



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. 109

Date: 04.02.2015

TO ALL MEMBERS:

- **IBA BACKTRACKS FROM ITS ASSURANCE – OFFERS A PALTRY 0.5% INCREASE**
- **UFBU DECIDES TO REVIVE THE STRIKE PROGRAMMES**
- **CALLS FOR 4 DAYS' STRIKE FROM 25th to 28th FEBRUARY 2015**
- **INDEFINITE STRIKE FROM 16th MARCH 2015**

We reproduce hereunder the full text of Circular No. UFBU/2015/45, dated 04.02.2015, 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**

"In our earlier Circular No. UFBU/2015/44 dated 19-1-2015, we had informed that in the background of the assurance given by IBA towards expeditious wage settlement and considering the positive developments since last conciliation meeting held on 5th January 2015, UFBU had put on hold its call for 4 days' strike from 21st January 2015.

In this background another round of negotiations between IBA and UFBU was held in Mumbai yesterday (i.e., 3rd February 2015). Subsequent to a general reporting of the discussions held in the meetings of the three Sub-Committees on (i) Employees' service conditions, (ii) Officers' service conditions and (iii) revised medical reimbursement scheme, the important issue of further improvement in the wage increase offer came up for discussion. IBA sought the view of UFBU about revising its demand from 19.5% in order to arrive at a final deal. UFBU informed IBA that the wage increase offer needs to be substantially improved by IBA as assured and accordingly UFBU would negotiate further to reach a final accord. Quoting, once again, the strenuous financial performance of various Banks, IBA informed that the banks are not in a position to accept the demand of the UFBU. After prolonged discussions, IBA finally proposed to improve their offer from 12.5% to 13% and expected UFBU to scale down its demand.

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Since the increase in offer of 0.5% by IBA was paltry, inadequate and not satisfactory, UFBU met thereafter and decided to revive the strike programmes as under:

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| 9th February 2015 | Centralised Demonstrations at all centres |
| 13th February 2015 | Centralised Demonstrations at all centres |
| 20th February 2015 | Badge Wearing & Demonstrations |
| 23rd February 2015 | Press Meet in all State capitals |
| 24th February 2015 | Centralised Demonstrations at all centres |
| 25th to 28th February 2015 | FOUR DAYS' ALL INDIA BANK STRIKE |
| 2nd to 14th March 2015 | Further preparatory programmes |
| 16th March onwards | INDEFINITE STRIKE |

Comrades, the sincere and persuasive efforts of UFBU to negotiate a reasonable and mutually acceptable wage increase are being misunderstood by the IBA and the Government as its weakness. With utmost patience, for the past two years, UFBU has been making its best efforts to settle the demands amicably. At every point of time, we have shown our flexibility. But unfortunately, it is not being reciprocated by the IBA.

When the entire workforce in the banking industry is making every effort to implement the various programmes of the Government including the recent Jan Dhan Yojana, when employees and officers are working under lot of stress and maximum difficulty due to manpower shortage and increased volume of work, it is regrettable that the Government is remaining a passive spectator without initiating any steps to find an amicable solution to the genuine expectations of bank employees for a better and reasonable wage revision.

UFBU has been once again pushed to the path of struggle. We call upon all our units and the entire membership to rise as one and plunge into action to implement the programmes successfully.

State-level UFBU meetings should be held immediately to plan out the steps to be initiated for making all the programmes a total success.

Comrades - March ahead with solidarity and unity – Let us exhibit clearly that our united movement brings Success and success alone.....”

“WE SHALL FIGHT – WE SHALL FIGHT – TILL WE SUCCEED – WE SHALL FIGHT”

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