



Central warehousing corporation
(A Govt. of India Undertaking)



No.CWC/IRO-FB Review/2012

Dated:18.06.2013

The Regional Manager/Executive Engineer,
CWC, RO/CC,
**Ahmedabad, Bangalore, Bhopal,
Bhubaneswar, Chandigarh, Chennai,
Delhi, Guwahati, Hyderabad, Kolkata,
Jaipur, Navi Mumbai, Lucknow,
Mumbai, Panchkula, Patna, Kochi & Raipur**

19 JUN 2013

Sub: Fringe benefit in respect of C & D employees under IDA pattern effective from 01.01.2012 – implementation of revised Fringe Benefits..

Sir,

As you are aware, the management signed a Memorandum of Understanding (MOU) with the representatives of Federation of CWC Employees Unions, Delhi (recognized) on 22.10.2012 with regard to the revision of fringe benefits in respect of group C & D employees w.e.f. 01.01.2012. The MOU was subject to approval of the Board of Directors/Govt. of India, which has been now approved by the Board of Directors/Govt. of India and Memorandum of Settlement (MOS) has been signed between the management and Federation of CWC Employees Unions, Delhi on 17.06.2013. Consequently it has been decided to implement the same as contained in the MOU / MOS. The salient features of the revised fringe benefits are given below:

1. COVERAGE:

The revised fringe benefits cover all regular Group C & D employees and shall not apply to those employed on contract /daily rated basis and as apprentice / trainees.

2. DURATION OF SETTLEMENT:

The revised fringe benefits are effective from 01.01.2012 to 31.12.2016. However, the same shall continue beyond 31.12.2016 until further revision.

3. TERMS AND CONDITIONS:

The fringe benefits with cafeteria approach within the ceiling of 40% of basic pay will be allowed to each C & D category employee from the list of perquisites and allowances. The employee concerned shall exercise the option in the prescribed format and declaration (copy enclosed) wherever required for selecting the items under cafeteria approach. If an employee wants to change the items, he/she can submit new option in the next financial year latest by 10th of April, otherwise option exercised earlier will continue.

3.1 TIFFIN SUBSIDY

The existing Tiffin subsidy being paid stands dispensed with.

3.2 WASHING ALLOWANCE

Livery and washing allowance shall form part of revised fringe benefits and hence providing uniform and washing allowance stands dispensed with.

3.3 TRANSPORT SUBSIDY/CONVEYANCE ALLOWANCE

The Transport subsidy/conveyance allowance being paid stands dispensed with.

3.4 REIMBURSEMENT OF MEDICAL EXPENSES

The existing facility of reimbursement of outdoor medical treatment expenses @ Rs.1600/- per quarter shall continue. However, the reimbursement of outdoor medical expenses for prolonged/chronic disease shall be dispensed with.

The reimbursement of medical expenses for the indoor treatment will, however, continue, as per the existing scheme of the Corporation.

3.5 PESTICIDES HANDLING ALLOWANCE

Pesticides handling allowance being paid stands dispensed with.

3.6 LUNCH SUBSIDY FOR DRIVERS

Lunch subsidy being paid to Drivers stands dispensed with.

3.7 HARDSHIP ALLOWANCE

Existing Hardship Allowance being paid stands dispensed with.

3.8 CHILDREN EDUCATION ASSISTANCE

The existing scheme of children education assistance scheme effective from 01.01.2009 stands dispensed with.

The existing Merit Scholarship Scheme for professional courses shall continue at the rate and terms and conditions as in force from time to time.

3.9 TRANSFER GRANT AND PACKING ALLOWANCE

The payment of existing lump-sum transfer grant and packing allowance shall continue at the rates applicable w.e.f. 1st September 2009 as per the MOU dated 10.09.2009 & MOS dated 30.10.2009.

3.10 ENCASHMENT OF ALL INDIA LEAVE TRAVE CONCESSION(LTC)

The existing scheme of encashment of All India LTC shall continue as per the MOU dated 10.09.2009 & MOS dated 30.10.2009.

ADVANCES

3.11 FESTIVAL ADVANCE

The existing scheme of Festival Advance of Rs.10,000/- shall remain unchanged.

3.12 ADVANCE FOR PURCHASE OF HOUSEHOLD ITEMS

The existing scheme for Payment of Advance for purchase of Household items stands dispensed with.

3.13 The revised fringe benefits shall be made effective w.e.f. 01.01.2012 and the payment already made to Group C & D employees on different heads during the period w.e.f. 01.01.2012 shall be adjusted against the fringe benefits arrears payable to the C & D employees. Anomalies, if any, will be examined by the management as and when reported.

