

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Ref:Cir 2012/02

January 29, 2012

Dear Comrades,

We reproduce hereunder Circular Nos. 09/10/11-2012 issued by Com.G.Nadaf, General Secretary of AIBOC for your information and necessary action :

Quote

**10TH BIPARTITE NEGOTIATIONS
CHARTER OF DEMANDS – CONSTITUTION OF SUB-COMMITTEE**

The 9th Bipartite settlement is to expire on 31.10.2012. The Executive Committee of the All India Bank Officers' Confederation, which met at Kolkatta on 17th and 18th of January 2012, had an occasion to debate on the commencement of negotiations with the Indian Banks' Association for the purpose of settling the 10th Bipartite which will be due on 01.11.2012. The members of the Executive Committee had a lively debate on the subject and were of the view that the Confederation should take the leadership as usual and prepare its own strategy for commencement of the Negotiations on 10th Bipartite with a view to ensure a fair and reasonable revision from 01.11.2012.

2. In the course of the deliberations, the members observed that, there is a need to be cautious in the background of several developments that are taking place in the Banking scenario, in particular the attempt of Dr.Khandelwal to bring into focus the issue of dividing the banks and injecting a sentiment amongst the rank and file that, there has to be freedom to the Management to have their own say in regard to the revision. It is a ploy as usual in order to create a confusion amongst the rank and file. Hence, the Confederation should be pro-active and go with a definite direction and commitment to ensure that, the banking industry will have the benefit of the industry level settlement. Any deviation from this time tested path is only meant to divide the movement by the Government and the Managements of the Banks.

3. The members also suggested that, the Confederation should independently come out with a comprehensive 'Charter of Demands' covering all aspects of the bipartite settlement as well as the general issues on the service matters, which are pending with the Indian Banks' Association for a long time. The 6th Pay Commission has thrown a lot of opportunity to the Civil Servants to better their compensation system as well as the superannuation schemes. There is a need to imbibe some of these aspects and come out with a clear document demanding similar benefits to our members as well.

4. After a careful consideration of all the views expressed by the members in the Executive Committee, it was unanimously decided to constitute a Committee for the purpose of preparation of the 'Charter of Demands' for the 10th Bipartite Negotiations. The Executive Committee nominated the following members as the members of the Committee.

S/Shri.

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|--------------------|---------------------|
| 1. P.K.Sarkar | 8. K.Anandakumar |
| 2. G.D.Nadaf | 9. Dinakar Punja |
| 3. P.V.Mathew | 10. P.V.S.Pillai |
| 4. T.N.Goel | 11. Harvinder Singh |
| 5. K.D.Khera | 12. G.Muthuswamy |
| 6. S.Roy Choudhuri | 13. R.K.Awasthi |
| 7. T.T.Natarajan | 14. K.K.Dogra |

5. Comrades, the members also decided that, the Confederation should take the lead in the industry, in particular for the Bank Officers' fraternity and hence we should prepare a comprehensive 'Charter of Demands' for submission to the Indian Banks' Association in good time to compel the IBA to commence the negotiations, so that, we could reach a settlement without loss of much time. The Confederation has a tradition and history of having successfully negotiated the previous settlements including the last one which was a historical as regards the 2nd option on Pension as well as the earlier one which removed the age old discrimination of the Dearness Allowance, ensuring 100% DA to all our members. The Confederation is aware of the major demands that are to be flagged for the settlement during the current negotiations with the major emphasis on the rationalization of the Salary Scales, the allowances and the introduction of various compensation for the multifarious responsibilities, that are being undertaken by the members of our organisation across the country while serving their respective institutions. The Confederation also has a responsibility of taking care of our former members who are now retired and have been drawing pension without any improvement and similar other facilities as part of our gesture to our senior comrades.

6. We are sure, our members across the country will be anxiously awaiting the deliberations of the Committee and their expectations and aspirations of yet another historical settlement during the 10th bipartite shall be fulfilled by the Confederation. It is the duty of each and every member to rally round this great organization and march forward with determination to maintain solidarity and unity of this great movement, so that, we should be able to do justice to our rank and file in the ensuing bipartite negotiations.

7. In the meanwhile, members who are desirous of sending their views, suggestions and notes etc., in regard to the 'Charter of Demands' are requested to forward the same to the Head quarters of the Confederation to enable us to forward the same to the Committee for their consideration on or before 20th February, 2012.

8. We will keep our members advised of the developments from time to time in this regard.

With greetings,

Sd./-
(G.D.NADAF)
GENERAL SECRETARY

**FOUNDATION CONFERENCE OF
ALL INDIA BANKS' PENSIONERS'/RETIRES' CONFEDERATION
ON 17TH MARCH, 2012 AT NAGPUR**

The Executive Committee of the All India Bank Officers' Confederation which met at Kolkata on 17th and 18th January, 2012 had an occasion to deliberate on the recommendations of the Sub-Committee headed by Com.K.D.Khera, the advisor to the Confederation as to our initiative in organizing the Pensioners all over the country in order to ensure that their welfare is taken care by the help of the Confederation. After a threadbare discussion on the various recommendations of the Committee and considering the need for bringing the entire pensioners and retirees under one broad umbrella was of the unanimous view that the initiative has to be taken up by the Confederation to form an all India Bank Pensioners'/Retirees Confederation to further the cause of the retirees in the Banking Industry.

