



## 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

**CIRCULAR NO.05**

**Date: 13.09.2023**

**TO ALL AFFILIATES & MEMBERS**

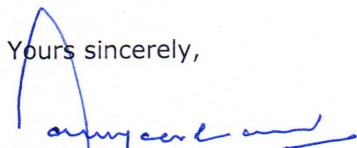
Dear Comrades,

**BIPARTITE TALKS WITH IBA  
CORE COMMITTEE MEETING – ROUND -2**

We reproduce hereunder the Circular No. UFBU/2023/13 Dated the 13<sup>th</sup> September 2023 issued by Com. Sanjeev K. Bandlish, Convenor, United Forum of Bank Unions (UFBU), for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,



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

Further to the discussions held with the IBA's main Negotiating Committee on 31-8-2023, discussions were held at the Core Committee level set up exclusively for the demands of the workmen unions and officers associations. Discussions were held with Workmen Unions on 12-9-2023 and with Officers Associations on 13-9-2023 respectively.

Sri Rajneesh Karnatak (MD&CEO, Bank of India) led the IBA team in the discussions with the workmen unions. From unions, representatives of AIBEA, NCBE, BEFI, NOBW and INBEF participated. Sri O.P Mishra (Dy. MD, SBI) led the IBA team in the discussions with officers' associations. From associations, representatives of AIBOC, INBOC and NOBO participated.

**Discussions with Workman Unions:**

<p><b>1. Stagnation Increments</b></p> <ul style="list-style-type: none"><li>• <b>Additional Stagnation increments upto the period of retirement.</b></li><li>• Stagnation increments to be given in case of reversion after one year</li></ul>	<p><b>Agreed in principle subject to final cost</b></p> <p><b>Decision will be taken after getting details from concerned banks.</b></p>
<p><b>2. Revision in Special Pay</b></p> <ul style="list-style-type: none"><li>• Special Pay to be revised by merger of DA and loading as in the case of Basic Pay</li><li>• SWO-A to be merged with SWO-B</li><li>• All substaff to be designated as Daftary</li><li>• Additional increase in quantum of Special Pay with the additional Duties and responsibilities in each post</li><li>• Introduction of new Special Pay posts</li><li>• Revision of Graduation Pay/PQP/FPP on the same lines as in the case of Basic Pay</li><li>• Qualification increment/Pay for passing "Professional Banker" exam of Institute of Bankers</li><li>• Additional increment for post-graduate degree</li><li>• Additional increments to Subordinate staff for acquiring graduation</li></ul>	<p><b>Will be discussed separately in a Smaller Committee</b></p>

<p><b>3. Officiating Pay</b></p> <ul style="list-style-type: none"> <li>• Restriction of minimum of 7 days for officiating as officer to claim officiating pay to be removed.</li> <li>• Formula for computation of officiating pay to be made simple</li> </ul>	<p><b>Offg. for 4 days and above will be paid.</b></p> <p><b>A simple formula will be worked out. <u>Unions to give details</u></b></p>
<p><b>4. Improvement in HRA</b></p> <ul style="list-style-type: none"> <li>• Revision of HRA rates</li> <li>• HRA at 150% payable on transfer to another station to be on declaration basis</li> </ul>	<p><b>Revised HRA rate will be finalised by main Committee</b></p> <p><b>Agreed</b></p>
<p><b>5. Transport Allowance</b></p> <ul style="list-style-type: none"> <li>• Reimbursement of cost of petrol for those who own vehicles. In case of electric vehicles, the cost of charging the batteries to be reimbursed. Existing transport allowance to be adequately enhanced</li> <li>• Transport allowance to be paid to Physically challenged/differently-abled employees as applicable to Government employees</li> </ul>	<p><b>To be discussed in Main Committee</b></p> <p><b>Will be referred to govt.</b></p>
<p><b>6. Improvement in other allowances</b></p> <ul style="list-style-type: none"> <li>• Hill and fuel allowance to be enhanced substantially</li> <li>• North-east incentive on the lines of Govt/RBI to be introduced</li> <li>• Introduction of Lakshwadeep island Allowance and Andaman Nicobar Allowance</li> <li>• Adequate increase in halting allowance and lodging expenses</li> <li>• When hotel room rent receipt is produced for reimbursement, 50% of Diem is to be paid towards boarding/food expenses</li> <li>• Provision for separate rates of diem and travel expenses to employees sent on official duty/ deputation within the station and within the urban agglomeration based on distance criteria</li> <li>• Introduction of Education allowance</li> <li>• Introduction of Learning Allowance</li> <li>• Revision in Deputation Allowance</li> <li>• Upward revision of cycle allowance,</li> <li>• Washing allowance,</li> <li>• Split duty allowance etc.</li> </ul>	<p><b>Will be taken up in Main committee</b></p> <p><b>Will be taken up with govt</b></p> <p><b>Agreed</b></p> <p><b>Agreed as under:</b></p> <p><b>1500 / 1350 / 1000 clerk</b></p> <p><b>1100 / 900 / 600 substaff</b></p> <p><b>Hotel room rent ceiling</b></p> <p><b>3000 / 2500 / 2000 clerk</b></p> <p><b>1500 / 1250 / 1000 substaff</b></p> <p><b>Agreed at 35% of diem</b></p> <p><b>At centres of 12 lacs and above, Diem will be paid if the distance between the original branch and deputed branch is 20 km and above.</b></p> <p><b>Agreed for 2 children upto graduation – amount subject to final costing</b></p> <p><b>Agreed - amount to be decided</b></p> <p><b>Agreed – amount to be decided</b></p> <p><b>Cycle/Scooty allowance – 250 pm</b></p> <p><b>Washing allowance – 300 pm</b></p> <p><b>Split duty allowance – 250 pm</b></p>