It is requested to take necessary steps and ensure disbursement of the arrear to the group C & D employees at the earliest. A copy of MOU/MOS is also enclosed for detailed information.

Further, it is also appreciable that employees may be encouraged to deposit the amount against pension contribution for the period from 1.1.2007 to 31.01.2013 upto maximum extent from the arrears of fringe benefits, which is in their own interest. This will also help more addition in the Pension Fund.

Receipt of the letter may please be acknowledged.

Yours faithfully,

Encl:a/a.


(PAWAN KANT)
Dy.General Manager(IR)

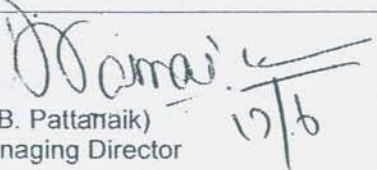
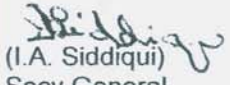
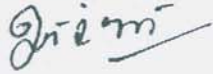
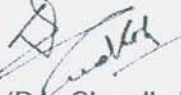
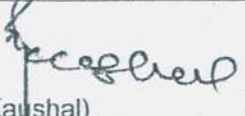
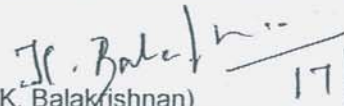
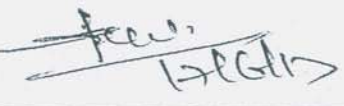
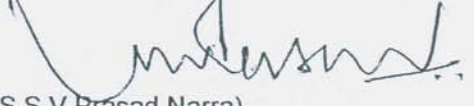
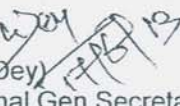
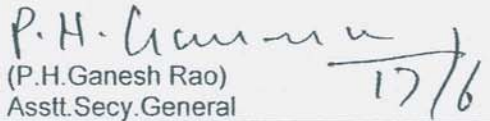
Copy to:

1. General Manager(Fin), CWC, CO, New Delhi (5 copies)
2. All Divisional Heads, CWC, CO, New Delhi.
3. Manager (IA) (4 copies)/Manager(SG), CWC, CO, New Delhi.
4. Secy. General, Federation of CWCEUs Delhi.
5. Guard file.

MEMORANDUM OF SETTLEMENT

(Under Section 2(P) and 18(1) read with Rule 58 of the Industrial Disputes Act, 1947)

NAME OF THE PARTIES

REPRESENTING MANAGEMENT	REPRESENTING WORKMEN
 (B.B. Pattanaik) Managing Director 17/6	 (I.A. Siddiqui) Secy. General CONFED, Central Govt. Employees
 (V.R. Gupta) Director (Finance)	 (D.L. Chandhok) Secretary General
 (J.S. Kaushal) Director (Personnel) 17.6.2013	 (K. Balakrishnan) Regional Gen. Secretary 17/6/2013
 (Pawan Kant) DGM (Pers.) 17/6/13	 (S.S.V. Prasad Narra) Regional Gen. Secretary
	 (K.K. Dey) Regional Gen. Secretary 17/6/13
	 (P.H. Ganesh Rao) Asstt. Secy. General 17/6

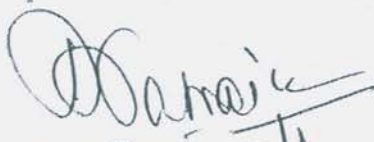
A Memorandum of Understanding (MoU) was signed on 22.10.2012 (copy enclosed as Annexure-I) between the Management of the Central Warehousing Corporation, New Delhi and the Representatives of the Federation of CWCEUs, Delhi for revision of fringe benefits of Group C & D. Employees of the Corporation on IDA Pattern for the period from 01.01.2012 till the next wage revision. This MoU was subject to the approval of the Board of Directors/Govt. of India.

Pursuant to the approval of the Board of Directors/Govt. of India, the Management of Central Warehousing Corporation and the Federation of CWCEUs, Delhi hereby agree to abide by the clauses of the aforesaid MoU and consequently agree to treat the same as Memorandum of Settlement (MoS).


In respect of point No.4 and 5.1 of MoU, it is further clarified that the fringe benefits with cafeteria approach within the ceiling of 40% of basic pay will be allowed to each employee of C&D category from the list of perquisites and allowances, as settled (copy enclosed as Annexure-II). The employee concerned shall exercise the option in the prescribed form (copy enclosed as Annexure-III) and declaration wherever required, (copy enclosed as Annexure-IV) for selecting the items under cafeteria approach. If employee wants to change the items, he/she can submit new options in the next financial year latest by 10th of April, otherwise option exercised earlier will continue.

