



ALL INDIA BANK OFFICERS' ASSOCIATION

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Circular No.12/VII/2017

October 30, 2017

To:

ALL UNITS / STATE COMMITTEES

Comrades,

WAGE REVISION IBA NEGOTIATING COMMITTEE MEET AT MUMBAI

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Preceding the meeting of IBA Negotiating committee, UFBU met at IBA office on 28th October, 2017 at 10.30 hrs for a short while, to take the stock of the situation to arrive at a consensus approach on wage revision exercise.

IBA Negotiating team headed by Shri R.K. Takkar [MD/CEO, UCO Bank], Ms.Usha Ananthasubramanian [MD/CEO Allahabad Bank], Shri P.S. Jayakumar [MD/CEO, Bank of Baroda], Shri. Prasant Kumar [DMD, SBI], Shri. Shyam Srinivasan [MD-Federal Bank] along with IBA officials, remained present in the meeting.

Representatives of the nine constituents have participated. Our organisation was represented in meeting by the undersigned.

The following points were presented by the constituents.

- a. As in the past, wage revision must be for all the 7 scales.
- b. Merger of DA with Basic pay for construction of pay scales.
- c. Discussion on the record note dated 25.05.2015.
- d. Initial offer on wage increase.
- e. Establishment charges and also the "staff stage wise" details to be shared by IBA.
- f. Expeditious conclusion of wage talks through frequent meetings.
- g. 5 days week.

IBA TEAM RESPONSE:

1. On mandate issue, they reiterated their stand to the unions.
2. IBA has offered merger of DA, as on 31.10.2016 with Basic Pay, for construction of new Basic pay.

3. On the issues mentioned in the record note of 25.05.2015, the cost aspect for family pension is being examined. On other two issues, litigations are pending.
4. IBA team provided the details related to establishment charges with necessary back up details.
5. Introduction of variable pay linked to performance needs to be brought in this negotiation exercise.
6. On 5 days Banking, all concerned are to be consulted, before arriving at the conclusion.

In response to IBA standpoints on issues, it was made clear that the wage revision exercise must cover upto 7 scales, as in the past. Introduction of variable pay linked performance for officers is unacceptable.

- **On merger of DA, the response will be made known in the ensuing round of discussion.**
- **To enable the negotiations to make a forward movement for early conclusion, IBA must state the initial offer.**
- **On family pension appropriate exercise to be undertaken.**
- **Expeditious steps to declare remaining Saturdays as holidays.**

Subsequent to the negotiation committee meeting, in the post lunch session, a quick review of progress was undertaken by the nine constituents.

FAST FORWARD MOVEMENT IN THE NEGOTIATION IS YET TO GAIN MOMENTUM

With greetings,

Yours comradely,



**S. NAGARAJAN
GENERAL SECRETARY**

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

**Mangaluru
06.11.2017**

**Sd/-
(K. RAGHAVA)
GENERAL SECRETARY**