

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

Ref . : Joint Letter No. 11/2019

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.

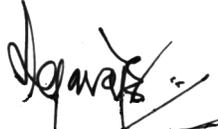
4. We also enjoin upon you to communicate to IBA to advise the member banks not to act on the communication for the time being, till any dialogue with UFBU.

With greetings,

Yours sincerely,



Soumya Datta
General Secretary
AIBOC



S. Nagarajan
General Secretary
AIBOA



K.K. Nair
General Secretary
INBOC



(Viraj Tikekar)
General Secretary
NOBO

REPRODUCED BY KARNATAKA BANK OFFICERS' ORGANISATION (REGD.) MANGALURU-575 003

Mangaluru
03.10.2019

Sd/-
(K. RAGHAVA)
GENERAL SECRETARY