

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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**Circular No. 2020/07**

**Date: 19.02.2020**

Dear Comrades,

**Re: CONCILIATION MEETING HELD ON 17.02.2020.**

We reproduce, hereunder, the contents of AIBOC Circular No. 2020/19 dated 19.02.2020 on the captioned subject for your information & circulation amongst members.

With warm greetings,

Yours comradely,

**(SUNIL KUMAR)**  
**GENERAL SECRETARY**

**QUOTE:**

Dear Comrade,

**CONCILIATION MEETING HELD ON 17.02.2020**

A conciliation meeting was held in the office of the Chief Labour Commissioner (Central), Ministry of Labour, Government of India in connection with the strike call given by United Forum of Bank Unions on 17<sup>th</sup> February 2020, between all constituents of UFBU, representatives of IBA, Department of Financial Services (DFS) in presence of the Chief Labour Commissioner (Central).

At the very outset, we registered our strong protest in connection with the retrograde, shambolic and malicious notification issued by IBA before the strike dated 31.01.2020 and 01<sup>st</sup> February 2020, wherein they had branded the Trade Union leaders as "irresponsible" and also provided baseless and false information on the quantum offered to show the UFBU leaders in poor light to public. We also made clear that it was an irresponsible act on the part of IBA to commence the Bipartite wage revision talks with a meager offer of 2% way back in May'2018. Further, we also protested against the current offer of IBA with a rider that the offer of 15% stands only if the strike action is called off/ deferred. We made it abundantly clear that we were not a party to any online sales portal offers which have a limited period of validity. We urged upon the Central Labour Commission to impress upon IBA to display the necessary will and resolve to settle the long pending 11<sup>th</sup> Bipartite wage settlement. We further told the Chief Labour Commissioner that IBA should have fixed the next date of Bipartite talks in advance as was advised by the Chief Labour Commissioner on 27.01.2020 before coming for the conciliation meeting.

IBA officials expressed that they were willing to continue the discussion further and urged upon the UFBU to withdraw the strike action. After hearing both the parties, the Chief Labour Commissioner (Central) stated that the discussion should continue with an open mind so that the issues could be resolved to the mutual satisfaction of all concerned and urged upon IBA to fixed the next date of wage revision talk at the earliest to which the IBA officials agreed readily. The next date of conciliation proceeding was fixed on 5<sup>th</sup> March'2020 at Shram Shakti Bhavan, the office of Chief Labour Commissioner (Central).

A copy of the minutes of the proceedings is attached.

With greetings

Yours sincerely,

Sd/-

**(Soumya Datta)**

**General Secretary**

Encl : As above.

**UNQUOTE**

F.No: 21(05)/2020-IR

Dated: 17.02.2020

### Joint Discussion

Today in the course of Joint Discussion the representatives of the Union/federation, representatives of DFS and IBA are present.

The representative from IBA Dy. Chief Executive, Mr. Raj kumar and Mr. S.K. Kakkar (Sr. Advisor IBA) were present and intimated that as per the advise of conciliation officer discussion at bilateral level were fixed with the office bearers of federation and issues were discussed at length and efforts were made to resolve the issue by giving fresh offer, not only at the level of bipartite negotiation committee but also at the level of IBA Chairman, but strike took place on 31<sup>st</sup> Jan and 1<sup>st</sup> Feb 2020.

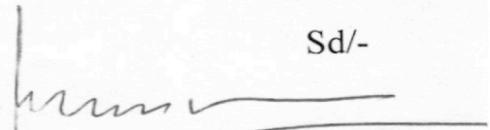
The representatives from DFS Ministry of Finance, Dr. Sanjay Kumar(Director) and Sh. K.M. Nand Kumar(Under Secretary) were present and stated that the matter involved needs to be discussed at the bilateral level between the IBA and federations and also to be resolved at the bilateral level.

The federation/ union office bearers also confirmed that there was bilateral level meeting on 30<sup>th</sup> Jan 2020 and some offers were made by the management upto 15% but other issues were declined even for further discussion.

In view of the above conciliation officer and CLC(C) expressed his opinion that all the points of discussion persisting can be resolved only through continuous dialogue and communication between the stakeholders i.e. management and federation so that the channel of communication be kept open and accordingly advised both management and office bearers to sit together expeditiously and discuss the unresolved issues for having amicable resolutions in the matter. The joint discussion may continue not only for a single day but parties may have several rounds of discussion sincerely to sought out differences positively in the next 15 days and were requested to apprise the conciliation officer about the progress. Next dated is fixed for 5<sup>th</sup> March 2020 at 11.30AM.

Parties may note and attend.

Sd/-



(Rajan Verma)

Chief Labour Commissioner(C) HQ