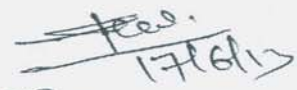
Signed by the above named parties on this 17th day of June 2013 at 4/1, Siri Institutional Area, Hauz Khas, New Delhi-110016.

REPRESENTING MANAGEMENT

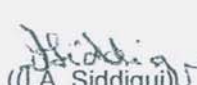

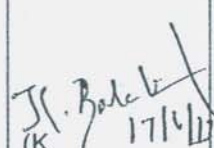

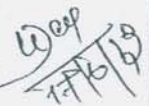


(B. B. Pattanaik) 17/6
Managing Director


(V.R. Gupta)
Director(Fin.)


(J.S. Kaushal) 17/6/2013
Director(Pers.)

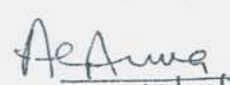





(Pawan Kant)
DGM(Pers.)

REPRESENTING WORKMEN

 (T.A. Siddiqui) Secy. General CONFED, Central Govt. Employees	 (D.L. Chandhok) Secretary General	 (K. Balakrishnan) Regional Gen. Secretary	 (S.S.V. Prasad Narra) Regional Gen. Secretary	 (K.K. Dey) Regional Gen. Secy.	 (P.H. Ganesh Rao) Asstt. Secy. General
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Witness of the Management

Witness of Workmen

 (A.K. Arora) 17/6/2013 Gen. Manager(Fin)	 (T.B. Jadhav) Asstt. Secy. General
 (Bhaskar Biswas) 17.6.13 Asstt. Gen. Manager(IR)	 (K.L. Chaurasiya) Regional Gen. Secretary
	 (T.R. Bhaskar) Asstt. Secy. General

MEMORANDUM OF UNDERSTANDING

MEMORANDUM OF UNDERSTANDING BETWEEN THE MANAGEMENT OF CENTRAL WAREHOUSING CORPORATION AND THEIR WORKMEN REPRESENTED BY THE FEDERATION OF CWCEUs DELHI TO REVIEW THE FRINGE BENEFITS IN PURSUANCE TO CLAUSE NO. 8.9 OF THE MEMORANDUM OF UNDERSTANDING (MOU) DATED 10.09.2009 READ WITH MEMORANDUM OF SETTLEMENT (MOS) DATED 30.10.2009.

P R E A M B L E

1. WHEREAS the existing wage structure for Group C & D employees of the Corporation in Industrial Dearness Allowance pattern was determined through a Memorandum of Understanding (MOU) dated 10.09.2009 and subsequent Memorandum of Settlement (MOS) dated 30.10.2009 and the same is in operation with effect from 01.01.2007 valid till 31.12.2016.
2. WHEREAS the Federation of CWCEUs, Delhi has been demanding to review the increase in the fringe benefits as agreed to by the management in pursuance to Clause No.8.9 of the MOU referred to above.
3. WHEREAS in furtherance to the objective to review the fringe benefits, the discussions were held with the representatives of the Federation of CWCEUs, Delhi on 27.04.2012, 06.06.2012, 10.09.2012 to 12.09.2012 and on 12.10.2012 and keeping in view the financial position of the Corporation as per the audited accounts for the period 2007-08 to 2011-12.
4. Now as a result of the protracted discussions held during various rounds of negotiations, a Memorandum of Understanding(MOU) has been reached on revision of fringe benefits with cafeteria approach within the ceiling of 40 % (forty percent), of basic pay in full and final settlement, subject to the following :

*Wahid
27/10*

San

Sustip Kumar Sharma
Arshabang
Waseem
Deenathak
Chiranjeev
Arshad
Arshad
22/12/12
Arshad
27/12
Arshad

R/S

Arshad
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5. TERMS OF UNDERSTANDING

5.1 The employee concerned shall exercise the option in the format and give declaration as prescribed by the Corporation for choosing the items under Cafeteria Approach upto the permissible extent of percentage of fringe benefits. If an employee wants to change the items, he/she can submit option form in the next financial year, otherwise the option exercised earlier will continue.

5.2 TIFFIN SUBSIDY

The existing Tiffin subsidy being paid stands dispensed with.

5.3 WASHING ALLOWANCE

Livery and washing allowance shall form part of revised fringe benefits and hence providing uniform and washing allowance stands dispensed with.

