

# ALL INDIA BANK OFFICERS' CONFEDERATION

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

6<sup>th</sup> Floor, E-Block, Samriddhi Bhavan, 1, Strand Road, Kolkata -700 001

c/o State Bank of India Officers' Association (Bengal Circle)

Phone: 2210-1234, Fax: (033) 2210-2210



e-mail: aiboc.sectt@gmail.com  
soumyadatta.aiboc@gmail.com  
website: www.aiboc.org  
@aiboc\_in

Circular No. 2019/61

Date: 20.09.2019

## To All Affiliates (Please Circulate)

Dear Comrade,

### MINUTES OF CONCILIATION MEETING DATED 19.09.2019

We reproduce below text of the joint circular no. 04/2019 dated 20.09.2019 issued by four officers' organisations on the captioned subject for your information and necessary action.

With greetings,

(SoumyaDatta)  
General Secretary

Text of Joint Circular No. 04/2019 dated 20.09.2019

**ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)  
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)  
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)  
NATIONAL ORGANISATION OF BANK OFFICERS (NOBO)**

Ref: Joint Circular No. 04

Date :20<sup>th</sup> September 2019

To

All Affiliates of AIBOC/AIBOA/INBOC/NOBO

Dear Comrade,

### MINUTES OF CONCILIATION MEETING WITH CLC(C) DATED 19.09.2019

Please refer our joint circular no. 2019/03 dated 19.09.2019. We reproduce the minutes of the captioned meeting held at New Delhi on 19<sup>th</sup> September, 2019 for your information and circulation.

With revolutionary greetings,

Comradely Yours,

Sd/-

(SoumyaDatta)  
General Secretary  
AIBOC  
Mob – 9830044737

Sd/-

(Nagarajan S)  
General Secretary  
AIBOA  
Mob – 9840645081

Sd/-

(K K Nair)  
General Secretary  
INBOC  
Mob – 9820442133

Sd/-

(Viraj V Tikekar)  
General Secretary  
NOBO  
Mob - 9763761201

## Text of the minutes of CLC (C) dated 19.09.2019

F.No.21(39)/2019-IR

Dated 19/09/2019

### Joint Discussion

Today in the course of joint discussion wherein the representative from Department of Financial Services, Ministry of Finance, Government of India, Representative from India Bank Association (IBA) and also representative of all four officers federations including RRB representatives are present as per attendance sheet.

In the course of proceedings representatives from officers federation expressed their reservation about the proposed merger of the Banks and also about the delay in the wage revision including the mandate issue of the 5 banks i.e SBI, PNB, Bank of Baroda, UBI and Indian Bank which have given mandate only upon scale III & IV officers in the wage revision negotiations. In respect of merger issue federations representatives raised the concern about the apprehended adverse impact on the Financial Conditions of the Banks, possible Job loss and also the adverse impact of services to the poor sections of the society like people involved in Agriculture, MSME etc., and also this proposal has not come out after due consultations with all stake holders and also proper course of procedure in law has not been followed.

In respect of wage revision they expressed that inspite of wage negotiations for last 2 years still the major issues involved like uniform mandate upto scale VII officers have not been resolved which is causing hindrance in the wage negotiation process. They have also given the other points in their charter of demands like family pension, updation of pension, recruitment etc. which were discussed in the course of discussion today.

From Dept. of Financial Services, Ministry of Finance, Sh.M.K. Mishra, Joint Secretary expressed and stated that there are number of advantages which will accrue from the amalgamation because banks with larger & significant scale with a huge business capacity will have strong global/ national presence and by virtue of having a greater financial capacity, it will be able to support large scale size building & completing operations and it will also have lower cost structure due to economics of scale & synergies due to complimentary subsidiaries and associates and also it will have bigger volumes to underpin creation of business verticals and domain specific under writing and also there will be Deepening of competitions among larger banks and also it will encourage the technological upgradation specially in improving services to customers and also there will be better risk management.

He also emphasized in the course of discussion that a new cadre of CGM will be created in Banks having more than 10 lakh crore business, which provides further promotions opportunities to the General Managers. There will not going to be any retrenchment or job loss.

IBA representatives stated that merger and amalgamation in banking sector is a policy decision which is to be taken by concerned banks in consultation with RBI and also stated about the expeditious wage revisions as per charter of demands that negotiating committee in this respect has convened 13 round of discussions with the federations/ unions and last such meeting was on 17.09.2019 so it is evident that the negotiation committee is serious to arrive at a consensus in

this regard. They have also submitted their comments in writing which has mentioned about other points also like introduction of 5 days a week , procedure in vigilance cases. family pension, pension updation matters.

On the basis of all those expressions and contention of federations office bearers IBA representatives and Senior officers from DFS, Ministry of Finance, Government of India it was felt by the conciliation officer that there are certain issues/ references of the federation, office bearers in respect of proposed banks like they were having reservation over the possible adverse impact of the merger like efficient services to the lower strata of the society like farmers, MSME and also about the possible job loss.

It was also felt that issue of mandate has not been resolved as yet which appears to be very crucial factor in finalizing the wage revision so this issue also need to be addressed on priority basis specially by the 5 banks at their highest appropriate level so IBA representative present were advised as they are the umbrella organization for all the banks to organize an urgent bilateral level discussion which should be attended by the higher appropriate level of management representatives who can discuss and appropriately address the issues involved in both the matters i.e. issue of merger of banks and issue of wage negotiations including mandate issue. As there were other points also discussed in charter of demands given by federations so it was advised that those points also can be discussed in the suggested bilateral level meeting. IBA was also advised to apprise the conciliation officer about the outcome of bilateral meeting.

In view of above the Federation office bearer are requested to postpone/ defer their proposed strike call in the interest of industrial peace and harmony and also overall economic conditions of the nation.

Representatives from DFS, Ministry of Finance, Govt. of India also requested the federation office bearers to postpone/ defer their proposed strike .

Representatives from RRB officer Federation requested that their issue of pension including date of effect as per Apex court direction may also be included in bilateral discussion .

Next date will be fixed after getting feedback from both IBA and federation office bearers.

Sd/  
(Rajan Verma)  
CLC(C)