



NATIONAL CONFEDERATION OF BANK EMPLOYEES

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

Registered Office : C/o SBI, LHO, Hyderabad

Head Quarter : C/o State Bank of India, LHO, Plot No. 1, Sector-17 A, Chandigarh-160 017

Fax : 0172-2721716, e-mail : ncbe.chd@gmail.com

Phone(Office) : 0172-4567142, 4567042, 2702518 GS Resi. : 0172-2772900

All letters to be addressed to the General Secretary

CIRCULAR NO.5 **TO ALL MEMBERS:**

Date : 26.04.2022

TWELVETH BIPARTITE – CHARTER OF DEMANDS

All our unions are aware that the present 11th Bipartite Settlement signed with IBA on 11.11.2020 is effective from 1st November, 2017 for a period of 5 years and hence the period of this Settlement is to end by 31-10-2022. Accordingly, we need to submit our charter of demands for discussion and finalization under the next 12th bipartite settlement. Hence we need to start the process of preparing the demands for the same.

2. In the meantime, some of the important issues which were raised in the last charter of demands like 5 days banking, updation of pension, improvement in pension scheme, and such like issues are pending and IBA has agreed to discuss these issues as residual issues to work out an amicable solution to these issues.

3. We shall endeavour to continue the discussions with IBA on these important issues and complete the same before we commence our negotiation on the fresh charter of demands for the 12th bipartite settlement.

4. Members are aware that it has been the established tradition and practice of our organisation to solicit suggestions of members and the affiliates, before finalisation of Charter of Demands. With due consideration to the urgency in the matter, we request that the **suggestions may be sent on or before the 30th June 2022** so as to enable us to present our Charter of Demands to the Indian Banks' Association well within the time-frame.

5. We further request that the demands be realistic, pragmatic and achievable duly considering the aspects relating to the present economic scenario including the increased taxes, the present cost of living, the developments subsequent to Seventh Pay Commission, signing of agreement of our 11th Bipartite Wage Settlement, the wage structure agreed in other comparable organisations, etc.

Yours sincerely,

(SANJEEV K. BANDLISH)
GENERAL SECRETARY