

PRIVILEGE LEAVE

13.17 The amount of privilege leave earned which shall be on substantive pay, shall be one month for completed service of 11 months for banks in classes A and B.

(BPS dated 19.10.1966)

In partial modification of Clause 13.17 of the Bi-partite Settlement, dated 19-10-1966 calculation of privilege leave earned shall be done @ one day for 11 days of active service. Provided that fraction of a day of earned leave if any shall be taken as full day. Such calculation has to be done only for the limited purpose of calculation of entitlement. The workmen will be eligible for such leave only after the completion of 11 months' service as laid down in Clause 13.17 of the Bi-partite settlement, dated 19-10-1966 and for calculating privilege leave, all types of leave availed except casual leave will be excluded.

(Para V (i) of BPS dated 08.11.1973)

The following proviso may be added to Clause V(i) of Bipartite Settlement dated 8th November, 1973:- Provided that fraction of a day of earned leave, if any, shall be taken as a full day. The above provision will apply for crediting privilege leave from the Calendar Year 2001.

(Para 25 of BPS dated 27.03.2000)

13.18. If leave applied for by an employee has been refused such employee will be entitled to accumulate leave in excess of the maximum prescribed until such time when the bank is in a position to grant him leave.

13.19. The privilege leave due to an employee is the period which he has earned diminished by the period of leave actually taken.

13.20. An employee other than a member of the Executive Committee of a registered trade union of bank employees will not be entitled to take privilege leave on more than 3 occasions in a calendar year, but

there will be no limitations as to the minimum number of days for which leave may be taken on these occasions. In determining the number of such occasions the following occasions shall not be included.

(i) When an employee has proceeded on privilege leave and is recalled to duty by the bank;

(ii) When an employee has been granted privilege leave on grounds of sickness in terms of Clause 13.21 below.

13.21. In special circumstances an application may be made for the grant of such leave on more than three occasions in a calendar year and it will then be in the absolute discretion of the bank concerned whether to grant such leave or not. An employee may avail of privilege leave for a period of more than 4 days at a time on grounds of sickness on production of medical certificate.

(BPS dated 19.10.1966)

In partial modification of Clause 21 of the Settlement dated 31st October 1979 privilege leave accruing to an employee on or after 1st January, 1990 shall be allowed to be accumulation beyond 180 days up to a maximum of 240 days.

(Para 8 of BPS dated 19.10.1966)

(i) Parties agree that workmen would be entitled to encash the accumulated leave to his credit at the time of retirement.

(ii) Parties further agree that if a workman dies in service, his heirs will be paid salary for the leave accrued to him at the time of the death.

(Para 15 of BPS dated 31-10-1979)

It is clarified that with effect from 1st January 1990 in terms of clause 15 of the settlement, dated 31st October, 1979 a workman at the time of his retirement, or his heirs, in the event of his death would be entitled to encash the accumulated privilege leave up to the maximum of 240 days.

(Para 9 of BPS dated 29-06-1990)

(i) The benefit of PL Encashment is extended to workmen employees resigning from the Bank's service after complying with rules/regulations governing resignation with effect from 01-04-2004 to the extent of half of such PL standing to the credit of the employees as on date of cessation of service subject to a maximum of 120 days. While arriving at half of such PL the fraction so arrived is to be rounded off to preceding lower number of full days.

(ii) Workmen employees imposed with the punishment of compulsory retirement in terms of the Bipartite Settlement would not be entitled for the benefit of encashment of accumulated PL to his / her credit with effect from 01-12-2002.

(IBA Clarification)