<p><b>7. Annual Medical Aid</b></p> <ul style="list-style-type: none"> <li>• Annual medical aid shall be increased substantially</li> <li>• Reimbursement of annual medical check-up expenses</li> <li>• Reimbursement for periodical eye check up for employees due to constant exposure to computer</li> </ul>	<p><b>Amount will be decided in the Main Committee</b></p> <p><b>Details will be called for from the various Banks and then decided</b></p> <p><b>Agreed in principle – amount/details to be worked out</b></p>
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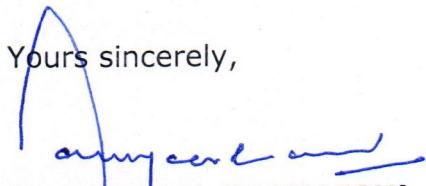
**Discussions with Officers Associations:**

<p>1. All existing Stagnation Increments up to Scale V should be converted to regular increment after one year from reaching maximum of the respective present scales.</p> <p>Two Additional Stagnation increments to be introduced for all grades of officers.</p>	<p><b>IBA will look into it &amp; come back</b></p>
<p>2. Two increments for passing CAIIB</p>	<p><b>IBA is positive about the demand</b></p>
<p>3. <b>F.P.P.:</b> It should be the last increment without any ceiling. FPP to be de-frozen.</p>	<p><b>Implications on Terminal Benefits, will be discussed further.</b></p>
<p>4. <b>PQP:</b> For completion of Part I JAIIB and Part II CAIIB, one and two increments respectively are to be considered instead of consolidated amount as in the past.</p>	<p><b>Implications on Terminal Benefits, will be discussed further.</b></p>
<p>5. Stagnation increment to be paid to officers who have opted out from promotion</p>	<p><b>Will be discussed further based on data</b></p>
<p>6. Upward revision of HRA</p>	<p><b>Agreed in principle, based on cost</b></p>
<p>7. Self-Lease for officers to be introduced.</p>	<p><b>Individual Banks to decide</b></p>
<p>8. Substantial increase of CCA &amp; Location allowance (non CCA centres) for all</p>	<p><b>Agreed in principle- part of cost</b></p>
<p>9. Learning Allowance to be enhanced substantially.</p>	<p><b>Agreed in Principle-Part of cost</b></p>
<p>10. Closing allowance to be enhanced and paid every quarter.</p>	<p><b>IBA is positive about the demand</b></p>
<p>11. Areas declared as SEZ/NEZ/EPZ:  The branches coming under the above areas should be treated on par with Metro Centers for all allowances and perquisites.</p>	<p><b>Part of Cost, a detailed Note to be submitted by Officers` Associations</b></p>
<p>12. Introduction of incentive for rural and other sensitive/difficult areas.</p>	<p><b>Positive Response-detailed proposal is to be submitted by Officers` Associations</b></p>
<p>13. Improvement in special area allowance and special compensatory allowance for N.E, Jammu, Kashmir, Himachal, Leh, Ladakh, Sikkim, Andaman, Uttarakhand and red corridor / disturbed areas</p>	<p><b>Will be examined after reviewing the Extant Govt. Guidelines and notifications.</b></p>
<p>14. Improvement of lump sum amount as compensation on transfer.</p> <p align="center">&amp;</p> <p>Payment of lump sum amount on mid-academic transfer to meet the education expenses of children on account of transfer.</p>	<p><b>Agreed to review, asked for a detailed proposal from Officers Association</b></p>

