



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

CIRCULAR NO. 04

Date: 20.01.2020

TO ALL AFFILIATES & MEMBERS

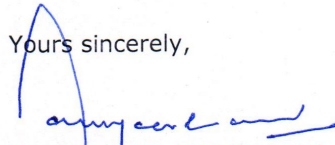
Dear Comrades,

**UFBU'S CLARION CALL
FOR AGITATIONAL PROGRAMMES AND STRIKE ACTIONS
MASS MEMORANDUM TO FINANCE MINISTER**

We reproduce hereunder the Circular No. UFBU/2020/04 Dated the 20th January 2020 issued by Com. Sanjeev K. Bandlish, Convenor, United Forum of Bank Unions (UFBU), for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,



(SANJEEV K. BANDLISH)
GENERAL SECRETARY

"By now all our Unions would have received our Circular on the agitational programmes to press our demand for wage revision settlement as per the demands highlighted by us.

Mass Memorandum to Finance Minister:

As per the programme, all our members in all the Branches and Offices of all the Banks have to submit a Mass Memorandum to the Finance Minister seeking her intervention.

We are sending herewith the draft of the Memorandum.

All our unions should ensure that signatures of all our members are collected in the Memorandum in each and every Branch/office and the signed Memorandum should be sent to Hon. Finance Minister by post or courier.

If possible, scanned copy of the Mass Memorandum with signatures can be sent by email to **fm@finance.nic.in**

This is an important programme and should be implemented successfully by all of us. Hence all are requested to take all necessary steps to implement the programme successfully.

With greetings,

Enc: Memorandum to FM

Memorandum to Hon. Finance Minister

To
Mrs. Nirmala Sitharaman,
Hon. Minister for Finance,
Government of India,
North Block, New Delhi.

Respected Madam,

We the bank employees and officers working in Branch/office
 of (Bank) Wish to submit the following for your kind
 attention and necessary redressal.

Wages and service conditions of bank employees and officers are governed by collective bargaining and bilateral agreements. The same are being revised once in 5 years based on the demands submitted by the Unions and arising out of discussions with the Indian Banks' Association on behalf of all the member Banks. Accordingly, the last Settlement was finalized in May 2015 to cover the term from November, 2012 to October, 2017. Hence wage revision was due from November, 2017.

Keeping in mind the past experience of delay in arriving at Settlements, the Department of Financial Services, Ministry of Finance, vide their communication dated 12-1-2016 advised all the Bank managements and IBA to expedite and conclude the 11th Bipartite Wage Settlement well before November, 2017. Hence Unions also submitted the Charter of Demands well before and the negotiations also commenced in May, 2017 with the assurance that the settlement would be arrived at before November, 2017.

Unfortunately, the IBA did not make any offer on wage increase until May, 2018 when their unacceptable offer of 2 % increase was offered. After series of discussions, the offer of IBA has been revised at 12.25% recently which is far below the expectations of the rank and file employees.

Despite more than 30 months of negotiations IBA is unable to settle the wage hike on a reasonable basis as well as other important demands raised by the Unions. Hence the United Forum of Bank Union consisting of 9 trade unions of employees and officers has given the agitational programme and strike actions to highlight our demands and seeking the attention of the Government to resolve the demands expeditiously.

We seek your personal intervention in the matter and request you to advice the Indian Banks' Association to expedite the Settlement and resolve our demands favourably.

All members in the Branches to sign the memorandum and send it to Hon FM by post/Courier