5.4 TRANSPORT SUBSIDY/CONVEYANCE ALLOWANCE

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The existing facility of reimbursement of outdoor medical treatment expenses @ Rs.1600/- per quarter shall continue. However, the reimbursement of outdoor medical expenses for prolonged/chronic disease shall be dispensed with.

Wahabik
- 27/10

The reimbursement of medical expenses for the indoor treatment will, however, continue, as per the existing scheme of the Corporation.

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5.6 PESTICIDES HANDLING ALLOWANCE

Pesticides handling allowance being paid stands dispensed with.

Primi
[Signature]

5.7 LUNCH SUBSIDY FOR DRIVERS

Lunch subsidy being paid to Drivers stands dispensed with.

[Handwritten mark]

Sushil Kumar Sharma

[Handwritten signatures]

[Handwritten signatures]
22/10/12

[Handwritten signatures]
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5.8 HARDSHIP ALLOWANCE

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5.9 CHILDREN EDUCATION ASSISTANCE

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The existing Merit Scholarship Scheme for professional courses shall continue at the rate and terms and conditions as in force from time to time.

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The payment of existing lump-sum transfer grant and packing allowance shall continue at the rates applicable w.e.f. 1st September 2009 as per the MOU dated 10.09.2009 & MOS dated 30.10.2009.

5.11 ENCASHMENT OF ALL INDIA LEAVE TRAVEL CONCESSION(LTC)

The existing scheme of encashment of All India LTC shall continue as per the MOU dated 10.09.2009 & MOS dated 30.10.2009.

ADVANCES

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6. PRODUCTIVITY, DISCIPLINE, RIGHTS & PRIVILEGES

With the objective of achieving continual improvement, higher productivity and greater Customer Satisfaction, the Management and the Representatives of the employees firmly resolve and agree:

- i) to jointly pursue in promoting industrial peace and harmony.
- ii) to maintain discipline at all levels and at all times.
- iii) to reduce wastages, operating cost, energy consumption etc. as cost cutting measures;
- iv) to improve utilization of all human, material and technological resources for higher productivity;
- v) to improve housekeeping and working conditions;
- vi) to resolve all disputes by mutual dialogues and through constitutional means.

7. It has been agreed upon by both the parties that re-deployment, rotation and re-training consistent with skills and technology will be adopted, wherever necessary, especially in the context of technological changes, shortage of staff at some of centres/regions and changing requirements of the industry. All measures for achieving higher standard of efficiency, performance, customer satisfaction, profitability and productivity as well as prompt redressal of workers' grievances shall be taken.

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Handwritten signature: Meshram

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GENERAL CONDITIONS

- 8 In case of suspension, subsistence allowance shall be paid as per rules and fringe benefits shall not be paid.
- 9 Employees on long leave such as Study Leave, EOL on any grounds and Child Care Leave shall not be eligible for the fringe benefits during their leave period.
- 10 The liability of Income Tax, if any, in respect of fringe benefits chosen by the employees shall be borne by the employee concerned and tax deducted at source as per the provisions of Income Tax Act.
- 11 The revised fringe benefits shall be made applicable w.e.f. 01.01.2012. and the payment already made to Group C & D employees on different heads during the period from 01.01.2012 shall be adjusted against the fringe benefit arrears payable under this MOU.
- 12 This MOU is in full and final settlement of the Clause 8.9 of the existing MOU/MOS referred to in foregoing paras and shall form part of the MOU dated 10.09.2009 and MOS dated 30.10.2009.

- 13 Existing benefits and facilities not altered by this MOU shall continue.
- 14 The revision of fringe benefits as agreed in the MOU shall be effective from 01.01.2012 till the next wage revision.
- 15 This revision of fringe benefits is subject to the approval of Board of Directors and the Ministry of Consumer Affairs, Food & Public Distribution, Govt. of India.

Agreeing to the above, signed by both parties at New Delhi this 22nd day of October 2012.