2. Our members are aware that, the Confederation has been championing the cause of the retirees ever since its establishment. We always wanted that Pension should be as a third benefit but for the environment that was hostile to us and the lack of unity in pursuing this demand, the issue had to be diluted and Pension was introduced in the Banking industry in lieu of the Provident Fund. However, a large chunk of employees and officers remained outside the purview of the scheme as they chose to remain as P.F. optees. In our subsequent negotiations, in view of the popular demand of the members across the country, the issue of 2nd option was pursued and was settled in the last bipartite which is a historical one from the point of view of a large number of members who remained outside the Pension Scheme.

3. In view of our pre-occupation we could not devote much time to bring all the Pensioners/retirees under one umbrella, which has resulted in the mushrooming of a large number of associations managed by individuals as well as supported by some of the unions. The multiplicity of the Pensioners Associations and unions is affecting the efforts of the organizations in securing several benefits that the Pensioners/retirees are longing for a long time. There is therefore a need for the Confederation to step in to bring all these unions under one broad umbrella managed by the Confederation. The leaders of various Pensioners' Associations have been seeking guidance and requesting the Confederation to take initiative to form an umbrella organisation, so that, they are under one platform and will be able to negotiate with the IBA and the Government together. It is in this background, the members were of the unanimous view that, we should take all steps to form the Pensioner's Confederation without much delay to pursue their issues as well as the welfare of our senior comrades in the banking industry.

4. Accordingly, the AIBOC Executive Committee has decided to hold the Foundation Conference of the organization on 17th March, 2012 at Nagpur in a grand manner. Our comrades, have already expressed their happiness, once the news of our initiative has reached them and have been acknowledging the decision and expressing their total support for this cause. We have also provisionally signaled some of the Associations who have reached us for the formation of Pensioners'/Retirees; Organization, which would be affiliated, to the Pensioners' Confederation eventually.

5. Comrades, let us therefore be part of yet another epoch making event in the history of our movement by carving out a comfortable fraternal organization for the benefit of the Pensioners/Retirees all over the country. We request the associations of the Pensioners/Retirees in the Banking Industry to be in touch with us to enable

us to forward all the details to them and similarly where the organizations are yet to come up. We request our senior comrades to take initiative and form the Associations, so that, the mobilization of the members is total all over the country.

6. We will keep our members posted about the details of the Programme and also other information.

With greetings,

**Sd/-
(G.D.NADAF)
GENEAL SECRETARY**

RESOLUTION OF RESIDUAL ISSUES OF 9TH BIPARTITE AND RESTORATION OF BILATERALISM

The residual issues in the wake of 9th Bipartite settlement, are pending resolution by the IBA. The 66th Executive Committee of AIBOC which met at Kolkata on 17th and 18th January, 2012 deliberated on the issues and expressed unhappiness over the inordinate delay in resolving the issues viz.,

- (i) Compassionate Appointment/Ex-Gratia Scheme.
- (ii) Improvements to Staff loans.
- (iii) Extension of 2nd Option on Pension to VRS optees /resignees.
- (iv) Proper implementation of 2nd Option on Pension understandings.
- (v) Defined working hours to officers.
- (vi) 5 – Day week.
- (vii) Stop outsourcing of permanent and perennial jobs.
- (viii) Recruitment of adequate staff.
- (ix) Updation of Pension and Family Pension etc.

2. We have today addressed a letter to the Chairman to resolve the issues within a time frame but well before commencement of negotiations for the 10th Bipartite settlement failing which, we will be forced to go on a day's strike during 3rd or 4th week of March, 2012.

3. A copy of the letter annexed to this Circular is self-explicit.

4. Further developments in this regard will be informed.

With greetings,

**Sd/-
(G.D.NADAF)
GENEAL SECRETARY**

COPY OF THE LETTER

To,
The Chairman,
Indian Banks' Association,
Stadium House,
6th Floor, Block No.3,
Veer Nariman Road,
MUMBAI – 400 020.

Dear Sir,

**RESOLUTION OF RESIDUAL ISSUES
OF 9TH BIPARTITE AND RESTORATION OF BILATERALISM**

The 66th Executive Committee of AIBOC, met at Kolkata on 17th & 18th January, 2012 and after due deliberations, has decided to urge upon the IBA for an early resolution of residual issues of 9th bipartite such as:

- (i) Compassionate Appointment/Ex-Gratia Scheme.
- (ii) Improvements to Staff loans.
- (iii) Extend 2nd Option on Pension to VRS optees /resignees.
- (iv) Proper implementation of 2nd Option on Pension understandings.
- (v) Defined working hours to officers.
- (vi) 5 – Day week.
- (vii) Stop outsourcing of permanent and perennial jobs.
- (viii) Recruitment of adequate staff.
- (ix) Updation of Pension and Family Pension etc.

2. The EC has expressed its anguish on unilateral instructions to Banks to implement some of recommendations of Khandelwal Committee, Common Promotion Policy, Lateral Recruitment of Officers at higher scale, Cross Merger of RRBs etc. Our demand for structured forum at IBA for discussion on HR matters is also not considered seriously. A number of letters addressed to IBA on HR matters are not even acknowledged.

3. Therefore, I am directed to communicate to IBA that, if these issues are not resolved amicably before commencement of negotiations on 10th Bipartite settlement of Wage Revision, the Confederation is left with no alternative than to strike work for a day during the 3rd or 4th week of March, 2012. We also urge upon commencement of negotiations on 10th Bipartite issues in right earnestness, and at the earliest.


4. We hope that, you will initiate necessary steps to maintain cordial industrial relations climate in the Banking Industry.

With greetings,

Yours faithfully,
Sd/-
(G.D.NADAF)
GENERAL SECRETARY

Unquote

With warm greetings,

Yours comradely,

(HARVINDER SINGH)
GENERAL SECRETARY