

Charter of Demand for Pay Revision of Field Operators

W.E.F. 1st Jan. 2015

1. Basic as on 31/12/2014 plus DA as on 31/12/2014 should be merged to form a new basic
2. All increments earned by Tenure Base employees from the year 2000 should be added in new basic, so that pay fixation would be done and seniority will be maintained.
3. 30 % HRA on New Basic. As per the Govt. directives for Megacity.
4. 30 % Hard Duty allowance on New Basic.
5. 15% Mining allowance on New Basic.
6. Father, Mother Wife and Children's name should be included in "Medicclaim Policy"
7. Lump sum amount to meet OPD expenses should be increased from Rs. 1000/- to Rs. 5000/-.
8. 47% Cafeteria on New Basic.
9. Tenure Pay should be paid at the following rates :

Field Worker –	Rs. 20000/-
Field Operator -	Rs. 25000/-
Field Technician -	Rs. 35000/-
10. Balance DA as on 31/12/20014 should be given separately in New Pay Structure.
11. Overtime should be calculated on Basic + DA of the Tenure Employees.
12. Provident Fund should be deducted on consolidated salary.

:: 2 ::

13. Consolidated remuneration amount to be paid **two times** at the rate of last drawn salary of the previous year on re-engagement for fresh tenure.
14. Field Operator should be included in the **skilled category** as he is ITI + NCTVT passed instead of semi skilled category.

A handwritten signature in red ink, appearing to read 'Pradeep Mayekar', is enclosed in a light gray rectangular box.

(Pradeep Mayekar)
General Secretary