



# ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE  
2nd Floor, 109/10, Angappa Naicken Street  
CHENNAI-600 001



Phone: 25265511 / M 9840645081 / FAX: 044-25249081 / e mail: aiboa.hq@gmail.com www.aiboa.org

Circular No.14/VII/2020

September 21, 2020

To:

ALL UNITS / STATE COMMITTEES

Comrades,

**REG: Wage Talks-Developments**

We reproduce the joint circular of Four Officers' Organisations for your information.

Yours comradely,

/S.NAGARAJAN/  
**GENERAL SECRETARY**

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

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21<sup>st</sup> Sept 2020

Comrades,

## **CURRENT WAGE REVISION TALKS: UPDATES**

Consequent upon signing the MOU on 22<sup>nd</sup> July 2020, after a day-long discussion, there were two rounds of discussions held by IBA with the four officers' organisations on 24<sup>th</sup> August and 10<sup>th</sup> September 2020. The working group core team was led by Shri. Alok Kumar Choudhary, Dy.Managing Director(HR & CDO), SBI, Shri Gopal Murli Bhagat Deputy Chief Executive, IBA, Shri.S.K.Kakkar, Senior Advisor (HR and IR), IBA and Shri B.N.Sahoo, Advisor, IBA and the four General Secretaries of the organisations participated in the discussions.

2. In the first round of discussions, while initiating the discussions Shri Alok Kumar Choudhary, Chairman of the Working Group for officers, expressed that the scope of the meeting was mainly for working out the exercise for allocation of remaining 12.5% out of the 15% and the maximum members should get the maximum benefits. Representing the four organisations, Com. Soumya Datta expressed the happiness for the meaningful exercise and categorically made it clear that there was an imperative need to provide the four organisations with the clarifications about the following issues:

**a)The quantum of Rs 1155 crore for allocation of construction of new pay scales with 2.5% loading after merging 6352 points of D.A. which is inadequate for working out the new pay scales;**

b) PLI should be w.e.f. 31/03/2020 instead of 31/03/2021.

c) The introduction of 5 Day week

d) Updation of pension

e) Exclusive discussions on Non-Financial Demands

f) COVID-19 related issues – Enhanced Insurance Coverage, Hospitalisation expenses reimbursement, fast-tracking the compassionate appointments in banks

g) Restoration of mandates of Laxmi Vilas Bank and Catholic Syrian Bank.

We further insisted that IBA should first provide their proposal for construction of new pay scales.

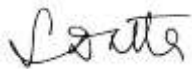
3. As the first step, this time our four organisations have submitted the suggestions of new wage proposal to IBA duly acknowledging the suggestion of the Chairman of the Working Group for officers to distribute the 12.5% of the allocated amount to ensure that maximum benefits should accrue to maximum officers. Our proposal therefore, focused on maximising the special allowance with marginal improvement in other areas within the overall cost ceiling of Rs 4513 crore. In the second round of discussions, there was a passing reference of internal relativity made by IBA and we categorically made it clear that we cannot accept the concept and stressed that in the area of allocation of the amount should be entirely left to the four officers organisations'. The Chairman, while concluding the discussion proposed that IBA will forward two proposals consisting of two suggestions viz. creation of Locational Allowance and Professional Development Allowance and other suggestions regarding the existing allowances. He further assured that the IBA will convene a meeting with us to discuss on Non-Financial demands parallelly.

4. The proposals received from the IBA have since been rejected assigning cogent and convincing reasons recently. We are expecting to receive the information from IBA regarding the next round of discussions.

We shall keep the developments posted for the benefit of the units and all officers.

**Stay safe stay healthy.**

With greetings,



**General Secretary  
AIBOC**



**General Secretary  
AIBOA**



**General Secretary  
INBOC**



**General Secretary  
NOBO**