



ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 3427/Delhi)

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

CIRCULAR NO.9

DATE: 25.01.2012

TO ALL AFFILIATES /MEMBERS:

10TH BIPARTITE NEGOTIATIONS

CHARTER OF DEMANDS – CONSTITUTION OF SUB-COMMITTEE

The 9th Bipartite settlement is to expire on 31.10.2012. The Executive Committee of the All India Bank Officers' Confederation, which met at Kolkatta on 17th and 18th of January 2012, had an occasion to debate on the commencement of negotiations with the Indian Banks' Association for the purpose of settling the 10th Bipartite which will be due on 01.11.2012. The members of the Executive Committee had a lively debate on the subject and were of the view that the Confederation should take the leadership as usual and prepare its own strategy for commencement of the Negotiations on 10th Bipartite with a view to ensure a fair and reasonable revision from 01.11.2012.

2. In the course of the deliberations, the members observed that, there is a need to be cautious in the background of several developments that are taking place in the Banking scenario, in particular the attempt of Dr.Khandelwal to bring into focus the issue of dividing the banks and injecting a sentiment amongst the rank and file that, there has to be freedom to the Management to have their own say in regard to the revision. It is a ploy as usual in order to create a confusion amongst the rank and file. Hence, the Confederation should be pro-active and go with a definite direction and commitment to ensure that, the banking industry will have the benefit of the industry level settlement. Any deviation from this time tested path is only meant to divide the movement by the Government and the Managements of the Banks.

3. The members also suggested that, the Confederation should independently come out with a comprehensive 'Charter of Demands' covering all aspects of the bipartite settlement as well as the general issues on the service matters, which are pending with the Indian Banks' Association for a long time. The 6th Pay Commission has thrown a lot of opportunity to the Civil Servants to better their compensation system as well as the superannuation schemes. There is a need to imbibe some of these aspects and come out with a clear document demanding similar benefits to our members as well.

4. After a careful consideration of all the views expressed by the members in the Executive Committee, it was unanimously decided to constitute a Committee for the purpose of preparation of the 'Charter of Demands' for the 10th Bipartite Negotiations. The Executive Committee nominated the following members as the members of the Committee.

S/Shri.

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|---------------------------|----------------------------|
| 1. P.K.Sarkar | 8. K.Anandakumar |
| 2. G.D.Nadaf | 9. Dinakar Punja |
| 3. P.V.Mathew | 10. P.V.S.Pillai |
| 4. T.N.Goel | 11. Harvinder Singh |
| 5. K.D.Khera | 12. G.Muthuswamy |
| 6. S.Roy Choudhuri | 13. R.K.Awasthi |
| 7. T.T.Natarajan | 14. K.K.Dogra |

5. Comrades, the members also decided that, the Confederation should take the lead in the industry, in particular for the Bank Officers' fraternity and hence we should prepare a comprehensive 'Charter of Demands' for submission to the Indian Banks' Association in good time to compel the IBA to commence the negotiations, so that, we could reach a settlement without loss of much time. The Confederation has a tradition and history of having successfully negotiated the previous settlements including the last one which was a historical as regards the 2nd option on Pension as well as the earlier one which removed the age old discrimination of the Dearness Allowance, ensuring 100% DA to all our members. The Confederation is aware of the major demands that are to be flagged for the settlement during the current negotiations with the major emphasis on the rationalization of the Salary Scales, the allowances and the introduction of various compensation for the multifarious responsibilities, that are being undertaken by the members of our organisation across the country while serving their respective institutions. The Confederation also has a responsibility of taking care of our former members who are now retired and have been drawing pension without any improvement and similar other facilities as part of our gesture to our senior comrades.

6. We are sure, our members across the country will be anxiously awaiting the deliberations of the Committee and their expectations and aspirations of yet another historical settlement during the 10th bipartite shall be fulfilled by the Confederation. It is the duty of each and every member to rally round this great organization and march forward with determination to maintain solidarity and unity of this great movement, so that, we should be able to do justice to our rank and file in the ensuing bipartite negotiations.

7. In the meanwhile, members who are desirous of sending their views, suggestions and notes etc., in regard to the 'Charter of Demands' are requested to forward the same to the Head quarters of the Confederation to enable us to forward the same to the Committee for their consideration on or before 20th February, 2012.

8. We will keep our members advised of the developments from time to time in this regard.

With greetings,



(G.D.NADF)
GENERAL SECRETARY