



Indian Banks' Association

HR & Industrial Relations

No.CIR/HR&IR/Q/2019-20/8572

January 21, 2020

Shri Sanjeev K. Bandlish
Convenor
United Forum of Bank Unions (UFBU) &
General Secretary
National Confederation of Bank Employees
C/o State Bank of India, LHO;
Plot No.1, Sector-17A
Chandigarh-160 017

Dear Sir,

Notice of Strike by AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBEF, INBOC, NOBW and NOBO on 31st January and 1st Feb 2020

We refer to your Strike Notice vide letter no. UFBU/2020/STRIKE NOTICE dated 15th January 2020 as mentioned above.

2. In this connection, it is a matter of great concern for us to learn that besides others, one of the demands for you to go on strike is wage revision - hike on payslip components and related issues. As you are aware that we have already convened 39 Meetings comprising of the Negotiating Committee, Core Group (Officers) and Core Group (Workmen) since 2017. This explains our efforts towards arriving at an amicable and mutually acceptable settlement at the earliest.

3. The position of Banks' health as well as profitability was explained in details to you all in our last Negotiating Committee meeting held on 13.1.2020. As such considering and taking all reasonable steps, we increased our offer as under :-

a) 12.25 % increase on the pay slip component with 2% loading (the effect on superannuation benefit) has been offered.

b) Over and above the encashment at the time of LFC, 5 days additional Encashment of Leave (i.e. approximately 1.37 % payout) is offered every year to celebrate festive seasons. For employees more than 55 years of age, 7 days annual Encashment of Leave is offered. In addition to normal leave encashment already available, there would be now 150 to 170 additional leave encashment available to the most of employees during their service period.

c) Performance Linked Incentive is also offered as under :-

YoY growth in Operating profit	No. of days for which Salary(Basic+DA) shall be paid
5 % - 10%	10 days
>10 % - 15 %	14 days*
>15%	21 Days*

*Only if the Bank has generated Net profit

For Banks, which do not register net profit but increase in operating profit is more than 5%, the PLI will be 10 days which works out to 2.74 % pay out. This will be based on balance sheet of 31.03.2020. With the better performance of banks ,this figure shall certainly improve, year on year.

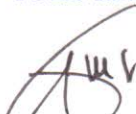
4. In as much as we have been regularly meeting and discussing the various issues in a transparent and cordial manner. We request you, once again, to refrain from going on strike and withdraw the same as it would affect banking activities and inconvenience general public and bank customers at large. It is very unfortunate that you have declined the above offer and have issued strike notice instead of continuing the bilateral talks.

5. We are sure that you will consider our appeal, withdraw the strike & will come forward with an open mind to settle things in the right earnest. You would agree that taking agitational path such as resorting to strike at this juncture will not be in the interest of all concerned. We request to have a second thought on going on strike and take judicious view in the interest of all.

6. We do hope that you would realize the gravity of the situation and rise to the occasion and keep the spirit of bilaterism.

Awaiting a favorable response.

Yours faithfully,



B Raj Kumar
Deputy Chief Executive