



# ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE  
A.K.Nayak Bhavan, 2<sup>nd</sup> Floor 14, Second Line Beach,  
CHENNAI-600 001



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Phone: 25265511 / M 9840645081 / FAX: 044-25249081 / e mail: [aiboa.hq@gmail.com](mailto:aiboa.hq@gmail.com) / [www.aiboa.org](http://www.aiboa.org)

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Circular Letter No.23/VI/2014

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TO  
ALL UNITS / STATE COMMITTEES

Dear comrades,

## **IMPENDING WAGE REVISION - DEVELOPMENTS AFTER KOLKATA CC.**

**Congratulations !!!** to the entire work force for having successfully implemented the call of Strike on **12/11/2014** followed by four relay zonal strikes from **02/12/2014 to 05/12/2014**.

The Kolkata CC has authorised to secure regulated working hours, 5 days working , improvement in D & A Regulations synchronizing with substantial wage revision equivalent to the % achievement of PSC. During the CC itself, one more round of discussion was held, in which Com.Alok Khare, Vice Chairmen represented AIBOA in the talks.

Having struck up subsequently on 26th September,2014,one more round of talks was held, in which it was categorically made clear that unions are to come down substantially and in turn IBA would offer paltry rise of less than 1%. Immediately the nine constituents met in the IBA Office and decided to observe the one day strike .As the eastern part of the Nation was in Pooja Celebrations, elections in Maharashtra and Haryana, followed by the Festival of lights.the strike date was decided to be on 28th OCTOBER 2014.. But suddenly one of the constituents, sent an SMS that the CHAT PUJA was falling on 28th Oct,2014, hence an alternative date should be decided. In the meanwhile, there was a suggestion circulated that the one day strike action should be in the second week of November 2014 followed by zonal relay strikes. Even to decide the date to retaliate against adamant IBA and government combine, it took more than 15 days to meet and further it took another 30 days to execute the plan of action.

In regular way to achieve peace, amongst the parties as usual, a conciliation meet was held at NEW DELHI on 5th November 2014. Shri.P.P.Mitra, the Government representative advised the participants to have one more round of talks specifically advising the IBA to substantially enhance the offer to take forward the 2 year old talks. One more exercise was conducted at NEW DELHI on 10th November 2014 wherein UFBU has brought down the demand from 25% to 23% and IBA refused to enhance their offer. 12th November 2014 Strike was a resounding success.

As the Zonal Strikes were already announced , Labour authorities from the centre advised the Zonal CLCs to conduct the proceedings. But UFBU took it up with Dy.CLC (C),and thereby a conciliation meeting was conducted at Mumbai on 1.12.2014. Unions repeated pleas to enhance the offer from the present 11% , to recommence the talks were unconsidered as the owner has not signaled the authorities.

Four Zonal Strikes were carried out with lot of expectations in the First week of December 2014 throughout the country. To review the various constraints in implementing the programmes of agitation right from 13th October 2014 and also the retaliatory attacks on probationary workforce of extension of the probation, the unions are to meet on 17th December 2014 ie after twelve days. The reasons for the delay is inexplicable. Trade unions are to remain alive to retaliate to demonstrate against the authorities who are denying the fair and reasonable wage revision. Four officers organisations have given a symbolic call of protest action. This can be further improved upon which can be commonly decided.

In nutshell, **we are where we were from March 26<sup>th</sup>, 2014.**

### **OUR ARGUMENTS:**

1. The Banking System has consistently booked gross profit between 2012 and 2014, an increased quantum of Rs.15000 crores. Quoting the net profit as a base and increased establishment cost due to price rise are unacceptable. AIBOA right from the first round(21ST FEBRUARY 2013) participated by Com.S.S.Shisodia President and Com.M.A.Srinivasan had placed candidly that the negotiations are to be necessarily based on Gross Profit and **Not on net Profit of the banking system.**

2. When banks have paid an interim dividend of Rs.6747 crores to Government of India why not the workforce which produced the gross profit, its equal share as wage revision?(PSC Component)

3. With the dwindling workforce and enhanced pressure of work, should the Bankmen to accept a meager wage rise?

4. Comparing ourselves based on the evolution of PCR with that of the Government Group A officers is being questioned at various platforms. The ground reality prevailing in PSBs vis-à-vis Government services cannot be overlooked.

5. When C2C is a dangerous concept, there is some sort of indication to free some of the officers from the IBA scales which can never be considered by right thinking organisations.

### **DENYING ENHANCED WAGE REVISION BY IBA:**

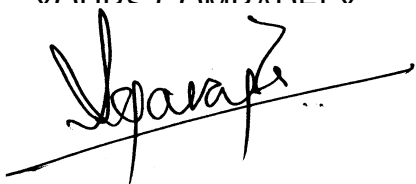
Due to rising bad loans, fulfilling the Capital requirements under BASEL III and also higher provisioning of Pension, forces IBA not to offer beyond 11% rise ie Rs.3465 crores of PSC which is no where nearer to the % of PSC achieved in the last wage revision.

We are for a prolonged struggle as the owners are unconcerned in totality.

We shall have to go by the famous saying of **SWAMI VIVEKANANDA** that

**ARISE, AWAKE and STOP NOT TILL THE GOAL IS REACHED.**

YOURS COMRADELY

A handwritten signature in black ink, appearing to be 'S. S. Shisodia', written over a horizontal line.