



## **NATIONAL CONFEDERATION OF BANK EMPLOYEES**

(Registered under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

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### **CIRCULAR NO. 20**

**Date: 25.08.2017**

### **TO ALL AFFILIATES & MEMBERS**

Dear Comrades,

### **DISCUSSIONS WITH IBA ON 23.08.2017**

We reproduce hereunder the Minutes of the Discussions held on 23.08.2017 between the Sub-Committee of IBA Negotiating Committee and 5 Unions viz. AIBEA, NCBE, BEFI, INBEF and NOBW Dated the 25<sup>th</sup> August 2017, for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,

(**SANJEEV K. BANDLISH**)  
**GENERAL SECRETARY**

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As informed earlier, another round of discussion was held by the Sub-Committee of IBA Negotiating Committee with our organisations on 23<sup>rd</sup> August, 2017 at IBA office in Mumbai. From the IBA side, their team consisted of Shri Rakesh Sharma (MD-CEO, Canara Bank), Chairman of the Sub-Committee and our team consisted of representatives from our 5 Unions.

During the discussions, IBA representatives explained the issue of the management like introduction of the concept of Cost to Company package, need for Fixed-cum-Variable Pay and performance related wages to recognise efficiency and performance of employees. They suggested that the new system can be made applicable for the future employees with an option given to the existing employees. We raised our apprehensions over the same and submitted that we should rather discuss about further improvement in efficiency of the entire workforce as a whole and how to incentivise them for the same.

IBA representatives explained their suggestions for further rationalisation of Special Pay posts. From our side we said that any concrete proposal in this regard can be discussed further and also explained our demand that the existing duties and powers need to be revised with suitable increase in the quantum of Special Pay.

IBA argued that since the minimum qualification for recruitment of clerical staff in the Banks has become Graduation, the additional 2 increments given for graduation should be stopped from now on. We informed that since there is a need to revise the minimum qualification to 12<sup>th</sup> Std. and we may not be able to accept this proposition.

During the discussions IBA wanted that the provision of deployment transfers under 8<sup>th</sup> BPS be superseded to enable implementation of Para 536 of Sastry Award. We pointed out that 8<sup>th</sup> BPS provisions are quite adequate for the needs of the Banks.

IBA also wanted to amend the Disciplinary Action provisions to provide for simultaneous criminal proceedings as well as departmental proceedings. We did not agree to the same as the same would go against the interest of the employees.

IBA also wanted amendment to enable departmental enquiry to be continued post-retirement in view of the provisions in Pension Regulations. We pointed out that Pension Regulation is a subordinate legislation and Bipartite Settlement is under a primary legislation and hence Pension Regulation needs to be revised in tune with BP settlement as enunciated in SK Kool case by Supreme Court and not vice-versa.

IBA wanted a provision to provide for premature retirement of employees in public interest any time on completion of 55 years of age or 30 years of service. We did not agree to this.

IBA representatives suggested that the ensuing 11<sup>th</sup> BP Settlement to contain provision for outsourcing as per RBI guidelines. We did not agree to this.

Thereafter, we took up for discussions our demands like grant of stagnation increment uniformly at interval of 2 years after reaching the maximum, change in DA scheme based on 2001=100 Index series, improvement in sick leave, maternity leave to be availed in combination with other leave, Paternity leave to cover child adoption, LFC entitlement, special provision under LFC for North Eastern States, travel by Rajdhani/Shatabdi trains, revision in road mileage charges, etc. Meaningful discussions took place on these issues and it was decided to continue the discussions further.

As regards our demands like additional load on wage revision, revised pay scales and allowances, revised DA formula, HRA rates, etc. it was decided to discuss these issues in the full Negotiating Committee meeting since the same are common issues for employees and officers.

**It was decided to hold the next round of meeting of the Sub-Committee on 6<sup>th</sup> September, 2017.**

With greetings,

Sd/-  
C.H. Venkatachalam/AIBEA

Sd/-  
S.K. Bandlish /NCBE

Sd/-  
Pradip Biswas/BEFI

Sd/-  
Subhash S Sawant/INBEF

Sd/-  
Upendrakumar/NOBW"

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