

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank
(Affiliated to INTUC INBOC)



C/o Bank of Baroda

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CIRCULAR TO MEMBERS NO.30 OF 2020

17th October, 2020

Dear Members,

IBA DERAILS THE OFFICERS' WAGE REVISION

We reproduce below text of the joint circular dated 17.10.2020 issued by the four officers' Organizations on the captioned subject. All our members are advised to follow meticulously the directions given in the circular in letter and spirit.

Yours sincerely,

(R.K.CHATTERJEE)
PRESIDENT

(PREM KUMAR MAKKER)
GENERAL SECRETARY

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

Camp : Mumbai
Date: 17.10.2020

To All Affiliates of AIBOC/AIBOA/INBOC/NOBO

Dear Comrades,

IBA Derails the Officers' Wage Revision

As you are aware that after a prolonged lapse of time due to the external environment and conditions of life, an MOU was signed on 22nd July of 2020, wherein an amount of Rs.7898 crore was allocated representing 15% hike in wages in the banking industry. Out of the total corpus, Rs. 4513 Crore was the share of officers to be distributed in various heads for the benefit of all officers.

2. We had three rounds of negotiations through video conferencing on 24th of August, 10th of September and 12th of October 2020. In the last round of discussions, we were able to narrow down the differences in the matter of allocation of this enhanced quantum in various heads of the pay slip component. Thereafter, on the advice of IBA, the representatives of the officers' organisations reached Mumbai to commence the exercise on 15th and aimed to conclude the same within a week's time. The progress made on 15th and 16th was in the right direction. Several key issues were clinched after protracted negotiations, which would substantially benefit officers across the country irrespective of grade/scale. Having received the concurrence of IBA to hold the signing ceremony on 18th October, 2020, formal invitations were sent to representatives of our organisations across the country. However, today abruptly without any rhyme or reason, IBA in the forenoon informed their inability to conclude and ink the joint note pertaining to officers' wage revision w.e.f. 01.11.2017. The lame reason cited by them was not signing the costing exercise with the Workmen Unions. We protested against this unprofessional approach of IBA and wanted intervention of top brass of IBA who were evasive. Having assessed the overall situation created

by IBA, a communication was sent to them expressing our strong displeasure, on the sudden turn of events leading to the unwarranted situation.

3. In this background after the analysis of series of developments it has been decided unanimously to retaliate with agitational programmes in a phased manner. The action programmes chalked out will commence with the following forthwith:

- a) **Withdrawal of extra cooperation.**
- b) **Officers should restrict to the allocated work upto 6.00 p.m. only.**
- c) **Officers should not respond official SMS/ Whatsapp beyond 6 p.m.**
- d) **Officers are directed not to do any official work on Sundays and holidays viz. attend webinars/ office/ participate any programme related to canvassing of third-party products/ marketing drives/ training programmes/ 'P' Review meetings.**

4. In view of the ensuing celebrations of festivals having national reflection, we advise all our units and members to strictly adhere to the above limited directions, preparing ourselves to plunge into intensified action programs as will be decided within the shortest possible time against the whimsical attitude exhibited by IBA.

Comrades, march on in unison to make the authorities to realise the ramifications of the situation created by their indifferent approach disrespecting the sentiments of officers' community.

With revolutionary greetings,

Comradely yours,

Sd/-
(Soumya Datta)
General Secretary
AIBOC

Sd/-
(Nagarajan S)
General Secretary
AIBOA

Sd/-
(Prem Kumar Makker)
General Secretary
INBOC

Sd/-
(Viraj Tikekar)
General Secretary
NOBO