



# 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. 113**  
**TO ALL MEMBERS**

**Date: 18.03.2015**

## **OUR DISCUSSIONS WITH IBA**

We reproduce hereunder the Joint Circular dated 18<sup>th</sup> March 2015, issued by all Workmen Unions Viz., AIBEA, NCBE, BEFI, INBEF & NOBW, the contents of which are self-explanatory.

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

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“Units and members are aware that our charter of demands includes demands on improvement in various service conditions apart from increase in wages. Prior to the signing of the Minutes of Discussion on 23.2.2015, there were two rounds of discussions with the IBA on these issues. Yesterday i.e., on 17.03.2015, one more round of discussions took place, during which understandings have been reached on the following issues:

**1. ENCASHMENT OF LEAVE:** The benefit of encashment of Privilege Leave will be available even in the cases of **resignations** from the Bank after 20 years of service as well on **loss of job due to punishments** (other than cases of punishment of Dismissal and cases where there is loss to the Bank).

**2. LEAVE:**

a) The present **stipulation** that **Casual Leave** (CL) upto 4 days can be availed continuously provided the total absence including Sundays and holidays does not exceed more than 6 days would be **deleted**.

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- b) Presently **Unavailed Casual Leave** (UCL) can be availed for a day without production of medical certificate. **In addition** UCL may be availed without production of medical certificate for 4 days at a time once in a year or 2 days at a time twice in a year.
- c) **Privilege Leave** (PL) can be availed on **4 occasions** in a year (as against 3 occasions at present).
- d) **15 days' Notice** would be sufficient **to avail Privilege Leave** (as against 30 days' notice at present).
- e) **Privilege Leave** can be **accumulated upto 270 days** (as against the existing ceiling of 240 days). However, encashment upto 240 days would continue as at present.
- f) **Special Sick Leave** with Salary for a maximum period of **30 days** would be sanctioned to an employee while on **hospitalisation for donation of kidney or any organ**.
- g) **Maternity Leave**, within the overall entitlement, would be granted for **60 days** (now 45 days) in the case of **hysterectomy**.
- h) Maternity Leave for **legal adoption** of a child would be **6 months** (now 2 months)
- i) The above facility of Maternity Leave would also be available to a biological mother in cases **where the child is born through surrogacy**.
- j) **Part time employees** would also be entitled to Maternity Leave under (h) and (i) above.
- k) **Paternity Leave** would be extended on the lines of Government employees i.e. **15 days at a time on 2 occasions**.
- l) **Study Leave** upto 2 years would be sanctioned to workmen employees as available to officers.
- m) **Sabbatical Leave** for women employees would be extended on the lines of government guidelines.
- n) **Sabbatical Leave** for male employees would be referred to the Government for consideration.

- o) **Extraordinary Leave (without Pay)** would be sanctioned upto a max. of 720 days during the entire service (as against the existing ceiling of 12 months).
- p) **Special Casual Leave** for absence due to curfew would include exigencies like riots, prohibitory orders and natural calamities.
- q) **Special Leave for Sports activities**, trekking, mountaineering, etc, would be dealt with at each Bank level.
- r) **INTRODUCTION OF LEAVE BANK:** System of Leave Bank would be introduced by which employees can voluntarily donate a part of their entitled leave to a common pool from out of which leave with salary would be sanctioned to employees who are compelled to be on prolonged leave due to treatment of major diseases/accidents and other contingencies beyond their control and where such employees have exhausted all their leave.

**3. Diem Allowance:**

- Diem Allowance payable while on travel on duty would be revised upwardly and quantum would be finalised in the next meeting.
- When employees travel on duty to another station and stay in a hotel, the room rent would be reimbursed; the eligible rates would be finalised in the next meeting.

**4. Transportation of goods while on transfer:** An employee while on transfer from one station to another can **transport his personal effects by train or road** (even if the places are not connected by train) upto the stipulated weights by an IBA approved Transport Operator.

**5. Compensation for Breakages:** Compensation for losses due to breakages or damage to goods while transporting would be reimbursed as under:

	Existing amount		To be revised as	
	Clerk	Substaff	Clerk	Substaff
On production of receipt	1120	745	1500	1000
Without receipt	745	560	1000	750

**6. Travel on Duty/on transfer:**

	<b>Existing</b>	<b>To be revised as</b>
Non-Subordinate employees	1 <sup>st</sup> class	AC 2 Tier
Sub-ordinate employees	2 <sup>nd</sup> class	AC 3 tier

**7. Dependents' Income Criteria:**

Income limit to define a dependent would be **Rs.10,000/-** per month (as against the existing Rs.3,500/- p.m.)

**8. Pension for part time employees:** The entire service period would be taken for arriving at eligible pension instead of pro-rata service.

Important issues like construction of revised Pay Scales, revised DA formula, HRA rates, Transport Pay, introduction of Grade Pay, revision of Special Pay, LFC, revision in other allowances, retirees' issues, etc. and other issues/ demands would be taken up for discussions in the subsequent rounds of meetings.

Further development on these issues will be informed to members in due course."

With greetings,

Sd/-  
**C.H. VENKATACHALAM**  
GENERAL SECRETARY,  
**AIBEA**

Sd/-  
**M.V. MURALI**  
GENERAL SECRETARY,  
**NCBE**

Sd/-  
**PRADIP BISWAS**  
GENERAL SECRETARY,  
**BEFI**

Sd/-  
**SUBHASH SAWANT**  
GENERAL SECRETARY,  
**INBEF**

Sd/-  
**MOHAN KUMTAKAR**  
GENERAL SECRETARY,  
**NOBW**

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**NATIONAL CONFEDERATION OF BANK EMPLOYEES :::::::::::::::::::: ZINDABAD!**  
**OUR SOLIDARITY :::::::::::::::::::: ZINDABAD!**  
**OUR UNITY :::::::::::::::::::: ZINDABAD!**