

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.09 OF 2020

28th January, 2020

Dear Members,

RE: WAGE NEGOTIATION – (1) A TRAUMATIC EXPERIENCE AT THE HANDS OF IBA AND GOVERNMENT (2) MAKE STRIKE A GRAND SUCCESS

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We are deeply concerned with your genuine worries, anguish and wrath against all the stake holders (IBA, Govt. and UFBU) involved in the process of negotiation on wage revision for PSB employees. UFBU leadership is equally concerned over unusual delay in Wage Revision. We are serious and sincerely pursuing at all levels for an expeditious solution.

GLIMPSES OF UFBU'S ACTIONS AND AGITATIONS:

IBA's dilatory tactics led to the undue delay in completing the process of negotiation. For better understanding we give a glimpses of chronological developments on 11th Bipartite Settlement which was due on 01.11.2017 and Department of Financial Services (MOF) had given directions on 12.01.2016 itself to all the PSBs to complete this exercise before that date i.e. 01.11.2017:

02.05.2017 -11th Bipartite talk commenced by IBA

05.06.2017 - Charter of demand submitted by AIBOC, AIBOA, INBOC and NOBO to IBA.

05.05.2018 -IBA made a pittance offer of 2%-thus playing a cruel joke with us.

30.05.2018 & 31.05.2018 - All India Strike to protest against IBA's 2% offer.

30.07.2018 -IBA raised the hike to 6%.

03.08.2018 -UFBU delegation met FM, Mr. Piyush Goel & apprised him on wage revision.

30.11.2018 -IBA raised the hike to 8%.

02.02.2019 - IBA raised the hike to 10%.

17.09.2019 - IBA raised the hike to 12%.

13.01.2020 -IBA raised the hike to 12.25%

FROM THE ABOVE IT'S QUITE CLEAR IBA WAS SLEEPING FOR THE FIRST WHOLE YEAR TO MAKE AN OFFER OF 2% AND THEREAFTER WASTED MORE THAN A YEAR FOR IMPROVING THE OFFER IN STAGES FROM 2% TO 12.25%.

AIBOC, INBOC, AIBOA and NOBO had given call for 2 days Bank Strike on 26th and 27th Sep 2019 to get Wage Revision with reasonable hike, 5 days banking and not to go ahead with PSBs merger plan. Delegation met Finance Secretary Mr. Rajiv Kumar on whose assurance - that a committee will be formed to look into demands – strike was postponed, afterwards **on 08.01.2020** AIBEA, AIBOA, BEFI, INBOC and INBEF participated in the Nation Wide Strike with our issues.

RESTRICTED MANDATE - BONE OF CONTENTION:

Some Bank viz. SBI, BOB, PNB, Indian Bank, OBC and Union Bank had given restricted mandate to negotiate for the employees up to scale III only. In this background IBA had agreed to discuss the Wage Revision industry wise up to scale III only and above that Bank Wise, which we strongly opposed and asked for covering all the employees up to scale VII. Ultimately, we won the tug of war on 05.12.2019 when IBA confirmed having got mandate from all the constituent Banks for negotiating the Wage Revision for all employees up to scale VII.

In its recent communication to UFBU on 21.01.2020 IBA has highlighted that 39 rounds of meetings were held in connection with wage negotiation, but they did not accept their weaknesses and lack of initiative in getting the most important issue of wage % hike resolved. What is important

is not number of meetings held, but outcome of the meeting? UFBU has responded to IBA on 24.01.2020 with proper justifications.

OUR DEMAND – FINANCIAL AND NON-FINANCIAL:

Beside the wage hike we are also fighting for Pension revision as in the light of Supreme Court judgment 2015 – “PENSION UPADATION AND WAGE REVISION ARE INSEPERABLE”, improvement in family pension, scraping NPS and merger of special allowances with basic pay. PLI is another area which too is unresolved.

Besides **Financial issues** there are several **Non-financial issues** like 5 days banking, regulated working hours, accountability policies, improvement and uniformity in the matter of discipline and appeal regulation, compassionate appointment, branch categorization, family pension and 100% DA neutralization for the pre November 2002 retirees. From the slow progress on the above it is clear how casually IBA is handling Financial and Non-financial issues.

OUR AGONY:

Its irony of fate that IBA comprises of the top most experienced and capable bankers who are well aware of our pain but appeared to have not conveyed and convinced the MOF officials to have a positive view and concede to our justified demands.

OUR CONCERN:

Our past experiences reflects that a section of officers, particularly at certain centers and Corporate / Administrative offices, only wants to enjoy the fruit without taking pain to nurture the plant. Trust, our friends will introspect their indifference towards UFBU call for strike and in future will be present on strike date before the closed gate of their respective Branch / Office. All members must realize it as their movement hence you must ensure active participation.

APPEAL TO MEMBERS:

Friends, after working so hard, taking lot of risks and consistently working under pressure – are we wrong in asking for a decent wage to meet cost of living considering inflation and for 5 days banking? We have been pushed to the wall, now compelled to resort to strike action. Hence, we appeal to involve yourself in Nation Wide Bank strike as per UFBU schedule below (Refer UFBU’s circular 2020/02 dated 15.01.2020):

- **31.01.2020 (Friday) and 01.02.2020 (Saturday) – 2 days**
- **11.03.2020 (Wednesday) to 13.03.2020 (Friday) – 3 days**
- **01.04.2020 onwards Indefinite strike**

WE MAKE AN APPEAL TO ENSURE ALL OUT PARTICIPATION IN THE STRIKES ON THE ABOVE DAYS TO MAKE IT CRYSTAL CLEAR TO THE GOVERNMENT AND IBA THAT WE CAN NOT BE TAKEN FOR GRANTED. WE HAVE GIVEN MORE THAN 100 % TO MAKE GOVT. SCHEMES SUCCESSFUL. THEREFORE, OUR GENUINE AND REASONABLE DEMAND FOR SUSTAINING LIVELIHOOD WHICH IS HANGING FOR MORE THAN LAST TWO YEARS SHOULD BE CONSIDERED IMMEDIATELY. IT IS NOTHING BUT SHAME ON THEM.

Yours sincerely,

(R.K.CHATTERJEE)
PRESIDENT

(PREM KUMAR MAKKER)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES