

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2015/ 85

Dated: 09/12/2015

Dear Comrades,

UNITY TRIUMPHS – STRIKE CALLED OFF

We reproduce, hereunder, the contents of the Circular No. 2015/81 dated 09.12.2015, on the captioned subject issued by Com. Harvinder Singh, General Secretary, AIBOC for your information, circulation among the members.

QUOTE:

"In response to the notice of strike dated 27.11.2015, served on IBA, Individual Bank Managements and Government of India, Dy. Chief Labour Commissioner (Central) called a conciliation meeting on Tuesday, 08th December, 2015 at Mumbai. Com. Y. Sudarshan, Com. Harvinder Singh, Com. Thomas Franco and Com. Sanjay Manjrekar attended the meeting on behalf of AIBOC, whereas Sh. K. Unnikrishnan and Sh. K.S. Chauhan represented IBA.

The proceedings started in the office of Sh. B.B. Bhatnagar, the Dy. CLC (C), who after the brief introduction, asked our Confederation to present the case. We submitted that the cause of action originated from the day of submission of Charter of Demand for Xth Bipartite Settlement, as many of the issues remain unaddressed. Since there was no response from IBA to any of our communications requesting them to resolve the issues, we are forced to go on strike. IBA tried to clarify that they were busy in completing the process of Xth Bipartite Settlement so no attention could be paid to the pending issues. IBA submitted a written reply to the issues submitted in our statement of case along with the Strike Notice on 27/11/2015. Thereafter, Dy. Chief Labour Commissioner (C) asked us to put forth our submissions after going through the reply of the IBA. We submitted our case broadly in three parts:

1. The policies declared by the Government with regard to the Banking Industry based on P.J. Nayak Committee Report after getting formally stamped by Gyan Sangam through Indradhanush and by bringing changes in the Banking Laws, Labour Laws etc. are affecting the very existence of Public Sector Banks, the service conditions of the Bank Employees and common man of the country. In our detailed presentation, we highlighted as to how the Private Banks are being favoured at the cost of Public Sector counter parts, how Private Entrepreneurs are being installed at the top positions of PSBs and the way in which the Government is ensuring privatization of these banks by refusing capital infusion, permitting FDI and openly declaring privatization of IDBI Bank. We also pointed out that all the welfare schemes of the Government are being implemented only by Public Sector Banks even though it is commercially unviable for the Public Sector Banks, whereas, the Private Sector Banks, duly supported by the Government, are prospering by way of selective business of the Industrial Entrepreneurs. The boggy of profitability and affordability of Public Sector Banks is being raised to tarnish the image of Public Sector Banks and to deny the justified rights to its employees.
2. It was also submitted that the issues of officers of Regulated Working Hours, calling them on Sundays and holidays, Disciplinary matters were discussed during the negotiation process but still remained unresolved. On the other hand, in the changed scenario of 7th Pay Commission recommendations and LIC employees' salary settlement, our demands of all Saturdays off, Merger of Special Allowance in Basic Pay, Pension to all Officers joined after 01.04.2010 in place of NPS and many other issues are required to have a fresh look. We also pointed out that despite various reminders by our Confederation, no action has been taken on the anomalies created after introduction of additional stagnation increments, on the communication by the Insurance Companies to the Banks unilaterally withdrawing some benefits, for sending clarifications to the Banks to protect the existing medical facilities after implementation of Hospitalisation scheme.
3. We also pointed that no action has been initiated by the IBA to settle our long pending demands of DA neutralization, Revision in Family Pension and Pension Updation. We made it very clear that the stand of our Confederation on the issues as conveyed in our Letters dated 12.06.2015 and reminders dated 05.08.2015, 13.11.2015 and 02.12.2015, is justified, logical and supported by the

Pension regulations and the practices followed in Reserve Bank of India and other Organisations including Government of India. We once again reiterated our disagreement on the view expressed by IBA in the Record Note dated 25.05.2015, as already expressed in all above mentioned communications, but IBA has not taken any steps to resolve the issues. We also pointed out before the CLC the issue of summary termination of General Secretary of Dhanlaxmi Bank Officers' Organisation, Com. P.V. Mohanan and made it amply clear that the issue is very close to our heart. IBA representatives objected to raising individual issue and informed that the Management of Dhanlaxmi Bank has not referred any such case to them. The Dy. CLC also advised that the Organisation can adopt a legal course in this case. But we were insistent on taking up the issue and resolving the same and argued that if the honest and hard working officer who acts in the interest of the Bank is treated like this, no one would dare to be a 'Whistleblower'. We further made it very clear that if the issue is not resolved then organization will not hesitate to go on industry wide strike on this issue alone.

The issue of delay in appointment of Officer/Workmen Employee Directors and its implications were conveyed to the Dy. CLC. He was also briefed on our demands of Pension to Officers working in RRBs, parity of salaries, allowances and perquisites in all Banks and revision in Pension to State Bank Officers and Employees equivalent to 50% of the last drawn basic pay as in other Public Sector Banks.

After the due deliberations, the minutes of the proceedings were drawn, which are annexed to this circular, for your information and records.

Comrades, positive developments like IBA agreeing to take steps for removal of anomalies due to stagnation increments, to start discussions on all pending unresolved issues within a month time, clarifying that Hospitalization scheme for retirees will cover domiciliary treatment, assuring that the existing bank level medical benefits for serving employees will not be affected due to new scheme based on Insurance Policy, agreeing to consider the issues of Retirees despite virtually closing the issues in Record note and starting action of calculations through actuaries, Dy. CLC's direction to IBA to call for details of Com. Mohanan's case from Dhanlaxmi Bank within 15 days and for writing to Government for filling up the vacancies of Officer/Workmen Directors on the Board of Directors, could be made possible only due to whole hearted involvement reflected by all our Affiliates, State Units and Members in response to the call of the agitational programme decided by our Confederation in the Executive Committee meeting held at 27th November, 2015 at Mangalore.

At our request, Dy. CLC (C) has been kind enough to agree to refer all other issues which are beyond the purview of IBA, to Government for early and amicable solutions. We are providing the details and justifications of the issues of extension of Pension benefit to all covered under NPS, Privatization of IDBI Bank, all Saturdays off, Changes in Banking and labour laws to the Dy. CLC(C). Our Executive Committee in its meeting held on 27th November, 2015 had also deliberated on these issues and had decided direct action programmes of creating public awareness on these issues through publicity campaigns and by building a mass movement against the ill designs of the Government to achieve our demands. It is also pertinent to mention that three petitions filed by our Confederation are pending in the Hon'ble Supreme Court opposing the move of the Government for appointment of private entrepreneurs as MDs & CEOs in Public Sector Banks, to safeguard the interest of top Executives of our Banks." **UNQUOTE**

Comrades, though we have marched ahead but our goals are still far and the mission is still unaccomplished, but not impossible. let us march on with clear vision, dedication and focus !!

With Revolutionary greetings,

Yours comradely,



(HARVINDER SINGH)
GENERAL SECRETARY

MANY A BATTLES WE HAVE FOUGHT, NOT A SINGLE WE HAVE LOST !

OUR UNITY LONG LIVE ! LONG LIVE !!

LONG LIVE !!