



# 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. 2024/19

Date: 27.08.2024

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## To All Affiliates (Please Circulate)

Dear Comrades,

### **REPRODUCTION OF UFBU CIRCULAR NO: UFBU/2024/7 DATED 26-08-2024** **BIPARTITE TALKS WITH IBA ON RESIDUAL ISSUES**

#### **Bipartite Talks with IBA on residual issues**

When we signed the wage revision Settlement/Joint Note on 8-3-2024, some of the issues that could not be taken up for discussions during the negotiations were listed as residual issues for being pursued further. A round of Bipartite Talks was held today between IBA and UFBU at Bengaluru on these issues.

IBA team was headed by Shri Rajneesh Karnatak, (MD&CEO, Bank of India) Chairman of the Negotiation Committee along with Shri S L Jain (MD&CEO, Indian Bank) and Shri Nidhu Saxena (MD&CEO, Bank of Maharashtra). Shri Rakesh Sharma, (MD&CEO, IDBI Bank) participated in the meeting through VC. UFBU was represented by all the constituent Unions.

We furnish herein the gist of the issues discussed in the meeting today:

- 1. Improvement in PLI scheme:** IBA informed that Banks have been advised of the revised norms for grant of PLI as per the Minutes signed on 15-6-2024 with our Unions. We pointed out that some of the Banks are moving unilaterally in the matter of fixing the parameters and the same should be discussed with the Unions/ Associations.
- 2. Updation of Pension:** IBA informed that the issue continues to be sub-judice and hence cannot be discussed at this stage. We have requested that looking to the profit of the Banks for the year 2023-24, the amount of ex-gratia may be reviewed.
- 3. Exemption of additional 4% contribution by managements towards NPS from Income-tax:** IBA informed that this has been announced in the recent Budget proposals and hence would be acted upon on receipt of proper guidelines from the Government.
- 4. Five Days Banking:** We pointed out that even though the IBA has agreed to the Unions' demand and recommended to the Government vide MOU dated 7-12-2023 and Settlement/Joint Note dated 8-3-2024, the issue is still pending with the Government. IBA informed that the issue is being pursued by them with the Government. From our side, we pointed out that we have been patiently awaiting Government's approval of the same and conveyed that any further delay would only result in industrial unrest and UFBU would be constrained to take decisions to ventilate the agitated feelings of the workforce.
- 5. Additional Conveyance Allowance for employees with benchmark disabilities:** IBA informed that Government's revised guidelines to increase the amount to Rs. 600 has since been received and communicated to all the Banks.

6. **Extension of Ex-gratia for pensioners of private Banks:** IBA agreed to our suggestion to inform the private Banks who are parties to the Pension Settlement that they may extend the Ex-gratia to the pensioners in their Banks as has been implemented in public sector banks.
  7. **Group Medical Insurance Policy for in service employees/officers and retirees:** IBA informed that in terms of the Minutes signed with our Unions on 2-7-2024, the issue has been addressed and a composite Group Medical Insurance Policy is being worked out for in service staff and retirees with a uniform rate of premium and common commencement date which is expected to result in some relief to the retirees. We reiterated that the premium payable by the retirees be borne by the management.
  8. **Finalising the scheme for Leave Bank:** IBA outlined the scheme being prepared by them and informed that the scheme has to be scrutinised from income-tax angle (since the eligible employees/officers would be paid salary for the loss of pay period) before the scheme can be decided for implementation.
  9. **Option to employees covered by NPS to switch over to OPS:** IBA informed that the issue needs further discussions in the light of recent decision by the Government on UPS.
  10. **Extending the DA scheme of 12<sup>th</sup> BPS/9<sup>th</sup> Joint Note to pensioners prior to 1-11-2022:** IBA informed that the issue needs further discussion before any view can be taken by them.
  11. **Changes in Disciplinary Action procedure:** It was decided to discuss the issue further in the next meeting.
  12. **Allocation of Funds to Staff Welfare Fund:** IBA informed that recently the Government has issued guidelines dated 5-8-2024 increasing the ceilings under the Scheme. We reiterated our demand that the fund should be allocated based on operating profits instead of net profits.
  13. **Adequate recruitments in the Banks:** We raised the issue of the need for adequate recruitment in all the Banks. It was agreed to discuss the issue further.
  14. **Outsourcing:** IBA raised the issue that managements be permitted to outsource non-core jobs in view of RBI guidelines and Supreme Court judgment. We informed that the issue may be discussed in subsequent meetings after unions discuss the issue amongst themselves.
  15. **Modification in Compassionate Appointment Scheme:** IBA wanted more details from us and it was decided to discuss the issue further.
  16. **LTC/ LFC Monetisation scheme on the lines of SBI and RBI scheme for officers:** IBA wanted more details from us and it was decided to discuss the issue further.
  17. **Notional First Stagnation increment for officers in SMGS-V who retired during 01.11.2017 to 31.10.2020:** We have raised the issue; it was agreed to discuss the issue further.
  18. **Anomaly in fitment on promotion from clerical cadre to JMGS-I, from one scale to another:** IBA informed that the issue has been resolved and the model formula for fitment of pay of employees on promotion duly implementing the provisions of 12<sup>th</sup> BPS and 9<sup>th</sup> Joint Note has been advised to Banks.
- Few other issues listed under residual issues for both workmen and officers shall be discussed further in the next meeting.**

With greetings,



**(Rupam Roy)**  
**General Secretary**

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