



# 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. 68**  
**TO ALL MEMBERS:**

**Date: 13.08.2013**

## **BIPARTITE TALKS WITH IBA**

We reproduce hereunder the full text of Circular No. UFBU/2013/04, dated 12<sup>th</sup> August 2013, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

**(N.RADHAKRISHNAN)**

**for GENERAL SECRETARY**

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"Another round of bipartite talks took place today in Mumbai between IBA and UFBU on our demands for wage revision. IBA was represented by their Negotiating Committee led by its Chairman Shri T M Bhasin. UFBU was represented by all our nine constituent unions. The meeting condoled the death of Com. R J Sridharan, Chairman, AIBOA, who was in the negotiating committee till 9<sup>th</sup> Bipartite Wage Revision.

The meeting was held in a cordial atmosphere and discussions were fruitful. In the day-long discussions held, satisfactory decisions on some of the important issues could be arrived at. Continuing the discussions of the last round of talks held on 7<sup>th</sup> June, 2013, we emphasised the need for IBA to expedite and conclude the settlement in a time bound manner. We also asked them to react and respond to the issues like date of effect for commencement of the revised wages, consumer price index point upto which Dearness Allowance is to be merged with basic pay for construction of revised pay scales, quantum of wage revision, etc.

**Date of effect:** In response, the IBA agreed that the new wage settlement would be effective from 1st November, 2012, i.e. the date from which the 10th Bipartite Settlement is due.

**Merger of DA for constructing revised Pay Scales:** IBA explained their constraints to consider merger of Dearness Allowance at higher index points. After prolonged discussions and on the insistence of the UFBU for merger of D.A at a higher level to enable construction of Pay Scales in a reasonable manner looking to the Pay Scales of employees and officers in comparable sectors, IBA agreed and conceded to merge Dearness Allowance upto 4440 Consumer Price Index i.e. 401 slabs and construct new pay scales accordingly.

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**Increase in wage load:** On the offer of the wage load increase, IBA wanted to study the cost impact of the merger before responding. However, the UFBU reiterated its demand that the offer should be exclusive of superannuation cost and improvements in other welfare measures. IBA indicated that the same would be kept in mind by them.

**REIUBURSEMENT OF HOSPITALISATION EXPENSES:** To our demand for 100% reimbursement of hospitalisation expenses incurred by the employees/officers for self and eligible family members, IBA offered introduction of mediclaim policy facility under which hospitalisation expenses would be reimbursed by the insurance company upto Rs. 2 lacs for substaff, Rs. 3 lacs for clerical staff and Rs. 4 lacs for officers per year. Looking to the various implications of switching over to the new scheme and the need to examine the pros and cons of the scheme, we said that a detailed study is required on the contents of the scheme offered before responding.

**Management's issues:** The management's issues like introduction of cost to company method, Fixed Pay and Variable Pay concept were discussed and UFBU has given its strong views against the same. However, the matter remained inconclusive.

**Compassionate ground appointment Scheme:** Another vital issue, much dearer to all the bank employees, which is relentlessly being pursued by the UFBU is restoration of compassionate appointments in the Banking Industry. IBA informed us in today's meeting that its recommendations for introduction of compassionate appointment scheme on similar lines prevailing in Central Government for its employees has been sent to Ministry of Finance, Govt. of India for its approval. No doubt, it is an important step in the direction of restoring compassionate appointments in the Banking Industry which is a long pending demand. While thanking the IBA for the positive step taken in this direction, we earnestly hope that the Government would accord its approval at the earliest.

Comrades, in today's discussions, we could arrive at conclusion on two vital issues i.e. date of effect and merger of dearness allowance. We thank the team of the Negotiating Committee of IBA for this forward movement in the discussions.

The date for the next round of discussions will be decided in due course."

Sd/-  
**(M. V. MURALI)**  
**CONVENOR**

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**OUR SOLIDARITY ::::::::::::::::::::ZINDABAD!**  
**OUR UNITY :::::::::::::::::::: ZINDABAD!**