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Circular No.19/VII/2020

November 17, 2020

**TO**

**ALL UNITS / STATE COMMITTEES**

Comrades,

**8<sup>TH</sup> JOINT NOTE- OFFICERS' WAGE REVISION- TWISTS AND TURNS  
LIGHT WAS VISIBLE AT THE END OF THE TUNNEL ON 11.11.2020**

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In the background of Government of India advising the individual banks to conclude the wage revision before the expiry date ie 31.10.2017, **IBA**, stepped into the exercise of commencing of bilateral negotiation with nine constituents on **02.05.2017**. The Charter of demands was submitted to the IBA in the first week of June 2017 by four officers' organisations and five workmen organisations.

2. The negotiating team of IBA was headed by **Shri. Raj Kiran Rai G., MD&CEO – Union Bank of India**, and other members of the team were **Shri. Prashant Kumar the then DMD SBI, Shri.Rakesh Sharma MD&CEO, IDBI, Shri. Pallav Mohapatra, MD&CEO, Central Bank of India, Shri, Shyam Srinivasan MD Federal Bank, Shri. M.K.Jain, MD&CEO e-OBC**, and other **officials of IBA** and members of **HR & IR department**. The initial offer was **hardly 2%** looking at the poor financial conditions of the various banks.
3. Though the progress was on snail's pace, it was often obstructed with the issue of mandate up to Scale III, given by six banks. It was a clever ploy to divide and weaken the officers' movement. On account of the Stalemate about the issue of full mandate covering all Seven Scales, the discussions were grounded. To defeat, needed a collective approach and action and **Four officers' organisations forged together and ultimately succeeded in clinching the issue, which is great victory indeed.**

4. The original proposal of **Performance Linked Pay (PLP)** advocated by the IBA team on **the matrix** to be taken **for PLP** was **Net Profit and Return on Assets**. There were hardly six banks coming under stipulated parameters. The proposal of the IBA restricting the participation in the formation of the committee was debated in UFBU and as a result of the discussion in September 2019, all the nine constituents participated in the meeting convened for this purpose. AIBOA did present candid observations on Balance sheet related matters and how the proposal of IBA was unacceptable.
5. **It was a bolt from the blue.** Next dose of the merger of Banks was announced by Hon'ble Finance Minister on 30<sup>th</sup> August 2019 and the response by UFBU to the announcement was insignificant and a mute one. Looking at the developments and assessing the situation in the right perspective, 4 officers' organisations gave a two days' strike call in the last week of September 2019. There were discussions held by CLC (Central) to avert the Strike. The officers' organisations did interact with Secretary, DFS, Delhi on 23<sup>rd</sup> September 2019, in which certain candid assurances were given like **formation of the committee at the Bank level in the matter Merger of Banks, the solution to mandate issue, 5-day banking, family Pension, cross-selling the third party products and reversal of New Pension Scheme. As the outcome was certainly positive, the proposed strike was deferred.**
6. IBA gradually increased the offer to 13.50% and ultimately stuck to its stand in January 2020. PLP was changed to PLI and matrix stipulated was operating/net profit and encashment of leave of 5 days/7days were given outside load proposed by IBA. We, however, felt the need for vigorous bargaining backed by organisational actions by observing the strike call for two days (31<sup>st</sup> Jan and 1<sup>st</sup> February 2020). **IBA did release the advertisements attacking the leaders as irresponsible instead** of initiating appropriate steps to find out workable solutions. Two rounds of discussions took place in Feb and March 2020.
7. COVID-19, the pandemic engulfed the entire World and Our Nation is not an exception. With adverse climate adding up to the problems prevailing, the role played by the Bank men/women during this critical period in implementing the Government's schemes in trying circumstances, coupled with the efforts of the IBA team with particular reference to the then Chairman SBI Rajnesh Kumar, the MOU was inked on 22<sup>nd</sup> July 2020 with the intervention of technology. Thus the first phase was ended with certain specific observations by officers' organisations.

8. The MOU signed on 22<sup>nd</sup> July 2020 restricted the loading on Basic Pay to 2.5%. The remaining cost distribution of 12.5% was taken forward by the IBA core team headed by **Shri. Alok Choudhary DMD SBI**, Shri.Gopal Murli Bhagat Dy.CEO IBA, Shri. S.K.Kakkar, Sr. Advisor, HR&IR along with the team members through three discussions held on 24<sup>th</sup> August, 10<sup>th</sup> September and 12<sup>th</sup> October, 2020 with no concrete proposal for resolving the issues. Four officers' organisations, for the first time in the history, submitted the proposal instead of the IBA providing their proposal of scales of Pay. We attempted to value enrichment through the prudent distribution of the remaining amount. IBA was repeatedly insisting for the personal presence of the negotiators to reach Mumbai and conclude the discussions at a stretch. Accordingly, on 15<sup>th</sup> October 2020, full-fledged discussions were held spreading over nearly 12 hours commencing at 10.30.a.m. Hard bargaining was attempted leading to a satisfactory understanding. The preliminary work about the 8<sup>th</sup> Joint Note was also more or less nearing completion on 16<sup>th</sup> October 2020. The approach of the IBA on 17<sup>th</sup> October 2020 was disturbing and also an unexpected one. Thus signing the 8<sup>th</sup> Joint note was aborted and our eleven office bearers were advised to return from Mumbai.
9. IBA maintained their silence despite the written commitment to have the next round of discussions with us. The interse anomalies crept in were to be set right by IBA. Reversing the stand by IBA, by holding an exclusive meeting with officers on 9<sup>th</sup> November, preceding the UFBU meeting, was a step towards a forward moment. After stressful exercise and war of words, certainly, alternative solutions were arrived at. IBA was made to realise that officers organisations cannot be taken for granted in the negotiations and due weightage has to be given to their views. Ultimately, the 8<sup>th</sup> Joint Note was inked by the IBA team and our 12 representatives on 11<sup>th</sup> November, 2020 at Hotel President Cuffe Parade Mumbai along with other three officers organization. The broad details have been already circulated along with the joint note for the benefit of the officers' community.
10. Preserving the self-respect and dignity of the officers have been achieved. Unity, equality and respectability to the organisations are the fruits of this common approach with a determined exercise.
11. There are unfinished agenda of achieving the 5-day week for the younger generation and up-dation of Pension on the lines of RBI scheme besides certain non-financial demands listed for discussion. In the meanwhile, the RBI has released the document

on ownership pattern of Banks and proposed merger of LVB with a foreign bank subsidiary DBS Bank is the signals emanating from the Controller of the Banking System what is in store for the Bank employees and officers. Advertisement for appointment of 8000 apprentices in SBI is also an indication for jobs and also for the job security. Unification of all bank men collectively and decisively to combat such onslaughts is the need of the hour.

**Having secured the wage revision for the workforce, repulsing back the attacks unleashed on Jobs and jobs Security and Privatisation of banks become our priority. Hence, making the 26<sup>th</sup> November 2020 strike a resounding success is our prime duty and concern.**

Yours Comradely,



**/S.NAGARAJAN/**

**GENERAL SECRETARY**

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

**Mangaluru  
24.11.2020**



**(Suresha Hegde S.)  
GENERAL SECRETARY**