15. Improvement in Leave Fare Concession and monetization of LFC - The entitlement of mode of travel should be made as air travel to all the officers.	<b>To be further analysed and discussed</b>
16. Improvement in all leave facilities/ introduction of the concept of Leave Bank	<b>Committee is formed to discuss separately</b>
17. Revision in Halting Allowance	<b>Will be reviewed appropriately</b>
18. Revision in Lodging Expenses	<b>Will be reviewed appropriately</b>
19. Education Allowance for Children to be introduced	<b>May be considered up to 2 children till graduation-subject to Cost</b>
20. Yearly Executive Health check-up for all officers to be introduced	<b>Principally agreed, to be further analysed and discussed</b>
21. Review of Disciplinary Rules Procedure	<b>Committee is formed to discuss separately</b>

With greetings,

Yours sincerely,



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

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UNITED FORUM OF BANK UNIONS.....	.....ZINDABAD
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**TO ALL AFFILIATES & MEMBERS**

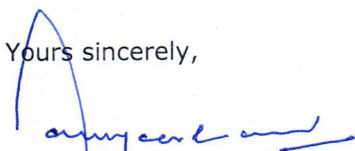
Dear Comrades,

**BIPARTITE TALKS WITH IBA**  
**MAIN COMMITTEE MEETING – ROUND -2**

We reproduce hereunder the Circular No.UFBU/2023/12 Dated the 31<sup>st</sup> August 2023 issued by Com.Sanjeev K. Bandlish, Convenor, United Forum of Bank Unions(UFBU), for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,



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

Unions are aware that a round of discussion was held with the main Negotiating Committee on 28-7-2023, when two Sub-Committees were formed to discuss the respective issues of Workman Unions and Officers Unions. On 7-8-2023 the 1<sup>st</sup> round of meeting with the Sub-Committee was held. We had requested the IBA to hold the next round of meeting with the Main Committee so that the discussions can be carried forward.

Accordingly, today another round of meeting with the main Negotiating Committee was held in IBA office in Mumbai.

During the discussions we expressed our viewpoint that meetings should be held more frequently so that our charter of demands could be discussed and settlement could be reached at the earliest. IBA agreed to the same and informed that they would also like to complete the process without delay.

**5 Banking Days per week** : We took up the issue of introduction of 5 Banking Days per week and IBA informed that the issue is under serious consideration of higher authorities and stake-holders. We insisted upon the IBA to follow up the issue and expedite the same.

**Updation of Pension** : We also took up the issue of updation of pension for past retirees and also certain improvements in the pension scheme. IBA agreed to discuss the issue further.

**Mandate** : To our query regarding details of mandate received from the Banks IBA informed that regarding Officers, all the public sector banks have given their mandate and some of them upto Scale VIII and few of them upto Scale VII. We responded by reiterating our demand to cover all officers upto Scale VIII. IBA informed that only some private Banks have given their mandate for workmen as well as for officers. It is learnt that Banks like Federal Bank, Karnataka Bank, Karur Vysya Bank, Dhanalakshmi Bank, CSB Bank, Kotak Mahindra Bank and foreign Banks other than Standard Chartered Bank have not yet given their mandate.

Thereafter, the following issues were discussed and agreed upon.

- 1. The proposed wage revision will be effective from 1<sup>st</sup> November, 2022.**
- 2. The proposed Settlement would be for a period of 5 years upto Oct. 2027.**
- 3. Revised Pay scales would be worked out by merging DA upto 8088 points.**

**Change of DA Scheme** : To our demand for switching over to 2016=100 Index series instead of 1960=100 series for the DA scheme, IBA agreed to examine the same.

**Special Allowance** : To our demand for merging the Special Allowance into regular payscales, IBA informed that the issue is subjudice since it is before the

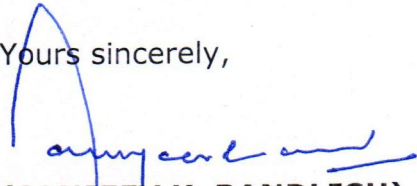
Supreme Court and Delhi High Court. We requested the IBA to review the matter to find an amicable solution to the same.

**Medical Insurance Policy for Retirees** : On the issue of medical insurance policy for the retirees, IBA informed us that the same is being finalised as per the revised base policy for Rs. 2 lacs and the annual premium would be around Rs. 22,000.

**Next round of discussions** : IBA agreed to hold the next round of Small Committee meeting with workmen unions and officers associations by middle of September, 2023.

With greetings,

Yours sincerely,



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

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