented w.e.f. 1-1-1998.
5. The terms of the last settlement dated 6<sup>th</sup> December, 1994 arrived at under section 12(3) A of the I.D. Act, 1947 which is binding on both the parties for the existing and future employees will be implemented within 3 months of this settlement failing which demands of the 5 Federations will be referred to arbitration/adjudication under the I.D. Act 1947.
6. The issues raised in the strike notices by the 5 Federations will be discussed and settled by 28<sup>th</sup> February, 2000 at the BWNC level.

After discussions, it was agreed that:

- (i) Instead of changing the rate and applicability of the CCA, Port Allowance will be given to the port workers at the following rates w.e.f. 1-1-1998.
  - (a) Calcutta(excluding Haldia), Chennai, Mumbai, JNPT: Rs. 300/- p.m.
  - (b) Visakhapatnam, Cochin: Rs. 200/- p.m.
  - (c) Mormugao, Paradip, New Mangalore, Tuticorin, Kandla and Haldia: Rs. 100/- p.m.

The CCA will stand abolished w.e.f. 1-1-1998 and the CCA so far paid at the earlier rate will be adjusted against the Port Allowance.
- (ii) The existing rates of HRA at the ports, with enhancement in the existing ceiling limits to Rs. 2400, Rs. 2000, Rs. 1500 and Rs. 1000 in place of present Rs. 1200, Rs. 1000, Rs. 600 & Rs. 400 respectively as well as the HRA rates of the Govt. will be available to the workers. Every individual employee will have the option to choose either of these two.



- (iii) The unimplemented terms of the last settlement dated 6-12-1994 will be implemented locally by the parties within a period of three months failing which the disputed terms will be referred to the arbitrator/adjudicator for arbitration/adjudication within 6 months time under the ID Act 1947. The award will be binding on the parties.
- (iv) Regarding the demand for a 5 year settlement and applying the new HRA rates retrospectively from 1-1-1998, the Hon'ble Minister appreciated the concern of the Federations and assured them that he will take up these matters with full sympathy and strength at the appropriate level and he will make all efforts to get the issue resolved before 31<sup>st</sup> March, 2000.
- (v) The issues raised in the strike notices by the 5 Federations will be discussed and settled by 28<sup>th</sup> February, 2000 at the BWNC level.
- (vi) Regarding the issues raised by the management for further improving the productivity and efficiency in the ports the Federations agreed to refer item no. 1,3 and 4 of MOST's letter no. LB-11011/20/97-L.I dated 7-1-99 to an Adjudicator under the I.D. Act. 1947 for adjudication. The Adjudicator will take into account the local conditions of each port and other relevant factors and if need be, take the assistance of experts, and also hear the views of the parties on report of the expert before giving his award. The award should be finalised within a period of six months, which will be binding on both the parties.
- (vii) No worker will be victimised on account of his participation in the strike.

Sd/-  
(S.R. KULKARNI)  
President

Sd/-  
(S.C.C. ANTHONI PILLAI)  
General Secretary  
All India Port & Dock  
Workers Federation(HMS)

Sd/-  
(DR. SHANTI PATEL)  
President  
Sd/-  
(S.K. SHETYE)  
General Secretary  
All India Port & Dock Workers  
Federation - Workers (HMS)

Sd/-  
(M.M. LAWRENCE)  
President  
Sd/-  
(S. CHAKRABORTY)  
General Secretary  
Water Transport Workers  
Federation of India (CITU)

Sd/-  
(JANAKI MUKHERJEE)  
President  
Sd/-  
(G. KALAN)  
General Secretary  
Indian National Port & Dock  
Workers Federation (INTUC)

Sd/-  
(V.V. RAMA RAO)  
General Secretary  
Sd/-  
(V.K. BALAKRISHNAN)  
Vice President  
Port, Dock & Waterfront Workers  
Federation of India (AITUC)

Sd/-  
(N.K. JAWA)  
Director(Labour)

Ministry of Surface Transport



AS 2 9/5  
2/6

# Indian Ports Association

NO. IPA/BWNC/2000

Dated : 9-8-2000

**FAX**

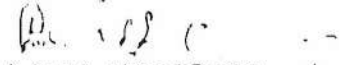
FOR : FA& CAO, KANDLA PORT TRUST, KANDLA

FRM : MANAGING DIRECTOR, IPA ND



REF : FAX MESSAGE FA/PA/4010 DT. 7-8-2000.

KINDLY REFER TO PARA 7.1 OF WAGE SETTLEMENT DATED 2-8-2000 (.)  
FITMENT OF 27.5% SHOULD BE WORKED OUT ON BASIC PAY WHICH  
MEANS BASIC PAY IN A TIME SCALE OF PAY (.) AGGREGATE OF A+B+C  
SHOULD BE ARRIVED AT FOR FIXATION IN REVISED PAY SCALE.

  
(A.N.M. KISHORE) 9/5  
MANAGING DIRECTOR

COPY TO : ALL CHAIRMEN PORT TRUST/ALL DY. CHAIRMEN DLBS.

Repd. Office : 19, Institutional Area, Lodi Road, New Delhi - 110 003.

Telephone : 4699284-287 Fax : 4636204

Admn. Office : 1st Floor, South Tower, NBCC Place, Bhisham Pitamah Marg, Lodi Road, New Delhi - 110 003.

Telephone : 4369061, 4360963, 4368334 Grams : PORTORG, Telex : 031-63097

Fax : 011-4365866, E-mail : ipadel@nda.vsnl.net.in & ipa@hub.nic.in