



# ALL INDIA BANK OFFICERS' ASSOCIATION

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Circular No.2/VI/2015  
January 8, 2015

To:  
*ALL UNITS / STATE COMMITTEES*

Dear comrades,

- **WAGE REVISION –15th ROUND**
- **A SMALL STEP TOWARDS POSSIBLE RESOLUTION.**
- **7<sup>TH</sup> JANUARY 2015 STRIKE ALONE DEFERRED.**

Prelude to the meeting at IBA office on 6<sup>th</sup> January 2015, CLC[C] convened the meeting of UFBU and IBA to break the deadlock after the November 12, and 4 relay Zonal strikes in the first week of December 2014, on 5<sup>th</sup> January 2015 at 15.00 hrs at New Delhi.

AIBOA, was represented by Com.S.S.Shishodia, President and Com.Sanjay Khan, Joint Secretary in the conciliatory meeting. On behalf of the Unions, it was submitted that the action of the IBA seeking the revisiting of the mandate by member Banks was highly provocative one resulting in announcement of the strike action on 7<sup>th</sup> January 2015. IBA has expressed that the action initiated was based on the Managing Committee decision. However, IBA expressed their desire to have further discussion on 06.01.2015 itself.

Keeping alive the spirit of bilateralism, it was decided to participate in the 15<sup>th</sup> round of discussion on 6<sup>th</sup> January 2015 at 15.00hrs.

### ***A ray hope on 6<sup>th</sup> January 2015 discussion:***

In the discussion held at Mumbai on 6<sup>th</sup> January 2015 IBA team was captained by Shri Rajeev Rishi, Chairman, Negotiating team [CBI], Shri Ashiwini Kumar, Chairman, [Dena Bank], Shri Arun Tiwari, Chairman [UBI], Shri Ashwin Mehra, DMD [SBI], Shri B.Rajkumar, ED [IB], Shri M.V.Tanksale, CEO [IBA], Shri K.Unnikrishnan, Dy.CEO[IBA] and officials of HR Department, IBA. 11 Unions have participated in this round also. While sharing the developments in the Banking Industry, on wage issue, they initially proposed 0.5% increase and in turn insisted to bring down our demand substantially. After protracted discussions amongst the representatives, backwards and forward, for a period of nearly three hours, in response to the IBA offer of revised offer of 12.5% to

take forward the talks further, the demand stands revised to 19.5% from our end.

Keeping in view of the “**a step forward**” development, the intention to shelve the issue of revisiting mandates by IBA after a due process and to continue the discussion on 7<sup>th</sup> also resulting in, deferment of the one day strike action on 07.01.2015.

***Discussion continued on 07.01.2015:***

The adjourned dialogue process commenced at 10.45 hrs. Keeping the trend of discussion and the developments, Unions insisted for expeditious conclusion of the talks within a time frame with substantial enhancement in the % of PSC. While responding Chairman Negotiating team IBA, expressed that the discussion to take a definite shape by mid February by holding periodical discussions and agreed to sort out the issues by constituting small committees. The issues listed for discussions in the small committees are :

- [a] Hospitalisation scheme backed up by Insurance tie up , without any ceiling.
- [b] Regulated working hours, Discipline and Appeal Regulations, 5 days working etc.
- [c] Issues of award staff / officer staff listed in the Charter of Demands.

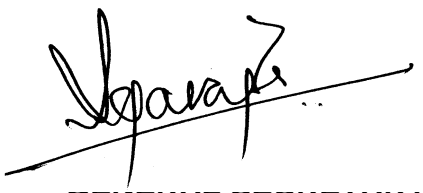
***Discussion on Pension:***

The issue of Family pension, 100% DA for retirees prior to 01.11.2002 and also updation of Pension were taken up, besides restoring the “old pension scheme” for the new recruitees joined the services of the Bank after 01.04.2010.

IBA, while sharing their concern to resolve the matter of retirees, ultimately expressed that the quantum of money counts to decide these issues in totality.

The future programmes of actions depend upon positive, satisfactory and sincere reciprocal approach in the discussion expected to be scheduled to take place shortly.

***Hence a small step towards possible resolution.***

A handwritten signature in black ink, appearing to be 'S. Gupta', is written over a horizontal line. The signature is stylized and cursive.