

RAJYA SABHA

Friday, the 29th July, 1977/the 7th Sravana, 1899 (Saka)

The House met at eleven of the clock,
Mr. Chairman in the Chair.

MEMBERS SWORN

1. Shri G. K. Moopanar (Tamil Nadu)
2. Shri V. P. Munusamy (Pondicherry)

ORAL ANSWERS TO QUESTIONS

Industrial dispute between the Management and the Employees' Federation in the Punjab National Bank

*271. SHRI SANAT KUMAR RAHA: Will the Minister of PARLIAMENTARY AFFAIRS AND LABOUR be pleased to state:

(a) whether Government have referred the dispute between the management of the Punjab National Bank and the All India Punjab National Bank Employees' Federation over the policies and procedures concerning promotion of clerks and Special Assistants, to an Industrial Tribunal for adjudication; and

(b) if not, what steps Government propose to take to resolve the said dispute at an early date?

THE MINISTER OF PARLIAMENTARY AFFAIRS AND LABOUR (SHRI RAVINDRA VARMA): (a) and (b) No, Sir. The report of the failure of conciliation from the Regional Labour Commissioner (Central), Kanpur, is under consideration of Government. Meanwhile the management has set up a Committee consisting of three representatives of the management and three representatives of the Federation to discuss and review the promotion policy. The Committee has already held three meetings on 23-5-1977, 11-6-77

and 16-7-77 and is continuing its efforts to resolve the matter.

SHRI SANAT KUMAR RAHA: Sir, my first question is whether over the promotion issue of clerks and special assistants there was a bilateral agreement between the Punjab National Bank and its Employees' Federation in 1976 and whether this agreement is being violated at present by the management or not.

SHRI RAVINDRA VARMA: There was a bilateral agreement which came into force in 1973. The agreement at that time was that the validity of the agreement would be for three years. Before the period concerned ended the Punjab National Bank gave notice terminating the agreement; thereafter they unilaterally adopted a new policy on promotions.

SHRI SANAT KUMAR RAHA: Who adopted?

SHRI RAVINDRA VARMA: The Punjab National Bank.

SHRI SANAT KUMAR RAHA: The Punjab National Bank unilaterally adopted an independent policy violating the previous agreement, the spirit of the agreement. Now, the question is whether the Labour Commissioner requested that prosecution be launched against the management for the violation of the agreement. If not, what was the Labour Department doing till now?

SHRI RAVINDRA VARMA: I have already stated that the Punjab National Bank gave notice of termination of the agreement. After the notice was given, they issued a circular adumbrating a new promotion policy. This new promotion policy was different from the policy contained in the bilateral agreement. On the basis of the new policy, they also issued notices for recruitment and for promotion. Whether this was in violation of the spirit of the agreement as distinct from the letter of the agreement is the question which the hon. Member asked. Sir, the validity of the agreement as such was terminated.