

ALL INDIA BANK OFFICERS' CONFEDERATION

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

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Circular No. 2015/20

Date: 18/04/2015

TO ALL AFFILIATES / STATE UNITS / MEMBERS

Dear Comrades,

UFBU Meeting at Mumbai on 15th April, 2015 & Meeting with IBA on 16th April, 2015

Our members are aware that MOU was signed on 23rd February, 2015, for the Xth Bipartite Settlement in which an annual wage increase of 15% on pay slip components was offered by the IBA, which works out to Rs. 4725 crore along with the second and fourth Saturdays off in Banking Industry. The second meeting of the Sub Group on demands of Officers was held on 16.03.2015 with IBA. IBA called UFBU for another round of talks on 16.04.2015 and also the Sub Group of Officers for the next round of talks on the same day.

UFBU decided to meet prior to meeting with IBA in order to form unanimity on the scheme of Medical Insurance Policy. Accordingly, United Forum of Bank Unions met at Mumbai on 15.04.2015 to discuss about the proposed Medical Insurance Scheme in lieu of the scheme for reimbursement of Hospitalisation expenses presently in vogue in Public Sector Banks and any other issue on the present scenario.

While discussing about the Medical Insurance Scheme, we reiterated our stand as was conveyed vide our Letter No. 2015/51 dated 07.04.2015 sent to IBA. On other issues, we requested all the constituents of UFBU to take a common stand of loading 2% on basic pay and DA as on 31.03.2012 as per the terms of MOU and not to compromise on anything else. On this issue, a couple of constituents had a different view. We shall try to convince them with our view and shall endeavour to ensure that our interpretation of the MOU on this aspect of loading is demanded by the UFBU. This interpretation is all the more necessary in view of the fact that there are lot of constraints in construction of pay scales with a limit of 2% of loading on basic pay and DA. We also made it very clear in the UFBU meeting that we will not sign any agreement till the time the second and fourth Saturday off in the Banking Industry is ensured or a firm commitment is signed by IBA in this regard giving a time line for its implementation.

We also expressed our strong views about taking up of the issues of retirees like 100% DA neutralization for retirees prior to 01.11.2001, updation of pension, revision in family pension and extension of another option of pension to resignees and compulsorily retired who have been excluded from the option of pension despite the clear understanding in the last settlement. We also emphasized that group hospitalization insurance policy for retirees should also be demanded from IBA.

MEETING WITH IBA ON 16.04.2015

The IBA Sub-Committee on hospitalization scheme headed by Shri Arun Tiwari, Chairman of Union Bank of India met UFBU on 16.04.2015 at 11 a.m. in the committee room of IBA. Other members of the committee were Shri M.V. Tanksale, CEO, IBA, Shri Shailesh Verma, Chief General Manager, State Bank of India, Shri B.S.Shekhawat, General Manager (HR), Central Bank of India, Shri K. Unnikrishnan, Dy. CEO, IBA, Shri K.S. Chauhan, Senior Vice President of IBA and other officials. The detailed discussion on the hospitalization scheme took place and after threadbare discussion on all apprehensions and issues raised by us, IBA agreed that:

1. All benefits available in any Bank on hospitalization / domiciliary treatment over and above the scheme under discussion shall continue.
2. Employees and officers will not deal either with the insurance company or TPA and they will continue to deal with the Bank as per the practice in vogue.
3. There will not be any ceiling on reimbursement under the hospitalization scheme except for those which are mentioned in the insurance policy document provided to us by the IBA (circulated by us to all Affiliates). Suggestion of our Confederation for getting the Medclaim Policy vetted from some renowned TPA was appreciated and agreed by the IBA in the interest of all.

SUB-GROUP MEETING WITH OFFICERS

The meeting of the Sub-group headed by Shri Ashwani Kumar, Chairman and Managing Director, Dena Bank was held at 4 p.m. on 16.04.2015 in the committee room of IBA. Smt. Indira Padmani, General Manager, Indian Overseas Bank, Sh. B.S. Shekhawat, General Manager, Central Bank of India, Shri M.V. Tanksale, CEO, IBA, Shri K.S. Chauhan, Senior Vice President of IBA and other officials of IBA represented IBA. Our organization was represented by Com. Y. Sudarshan, President and the undersigned. One representative each from other three Officers' Organisations was also present.

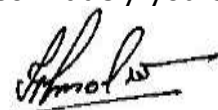
The issues of officers working conditions and allowances (officiating allowance, deputation allowance, special area allowance, reimbursement of expenses on transfer and many other important issues) were discussed. The need for regulated working hours / compensation till the time the demand is materialized was also discussed with a thrust. The meeting could not be concluded as there were certain other issues which required further discussions. Therefore, we demanded one more round of talks, to which IBA agreed. We also discussed the following issues with IBA.

1. IBA should give us the new pay structure immediately and pay scales so drawn should be discussed with us within reasonable time.
2. The issue of second and fourth Saturday to be holiday in a month, which was agreed by IBA with UFBU, should be implemented immediately before signing the joint note.
3. Discussion was made with the IBA to demand extension of one more option for pension to all those who resigned on completion of 20 years of service and compulsorily retired since the cost of second option of pension includes the cost of extending this benefit to these categories of officers as well.
4. With regard to the retirees' issues, it has been decided to take up with IBA:
 - a) Updation of pension as per regulation 35(1) of the Pension Regulations 1995 since updation of pension is in-built in pension regulation and IBA should give necessary instruction to all the banks to implement the same,
 - b) Extending DA neutralization for those pensioners who retired before 01.11.2002 and to improve family pension at par with the government pensioners.
5. We have decided to request IBA to extend the benefit of Medclaim Policy to the retirees also. The modalities of the policy and payment of premium shall be worked out separately, since Medclaim Policy is the need of the hour for the retirees.

We are pleased to inform you that the next round of talks with the IBA tentatively will be held on 22.04.2015 at Mumbai. We shall keep our members informed of the developments.

With comradely greetings,

Comradely yours,



(HARVINDER SINGH)
GENERAL SECRETARY