

RAJYA SABHA

Friday, the 29th July, 1977/the 7th
Shravana, 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 (Pondi-
cherry)

ORAL ANSWERS TO QUESTIONS

Industrial dispute between the Mana- gement and the Employees' Federa- tion in the Punjab National Bank

*271. SHRI SANAT KUMAR RA-
HA: Will the Minister of PARLIA-
MENTARY AFFAIRS AND LABO-
UR 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' Federa-
tion 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 PARLIA-
MENTARY AFFAIRS AND LABOUR
(SHRI RAVINDRA VARMA): (a)
and (b) No, Sir. The report of the
failure of conciliation from the
Regional Labour Commissioner (Cen-
tral), Kanpur, is under consideration
of Government. Meanwhile the man-
agement has set up a Committee
consisting of three representatives of
the management and three represen-
tatives of the Federation to discuss
and review the promotion policy.
The Committee has already held
three meetings on 23-5-1977, 11-6-77

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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 agree-
ment 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 vio-
lating the previous agreement, the
spirit of the agreement. Now, the
question is whether the Labour Com-
missioner 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 termi-
nation of the agreement. After the
notice was given, they issued a cir-
cular adumbrating a new promotion
policy. This new promotion policy
was different from the policy con-
tained in the bilateral agreement. On
the basis of the new policy, they also
issued notices for recruitment and for
promotion. Whether this was in vio-
lation 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 termi-