



# ALL INDIA BANK EMPLOYEES' ASSOCIATION

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**CIRCULAR NO. 28/509/2023/4**

**1-2-2023**

**TO ALL UNIONS AND MEMBERS:**

Dear Comrades,

## **Discussions with IBA on our Residual Issues**

**UFBU CIRCULAR :** We had informed our unions and members that we had deferred our call for 2 days strike on 30<sup>th</sup> and 31<sup>st</sup> January, 2023 in view of the outcome of the conciliation meeting held by the Dy. Chief Labour Commissioner, Mumbai. As agreed in the meeting, IBA held bipartite discussions with UFBU yesterday (31-01-2023) in Mumbai. IBA was represented by Shri M.V. Rao, MD & CEO, Central Bank of India, who is the Chairman of the IBA's HR Committee and ED/CGM/GMs of various Banks who are also members of the committee.

The discussions were held in three parts viz. on common demands, demands of workmen unions and demands of officers' associations.

### **Common Demands:**

**1. Introduction of 5 Day Work Week :** We had earlier suggested an increase of 30 minutes per day in the working hours for declaring all Saturdays as holidays. In this meeting, IBA proposed that the working hours be increased by 45 minutes per day for implementing 5 day work week. We, however, insisted on our earlier suggestion. After further discussions, IBA requested us to submit our revised suggestions on working hours and business hours for cash and cash transactions. We informed IBA that we shall submit our views after discussions amongst our constituent unions.

**2. Updation of Pension :** To our demand for updation of pension, IBA informed that the issue is under litigation before the Supreme Court. However, IBA wanted us to concretise our demand so that they may work out the cost involved for such updation and for taking a considered decision looking to its impact on the Pension Fund in each bank, the additional provisions that Banks have to make in the Pension Fund, etc. IBA also explained that the general view and perception that existing amount available in the pension fund is adequate to meet the additional cost of updation is misplaced since all the Banks are already making additional provision every quarter even to meet the cost of the present pension payouts. We demanded sharing of data and engagement of one or more actuaries to calculate the actual cost of updation and also to analyse the health of the fund.

**3. Reverting to Old – DA Linked Pension Scheme :** To our demand for restoration of and reverting to old pension scheme for the post-April, 2010 recruits, IBA informed and suggested that since this would amount to amending our existing Settlement, the same may be taken up and discussed during the ensuing negotiations for wage revision. We have agreed to the same.

**4. Increase in Ex-gratia pension for Pre-1986 retirees/spouses:** To our demand for increase in the Ex-gratia pension being paid at present to the pre-1986 retirees and the surviving spouse, IBA informed that the matter is under active consideration of the IBA Managing Committee and a decision will be taken shortly and accordingly the Banks will be advised.

**5. Negotiations on Charter of Demands:** IBA informed that the Government has sent their communication to the Banks that the negotiations for the next wage revision may be initiated and accordingly IBA requested all the Banks to peruse the charter of demands and submit their mandate to the IBA. In view of this, we suggested to the IBA that the date for the formal commencement of the negotiations may be fixed at an early date with a view to complete the process as early as possible and avoid undue delays. IBA agreed with our views and informed us that they would discuss amongst themselves to further move in the matter.

**Discussion with Workmen Unions:**

In the DA Scheme, the base year may be shifted from 1960=100 to 2016=100.	IBA opined that this can be taken up for discussion in the negotiations for ensuing wage revision.
Allocation for Staff Welfare Schemes to be based on Operating Profit instead of Net Profit	IBA informed that the issue is under active consideration
Revision in Conveyance Allowance for Physically Challenged employees as agreed in the 11 <sup>th</sup> BPS.	IBA informed that the same been duly recommended to the Government and the same is in process.
Special Allowance to be paid to the Award staff in North East	IBA agreed to follow up the matter with the Government.
Special Compensatory Allowance in J&K, Himachal Pradesh	IBA agreed to refer the matter to the Government.
(i) FAQ to Bank on uniform guidelines on fitment /protection of emoluments on joining the Banks and (ii) clarification to be given by IBA on Clause 4(c) of 12 <sup>th</sup> BPS	(i) IBA agreed to look into this issue. (ii) IBA informed that the issue would be discussed further in the light of the submissions made by the Unions
Proper implementation by Banks of the Govt. guidelines regarding transfers, promotions and postings of PWD(persons with disabilities)	IBA informed that these guidelines are being adhered to by the Banks
Uniform Business/Banking Hours in Banks	IBA informed that the issue can be discussed along with the discussions on 5 day work week.
Retirement benefits to be brought out of the purview of income tax.	IBA informed that they are facing some court cases in this regard and hence cannot discuss the matter since it is sub judice.
Reduction in premium on medical insurance for retirees	IBA informed that the issue can be discussed in the Small Committee
Improvement in pension scheme – additional pension above age of 80,90 & 100; full pension after 20 years service; calculating pension based on last month's Pay	IBA informed that these issues require further discussions.
Pension to resigned employees	IBA informed that they are not inclined to agree.

