

Bipartite Talks with IBA

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Circular No. 15/2013

Dear Comrades, **Bipartite Talks with IBA** We reproduce hereunder the contents of Circular No.27/11/2013/11 dated 22/04/2013 issued by Com. C .H. Venkatachalam, General Secretary, AIBEA, on the above subject for information of our Members. After the initial and opening round of discussions with the IBA held on 22-2-2013 on the charter of demands submitted by us for revision of wages and service conditions on expiry of the period of the 9th BP Settlement on 31-10-2012, another round of discussions took place today between the IBA and UFBU constituent unions. From AIBEA, our President Com. Rajen Nagar and the undersigned participated in the discussions. While all the bank employees were looking forward that the IBA would seriously commence the negotiations on our charter of demands, today the IBA gave their counter demands on the unions as under: **For Officers:** Introduction of Cost to Company approach, Introduction of Performance linked Variable Pay, Restrictions on applicability for wage revision upto Scale III. **For Workmen:** Introduction of Cost to Company approach, Introduction of Performance linked Variable Pay, On deployment of employees, Clause 32 of 8th BPS dated 2-6-2005 should be superseded and employees should be transferable in a wider area by invoking Para 536 of Sastri Award, Rationalisation of special pay posts., Departmental action/enquiry proceedings should continue even after retirement of the employee and in such cases, the employee will not be paid any retirement benefit except his own contribution to PF, Premature retirement of workmen employees should be permitted in public interest after 55 years of age or 30 years of service, Simultaneous disciplinary action under departmental enquiry as well as judicial proceedings and deletion of clauses 1 to 4 of BP settlement dated 10-4-2002. The IBA also gave the details of the data relating to establishment expenses, etc. The next round of discussions is expected to be fixed by middle of May, 2013. Our units are aware that while we need not be averse to discussing any issue of the management, the hurry and anxiety with which the IBA has brought their issues even before any progress is made in the discussions on our demands, smacks of their mindset. The cat is just out of the bag. It shows their priority. Hence we should realize that achieving our demands will be quite challenging. Let us be prepared for the same. The circular issued by UFBU is appended herein.

UFBU CIRCULAR NO. 7 dated 22-4-2013: A round of discussion was held today in Mumbai between IBA and UFBU on our charter of demands for revision of wages and service conditions. The IBA was represented by the negotiating team headed by Mr. T M Bhasin (CMD Indian Bank and Senior Vice President, IBA). UFBU was represented by the constituent unions. NOBW could not be present due to their pre-fixed agitational programme in Delhi. During this meeting, IBA provided the detailed data relating to establishment expenses of the banks as on 31st March 2012, which will be taken as the basis for calculations in the ensuing wage revision exercise. According to the data, the total establishment expenditure/wage bill of the public sector banks as on 31-03-2012 comes to Rs. 56,292 crores for workmen and officers put together. The IBA also submitted the following Management issues for discussions by UFBU. **Officers:** 1. Introduction of Cost to Company. 2. Introduction of Performance linked Variable Pay. 3. Restrictions on applicability for wage revision. **Workmen:** 1. Introduction of Cost to Company. 2. Introduction of Performance linked Variable Pay. 3. Deployment of Staff by invoking Para 536 of Sastri Award and superseding the provisions of 8th BPS. 4. Rationalisation of special pay posts. 5. Departmental action to continue after retirement. 6. Premature retirement of workmen employees in public interest after 55 years of age or 30 years of service. 7. Simultaneous disciplinary action under departmental enquiry as well as judicial proceedings. IBA further stated that they would make their presentations on these issues in the next meeting. They also informed that the next round of discussions would be held by the middle of May 2013. Comrades, while we have come to the IBA for wage

revision, it is clear that they are trying to foist anti-employee, anti-officer propositions. It appears that wage revision will be a challenging task before us. Hence our unity and vigilance are very important when we proceed with our charter of demands. Â From the UFBU we insisted on the IBA that the long pending issue of compassionate ground appointment scheme should be resolved on a priority basis.Â We also brought to their notice the problems faced by employees and officers on account of introduction of Grid-based clearing system by the RBI and urged for solution so that the issue does not become a dispute. Â Further developments will be informed to unions in due course. Â Â With Greetings, Â Yours comradely, Â Â Â Â Inder Paul Â President Â Â **Ps:Bankâ€™s Holiday Homes at TIRUPATI AND MUSSOORIE:**UCO Bank has issued Cir No.CHO/PMG/ 41 /2012-13 Dote:30.03.2013 regarding holiday homes at TIRUPATI AND MUSSOORIE . Â