

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No.: 2013/54

Dated: 16.12.2013

Dear Comrade,

We reproduce hereunder Circular No. 2013/64 issued by General Secretary, AIBOC for your information.

QUOTE

CONCILIATION PROCEEDINGS FAILS STRIKE ON 18TH DECEMBER 2013 STANDS

Members are already aware that CLC had called meeting between IBA and UFBU on 16/12/2013 at 11:30 a.m. for conciliation proceedings. IBA once again reiterated its known stand that looking to the stress on profitability of the banks, due to higher NPA provisioning, increasing cost on account of pension, the declining profits, etc it would be difficult to take any additional cost on account of wage increase. The detailed version of their statement is attached herewith (Annexure-1).

The team of UFBU led by the undersigned also gave its view which is quoted here under:

QUOTE

“The last 9th Bipartite Settlement on revision of wages and services conditions expired on 31/10/12. In view of this, United Forum of Bank Unions submitted ‘Charter of Demand’ for the 10th Bipartite Settlement of IBA on 30/10/2012. At the time of submission of Charter of Demand, UFBU requested the IBA to adopt a time bound programme to negotiate and settle the demands. IBA assured an expeditious settlement. Even though the formal negotiation started in February 2013, only six rounds of discussions have taken place so far, viz. on 22/02/2013, 22/04/2013, 07/06/2013, 12/08/2013, 11/10/2013 and 14/12/2013 i.e. each round of discussion has taken place after a gap of approx. two months.

Work load on bank employees and officers has gone up substantially due to increase in total volume of business without proportionate increase in staff strength, causing lot of stress and strain on them. Consumer price index has gone up by more than 2400 points under 1960=100 index series since November 2007 i.e. after last settlement. Prices are still rising unabated, eroding the real money value. Hence, early wage revision has become all the more necessary.

Despite six rounds of talk, not much headway has been made in the settlement of Charter of Demand. The paltry offer of 5% increase on the salary components covered by payslip

components nowhere matches the expectations of the bank employees considering wages and salaries in comparative sectors including the salaries of government employees which was the bench mark for bank officers and employees at the time of implementation of PCR. It is pertinent to mention that government has also announced formation of panel on 7th pay commission which is to be implemented with effect from 01/01/2016 and on the other hand we do not find seriousness on the part of the IBA with regard to the wage negotiation.

IBA is trying to divide the officers community and want to implement fixed and variable pay concept for scale 4 and above in the banking industry. The concept of variable pay based on achievement of goals etc. is highly subjective and technical, considering the banking parlance. In the name of banking sector reforms, Government and RBI are taking retrograde steps. Therefore, UFBU consisting of 4 officers' organizations and 5 Award staff unions will observe 1 day strike on 18th December 2013.

Sir, despite your best efforts no new/improved offer has been made by IBA. Therefore we are not able to review our decision".

UNQUOTE

After listening to both the parties, CLC suggested to have another round of talks tomorrow. The undersigned insisted that unless there is any improved offer by the IBA, there is no use of holding any talks. The CLC suggested the IBA representatives to consult The Chairman IBA/ Chairman Negotiating Committee of IBA for their offer. During a short break IBA representatives consulted The Chairman IBA/ Chairman Negotiating Committee of IBA and advised that their process of calculation/working is under process and at this stage they are unable to give any revised offer. In the absence of any improved offer the undersigned after consulting other constituents of UFBU conveyed to CLC that UFBU is constraint to stick to its decision of observing one day strike on 18/12/2013.

Since conciliation talks have failed (minutes attached), strike stands. Let us make it a grand success. We urge upon all our members irrespective of cadre/scale to participate whole heartedly and make the strike an astounding success.

If we cannot make them see the light, let us make them feel the heat!!

With Revolutionary Greetings,

Yours Comradely,

Sd/-

(HARVINDER SINGH)

GENERAL SECRETARY

UNQUOTE

With warm greetings,

Yours Faithfully,



(HARVINDER SINGH)

GENERAL SECRETARY