



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under Trade Union Act, 1926—Registration No.B-2334)

Registered Office & Head Quarters:

Post Box No. 528, State Bank of India Buildings, Bank Street, Koti, Hyderabad-500095

CIRCULAR NO. 94
TO ALL MEMBERS:

Date: 26.09.2014

TALKS WITH IBA ON WAGE REVISION

We reproduce hereunder the full text of Circular No. UFBU/2014/29, dated 26.09.2014, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

(M.V.MURALI)
GENERAL SECRETARY

"Further to the last round of meeting held on 17th instant, another round of bipartite meeting was held with the IBA today (26.9.2014). IBA was represented by Shri Rajeev Rishi (CMD Central Bank of India), Chairman of the Negotiating Committee along with other members of the Negotiating Committee. UFBU was represented by all its constituent unions.

In today's meeting there was a detailed discussion on our demand for 100% reimbursement of hospitalisation expenses incurred by the employees/officers and their family members and the group mediclaim scheme offered by the IBA in response thereto. We explained our various apprehensions about the implementation of the scheme and hassle-free reimbursement of claims thereunder. We reiterated that employees/officers should not be required to deal directly with the insurance company or their Third Party Administrators. IBA has agreed and accordingly clarified that even though employees would be covered by the mediclaim scheme, they would continue to submit their claims to the management as hitherto and the reimbursement would be made by the Banks with the improved benefits of the scheme accruing to the employees. IBA also agreed to incorporate the suggestions submitted by the UFBU while finalising the scheme. Hence a broad in-principle consensus was mutually agreed upon and the final scheme would be worked out accordingly on the above lines.

We also raised the following issues during the discussions today:

- Pension related matters i.e. 100% DA on pension for pre-Nov. 2002 retirees, improvement in family pension, provision for periodical updation of pension
- Introduction of 5 days banking / 5 days working
- Regulated working hours for officers

After discussion, IBA informed that they are inclined to favorably consider the demand of 100% DA on pension for pre-Nov. 2002 retirees. IBA further informed that cost aspect on improvement in family pension is being worked out and they would soon take a decision on the same. IBA responded positively on this issue. As regards updation of pension, IBA informed that in view of the high cost involved, it would be difficult to agree to the same. On our insistence, IBA agreed that any viable and affordable proposition from the UFBU in this regard would be examined.

As regards 5 day banking / 5 day working, IBA regretted their inability to accept our demand in the present situation. From UFBU, we insisted on this issue and hence IBA agreed that if a detailed note is submitted to them with the requisite logic and rationale, they would apply their mind afresh on this issue.

On the issue of regulated working hours for officers, IBA was not inclined to agree to the same. However, on drawing their attention to the note submitted by the Officers Organisation, IBA agreed to study the same and react subsequently.

From the IBA, they wanted to know our views and reactions on introduction of cost to company method as well as fixed and variable pay concepts. From UFBU we have reiterated our standpoint that the same are not acceptable to us. IBA also insisted for limiting the wage revision discussions upto scale III officers instead of upto scale VII which was also declined by us.

On the vital issue of improvement in the offer of IBA over 11%, despite our indication that we would be flexible in our demand, depending on improvements in other areas, IBA has conveyed that they are unable to improve their offer unless UFBU scale down further in its demand considering the financial constraints of the banks. We categorically informed IBA that UFBU would be reasonable and flexible in its approach provided the same is reciprocated by the IBA on the issues raised by us and insisted on IBA to improve their offer to take the negotiations forward. However, IBA was adamant in their stand and did not improve their offer and stuck to their earlier offer of 11%. UFBU expressed its unhappiness over the rigid stand of IBA on improvement.

In the UFBU meeting held subsequently, representatives of all the constituent unions expressed their dissatisfaction and condemned the lackadaisical approach and adamant attitude of IBA and unanimously decided to undertake agitational programmes to press our demands and to expedite the settlement. After deliberations, it was decided to observe One day Protest Strike preceded by the following action programmes:

10.10.2014	BLACK BADGE WEARING
17.10.2014	COUNTRY WIDE PROTEST DEMONSTRATIONS
Between 18.10.2014 and 31.10.2014	ONE DAY DHARNA AT ALL STATE CAPITALS (Date shall be decided by the State Unit of UFBU)
COUNTRY WIDE ONE DAY PROTEST STRIKE	

It was also decided that the one day protest strike shall be followed by intermittent and relay strikes as well as indefinite strike. Detailed circular on the date of one day protest strike and other agitation programmes will be issued in due course."

Sd/-
(M.V.MURALI)
CONVENOR

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OUR SOLIDARITY :::::::::::::::::::: ZINDABAD !
OUR UNITY :::::::::::::::::::: ZINDABAD !