

ALL INDIA BANK OFFICERS' CONFEDERATION

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

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Circular No. 2014/49

Date: 16/07/2014

TO ALL AFFILIATES/MEMBERS

Dear Comrades,

MEETING WITH IBA ON DISCIPLINARY AND VIGILANCE PROCEEDINGS

Our members have been advised that an annexure on disciplinary and vigilance proceedings was also submitted with the Charter of Demands to IBA on 30th October, 2012. AIBOC has been following up with the IBA for consideration of our views and demands as contained in the annexure. We are happy that on our persuasion, IBA invited the representatives of the Officers' Organisations on 14th July, 2014 to have discussions with a three member Committee of IBA to look into the issues of disciplinary rules and procedures. The meeting was attended by Shri K. Unnikrishnan, Deputy Chief Executive, IBA, Shri Prabir Moulick, Advisor, Shri Shailesh Verma, CGM, SBI, Shri B.P. Roy, GM HR, PNB, Shri A.P. Thorat, DGM Law, SBI and Shri K.S. Chauhan on behalf of IBA. Com. Y. Sudarshan and the undersigned represented AIBOC while Shri S. Nagarajan, General Secretary, AIBOA, Shri K.K. Nair, General Secretary, INBOC and Com. V.V. Tikekar, NOBO represented their respective organizations. In two hours long discussion, the following issues were deliberated:

1. Classification of misconduct into minor and major,
2. Abuse of the omnibus conduct Rule (unbecoming of an officer),
3. Authority for imposing Major Penalties,
4. The delay in disposal of disciplinary cases and appeals,
5. Provision of copy of CVC / CVO advice with full correspondence,
6. Provision of personal hearings after the inquiry,
7. Interpretation and effect of various types of penalties,
8. Period of debarment from promotion,
9. Sanction of prosecution / arrest of the officers by police and other authorities,
10. Suspension and subsistence allowance,
11. Permission to defend more cases to one Defence Representative,
12. Agreed list – LODI,
13. Stoppage of disciplinary proceedings after retirement,
14. Procedural discrepancies and attitude of enquiring authorities and presenting officers during enquiry,
15. Bringing out Scale V and Scale VI officers from the jurisdiction of CVC.

We expressed our views and concerns on all above issues giving examples. IBA representatives while appreciating all our concerns and views assured to look into all issues and asked the Officers' Organizations to submit a detailed note on these issues.

We shall be submitting our note within next week to the IBA and keep you apprised on the developments.

UFBU MEETING ON 15TH JULY, 2014 AT MUMBAI

The meeting of the United Forum of Bank Unions was held at Mumbai on 15th July, 2014, to take stock of the situation on Salary Revision front and decide its further course of action. The meeting was attended by all the nine constituents of the UFBU. Circular issued by the Convenor of the UFBU on the discussions and decision taken in the meeting is quoted below:

QUOTE:

The representatives of Constituent Unions of UFBU met on 15th July 2014 at Mumbai, subsequent to the submission of Memorandum to the Hon'ble Minister of Finance on 27th June 2014, to discuss and decide on the strategies to be adopted for early conclusion of wage settlement.

The meeting observed a minute's silence as a mark of tribute and paid homage to Shri Ajay Sehgal, Chief Manager of Punjab National Bank, who committed suicide by jumping in front of a train due to the humiliation and constant harassment by his senior officials. The meeting also passed a unanimous resolution condemning the humiliation and harassment meted out to Shri Ajay Sehgal that resulted in his untimely death and irreparable loss to his family members.

Thereafter, it deliberated at length on the future course of action and strategies to be adopted for expeditious wage settlement.

The meeting expressed its unhappiness on the silence of IBA despite a lapse of more than a month since last meeting on wage negotiations and noted with concern the lackadaisical attitude of IBA in not conducting the meetings on wage negotiations regularly.

The representatives of constituent unions extensively discussed on all the major issues concerning wage revision such as wage components, method of arriving at the cost and other issues such as Five-day banking, regulated working hours for officers, Health Insurance, improvements in pension/family pension schemes, etc. and unanimously decided to approach IBA with a consensus view on all the issues.

Subsequent to the meeting with Shri Arun Jaitley, Hon'ble Minister of Finance, Government of India by the delegation of UFBU on 27th June 2014, keeping in view the pre-occupation of the Government on account of parliament session, submission of budget and requirement of reasonable and sufficient time to examine our issues, the representatives of constituent unions felt that UFBU shall approach the Government once again for its intervention in the matter for early wage settlement.

The meeting also deliberated upon the reforms in the banking industry, more particularly arising out of recommendations of P. J. Nayak Committee, such as reduction in Government share holding, merger of banks, etc. and decided to consolidate views and express concerns to the Government and decide further course of action thereafter.

The meeting unanimously decided as under:

- (i) To send a communication to IBA for conduct of Meeting on wage negotiations immediately without any further delay and also for conduct of such meetings at frequent intervals;
- (ii) To approach Government once again seeking intervention of Hon'ble Minister of Finance towards expeditious wage settlement;

Comrades, the impediments in wage negotiations are known but nothing can stop us from achieving a respectable wage revision. Let us march ahead with full determination and commitment to reach our goal. Let us be in readiness always for further agitation programmes, if need be, including strike actions.

UNQUOTE

As per the decision taken in the meeting of the UFBU, as stated above, a communication has been sent to IBA on 16/07/2014. Text of the letter is annexed herein below:

QUOTE:

The Chief Executive,
Indian Banks' Association,
World Trade Centre Complex,
Centre 1, 6th Floor, Cuffe Parade,
MUMBAI.

Dear Sir,

TENTH BIPARTITE WAGE REVISION NEGOTIATIONS

The meeting between the Negotiating Committee of IBA and the representatives of UFBU was last held on 13th June 2014 and was inconclusive on account of contradictory views in the matter of percentage increase in wages. Despite the assurances of IBA during the conciliation meeting held on 13th January 2014 that further meetings shall be held at regular intervals, say fortnightly, to settle an early wage revision, the holding of wage negotiation meeting with us is being unduly delayed.

2. The above issue was seriously considered in the UFBU Meeting held yesterday, i.e., 15th July 2014, in Mumbai and the UFBU expressed its unhappiness over the undue delay in the wage negotiations. We, therefore, request for conduct of wage negotiation meeting at the earliest and also to ensure conduct of such meetings at frequent and specified intervals for early conclusion of wage revision settlement.

3. Please acknowledge receipt of this communication and advise us the developments in this regard.

With best regards,

Yours sincerely,
Sd/-
(M.V. MURALI)
CONVENOR

UNQUOTE

With comradely greetings,

Yours comradely,



(HARVINDER SINGH)
GENERAL SECRETARY