



## 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.18**

**DATE: 23.04.2013**

### **Bipartite Talks with IBA**

We reproduce hereunder the UFBU Circular No.7 dated 22-04-2013 contents of which are self-explicit.

With greetings,

**(D.S.RISHABADAS)**  
**GENERAL SECRETARY**

### **TEXT**

A round of discussion was held today in Mumbai between IBA and UFBU on our charter of demands for revision of wages and service conditions. The IBA was represented by the negotiating team headed by Mr. T M Bhasin (CMD Indian Bank and Senior Vice President, IBA). UFBU was represented by the constituent unions. NOBW could not be present due to their pre-fixed agitational programme in Delhi.

During this meeting, IBA provided the detailed data relating to establishment expenses of the banks as on March 31<sup>st</sup> 2012, which will be taken as the basis for calculations in the ensuing wage revision exercise. According to the data, the total establishment expenditure/wage bill of the public sector banks as on 31-03-2012, comes to Rs. 56,292 crores for workmen and officers put together.

The IBA also submitted the following Management issues for discussions by UFBU.

Officers:

1. Introduction of Cost to Company.
2. Introduction of Performance linked Variable Pay.
3. Restrictions on applicability for wage revision.

Workmen:

1. Introduction of Cost to Company.
2. Introduction of Performance linked Variable Pay.
3. Deployment of Staff by invoking Para 536 of Sastri Award and superseding the provisions of 8<sup>th</sup> BPS.
4. Rationalisation of special pay posts.
5. Departmental action to continue after retirement.
6. Premature retirement of workmen employees in public interest after 55 years of age or 30 years of service.
7. Simultaneous disciplinary action under departmental enquiry as well as judicial proceedings.

IBA further stated that they would make their presentations on these issues in the next meeting. They also informed that the next round of discussions would be held by the middle of May 2013.

Comrades, while we have come to the IBA for wage revision, it is clear that they are trying to foist anti-employee, anti-officer propositions. It appears that wage revision will be a challenging task before us. Hence our unity and vigilance are very important when we proceed with our charter of demands.

From the UFBU we insisted on the IBA that the long pending issue of compassionate ground appointment scheme should be resolved on a priority basis. We also brought to their notice the problems faced by employees and officers on account of introduction of Grid-based clearing system by the RBI and urged for solution so that the issue does not become a dispute. Further developments will be informed to unions in due course.

With greetings,

Yours Comradely,



**(P.K.SARKAR)**  
**CONVENOR**