



ALL INDIA BANK OFFICERS' CONFEDERATION



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

C/o State Bank of India Officers' Association (North-Eastern Circle)

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Circular No. 2023/30

Date: 28.07.2023

To All Affiliates (Please Circulate)

Dear Comrade,

BIPARTITE TALKS ON WAGE REVISION COMMENCE TODAY

We reproduce hereunder the text of UFBU Circular no.2023/10 and Minutes of the Meeting held between UFBU & IBA on 28.07.2023 for your information.

#OurUnityLongLive

With greetings,

Rupam Roy
General Secretary

Text of Circular No. UFBU/ 2023/10 dated 28.07.2023

Dear Comrades,

BIPARTITE TALKS ON WAGE REVISION COMMENCE TODAY

The formal Bipartite Talks for wage revision for the ensuing 12th Bipartite Settlement/9th Joint Note commenced today with the Indian Bank's Association. Units are aware that we have submitted our Charter of Demands for revision of wages and service conditions which are due from 1-11-2022. Today's discussions have opened up the gate for negotiation of these demands.

From our side we explained the salient features of our demands and expressed the hope that the IBA would come forward to discuss and finalise the demands to enable us to arrive at the Settlement as early possible.

IBA also expressed the hope and desired to complete the negotiations within the next four months.

IBA informed us that they have formed the following Committees to discuss our demands:

Main Negotiating Committee:

1. Shri. M V Rao – Chairman (MD&CEO, Central Bank of India)
2. Shri. Rajneesh Karnatak (MD&CEO, Bank of India)
3. Shri. Rakesh Sharma (MD&CEO, IDBI Bank)
4. Shri. Om Prakash Mishra (Dy. MD, State Bank of India)
5. Shri. Shanti Lal Jain (MD&CEO, Indian Bank)

Sub-Committee for Workmen Unions' demands:

1. **Shri. Rajneesh Karnatak - Chairman**
2. CGM HR, Bank of India

3. CGM HR, Bank of Baroda
4. GM HR, UCO Bank
5. CGM HR, Indian Bank
6. CGM HR, Bank of Maharashtra

Sub-Committee for Officers Associations' demands:

1. Shri. Om Prakash Mishra – Chairman

2. CGM HR, PNB
3. CGM HR, Canara Bank
4. CGM HR, Union Bank of India
5. GM HR, Punjab & Sind Bank
6. GM HR, Indian Overseas Bank

We submitted that we expect all the Banks covered by the last Settlement to be covered by the ensuing Settlement and urged upon the IBA to expedite and obtain full and complete mandate from all the Banks.

We also took up the important issue of introduction of 5 Banking Days per Week and IBA informed that it is under active consideration.

We also pointed out that our demand for updation and improvement in pension needs to be amicably resolved without further delay. IBA informed that as a step towards that, as agreed in the last meeting held on 19-7-2023, the minutes on extending 100% DA for all pre-November, 2002 pensioners/family pensioners can be signed.

Accordingly Minutes were signed today in this regard (copy enclosed).

The Minutes provides that for all pre-Nov. 2002 pensioners/family pensioners, DA shall be payable with 100% neutralisation instead of the slab system. Since this will not benefit the pensioners/family pensioners at the award staff level who already get 100% DA, for such pensioners/family pensioners ex gratia of Rs. 800 and Rs. 450 per month has been agreed to. The matter will now be taken up with the Government (DFS) for the approval for implementation. It will be appreciated that this is a very significant achievement which will bring all pensioners/family pensioners on equal platform in respect of DA compensation.

Next round of Discussions: We have requested IBA to fix up the next round of bipartite discussions at the earliest during August, 2023.

With greetings,

Yours comradely,

Sd/-

Sanjeev K Bandlish
Convenor, UFBU

Minutes of Understanding arrived at between Indian Banks' Association and United Forum of Bank Unions during the meeting held in Mumbai on 28th July, 2023.

