



## **NATIONAL CONFEDERATION OF BANK EMPLOYEES**

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

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### **CIRCULAR NO.04** **TO ALL AFFILIATES & MEMBERS**

**Date: 22.02.2017**

Dear Comrades,

### **CONCILIATION INCONCLUSIVE – STRIKE STANDS** **OBSERVE ONE DAY ALL INDIA BANK STRIKE ON 28<sup>TH</sup> FEBRUARY 2017**

We reproduce hereunder the Circular No.UFBU/2017/04 Dated the 22<sup>th</sup> February 2017 issued by Com. Sanjeev K. Bandlish, Convenor, United Forum of Bank Unions (UFBU), for information of all affiliates and members.

Comrades, please make the agitational programme a **GRAND SUCCESS**.

With revolutionary greetings,

**Sd/-**

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

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"The Conciliation Proceedings were held today before Shri A.K. Nayak, Chief Labour Commissioner (Central) at New Delhi. The meeting was attended by the officials from Indian Banks' Association (IBA) and Department of Financial Services, Government of India. The representatives of constituent unions of UFBU, Viz. AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBEF & INBOC and the representatives of UFRRBU were present in the meeting.

We have explained the reasons for the strike call. We pointed out the implications and the ill-effects of the banking/labour reform measures being pursued by the Government, which are detrimental to the interests of general public and conveyed our stiff opposition to the moves of the Government. We have further expressed our apprehensions on the constitution of Bank Board Bureau. We have pointed out the anti-labour moves of the Government attempting to curtail the genuine trade union activities and also its attempts to wipe out the pro-labour provisions available in the labour laws through its proposed amendments. We also conveyed our opposition to outsourcing of permanent jobs.

We have also explained the reasons for our demands such as payment of legitimate compensation to the employees/officers who worked extra hours beyond normal working hours on account of demonetization, reimbursement of cost of demonetization to banks by the Government, Adequate recruitment in all cadres, Removal of ceiling on gratuity payable under the Payment of Gratuity Act, 1972, Exemption of Income Tax on superannuation benefits, improvements in Pension/Family Pension Schemes, Extension of erstwhile pension scheme in lieu of NPS, early initiation of process of next wage negotiations, introduction of government approved compassionate appointment scheme in all the banks, etc.

The representatives of Ministry of Finance did not respond to the apprehensions raised by us on the issues of privatization of banks, role-play of Banks Board Bureau, Action on recovery of NPAs, etc. However, in respect of ceiling on gratuity it was informed by the government representatives that the issue would be taken care of after amendment of Payment of Gratuity Act. With regard to the appointment of workmen/officer employee directors on the banks' boards, the representatives of Government clarified that the same is under process.

The representatives of IBA and Ministry of Finance clarified that there is a provision for payment of overtime for any extra work done by the workmen beyond office hours and further clarified that the respective Bank Boards can consider the demand for grant of compensation to Bank Officers. The representatives of IBA further advised that they are not in a position to start the process of next wage revision as they have received mandate from 15 banks alone and the mandate for remaining 5 banks are still awaited. IBA was asked to expedite the same. On the issues relating to improvements in Pension/Family Pension Schemes, IBA was advised to finalise the same along with next wage revision, which is due. IBA was also advised to issue suitable guidelines to its member banks for implementation of Government approved Compassionate Appointment Scheme. With regard to Five-day banking, the representatives of IBA and Government stated that views of all stake-holders will have to be taken into account before taking a decision in the matter. The conciliation ended with an appeal by the CLC (Central) to us as well as the representatives of IBA and Ministry of Finance for amicable settlement of the outstanding issues.

Even though there is some progress in some of the issues represented by us, the conciliation remained inconclusive on many issues as mentioned above. In the circumstances, **our call of Strike stands**. However, we note to advise the developments, if any, in the event of initiation of discussions by IBA/Ministry of Finance with us, in response to the appeal of the CLC(C).

Thus, the Conciliation Proceedings remained inconclusive without any concrete response from the IBA and Government on many of our issues. Hence, our call for **ONE DAY ALL INDIA STRIKE ON THE 28<sup>TH</sup> FEBRUARY 2017 STANDS**.

We are extremely glad to inform that the **United Forum of RRB Unions** representing National Federation of Regional Rural Bank Employees (NFRREBE), All India Gramin Bank Employees' Association (AIGBEA), All India Gramin Bank Employees' Congress (AIGBEC), National Confederation of Regional Rural Bank Employees (NCRRBE), National Federation of Regional Rural Bank Officers (NFRRBO), All India Gramin Bank Officers' Association (AIGBOA) and All India Gramin Bank Officers' Congress (AIGBOC) has also decided to support our cause and will participate in One day All India Bank Strike on 28<sup>th</sup> February 2017.

We call upon all our Constituent Units and members to go ahead and make the One Day All India Bank Strike on the 28<sup>th</sup> February 2017, a **GRAND SUCCESS**.

Sd/-

(SANJEEV K. BANDLISH)  
CONVENOR "