

# 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,  
3, Walchand Hirachand Marg,  
Ballard Pier, Mumbai - 400 001.

CIRCULAR TO MEMBERS NO.14 OF 2019

19<sup>th</sup> June, 2019

Dear Members,

**Re: Wage Revision for Bank Employees –  
IBA resumes discussion with UFBU**

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We are happy to inform that IBA has resumed discussions on Wage Revision with UFBU today. After the meeting, Convenor of UFBU issued a circular, text of which is reproduced hereunder for your information:

“Bipartite Talks with IBA on our charter of demands for revision of wages and service conditions, which were not being held on account of general elections, were resumed after 4 months (last round of discussions took place on 21.2.2019) when a round of discussions was held today in office of IBA.

Vide their letter dated 14-6-2019, AIBOC and NOBO had informed us that in view of the non-resolution of the mandate issue, they would not participate in the talks. They also requested the workmen unions not to participate in the talks unless the mandate issue is resolved unconditionally.

In view of this, the 5 Workmen Unions met in IBA Office, however, felt and decided that it would not be wise not to participate in the talks. In this background, representatives of AIBEA, NCBE, BEFI, INBEF, NOBW, AIBOA and INBOC participated in the discussions. IBA's team was led by Shri Rajkiran Rai, Chairman of the Negotiating Committee.

While informing the IBA about the decision of AIBOC and NOBO not to participate in the discussions, from UFBU, we submitted a letter to IBA reiterating our demand that the discussion on officers charter of demands should cover all grades of officers from Scale I to Scale VII. IBA informed that since even their earlier offer to cover the negotiations upto Scale V has not been accepted, they are unable to accede to our request.

In view of the absence of AIBOC and NOBO in the negotiations, IBA informed us that they would to continue the discussions with the 5 Workmen Unions, if workmen unions are agreeable for the same and conclude the Settlement for workmen employees and based on the same, similar wage revision may be extended to the officers. On behalf of the Workmen Unions, it was conveyed to the IBA that Workmen Unions would be willing to continue the negotiations and arrive at a settlement. IBA was also informed that since 7 unions are participating in the discussions, the discussions on common issues may be discussed with them. IBA stated that they would discuss these matters in the ensuing Managing Committee meeting on 24<sup>th</sup> June 2019 and accordingly resume the talks thereafter.

During the discussion we raised the issues like 5 Day Banking, increasing the management's contribution to 14% of Pay for employees/officers covered by NPS, improvement in Family Pension, updation of pension for existing pensioners, etc. IBA informed that these issues may be discussed in the subsequent meetings when the talks are held.

To our demand for improving their offer beyond the earlier offer of 10%, IBA informed that the same can be taken up when the talks are resumed after the managing committee meeting of IBA.

We also raised the issue of unilateral changes in some of the features of the medical insurance policy of UIIC which are in violation of the settlement and IBA informed that these issues would be taken up with the UIIC.

In view of the need to continue the Group Medical Insurance Policy employees/ officers and retirees from October/November, 2019, IBA informed that they would be shortly inviting quotations from various insurance companies both in public sector and in private sector. We conveyed that while the premium quoted by them should be competitive, preference should be given to public sector insurance companies.

There was also detailed discussion on the various problems being faced by employees/officers at bank-level as well as with the TPAs and UIIC in settlement of claims and IBA agreed that these would be taken during the quarterly meetings being held with them.

Further developments will be informed in due course.”

With greetings,

Yours sincerely,

(K.K.NAIR)

GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES