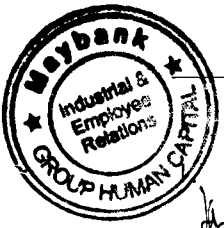


BANK'S LATEST COUNTER-PROPOSAL FOR AMCO'S NEW COLLECTIVE AGREEMENT
FOR THE PERIOD 1/3/2008 TO 28/2/2011



A salary adjustment of **9% across-the-board** plus 1% ex-gratia lump sum payment on salary as at ~~31/1/2008~~ ^{28/2/08} for 36 months;

2. A **9%** adjustment to the **minimum** salary and a **13%** adjustment to the **maximum** salary as follows:

GRADE	MINIMUM SALARY			MAXIMUM SALARY		
	CURRENT	PROPOSED MANDATE	+/-	CURRENT	PROPOSED MANDATE	+/-
BG50	2,267	2,470	9%	4,786	5,410	13%
BG51	2,519	2,750	9%	5,290	5,980	13%
BG52	2,771	3,020	9%	6,549	7,400	13%

3. An increase in the annual increment quantum by RM10 for BG50 - BG52 as follows:

GRADE	CURRENT INCREMENT	CURRENT MIDPOINT	%	AMCO'S PROPOSAL	NEW MIDPOINT	%	PROPOSED MANDATE
BG50	170	3,527	4.8%	235	3,940	4.69%	185
BG51	190	3,905	4.8%	260	4,365	4.58%	200
BG52	210	4,660	4.5%	310	5,210	4.22%	220

4. An increase of RM10 to the Subsistence Allowance for Peninsular Malaysia i.e. from RM55 to **RM65 per day**. The Subsistence Allowance for Sabah & Sarawak is to maintain status quo.
5. An increase in the mileage claim from 70 sen to **75 sen per kilometer** to standardize with the non-unionised categories in equivalent grades, as this is a generic item.
6. The existing quantum for the old cases (current) is to remain status quo. However, **for new cases (transfers)**, the quantum of Outstation Housing Allowance for single officers to increase from RM214 to **RM280** and from RM321 to **RM380** for married officers but the payment is only up to a period of 2 years.
7. An increase in the **NACCS Allowance** from RM35 and RM25 per day to **RM37 and RM27 per day** to be in line with the provision of ABOM as per industry practice.
8. **Payment for Work on Additional Off-Day to be aligned with Payment for Work on Rest Day and Public Holidays** with the following **revised quantum**:
- Up to 4 hours worked – from RM55 to **RM60**
 - Beyond 4 hours and up to 7 hours worked – from RM85 to **RM90**
 - Beyond 7 hours worked – from RM105 to **RM120**
9. An increase in the Shift Allowance from RM200 to **RM230 for 2-shift cycle** and from RM250 to **RM280 for 3-shift cycle**.

10. Pre-retirement leave of one calendar month prior to retirement for officers who have completed at least 25 years of continuous service up to the time of retirement. This is to standardized across all levels of unionized employees.
11. Officers who uses **headset** regularly in the performance of their daily duties for a period of 6 months may undergo **ear (inclusive audiometric)** examination by **audiologist** as may be arranged by the Bank, and thereafter at intervals of not less than 12 months or as and when problems develop. The cost of **ear** examinations shall be borne by the Bank.
12. Delivery Charges of not exceeding RM500 per confinement in respect of 2 confinement for female officers.
13. Half-Day Leave

Please note that the above package is valid until 10/2/2009 after which the Bank reserve the right to vary/delete any of the above items as deem appropriate.



LEE CHEE MENG
CHAIRMAN
BANK'S NEGOTIATION TEAM



LOOI HEONG MENG

Dated 20th January 2009