



UCOBANK RETIREES' ASSOCIATION KARNATAKA (Regd)



(Regd as S.No: 699/97-98 Dated 20/01/1998 with the
Regd Office: C/o UCOBank, 3rd Floor, 13/22, Kempegowda
Road, Bangalore-560009.

Website: urakar.com

UBRA-KAR/CIR/0129/2017-20

Date: 04.10.2019

To all members of our unit.

Dear Comrades,

Sub: Wage Negotiations.

IBA has sent a communication on 01.10.2019 to all Banks to pay an adhoc payment of one month's salary i.e. basic + DA to all serving Bank staff who were on the roles as on 01.11.2017, pending finalisation of wage revision.

A copy of the communication is attached.

In the mean time four Bank Officers' organisations have strongly protested the unilateral decision of IBA to pay adhoc payment as stated above. In this regard they have written a letter on 01.10.2019 to The Convener of UFBU, a copy of the same is attached.

Further IBA has fixed up the next date for wage negotiations on 15.10.2019. The copy of their communication is attached.

The above letters are forwarded for the information of all members so that they are aware of the developments taking place.


B.Lakshminarayana
Hon.Secretary.

Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No. HR&IR/ UFBU/ XIBPS/ 7951

October 01, 2019


Shri Vilas Ghugare
General Secretary
Bank Karmachari Sena Mahasangh
Unique House, 1st floor
45/47, Brelvy Road
Fort, Mumbai 400 023

Dear Sir,

Wage Negotiation: Negotiating Committee Meeting with Unions/ Associations

It has been decided in consultation with the Chairman, Negotiating Committee of IBA, to hold ^{next} meeting of Negotiating Committee of IB A with the representatives of Constituent Workmen Unions/ Officers' Associations on **Tuesday, 15th October, 2019 at 11:00 am** in the Committee Room of IBA, World Trade Centre, Cuffe Parade, Mumbai-400 005.

You are, therefore, requested to kindly make it convenient to attend the meeting and confirm participation.


Yours faithfully,

S J^Kakkar

Senior Advisor (HR&IR)

ALL INDIA BANK OFFICERS' CONFEDERATION (AIBOC)
ALL INDIA BANK OFFICERS' ASSOCIATION (AIBOA)
INDIAN NATIONAL BANK OFFICERS' CONGRESS (INBOC)
NATIONAL ORGANIZATION OF BANK OFFICERS (NOBO)

Date: 01.10.2019

The Convenor
United Forum of Bank Unions

Dear Comrade,

Unilateral IBA letter to Banks no. HR&IR/XIBPS/7944 dated 01.10.2019

This has reference to your communication dated 01.10.2019 seeking our views on the unilateral decision of IBA to pay an adhoc amount equivalent to one month's salary(BP+ DA thereon) in view of the festive season. As you mentioned in your letter, we also concur unequivocally that this arbitrary decision smacks of sheer unilateralism. We, the four officers' organisations would like to articulate our views on the above letter of IBA and request you to incorporate the same in your communication to IBA on behalf of UFBU.

We strongly show our resentment on the above letter on the following counts:

1. When UFBU is in talks with IBA on wage negotiation and the same is far from reaching any conclusion, they should have had the courtesy to discuss / consult UFBU before issuing the communication.
2. During the present negotiation talks, no meaningful discussion has taken place on the Charter of Demands submitted by the four officers' organisations. We strongly feel that the said letter under reference would create a confusion amongst rank and file that the bipartite talks are nearing conclusion. This communication therefore, is highly objectionable and disruptive of the consultative process.
3. We strongly register our protest against unilateral approach of IBA thereby candidly demeaning the bilateral exercise over a period of nearly 4 decades. It would be in order for the IBA to immediately convene a meeting of the representatives on priority basis to avoid the needless misunderstanding and also derailment in industrial relation climate.
4. We also enjoin upon you to communicate to IBA to advise the members not to act on the communication for the time being, till any dialogue with UFBU.

With greetings,

Yours sincerely,



General Secretary
AIBOC

General Secretary
AIBOA



General Secretary
INBOC



General Secretary
NOBO



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No.HR&IR/XIBPS/7944
1st October 2019

- i) Chairman, State Bank of India
- ii) MD & CEO of all Public Sector Banks
- iii) MD & CEO of Private/Foreign Banks who are parties to the Bipartite Settlement

Dear Sir/Madam,

Wage Revision for Bank Employees & Officers **Payment of adhoc amount during festive season**

As you are all aware that the wage revision for bank employees and officers fell due on 1st November 2017 in terms of 10th Bipartite Settlement & Joint Note dated 25th May 2015 signed between IBA & UFBU which was effective for a period of 5 years from 1st November 2012. Accordingly, Wage Revision Negotiations which commenced on June 2017 are underway and so far 30 rounds of discussion have taken place. In the last meeting held on 17th September 2019 an offer of 12% increase in pay slip component was made by the Negotiating Committee besides other things. Though considerable progress has been made under the ongoing Negotiations to settle the various issues amicably but it would take some more time to conclude the Negotiations and signing of the Settlement.

Keeping in view the above and the ongoing festival season, with the concurrence of Chairman, IBA, Chairman, Negotiating Committee and Deputy Chairman, IBA it has been decided that pending the Wage Revision talks and signing of the Settlement, an adhoc amount equivalent to **one month's salary (Basic Pay & Dearness Allowance thereon)** may be disbursed to all permanent Workmen Staff and Officers who were on the rolls of the Bank on 1st November 2017 (and are presently continuing in service) as advance against the due payment of arrears of salary post signing of Settlement/Joint Note.

As regards the employees who have joined the services of the Bank on or after 1st November 2017 and upto 31st March 2019 may be paid an amount equal to **15 days' salary (Basic Pay & DA)**.

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Workmen Staff and Officer employees may be advised by the concerned banks that the adhoc payment is being made to them as a gesture of goodwill by the Management and the amount being paid now will be adjusted against the actual arrears payable after the outcome of the ongoing wage negotiation talks.

Banks are advised to ensure that all statutory deductions like TDS (Income Tax) be necessarily made as per prevailing rules while making payments. Banks may accordingly take necessary action as above with the approval of the Competent Authority.

Each bank will submit a detailed statement of payment of adhoc amount made as per enclosed format.

All are requested to kindly acknowledge and bring the contents of this letter to all concerned.

With regards,

Yours sincerely,



V G Kannan
Chief Executive



All Correspondence to:



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Srinivasanagar II Phase, B.S.K. III Stage,
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