

(REGD.No.7364)

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Circular No. 2015/09

Date: 20/01/2015

Dear Comrades,

MEETINGS OF THE SUB-COMMITTEES ON SERVICE CONDITIONS WITH IBA
MEETING OF THE UFBU HELD ON 19TH JANUARY, 2015 AT MUMBAI

We reproduce, hereunder, the contents of the Circular No. 2015/08 of date, on the captioned subject issued by Com. Harvinder Singh, General Secretary, AIBOC for your information, circulation.

QUOTE: "Please refer to our earlier circulars, whereby, we informed you that Sub-Committees formed to discuss peripheral issues covered in the Charter of Demands will be held simultaneously with the Wage Revision demands. Accordingly, Sub-Committee meetings of the Officers and Workmen were held on 14th January, 2015 and 19th January, 2015. A UFBU meeting was also held in the evening of 19th January, 2015 at Mumbai to take stock of the present situation and to decide modalities and action programmes with regard to the proposed four days strike from 21st January, 2015 to 24th January, 2015. The Convenor of the UFBU has issued a Circular No. UFBU/2015/44 dated 19.01.2015 detailing, therein, the developments of the above two meetings, text of which is appended here below:

QUOTE: **"IBA ASSURES EXPEDITIOUS WAGE SETTLEMENT**
FOUR DAYS' STRIKE FROM 21ST TO 24TH JANUARY 2015 PUT ON HOLD

In our previous Circular, we have informed that while agreeing for formation of Sub-Committees for other issues relating to wage revision, we had suggested for holding of Meetings of Sub-Committees immediately without any loss of time. Accordingly, IBA called for Sub-Committee meetings on 14th January 2015 to discuss on issues relating to demands of Officers as per charter of demands and on 19th January 2015 to discuss on Health Insurance in lieu of Reimbursement of hospitalisation expenses and issues relating to Workmen employees as per charter of demands.

Health Insurance Scheme:

Members are aware that our charter contains demands for improvements in existing Medical Scheme and extension of 100% reimbursement facility for family members. IBA proposed for introduction of Medical Health Insurance Scheme and provide for wider coverage.

In this background a Sub-Committee Meeting headed by Shri Arun Tiwari, Union Bank of India representing the IBA and all the Nine General Secretaries representing constituent Unions/Associations of UFBU was held on the 19th January 2015. After thorough deliberations, UFBU pointed out the loose ends to be tied up and suggested for further improvements in the scheme. IBA assured to take up the issues with the concerned and have another round of discussions.

Meetings On Service Conditions of Officers' And Workmen:

In the meetings held separately on 14th and 19th January 2015 with Officers Organisations and Workmen Unions respectively, the issues relating to Disciplinary Matters of Officers, Regulated Working Hours, 5-Day banking and Improvements in Leave Rules were discussed. Further discussions are to be continued.

IBA also assured that they would further pursue the matter with Government and deliberate in the Managing Committee Meeting of IBA to be held on the 31st January 2015 with all sincerity and hold discussions with us in the first week of February 2015 to improve the offer further to reach finality.

UFBU Meeting Held on 19th January 2015:

In this background, the representatives of constituent unions of UFBU met in Mumbai on 19th January 2015. Extensive and comprehensive discussions were held to review in detail the developments on the Wage Revision front starting from the Conciliation held by the Chief Labour Commissioner (Central) in New Delhi on 5th January 2015, followed by the Negotiations with IBA on 6th and 7th January 2015 and also the Sub-Committee meetings held thereafter.

It was unanimously opined that the IBA had to improve their offer from 11% to 12.5% because of the strenuous efforts of UFBU through strike actions/decisions. The meeting also attributed the credit for the change in the adamant stance of IBA to all the members who made the strike a total success through their enthusiastic participation.

In the background of the assurance given by IBA towards expeditious wage settlement and also considering the positive developments since the conciliation meeting held on 5th January 2015, it was unanimously decided by the UFBU to put on hold the Four days' continuous strike from 21st to 24th January 2015. It was further decided to vigorously pursue the issues relating to regulated working hours for officers and 5-day banking along with satisfactory increase in offer from 12.5% of pay slip components. It was also decided to revive the strike action if there is no satisfactory outcome in the next meeting and go ahead with 4/5 days' strike in the month of February 2015.

Comrades, the united and determined struggle of all Officers and Workmen alone would bring success in achieving our goals and target.

Be United - March ahead with solidarity and unity – Success will be ours.

Sd/-
(M.V. MURALI)
CONVENOR

UNQUOTE

You must have come to know by now that our Confederation strongly took up the position of adhering to the strike call through the views expressed by your Representatives in the meeting. However, other organizations were not in agreement with our views. After making all efforts to convince other constituents of UFBU to implement the strike call and considering all the pros and cons of our organization going on strike along with only one Award Staff Union (NOBW) will not serve the purpose and will also send signals against the Unity of UFBU. We with very heavy heart agreed to withhold the four days strike with certain conditions. The Convenor of the UFBU has incorporated our feelings and conditions viz. resolving Five days banking and regulated working hours for the officers along with reasonable Salary Revision in the first week of February, 2015, failing which minimum four days strike (with 15 days requisite notice period) would be revived, in the Letter addressed to the Chairman of the IBA. Text of the letter ref. CM/IBA/2015/109 is appended below:

CM/IBA/2015/109 20.01.2015

The Chairman,
Indian Banks' Association,
World Trade Centre Complex,
Centre 1, 6th Floor, Cuffe Parade,
MUMBAI – 400 005.

Dear Sir,

NEGOTIATIONS ON WAGE REVISION


We refer your Letter No.HR&IR/UFBU/XBPS-4/1216 dated the 17th January 2015 wherein it was advised that the Managing Committee of IBA is meeting on 31st January 2015 to deliberate upon the developments on wage revision front, discuss on the outcome of Sub-Committee Meetings and would hold the Negotiating Committee Meeting immediately thereafter. We were also orally requested to defer our strike action with further assurance to hold the next meeting during the first week of February with an intention to resolve the contentious issue of wage revision.

In the UFBU meeting held on 19th January 2015 at Mumbai, we have extensively deliberated upon the assurances given and finally decided to put on hold the scheduled 4 days' strike from 21st to 24th January 2015 pending outcome of the deliberations in the next meeting to be held in the first week of February 2015. It was further noted that the 5-day banking and regulated working hours to officers are also equally important issues, which needs to be resolved.

It was further decided that if there is no satisfactory outcome in the next meeting the strike action shall be revived.

We hope that the IBA would move towards resolution of the issues positively to avoid further strike actions and resultant inconvenience and unpleasantness.

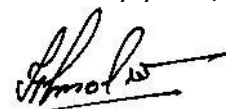
With best regards,

Yours sincerely,

(M.V. MURALI)
CONVENOR

Comrades, in democratic Organisations like UFBU which consists of Officers' Organisations and Award Staff Unions with different backgrounds and political Affiliations, differences in opinions are bound to be there. However, we assure you that we are committed to the cause of Workmen class in general and our members in particular to achieve a better service conditions." **UNQUOTE**

With comradely greetings,

Comradely yours,


(HARVINDER SINGH)
GENERAL SECRETARY