

THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,
JABALPUR (M.P.)

NO. CGIT/LC/R/05/2016

Present: P.K.Srivastava

H.J.S..(Retd)

**1. The General Secretary,
Dainik Vetal Bhogi Bank Karmchari Sangathan
F-1, Tripti Vihar, Karma Bhoomi,
Opp. Engineering College,
Indore Road, Ujjain (MP)**

Workman

Vs

**1. The Chief Executive Officer,
ICICI Bank Ltd., Corporate Head Office,
ICICI Bank Tower Bandra Kurla Complex,
Bandra (E), Mumbai - 400051**

Management

(JUDGMENT)

(Passed on this 16th day of December, 2025)

As per *letter dated 14/12/2015* by the Government of India, Ministry of Labour, New Delhi, the reference has been made to this Tribunal under **Section-10 of Industrial Disputes Act, 1947** (in short the 'Act') as per Notification **No.L-12011/69/2015 (IR(B-1)) dt. 14/12/2015**. The dispute under reference relates to:

“क्या दैनिक वेतनभोगी बैंक कर्मचारी संगठन द्वारा, बैंक ऑफ राजस्थान के आईसीआईसीआई बैंक लिमिटेड में विलय होने के पश्चात बैंक ऑफ राजस्थान द्वारा लागू किये गए 9 वें दिपक्षीय समझौते के अनुसार अंशकालिक कर्मचारियों को दिये जा रहे वेतन का लाभ, आईसीआईसीआई बैंक लिमिटेड के ठेकेदारों द्वारा पूर्ववर्तीय बैंक, बैंक ऑफ राजस्थान के उन अंशकालिक कर्मकारों के लिये जो वर्तमान में आईसीआईसीआई बैंक लिमिटेड में ठेकेदारों द्वारा कार्यरत हैं, पर लागू रहेगा या नहीं। यदि हाँ, तो वे कर्मकार किस अनुतोष के अधिकारी हैं?”

The case of the workman is mainly that, they are entitled to one-third of Scale wage admissible to subordinate staff which they were entitled before the merger of the Bank of Rajasthan with I.C.I.C.I.

Bank even after merger. It is further alleged that before merger, they were working as part time employees with the Bank of Rajasthan and were getting one-third of Scale wages which they were entitled to under 9th bipartite settlement. The Bank of Rajasthan merged with the I.C.I.C.I. Bank and at present they are working as employee of Contractor with the I.C.I.C.I. Bank but they are not being given one-third of the Scale wage for part time subordinate staff which they were getting before the merger which is unjust, illegal and arbitrary on the part of I.C.I.C.I. Bank. They have claimed that they be held entitled to one-third of the Scale wage admissible to subordinate staff in 9th bipartite settlement from the Contractors of I.C.I.C.I. Bank. .

Case of management of I.C.I.C.I. Bank is mainly that the Bank of Rajasthan merged with I.C.I.C.I. Bank vide order of Reserve Bank of India dated 12.08.2010 under the scheme of amalgamation which came into force from 12.08.2010, the services of all regular employees of Bank of Rajasthan were transferred to the I.C.I.C.I. Bank. The work of cleaning and sweeping is taken in the I.C.I.C.I. Bank by outsourcing agency at present outsourcing agency M/s Iris Services is providing these services through its employees. It is also their case that they were not signatory to the 9th bipartite settlement, hence it is not binding upon them.

Photocopy documents have been filed and proved by the Union which are Ex-W/1 to W/11, to be referred to as and when require.

The workmen Union has not filed any affidavit. Management has filed affidavit of its witnesses, the outsourced representative has also been examined.

None appeared on behalf of the workmen Union at the stage of argument. Heard arguments of Learned Counsel Mr. Neeraj Kewat, no written submissions were filed. I have gone through the record as well.

The reference itself is the issue for determination, in the case in hand.

On perusal of 9th bipartite settlement reveals, the I.C.I.C.I. Bank is not a signatory to it, there is nothing in the merger document with respect to payment of wages to the part time employees of the transferor Bank i.e. Bank of Rajasthan on the basis of bipartite settlement after they merge with the I.C.I.C.I. Bank, hence this claim of

the workmen Union has no foundation of law. The claim is held not justified in law.

Accordingly, the reference is answered as follows.

AWARD

“Holding that the 9th bipartite settlement is not applicable to the ICICI Bank with respect to claims regarding scale wages which were applicable on them when they were working as daily wage employees of Bank of Rajasthan before merger with ICICI Bank, such workmen are held not entitled to any relief in this respect.”

No order as to cost.

DATE:- 16-12-2025

(P.K.SRIVASTAVA)
PRESIDING OFFICER

