



ALL INDIA BANK OFFICERS' ASSOCIATION

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To
ALL UNITS/ STATE COMMITTEES.

Dear comrades,

13th ROUND - WAGE REVISION TALKS. WE ARE BACK TO SQUARE ONE

A change in deed in holding the talks with the participating eleven unions in quick succession when compared to the last round held after three months period. On 25th, UFBU held its meeting to assess the situation in the background of the stubbornness exhibited by the newly elected IBA team in the twelfth round of discussion. In the meeting, AIBOA was represented by Com.Alok Khare,Vice Chairman, Com.S.S.Shishodia, President, Com.Narendra Kotiawala, Joint Secretary,besides the undersigned. We have conveyed that non financial demands viz *1.Regulated Working Hours, 2. 5 days working 3. Improvements in the Discipline and Appeal Regulations for the Serving employees and pension improvements for the retired workforce.* Further the payslip component percentage average achieved in the last wage revision On 27.04.2010 should be appropriately enhanced with the conversion.

2. In this 13th round, IBA team was captained by Shri.Rajeev Rishi,Chairman Negotiating Committee (CBI), Shri.R.K.Dubey CMD,Canara Bank, Shri. Ashwini Kumar,CMD Dena Bank, Shri.Arun Tiwari CMD Union Bank of India, Dr.J.N.Mishra DMD of ,SBI, Shri.Aminesh Chauhan,ED,CBI, Shri.B.Raj Kumar ED IB, Shri.M.V.Tanksale, CEO IBA and Shri K.Unnikrishnan Dy CEO IBA alongwith the officials of IBA.

3. The Chairman,Negotiating Committee IBA preferred to set the new tone of the discussion with the issues of the management, instead of picking up the thread from the last round ie; on load factor. However, the common issue of hospitalisation linked to Insurance was tabled from IBA with elaborate explanation by CEO,IBA. Our representatives made certain important and relevant apprehensions in this connection, with making it clear that employee will continue to submit the medical bill to Bank only and also that there should not be any differential amongst award staff for the purpose of amount maximum ceiling. After a break for 45 minutes, there was near consensus on the issue and agreed to have a committee of three members from both sides to tie the loose ends.

4. Once again on the management issues **a. Fixed Pay and Variable Pay and b.** Discussion on wages upto Scale to III, raised by the IBA, it was made it clear that number of times Unions have rejected the proposals earlier and it should not be insisted upon. It was clearly argued and placed before IBA by the representatives that the issues -Regulated

Working Hours, 5 days working and improvements in Pension matters are to be resolved with upward offer in the matter of wage load factor from the present 11%.

5. While on Pension related matters there was in principle consent to accede to our demands viz., enhancement of family pension and 100% DA neutralisation for the officers/employees retired prior to 01.11.2002. On updation of pension IBA declined to consider our demand as cost involved is huge. There was a disinclination exhibited in the initial time on Regulated Working Hours and 5 day working, but on collective insistence, IBA has assured to have a relook on these two issues. On load factor which should have been the first opening issue for further continuation of talks, figured as a last issue. IBA expressed that due to unreasonable band, between the demand of UFBU and the offer made by IBA ie; 25% / 23% and 11%, refused to exhibit their willingness to move an inch. All efforts to reason it out our financial demands by Chairman and Convenor UFBU, bear no fruits. **The talks were closed without any indication.**

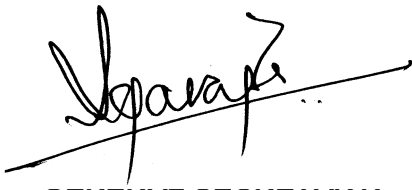
HENCE WE ARE ONCE AGAIN BACK TO SQUARE ONE. The only way to achieve the reasonable, Respectable wage revision is certainly through an United Struggle which can alone provide the progress in the matter.

UFBU, which met subsequently for a brief period, took the stock of the situation to roll out the agitational programmes. The festivals of POOJA and also Diwali coupled with the State elections in Maharastra and Haryana, stalemated an immediate decision on our actions. It was decided to observe agitations in phases culminating in a Day's Strike in October/ November 2014.

10/10/2014	BLACK BADGE WEARING
17/10/2014	DEMONSTRATIONS
18/10/2014 to 31.10.2014	STATE LEVEL DHARNA.

We are forced to resort to this agitation as IBA sticks to original offer of 11%. They are solely responsible for the present stalemate.

**MOVE UNITEDLY , MAKE THE PROGRAMMES BY YOUR PHYSICAL PARTICIPATION
A RESOUNDING SUCCESS.**

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