



## **NATIONAL CONFEDERATION OF BANK EMPLOYEES**

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

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**CIRCULAR NO.7**  
**TO ALL MEMBERS:**

**Date: 19.09.2016**

### **ELEVENTH BIPARTITE – CHARTER OF DEMANDS**

The previous wage settlement i.e. the Tenth Bipartite Settlement effective from 1<sup>st</sup> November 2012 is operational for a period of five years and will lapse on the 31<sup>st</sup> October 2017. The Unions are expected to submit the Charter of Demands for the next wage settlement i.e. the Eleventh Bipartite Settlement, in normal course, well before six months of expiry of the Tenth Bipartite Settlement.

In addition, the Government of India, Ministry of Finance, Department of Financial Services has already issued directives to the Chief Executives of all Public Sector Banks to initiate the process of negotiations/next wage revision of the employees and conclude it prior to the effective date i.e.01.11.2017. Hence, it has been decided to submit Charter of Demands to the Indian Banks' Association (IBA) at the earliest so that the negotiations can be commenced immediately. In the circumstances, it is imperative that the Charter of Demands is formulated, finalised and submitted to the Indian Banks' Association at the earliest by the end of October 2016.

Members are aware that it has been the established tradition and practice of our organisation to solicit suggestions of members and the affiliates, before finalisation of Charter of Demands. With due consideration to the urgency in the matter, we request that the **suggestions may be sent on or before the 15<sup>th</sup> October 2016** so as to enable us to present our Charter of Demands to the Indian Banks' Association well within the time-frame.

We further request that the demands be realistic, pragmatic and achievable duly considering the aspects relating to the present economic scenario including the increased taxes, the present cost of living, the developments subsequent to Seventh Pay Commission, signing of agreement of our 10<sup>th</sup> Bipartite Wage Settlement, the wage structure agreed in other comparable organisations, etc.

With Greetings,

Sd/-  
**(SANJJEV K. BANDLISH)**  
**GENERAL SECRETARY**