



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. 52
TO ALL MEMBERS:**

Dated: 31-10-2012

TENTH BIPARTITE WAGE SETTLEMENT SUBMISSION OF CHARTER OF DEMANDS

We are glad to inform our members that, as decided earlier, the Common Charter of Demands for the Tenth Bipartite Settlement was submitted by all the Workmen Unions viz., All India Bank Employees' Association, National Confederation of Bank Employees, Indian National Bank Employees Federation, Bank Employees' Federation of India and National Organisation of Bank Workers to the Indian Banks' Association, Mumbai on the 30th October 2012.

The Common Charter of Demands, signed by all the authorized representatives of the Workmen Unions under the banner of UFBU, was submitted to Shri K R Kamath, the Chairman of Indian Banks' Association with a specific request to expedite the agreement at the earliest

The union representatives highlighted the need for a reasonable wage revision in the light of the increase in work load due to increase in business volumes/number of branches, the decreasing manpower and the real impact of inflation and also demanded for the due share in the prosperity of the banks in the last 5 years. The Chairman of Indian Banks' Association, Shri K R Kamath, assured that every effort would be made to conclude the wage revision settlement at the earliest by taking into consideration the priorities of the workmen and the constraints of the bank managements in equal footage.

Contd..... 2

The brief summary of the common charter of demands is furnished below:

- The Settlement should be effective from 1st November, 2012.
- Pay Scales to be revised at the current level of price index and improvements in Dearness Allowance Scheme including switching over to CPI(2001=100) series.
- Housing accommodation to all employees and/or alternatively substantial increase in House Rent Allowance.
- Substantial increase in reimbursement of transportation cost.
- Appropriate allowances for Special Pay carrying positions commensurating with the duties, responsibilities and risks involved in each post.
- Substantial improvements in other allowances, Leave rules, Leave Fare Concession, etc.
- Adequate improvements in the scheme for reimbursement of hospitalisation expenses.
- Improvements in pension scheme and other retirement benefits.
- Extension of certain benefits like LFC, medical aid and hospitalisation expenses reimbursement to retired employees.
- Cost of retirement benefits and hospitalisation expenses to be excluded from the negotiated cost.
- Adequate recruitment in Banks.
- Stopping of outsourcing of regular jobs.

We assure the membership that every effort would be made to secure a reasonable and well-justified wage revision at the earliest.

(M. V. MURALI)
GENERAL SECRETARY

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