

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

**TO ALL AFFILIATED UNITS OF
AIBOC/AIBOA/INBOC/NOBO**

24th Sept 2022

Dear Comrades,

DISCUSSIONS ON RESIDUAL ISSUES WITH IBA.

As a sequel to the follow up after the 1st July 2022 meeting with IBA, one more round of discussion on residual issues was held with IBA at Mumbai on 23rd Sept, 2022 between 03.30 p.m and 05.00 p.m.

2. IBA team was led by Shri. M. V. Rao. Chairman HR Committee of IBA and MD&CEO Central Bank of India, Shri. Shanti Lal Jain, MD&CEO Indian Bank, Shri. Debashish Mukerjee, Executive Director, Canara Bank, Shri Lal Singh, CGM(HR), Union Bank of India, Shri S.K. Rana, GM(HRP), Punjab National Bank, Shri Manish Kumar, GM(HR) UCO Bank, Shri. Gopal Murli Bhagat, Dy. C.E.O, IBA, Shri. Brajeshwar Sharma, Senior Advisor HR&IR, IBA and officers of HR Department of IBA.

Five representatives of the officers' organisations participated in the meeting.

3. In addition to the issues listed in the Supplementary Minutes of Understanding inked on 4th January 2021, some issues were included during the discussions held on 13th April, 2022., The discussions were focused on the following issues:

- **5 Day Work Week:** On 1st July'22 during the meeting with IBA we had made it abundantly clear that 5 day work week has to be introduced without further delay. The introduction of 5 day work week was the need of the hour as it was an investment in future as we have to nurture and protect the most important assets of the bank-the human assets, who are the future of banks. Our members are toiling hard at branches and offices 10-12 hours a day and working under extreme duress and constraints. We wanted a healthy and focused regiment of officers who are driving the growth and development of the institutions. IBA had, on that day, indicated that the modalities need to be worked out to compensate the working hours of the remaining Saturdays to benefit the customers and also to put up to the appropriate authority for consideration.

We today again reiterated that we were open to any incremental change in business hours in order to clinch the much awaited 5 day work week as our officers' fraternity is accustomed to put in extended hours of work every day to fulfil the goals and objectives of the banks. We were given to understand by IBA that the workmen unions are now expected to convey their consent to the proposal of extending business hours. We, however, have demanded that the cash transaction hours need to be reduced considering in the increased dependence on ADCs and also to provide ample time for compliance related work. The discussion ended on a positive note. We are confident that the long standing demand of the officers' fraternity of a 5 day work week would fructify in the near future.

- **DOUBLE JEOPARDY:** While we insisted for a reiteration of the earlier communication issued by IBA, in the matter of granting the Stagnation Increment, PQP etc. to an officer, who had not participated in the promotional exercise, IBA has suggested that the Individual Banks may refer the cases facilitating the IBA to provide the guidance.
- **PENSION UPDATION:** IBA expressed that they are open to examine the payment of Ex-gratia to pre 1986 retirees, as the same is outside the purview of Pension Regulations 1995. IBA indicated that there is a need for harmonisation of DA prior to 2002 and couple of options need to be examined on the basis of data to be collected/ provided by the Banks. However, we have reiterated that the evaluation of cost for updation should be carried out as that of the one done in 2010 to assess the position of the funds as our goal was updation of pension. Simultaneously, we demanded that all banks should have the health of the pension funds examined and make provisions, wherever necessary to ensure that the funds were sustainable in the long run.

- **STAGANATION INCREMENT DUE TO REPHASING THE PERIODICITY:** We emphatically insisted that on account of reduction of the periodicity of Stagnation Increments from 3 to 2 years, if the same falls in between 01.11.2017 and 31.10.2020 (before rephasing), the arrears to be paid from that date on which it falls due and **not from 01.11.2020. IBA should issue an advisory to member banks immediately with illustrations as allocation was made available in the Wage pact.**
- **MEDICAL AID FOR THE YEAR 2017:** While IBA was reiterating their position based on the circular issued in 2015 that the Medical Aid was on pro-rata basis, we clearly presented that the amount allocated was Rs 64 crore in our allocation and difference should be paid in full. IBA assured to revisit the same afresh.
- **LFC:** IBA opined, that as the issue has been raised subsequent to the 8th Joint Note and it was not part of COD, it would not be considered. We made it abundantly clear that the note on LFC, with specific reference to monetization, enhancement of class of travel as well as the spouse (if working in the same bank) is eligible to avail separate LFC are pending with IBA as they assured in the past to discuss the same. It was also made clear to IBA that common items like leave agreed with workmen unions would be automatically extended to us also. **To begin with, female officers should be allowed to have a separate LFC and in this regard an advisory from IBA is a must as many female officers had missed the benefit of LFC because of the absence of the instructions from IBA.** We also made it clear that the inordinate delay on the part of IBA to issue the advisory that both spouses (officers) were eligible to avail separate LFCs was just unacceptable. IBA then stated that the matter would be revisited.
- **Profit Linked Incentives:** We have insisted if an officer retires/joins/separates during the financial year, he/ she should be paid PLI in full. IBA has indicated that they will revisit and Banks will be advised accordingly.
- **MANDATORY LEAVE POLICY :** We pointed out that Canara Bank was the first bank to implement the advisory of IBA to treat the 10 days mandatory leave as a special leave outside the quota of leave of an officer. We have demanded that IBA should ensure that the same is implemented in all other banks. IBA expressed that the individual bank's board has to take call on the RBI instructions. However, they also expressed hope that the same would be soon implemented.
- **REIMBURSEMENT OF EXPENSES ON ROAD TRAVEL :** IBA has informed that the matter is under active consideration including the transportation of goods by lorry/carriers while delinking from wagon load concept. The increase is expected to be significant.
- **TAX ON NPS DEDUCTED OVER AND ABOVE 10% :** On our presentation of the view point that the Central Government and State Government employees are provided with exemption for the additional 4%, IBA has agreed to refer the matter to the Government seeking waiver.
- **GRID HOLIDAYS:** IBA has informed that the present arrangement of compensation is extended by the Bank is working well. From our side we insisted that the statement should not be generalized as many officers desire a compensatory off and the difference in number of days of leave between the normal officers working in the branch and GRID should be credited to the officers leave account in addition to the P/L.
- **Conveyance Allowance to PC EMPLOYEES:** As the Central Government is recently revised the transport allowance, IBA has indicated to examine the same.

There were some other issues, which could not be discussed due to paucity of time. We shall pursue it further. In our evaluation, the talks are in the positive direction and we do expect that certain key issues would be resolved shortly.

With greetings,



(Soumya Datta)
General Secretary
AIBOC



(S Nagarajan)
General Secretary
AIBOA



(Prem Makker)
General Secretary
INBOC



(Adarsh K N)
General Secretary
NOBO