

ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)
NATIONAL CONFEDERATION OF BANK EMPLOYEES (NCBE)
NATIONAL ORGANISATION OF BANK WORKERS (NOBW)
INDIAN NATIONAL BANK EMPLOYEES FEDERATION (INBEF)

No. 2020/Joint Cir/04

10th December, 2020

To All Units & Members

Dear Comrades,

Discussion with IBA on pending issues

Arising out of the Charter of Demands submitted by the Workman Unions to the Indian Banks' Association on revision of wages and service conditions, while most of the demands raised by the Unions have been covered by our Settlement signed on 11th November, 2020, certain other important issues such as 5 Days Banking, Updation of pension, etc. were required to be followed up. Hence we had taken up these issues with IBA and today there was discussions on these issues and Supplementary Minutes have been signed on the issues covered.

5 Day Banking: It will be noted from the Minutes that our demand for 5 Days Banking needs to be pursued further.

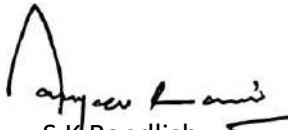
Updation, Family Pension, NPS @ 14%: On the demand for updation of pension, it can be observed that the matter is now moving and we shall be following up the same further. Regarding revision of family pension and contribution to NPS at 14%, IBA informed that it is moving in the right direction with DFS and approval is expected shortly. We have urged upon the IBA to expedite this issue of Updation as retirees are anxiously awaiting the same to which IBA responded positively. We also suggested to the IBA for holding regular meetings to discuss all these issues and settle it before the start of the next Bipartite Settlement. IBA agreed to discuss all these pending issues at a regular interval and will try to resolve at the earliest possible.

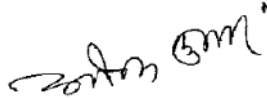
Implementation of Bipartite Settlement: During the discussions we raised the issue of implementation of the 11th Bipartite Settlement, payment of salary under revised pay scales and payment of arrears as the employees are anxiously waiting for the same. IBA informed that they are seized of the matter and replied that the issue of Government approval is almost at the final stage and it would be their endeavour to pay the revised salary for December, 2020 and also pay the arrears to the employees at the earliest.

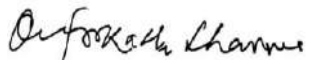
With greetings,

Yours comradely,


C H Venkatachalam
Gen. Secretary
AIBEA


S K Bandlish
Gen. Secretary
NCBE


Upendrakumar
Gen. Secretary
NOBW


O P Sharma
Acting Gen. Secretary
INBEF

Encl: Minutes

Supplementary Minutes of Discussions on certain issues between Indian Banks' Association and Workmen Unions dated 10th December , 2020

Arising out of the Charter of Demands submitted by the Workman Unions to the Indian Banks' Association on revision of wages and service conditions, while the issues and demands raised by the Unions have been mutually discussed, resolved and entered into a Settlement vide Settlement signed on the 11th November, 2020 , certain issues need further discussions besides approval from appropriate authorities, etc., and it is felt expedient by the parties to minutise the same as under for the purpose of further discussions, follow-up and possible resolution.

No.	Issue raised by the Union	Comments/Response of the IBA
1.	Introduction of 5 Days Banking, Declaration of remaining Saturdays as weekly holidays	At present IBA is not in favour of this. However, the issue may be discussed further and keeping in mind the views of various other stake-holders including the Government of India, the issue will be addressed accordingly.
2.	Provision for periodical updation of pension on the occasions of wage revision and updation of pension for existing pensioners.	<p>It is appreciated that updation of pension and periodical revision in pension is a genuine aspiration of the retired employees. IBA is quite sympathetic to the issue, especially revision in pension for those who have retired under earlier Settlement periods when the emoluments were relatively lesser than at present.</p> <p>As Unions are aware, IBA has agreed, subject to Government approval, for revision in Family Pension. Banks will have to make additional provisions towards this. Updation also involves additional cost and additional funding. During the negotiations on wage revision, IBA has already indicated that looking to the cost constraints, the issue would be pursued further for amicable solution subject to Government's approval in this regard. The current details of the Pension Fund in various Banks are being collected and based on these details, actuarial working also needs to be done. These processes would be expedited to take the issue further forward and IBA/Banks would take decisions subject to Government's approval.</p>
3.	Revision of Ex Gratia pension to pre-1986 retirees/their surviving	IBA is quite sympathetic to this issue and we have since taken up the matter with the