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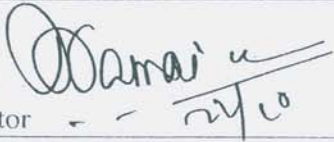
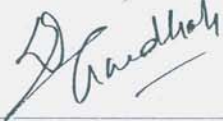

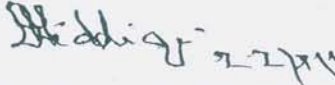
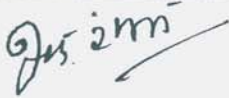



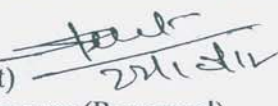
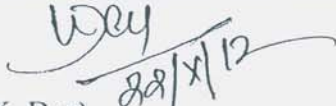
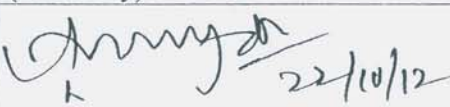


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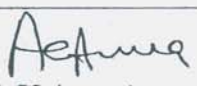
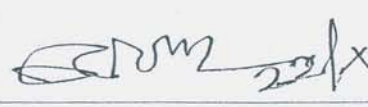


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REPRESENTING MANAGEMENT	REPRESENTING WORKMEN
(B.B. Pattanaik) Managing Director 	(D.L. Chandhok) Secretary General 
(G. Mathialagan) Director (Personnel) 	(I.A.Siddiqi) Convener 
(V.R. Gupta) Director (Finance) 	(R.C. Sharma) Working President 
(N.K. Grover) Gen. Manager (Fin) 	(Pawan Kumar Sharma) 
(Pawan Kant) Dy.General Manager (Personnel) 	(K.K. Dey) 
	 (Maskoor Mohiyuddin) 22/10/12
	 (S.S.V. Prasad Narra)
	 (Sushil Kumar Sharma) 22/10/12

Witness of the Management	Witness of Workmen
 (A.K. Arora) Gen. Manager (Fin)	(R.K. ROY) 
(R.J.V. Prasad) Dy. Gen. Manager (Pers.) 	(G.R.K. REDDY) 

CENTRAL WAREHOUSING CORPORATION
PERQUISITES/ALLOWANCES OPTION FORM FOR THE FINANCIAL YEAR _____

1. Name of the Employee _____
2. Designation/Place of posting _____
3. Employee Code No. _____

I hereby opt for following perks /allowances for the financial year _____ restricted to 40% of Basic Pay per month.

S.No.	Name of the Perquisites and allowances	%age of Basic pay per month	Please state yes/no against each item to be drawn /not
1.	Conveyance Allowance OR Transport subsidy (+5% additional for PH)	10%	
2.	Vehicle Maintenance Allowance	5%	
3.	Uniform / Livery Allowance	5%	
4.	Uniform Washing Allowance	2%	
5. *	Children Education Allowance (maximum for two children)		
	a) For studying in school	5%	
	b) For studying in college/Professional Institute	10%	
6. *	Hostel Allowance	5%	
7.	Newspaper Allowance	3%	
8.	Phone/mobile/internet Allowance	5%	
9.	Lunch / Tiffin subsidy	6%	
10.	House furnishing Allowance	3%	
11.	Green measure Allowance	2%	
12.	Self Development/additional qualification Allowance	4%	
13.	Disability Allowance for dependent children(s)	3%	
14. *	Family Maintenance and disturbance allowance	5%	
15. *	Interest Subsidy on loan	5%	
16	Hardship Allowances	10%	

*Subject to submission of declaration(Annexure - IV)

P.H. Gaurav
17/6

Hiddiq

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17/6/13

J. Balal
17/6/13

[Handwritten signature]
17/6/13

[Handwritten signature]
17.6.2013

[Handwritten signature]

[Handwritten signature]
17/6

DECLARATION CEERTIFICATE

(To be filled in and signed by employee wherever applicable and submitted alongwith Option Form)

1. CHILDREN EDUCATION ALLOWANCE

This is to certify that my following ward(s) are studying in school/college as detailed below:

	Name of Ward	Age	School/College	Class/Course
(i)	_____	_____	_____	_____
(ii)	_____	_____	_____	_____

Signature _____
 Name of the Official _____
 Designation _____

2. HOSTEL ALLOWANCES

This is to certify that my following ward(s) are studying at an outstation and residing in Hostel/Rented Accommodation:

	Name of Ward	Age	School/College	Class/Course
(i)	_____	_____	_____	_____
(ii)	_____	_____	_____	_____

Signature _____
 Name of the Official _____
 Designation _____

3. FAMILY MAINTENANCE AND DISTURBANCE ALLOWANCES

This is to certify that my family is not residing with me at my present place of posting.

Signature _____
 Name of the Official _____
 Designation _____

4. INTEREST SUBSIDY ON LOAN

This is to certify that I have taken loans(s) against which I am paying interest.

Handwritten notes:
 17/6/2013
 17/6/13
 17.6.2013

Signature _____
 Name of the Official _____
 Designation _____

Handwritten signatures and dates:
 17/6/13
 P.H. Gan on 17/6
 17/6