

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Circular No. 2016/60

Date: 18/11/2016

Dear Comrades,

## **CONCILIATION MEETING BEFORE RLC (C) AT MUMBAI FAILED EXECUTIVE COMMITTEE TO DECIDE NEXT COURSE OF ACTION**

We reproduce, hereunder, the contents of Circular No. 2016/67 dated 18.11.2016, on the captioned subject issued by Com. Harvinder Singh, General Secretary, AIBOC for your information and circulation.

### **QUOTE**

"Our members are aware that in response to our notice to observe strike on 2<sup>nd</sup> September, 2016, RLC (C) Mumbai had called a conciliation meeting on 1<sup>st</sup> September, 2016 at Mumbai and after hearing both the sides had directed IBA to resolve our issues within specific time frame and had adjourned the conciliation proceeding to 17<sup>th</sup> November, 2016. The conciliation meeting continued today and was attended by Com. Harvinder Singh, General Secretary and Com. Sanjay A Manjrekar, Vice President on behalf of AIBOC.

On behalf of IBA, their representatives filed their reply dated 17<sup>th</sup> October, 2016 repeating their same old stand that IBA is an independent and voluntary organization which provides advisory services to the member banks as and when asked by them and it holds discussions/ negotiations with apex level Workmen Unions / Officers' Associations of Banks regarding industry level issues and these issues are discussed by them on the basis of specific mandate given by member banks. They further stated that they do not have mandate from the members to discuss the issues pertaining to pension raised by AIBOC since in the mandate given by the banks for Wage Settlement it is specifically mentioned that IBA may discuss on behalf of the concerned banks with the Officers' Associations / Workmen Unions the scales of pay and allowances and other service conditions of officer employees / workmen staff.

On behalf of AIBOC, we disputed the claim of IBA that they are an independent and voluntary organization and do not have mandate to discuss the issues raised by us. During the argument, we brought to the notice of the RLC(C) that all the issues pertaining to our service conditions at industry level are always discussed by Officer unions with the IBA and

that the issues raised by us too are the part of our Other Service Conditions which are decided at industry level. We also pointed out that in their reply dated 17<sup>th</sup> October, 2016, IBA has admitted that in the mandate given by the banks for Wage Settlement they are permitted to discuss on behalf of the concerned banks other service conditions also apart from the scales of pay and allowances of officer employees / workmen staff and hence the IBA's stand that they do not have mandate to discuss the issues raised by us is not tenable. We also filed our counter reply, which is reproduced below:

## **QUOTE**

"We express our sincere thanks for providing us an opportunity to appear before you once again with our grievances, views and representation on the pending issues of the last Wage Settlement and other issues affecting the working and retired officers. We are very sad to inform you that no steps are known to have been taken by the Management and Government to resolve any of our pending issues. To elaborate on the pending issues and the proceedings held on 01/09/2016, we wish to submit as under:

- i) Despite your very clear directions to take steps for ensuring the immediate appointment of non-workmen/Officer nominee Directors on the Boards of the Bank, we are not in the knowledge of any step/initiative taken in this regard. IBA/PMO and Department of Financial Services have not even cared to inform us the development. The Bank's Boards are taking important decisions without the knowledge of the officers/employees (in the absence of their representatives), which is unconstitutional.
- ii) IBA has not taken any step to resolve the demands No. 2 & 4 i.e.
  - a) DA Neutralization,-
  - b) Revision of family pension,
  - c) Pension Up-dation/Up-gradation &
  - d) One more option of pension to resignees who were excluded when it was extended to VRS optees.

You very kindly advised them to resolve above issues before commencement of the next Bipartite Settlement. We wish to bring to your kind notice that IBA has already started getting the mandate from the Banks for the next Salary Settlement and hence the exercise for the next settlement has already commenced.

- iii) Any other progress with regard to other pending issues is also yet to be known.

We wish to submit that we as a responsible organization had withdrawn the strike on your directions to IBA and on appeal made to us coupled with a communication from Hon'ble Labour Minister dated 30/08/2016 assuring us to look into and resolve all pending issues. Bank Officers and employees feel cheated by the authorities when apathy is shown towards their genuine and legitimate demands, both by IBA and Government and only lip sympathy is shown towards excellent job being always done by them.

We therefore, urge upon you to immediately look into the matter and get us relief from IBA/Government. We also request you that in the absence of any specific commitment please close the proceedings so that we can reinstate our STRIKE call immediately.”

**UNQUOTE**

Since, IBA was not prepared to settle the issues raised by us, the RLC(C) asked us as to whether we would like the dispute to be referred for arbitration. Taking into consideration the lengthy process of arbitration, which may extend beyond our next salary revision talks, we did not agree for the same and requested the RLC(C) to close the proceedings so that we can reinstate our strike call immediately.

After hearing both the sides, the RLC(C) observed as follows:

**QUOTE**

Both the parties requested for closure of the proceedings as the management stated that “no further action by IBA” is taken and the Union said that the management betrayed them and that they want to reinstate their ‘Strike Call’.

Since both the parties are of different views and not induced to come to an amicable settlement, the proceedings are concluded as an ROC (Report on Conciliation).

**UNQUOTE**

Thus the proceedings before the RLC(C) Mumbai with respect to our Notice of Strike stands closed as the parties failed to reach at some conclusion.

Comrades, the issues raised by us in the said strike notice are close to the heart of all bankers, serving as well as retirees and we cannot rest till the same are settled to our satisfaction. The Executive Committee of AIBOC will meet shortly to discuss the developments and decide our next course of action to get justice for all in the matter of all our pending issues.”

**UNQUOTE**

With greetings,

Yours faithfully,



(HARVINDER SINGH)  
**GENERAL SECRETARY**