



CIRCULAR TO UNITS

READ AND CIRCULATE

20-12-2017

Dear Comrades,

- **In the meeting with the CLC held today, IDBI Bank management assured to settle the wage revision issue within a month – Hence our All India Strike on 27th December, 2017 deferred.**

In the course of our preparation for the All India Strike on 27th December, 2017, based on the strike notice served on the management, the Chief Labour Commissioner of the Ministry of Labour, Government of India had called for the conciliation meeting at his office in Delhi today.

Shri A K Nayak, CLC conducted the proceedings of the meeting. The management was represented by Shri G.A. Tadas, Executive Director-HR and other officials. IBA was represented by Shri Atul Gautam, Senior Advisor, IBA, Shri K.S Chauhan, Advisor (HR-IR). Ministry of Finance was represented by Shri S.R Mehar, Dy. Secretary and Shri Manish Kumar, Under Secretary. AIBEA was represented by Com J.P Sharma, Vice President and Com C.H Venkatachalam, General Secretary. AIBOA was represented by Com. S S Sishodia, Chairman, Com S. Nagarajan, General Secretary, and Com Sanjay Kr Khan, Secretary. Our AIIDBEA and AIIDBIOA were represented by their leaders Com Vithal Koteswara Rao, Com Ratnakar Wankhade, Com. S.A Parab, Com K Sathyanarayana, Com A.K Ray and Com K.R Sati.

We explained the issue and demand in detail. We stated that while wage revision has been completed in the entire financial sector, only in IDBI Bank, wage settlement has not been finalized. Their wage revision is due from November, 2012 and another wage revision is due from November, 2017. But management is dragging the issue inordinately.

Management stated that they have been holding periodical negotiations with the unions in order to resolve the issue but they have been constrained in their offer due to the present financial condition of the Bank.

We replied that the Settlement is due from 1-11-2012 and the financial position of IDBI Bank was very good at that point of time. Only in recent period, the Bank is facing some problems because of the bad loans for which employees should not be penalised or held responsible.

P.T.O.

We also raised the issue of including the wage revision in IDBI Bank as part of industry level settlement and that the management should give their mandate to IBA in this regard for coverage under the 11th Bipartite settlement/officers wage revision. After discussion, the management responded positively and stated that their decision in this regard will be incorporated in the wage revision settlement to be finalised for the period from November, 2012.

It was mutually agreed that in the ensuing settlement, pay scales, allowances and emoluments will be so worked out to align the same on IBA pattern with proper protection of pay/superannuation benefits and emoluments would not be to the detriment of the existing staff.

On increase in wages, we stated that the same should be similar to the IBA settlement under the 10th BPS. Management informed that the issue would be addressed keeping in mind the demand of the unions and the financial condition of the Bank.

On our demand to conclude the settlement without further delay, the **management assured that they would take all-out steps to complete the process within a month.**

Based on these discussions and assurances, the management and the IBA requested that the proposed strike on 27th December be withdrawn. The CLC also made the appeal.

From our side, after taking into account the above developments and the assurances of the management, **we informed our decision to defer the strike.**

CLC advised the management to proceed with the discussions with the Unions on the above lines to conclude the settlement amicably and report to him.

Comrades, solidarity of our entire membership under AIBEA and AIBOA in support of our members in IDBI Bank and our strike call had brought the issue to proper focus and perspective. We hope and trust that the management of IDBI Bank will stand up to their assurance and resolve the issue amicably within the agreed timeframe.

We thank all our units and members for their solidarity which is the essence and pride of our movement under the banner of AIBEA and AIBOA.

With greetings,

Yours comradely,



(C.H. VENKATACHALAM)
GENERAL SECRETARY
AIBEA



(S. NAGARAJAN)
GENERAL SECRETARY
AIBOA

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ALL INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION, (REGD.)

&

KARNATAKA BANK OFFICERS' ORGANISATION (REGD.)