Whereas the Dearness Allowance Scheme applicable to employees, officers and those retired upto 31st October, 2022 was based on a tapering percentage formula and on multiple slab system and

Whereas the Dearness Allowance Scheme applicable to employees and officers retired on and from 1st November, 2002 was based on uniform basis of 100% neutralization for all without any tapering formula or slab system (with prospective effect from 1st May, 2005), and

Whereas the United Forum of Bank Unions has been demanding that for pensioners and family pensioners relating to period prior to 1st November, 2002 also be covered by the 100% neutralization DA formula in lieu of the tapering and slab system, and

Whereas the issue has been under the consideration of the IBA, it is now hereby agreed as under and to be effective from the month subsequent to the receipt of concurrence from DFS.

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| For all pensioners and family pensioners relating to period prior to 1st November, 2022 | <p>DA rates will be on uniform basis of 100% neutralization as in the case of employees/ officers/ pensioners/ family pensioners of period on and from 1st November, 2002 as provided hereinbelow</p> <ul style="list-style-type: none"> - For those pensioners/family pensioners of period 1-1-1986 to 31-10-1992, DA shall be at the uniform rate of 0.67% per slab over 600 points. - For those pensioners/family pensioners of period 1-11-1992 to 31-10-1997, DA shall be at the uniform rate of 0.35% per slab over 1148 points. - For those pensioners/family pensioners of period 1-11-1997 to 31-10-2002, DA shall be at the uniform rate of 0.24% per slab over 1684 points. |
| <p>For Pensioners/Family Pensioners of the period from 01.01.1986 to 31.10.1992</p> <ul style="list-style-type: none"> - For Basic Pension/Family Pension upto Rs. 1250/- - For Basic Pension/Family Pension from Rs. 1251/- and upto Rs. 2000/- | <p>Ex gratia of Rs. 800/- per month</p> <p>Ex gratia of Rs. 450/- per month</p> |
| <p>For Pensioners/Family Pensioners of the period from 01.11.1992 to 31.10.1997</p> <ul style="list-style-type: none"> - For Basic Pension/Family Pension upto Rs. 2400/- - For Basic Pension/Family Pension from Rs. 2401/- and upto Rs. 3850/- | <p>Ex gratia of Rs. 800/- per month</p> <p>Ex gratia of Rs. 450/- per month</p> |
| <p>For Pensioners/Family Pensioners of the period from 01.11.1997 to 31.10.2002</p> <ul style="list-style-type: none"> - For Basic Pension/Family Pension upto Rs. 3550/- - For Basic Pension/Family Pension from Rs. 3551/- and upto Rs. 5650/- | <p>Ex gratia of Rs. 800/- per month</p> <p>Ex gratia of Rs. 450/- per month</p> |

Note:

- a. The above provisions of benefits of DA Neutralisation are also applicable to pensioners and family pensioners of State Bank of India of period prior and upto 31.10.2002.
- b. In case of pensioners/family pensioners of State Bank of India prior to 01.01.1986, the Ex gratia may be paid as per the guidelines issued by IBA vide letter dated 7-2-2023.
- c. The Ex gratia amount shall not rank for DA and shall remain as a standalone benefit and the same shall be absorbed in future change in pension structure, if any.

The corresponding provisions in the Bipartite Settlement for workmen and Joint Note for the officers shall be duly amended in due course.

Signed this day, the 28th July, 2023.

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| For Indian Banks' Association | Sd .. M V Rao Shanti Lal Jain Rakesh Sharma Rajneesh Karnatak Om Prakash Mishra Sunil Mehta Gopal Murli Bhagat Brajeshwar Sharma |
| For Workmen Unions AIBEA NCBE BEFI NOBW INBEF | Sd.. C H Venkatachalam / Rajen Nagar S K Bandlish / R Balaji Debashis Basu Chowdhry Manomohan Das O P Sharma |
| For Officers Associations AIBOC INBOC NOBO | Sd.. Rupam Roy / M Balachandra R K Chatterjee K N Aadarsh |