



Off : 26607167 / 42103360 / 26761877  
Fax : 080-26761855  
Email : kea@kea.co.in  
Web : www.kea.co.in

# KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, SHANKARA ARCADE, VANIVILAS ROAD, BASAVANAGUDI  
BENGALURU - 560 004  
Reg. No. TU 507 / 20-3-1962

Date : 06-02-2014

CIRCULAR No.06/2014

To  
All Members of the Association

## **SUB: Proposal To increase in the Bonus Ceiling.**

The Government of India under the Ministry of Labour and Employment has proposed amendment to the Payment of Bonus Act.

<b>Existing Provision</b>	<b>Amendment proposed</b>
The Employees drawing salary or wages not exceeding <b>Rs.10,000/-</b> per month in any industry who do any skilled or unskilled or manual supervisory, managerial, administrative, technical or clerical work for hire or reward are eligible for Payment of Bonus. However the employees who are drawing salary or wages between <b>Rs.3500/-</b> and <b>10,000/-</b> per month, their salary shall be deemed to be <b>Rs.3500/-</b> per month. Those employees who are drawing salary below <b>Rs.3500/-</b> per month will be entitled to bonus on their actual salary or wages.	The Employees drawing salary or wages not exceeding <b>Rs.18,000/-</b> per month in any industry who do any skilled or unskilled or manual supervisory, managerial, administrative, technical or clerical work for hire or reward are eligible for Payment of Bonus. However the employees who are drawing salary or wages between <b>Rs.6000/-</b> and <b>18,000/-</b> per month, their salary shall be deemed to be <b>Rs.6000/-</b> per month. Those employees who are drawing salary below <b>Rs.6000/-</b> per month will be entitled to bonus on their actual salary or wages.

The above proposal would be discussed in the forthcoming Indian Labour Conference and its recommendation will be sent to the Government. If the Government of India accepts the recommendation necessary amendments will be made the Payment of Bonus Act. Further developments will be informed to you.

for KARNATAKA EMPLOYERS' ASSOCIATION

sd/-  
(B.C. PRABHAKAR)  
PRESIDENT