



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. 112
TO ALL MEMBERS:

Dated: 24.02.2015

We reproduce hereunder the full text of Circular No. UFBU/2015/49, dated 24.02.2015, issued by Com. M.V.Murali, Convenor, United Forum of Bank Unions, the contents of which are self-explanatory.

Sd/-
(M.V.MURALI)
GENERAL SECRETARY

Hearty Congratulations Comrades !!!
FINALITY REACHED ON WAGE INCREASE OFFER

Kudos - Comrades !!! We are extremely glad to inform that the impasse in the wage negotiation process has been cleared with the offer of IBA for 15% increase in pay slip components thereby making the path of negotiations smoother. While there are still other related issues pending for settlement, the most important part being the distribution of the increase offer, would be taken up simultaneously by UFBU during further negotiations with IBA.

Further to our Strike Notice dated 5th February 2015 calling for Four Days' Strike from 25th to 28th February 2015 and Indefinite Strike from 16th March 2015 onwards, the Chief Labour Commissioner (Central) held a conciliation meeting on 20th February 2015.

The UFBU presented its case to the CLC(C) narrating the developments since last conciliation meeting held on 5th January 2015 including the circumstances under which the One Day Strike on 7th January 2015 was deferred and the Four Days' Strike from 21st to 24th January 2015 was put on hold on the definite assurance of IBA for improvement in its offer and conclusion of settlement by the middle of February 2015. UFBU expressed that since IBA has not increased its offer satisfactorily, UFBU has been pushed to the path of agitation by reviving its strike actions.

The representatives of UFBU informed the CLC (C) the stellar role played by the officers and workmen of public sector banks in the implementation of the policies of the Government especially in financial inclusion, more particularly, in the Jan Dhan Yojna programme and conveyed that the total workforce in the Banking industry has been hurt by the indifferent and rigid attitude of the IBA and hence, the question of deferment of strike does not arise in the absence of substantial improvement.

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Thereafter, the CLC (C) suggested to the IBA to hold further negotiations, which IBA agreed and called UFBU for further negotiations on Monday, the 23rd February, 2015 at 11.30 a.m. at Mumbai.

Meeting with IBA on 23rd February 2015:

Accordingly, bipartite discussions were held today in IBA's office between IBA and UFBU. IBA was represented by Mr. T M Bhasin, Chairman of IBA, Mrs. V.R Iyer, CMD, Bank of India, Mrs. Arundhati Bhattacharya, Chairman, SBI, Mr. Rajeev Rishi, CMD, Central Bank of India, Mr. Ashwani Kumar, CMD, Dena Bank, Mr. Arun Tiwari, CMD, Union Bank of India, Mr. Rakesh Sethi, CMD, Allahabad Bank, Mr. Shyam Srinivasan, MD, Federal Bank, Mr. Animesh Chauhan, MD/CEO, Oriental Bank of Commerce, Mr. Ashwini Mehra, DMD, SBI, Mr. M V Tanksale, Chief Executive, IBA and Mr. K Unnikrishnan, Dy. Chief Executive, IBA.

UFBU was represented by leaders of our 9 organisations viz. Com. Rajen Nagar and C H Venkatachalam (AIBEA), Com Y. Sudarshan and Com Harvindar Singh (AIBOC), Com Vinil Kumar Saxena and Com M V Murali (NCBE), Com S Nagarajan (AIBOA), Com Pradip Biswas (BEFI), Com Subhash Sawant (INBEF), Com. K K Nair (INBOC), Com. Mohan Kumtakar (NOBW) and Dr. SU Deshpande (NOBO).

The perseverance and display of solidarity and unity of members ultimately yielded the desired results in the meeting held by IBA with UFBU on 23rd February 2015 on wage negotiations with mutual agreement on wage increase and some other important issues paving the way for smooth process in further negotiations towards expeditious Settlement on wage revision and other service conditions. We give hereunder the extract of the Minutes of the Discussions signed thereon, for information of members:

- ❖ **The wage revision will be effective from 01.11.2012.**
- ❖ **The annual wage increase in salary and allowances @ 15% which works out to Rs. 4725 crores on salary slip components.**
- ❖ **The new scales will be constructed after merging dearness allowance corresponding 4440 points as on November 2011, which works out to 60.15% and adding a load factor of 2% on Basic pay plus Dearness Allowance as 31st March 2012 amounting to around Rs. 597 crores (i.e., an increase in Basic Pay around 60% - 62%).**
- ❖ **Distribution of annual wage increase between Workmen Unions and Officers' Associations will be worked separately based on breakup of establishment expenses as on 31.03.2012.**

- ❖ **Every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days.**
- ❖ **All others issues of the Managements and Unions/Associations discussed during the process of negotiation will be settled to the mutual satisfaction.**
- ❖ **The parties will meet on mutually convenient dates to draw out a detailed Bipartite Settlement/Joint Note on the various issues on which consensus position have been reached. The parties will endeavour to finalise the Bipartite Settlement/Joint Note within a period of ninety days.**

In view of these positive developments and signing of Minutes of Discussions, all our agitational programmes and strike actions **have been withdrawn**. All our units and members are requested to restore normalcy forthwith.

We would like to take this opportunity to thank the entire team of Executives and IBA for their co-operation in reaching the above positive understandings.

While conveying our sincere thanks and heartiest congratulations to the entire UFBU membership for the excellent display of solidarity and unity and their confidence reposed on the leadership, we are confident that amicable solution would be found with regard to other related issues also and the agreement on wage revision and other service conditions would be clinched at the earliest. Further developments will be informed to units and members in due course.

With congratulations and revolutionary greetings,

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

**NATIONAL CONFEDERATION OF BANK EMPLOYEES :::::::::::ZINDABAD
UFBU :::::::::::ZINDABAD
WORKERS' UNITY::::::::::::::::::ZINDABAD**