## Discussions with Officers Associations:

Double Jeopardy	IBA, quoting the legal decision and expressed that an officer, who had not accepted the promotion offered, had disintitiled himself to receive the monetary benefits. However, IBA was willing to examine the issue of considering the granting the monetary benefits to those opting out of promotional exercise as well as to those who were denied of PQP and Stagnation on account of their refusal but subsequently participated in the promotional exercise but not selected/failed in the examination.
D & A Regulations	We placed on record the efforts made by the Chairman of HR committee, who facilitated the issuance of Government guidelines on Uniform accountability policy in the industry. IBA team, informed that lot of efforts have been put in this matter and the matter is resting with CVC. Having brought the Uniform Accountability policy in the industry, the need has also arisen to have a common codified effects of Punishments (as available in SBI) and also to have a provision to allow the retired officers to act as defense assistants in the departmental enquiry initiated after retirement as per Pension Regulations 1995. We also brought to their notice how some banks are treating retired officers in the matter of departmental actions. IBA assured to examine our standpoints.
Grid Holidays	IBA informed that at present there is an arrangement of monetary compensation to the officers working on the declared holidays under NI Act, as informed by the members banks. We categorically reiterated that number of holidays available to the officers working in the branches should be made available to them. On average, the officers working in the grid are deprived of 14 to 15 days in a year. In sum total, for three years, they are at a loss of 42 to 45 days. We reiterated that our officers should be entitled for additional privilege leave to compensate the loss. IBA agreed to examine the same again.
Child Care Leave	IBA informed that the DOPT guidelines are applicable only to Central Government employees. We brought to their notice that there was an assurance on the floor of the Parliament of the then Minister for State for Finance to extend the facilities to all PSUs and also Banks.
North East Allowance:	We reiterated that the facility to be extended to all officers as available in RBI and other government institutions. The required data from Banks should be collated at the earliest. IBA agreed to follow up the matter with the Government.
Stagnation Increments	While IBA reiterated their approach that the monetary benefits would be available from 1.11.2020, we opined that most banks have not correctly interpreted the payment of arrears due to introduction of one additional increment from Scale 1 to Scale-IV and the readjustment of the periodicity. The amount to be paid as arrears have been factored in while computing the financial allocations. In fact, we stated that the number of officers stagnated are bare minimum, the benefit should be extended forthwith. IBA has agreed to revisit the issue, in view of the benefit extended to officers in some banks, who have correctly interpreted the date of payment of arrears due to introduction of an additional stagnation increment and also the reworking of increments due to reduction of periodicity from 3 years to 2 years.

LFC	IBA has appealed to take it up in the ensuing salary revision exercise, we reiterated that an advisory needs to be issued to make the facility available to spouses. IBA agreed to examine the matter positively. We are confident of clinching this issue.
Reimbursement of Expenses on Travel By Road	IBA has informed that they are actively engaged in the process of enhancement of the quantum and delinking of the same from existing railway freight charges.
PLI	IBA is in the process of taking a positive decision, as per our earlier submissions that all officers who have joined/retired/deceased during the financial year under consideration should be paid PLI.
Mandatory Leave	IBA informed that the advisory was already issued. We, however, reiterated that while some banks have since introduced this concept of treating the 10 days mandatory leave as a special leave, many banks were yet to introduce the same in their respective banks.
Medical Aid 2017	IBA is willing to examine the issue for payment of full medical aid for the year 2017 in view of the provisions made in the 8 <sup>th</sup> Joint Note.
Tax On NPS 14%	IBA informed that they have already taken up with the concerned authorities for exemption of the additional 4% paid by the employer.

With Greetings

Yours Comradely,

**C.H. VENKATACHALAM**  
**GENERAL SECRETARY**