



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

NCBE/COM/2011/47

22.12.2011

**TO ALL GENERAL SECRETARIES OF
AFFILIATED UNIONS/ASSOCIATIONS/
STATE UNITS :**

We reproduce hereunder the full text of Circular Letter No.UFBU/2011/32 dated 21.12.2011, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

**(N. RADHAKRISHNAN)
For GENERAL SECRETARY**

1. "Further to our UFBU's Delegation to the Government on 14-12-2011 when we met Mr. D K Mittal, Secretary, Dept. of Financial Services, Ministry of Finance, Government of India and submitted our detailed memorandum to him, we have addressed a letter to him on 20-12-2011 as a follow up action.

Copy of the UFBU's letter is furnished herein.

2. UFBU Circular has been issued regarding the programme on **19th January, 2012** for observing **All India Demands Day**. State-level UFBUs should take steps to implement the programme effectively in all the States.

3. Holding of **Demonstrations before Head Offices** of all Public Sector Banks have been scheduled for various dates in various centres. State-level UFBU's should plan properly and co-ordinate with the unions in the concerned Banks and undertake this programme successfully."

NCBE -----ZINDABAD
WORKERS' UNITY -----ZINDABAD

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

UFBU/2011

20th December, 2011

**To
Mr. D.K. Mittal,
Secretary,
Dept. of Financial Services,
Ministry of Finance,
Government of India,
New Delhi.**

Dear Sir,

This has reference to the UFBU's delegation who met you in your Office on 14.12.2011 for submitting our memorandum on the various issues and demands confronting the bank employees and officers. We thank you for the courteous reception and cordial interactions with us on the issues raised by us.

As pointed out by us, we have serious reservations on some of the proposed amendments to the Banking Laws but the views of UFBU have not even been heard by the Government so far.

Similarly, we brought to your attention that while the recommendations of Khandelwal Committee Report are concerning the HR issues in the Banks, the Government and managements of the Banks are proposing to go ahead with the implementation without any reference to the trade unions even though most of the HR issues in the banking sector have so far been evolved under the process of collective bargaining and bilateral discussions. UFBU strongly feels that views of the trade unions are sought to be bypassed and unilateral decisions are being taken on issues which vitally concern the workforce.

We also pointed out that while UFBU fully supports the need for total financial inclusion and the crucial role to be played by the Banks in this regard, the present attempts to achieve the same through private Business Correspondents and contract agencies are wrought with serious risks and not in the interest of the Banks and the public. Similarly, in violation of the bipartite settlement, managements are attempting to outsource and contractualise regular, permanent and perennial jobs in the Banks.

We also drew your attention to the various important issues like revised scheme on compassionate ground appointments / ex-gratia payment, uniform guidelines on staff housing loan / vehicle loan, improvements in bank employees pension scheme on the lines of Government Scheme in matters like quantum of pension, updation, uniform DA formula, commutation formula, quantum of family pension, need for defined working hours for officers, improvement in allocation of funds to Staff Welfare Scheme, 5 days banking, etc. are inordinately pending with IBA / Government and employees and officers feel genuinely agitated over such delay in dealing with their issues.

We thank you for your positive reactions and responses and your assurance that the Government would be willing to discuss all these issues with UFBU in a smaller forum to understand our viewpoints better and to find possible solutions including on Khandelwal Committee Recommendations.

We had urged upon you that while we would be ready to extend our co-operation to find amicable solution through discussions, the process needs to be expedited. We had also requested you to advise the Banks not to proceed with implementation of Khandelwal Committee Recommendations pending such discussions with UFBU.

Once again thanking you for receiving our delegation and accepting our memorandum and we look forward to hearing further from your office.