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	<p>spouse. The scheme was introduced in the public sector banks as per Government guidelines in 1998. In 2013, the amount was revised to Rs. 350 pm + DA and Rs. 175 p.m. + DA for retirees/surviving spouse. There are only around 2500 such pre-1986 retirees and equal number of surviving spouse. Present total pay-out is less than Rs. 20 crores per year for all Banks put together. Their age is 94 + now. Their Ex-Gratia pension needs revision.</p>	<p>Government as the scheme is based on Government guidelines. Matter will be taken up again taken up with the Government to expedite their decision.</p>
4.	<p>Improvement in Group Medical Insurance Scheme for retired employees and insurance premium to be paid by bank managements.</p>	<p>Due to the efforts of IBA, certain improvements like flexible option for coverage, single person insurance premium , etc. have been implemented during the recent renewal of the Policy. Unions may submit their suggestions and the same would be taken up with the National Insurance Company in due course. Regarding payment of premium by the Banks, IBA is unable to accept the same but efforts would be taken by the IBA to discuss the issue with the Banks for extending some subsidy towards the premium paid. Matter needs further discussion looking to the financial implications.</p>
5.	<p>Bringing all pensioners to common index point of 6352 points. Now it is at 600, 1148, 1684, 2288, 2836 and 4440 points. Since this is only actual merger of DA at common index point, the same is cost-neutral.</p>	<p>Detailed proposal may be submitted by the Unions upon which IBA would discuss the issue.</p>
6.	<p>Shifting to DA Scheme under 2016=100 index series instead of present 1960=100 series.</p>	<p>Matter needs detailed study to understand the implications. Unions may submit their Note to the IBA which will be discussed by the IBA, and would be further discussed with the Unions if found feasible.</p>
7.	<p>Allocation on funds for staff welfare scheme in Banks based on operating profits instead of net</p>	<p>Matter has already been taken up with the Government and would be followed up with them as any change in the scheme can be done</p>

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	profit	by the Government only.
8.	Revision/increase in Conveyance Allowance to Physically Challenged employees / Persons with Disability	Since this allowance is paid based on guidelines from the Finance Ministry of GOI, the matter would be recommended to them for their consideration
9.	Calculation of Pension based on last drawn pay or on average of last 10 months whichever is beneficial to employee as is available in the scheme for Government employees.	The matter will be examined
10.	Sanction of full pension on retirement after 20 years instead of present 33 years as is available in scheme for Government employees.	The matter will be examined
11.	Special allowance paid in North East/ Sikkim by Central/State Govt., LIC, RBI, etc. and to officers , to be extended to award staff in banks.	Matter was already taken up with the Government but it has not been agreed to by the Government. Will be taken up again with the Government.
12.	Payment / Introduction of special compensatory provisions for employees working in North East, Jammu and Himachal Pradesh like RBI/ LIC/ Govt. employees	Unions may submit further details.
13.	Guidelines with FAQ to be given to Banks on fitment and fixation of Ex Servicemen to avoid litigations.	Detailed guidelines have already been issued by IBA to all Banks based on extant Government guidelines on fitment for Ex-servicemen employees joining the Banks . Same would be reiterated.
14.	Government guidelines on concessions to Persons with Disability (PWD) in recruitment / promotion / transfers / rotations/ postings, etc. to be strictly followed by all Banks	All extant guidelines from the Dept. of Financial Service, Ministry of Finance in this regard as are applicable to Banks are being adhered to by the Banks. All guidelines from time to time would be implemented scrupulously.

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15.	Direction to be given to Banks/SLBCs to observe Business hours (cash transactions) strictly as per RBI guidelines within the total working hours.	Unions views are noted. Matter will be discussed in the Managing Committee meeting of IBA looking to RBI guidelines, etc. and thereafter necessary guidelines would be given as may be deemed necessary.
16.	Exemption of entire retirement benefits from the purview of Income Tax including Gratuity, Leave Encashment	Matter is not within the purview of IBA. However, Unions' viewpoints would be brought to the attention of the Government.
17.	Festival Advance to employees – increase in quantum.	Individual Banks may take the decision at their level subject to the guidelines of the Government in this regard.

Sd..

For Indian Banks' Association

Sd..

For All India Bank Employees' Association

Sd..

For National Confederation of Bank Employees

Sd...

For National Organisation of Bank Workers

Sd..

For Indian National Bank Employees Federation