

# 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.10 OF 2020

28th January, 2020

Dear Members,

**OUR AGITATIONAL PROGRAMMES AND STRIKE ACTIONS  
REPRESENTATION TO PRIME MINISTER  
THROUGH GOVERNORS & DISTRICT COLLECTORS**

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We reproduce hereunder the **text of circular No.UFBU/2020/05 Dtd : 26.01.2020 issued by the Convenor of UFBU, for your information and implementation.**

“We are sure that all our unions and members are implementing the programmes successfully. We have been receiving reports from different centres about the enthusiastic participation of employees and officers in our agitational programmes.

**Delegation to Governor/District Collector:** As a part of our programmes, on the strike day that is on 1<sup>st</sup> February, 2020, we have to submit our representation to the Hon. Prime Minister through all Governors and District Collectors in the respective State Capitals and District headquarters.

For this purpose, we furnish herein the draft of the representation to be submitted to them on that day. Prior appointment should be taken so that a delegation of our unions in the respective places can meet the Governor/District Collector and submit the Representation with a request to forward the same to the Prime Minister.

**Press Release:** Similarly, Press meets/Press Release is to be done on 29<sup>th</sup> or 30<sup>th</sup> January, 2020.

We provide herein the draft of the Press Release for this purpose.”

With greetings,

Yours sincerely,

(PREM KUMAR MAKKER)  
GENERAL SECRETARY

**Encl: Draft of Representation to Prime Minister  
And Draft of Press Release**

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES

## Representation to Hon. Prime Minister

To  
Shri Narendra Modiji,  
Hon. Prime Minister,  
Government of India  
New Delhi

Through:

Hon. Governor,  
Govt. of .....

.....

District Collector,  
Dist .....

State :

Respected Sir,

On behalf of **United Forum of Bank Union**, the apex co-ordination body of 9 trade unions of bank employees and officers, we place our compliments to you and wish submit to you as under and seek your kind intervention :

Your would be well aware Sir that wages and service conditions of bank employees and officers are governed by collective bargaining and bilateral agreements. The same are being revised once in 5 years based on the demands submitted by the Unions and arising out of discussions with the Indian Banks' Association on behalf of all the member Banks. Accordingly, the last Settlement was finalized in May 2015 to cover the term from November, 2012 to October, 2017. Hence wage revision was due from November, 2017.

Keeping in mind the past experience of delay in arriving at Settlements, the Department of Financial Services, Ministry of Finance, vide their communication dated 12-1-2016 advised all the Bank managements and IBA to expedite and conclude the 11<sup>th</sup> Bipartite Wage Settlement well before November, 2017. Hence Unions also submitted the Charter of Demands well before and the negotiations also commenced in May, 2017 with the assurance that the settlement would be arrived at before November, 2017.

Unfortunately, the IBA did not make any offer on wage increase until May, 2018 when their very meagre offer of 2 % increase was offered. After series of discussions in the last 30 months, the IBA has improved their offer only to a hike of 12.25% while even in the last settlement, the Government cleared a hike of 15%. During the recent period the prices have gone up steeply and the workload on the banking workforce has also gone up enormously. Bank employees and officers are nowadays handling all the schemes of the Government and there is a lot of pressure on them in handling these schemes and dealing with the multitudes of the people. Hence bank staff expect a fair and reasonable hike in wages in the current settlement. Hence there is huge disappointment and resentment about the present inadequate offer of IBA and their rigid approach.

Respected Sir, we seek your personal intervention in the matter and request you, Sir, to advice the Indian Banks' Association to expedite the Settlement and resolve our demands favourably.

Thanking you, Sir,

Yours faithfully,

**Wage Revision Settlement for bank employees and officers due from November, 2017 – unwarranted delay by Indian Banks’ Association – UFBU to go ahead with the 2 Days Strike on 31<sup>st</sup> January and 1<sup>st</sup> February, 2020.**

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During the recent period the prices have gone up steeply and the workload on the banking workforce has also gone up enormously. Hence bank staff expect a fair and reasonable hike in wages in the current settlement. Hence there is huge disappointment and resentment about the present offer of IBA and their rigid approach. Similarly other important demands also remain unsettled and unresolved.

Hence United Forum of Bank Unions which consists of 9 bank unions of employees and officers, viz. AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBEF, INBOC, NOBW and NOBO, has given the call for agitational programmes including strike actions on

- **31<sup>st</sup> January and 1<sup>st</sup> February, 2020, (2 days)**
- **11<sup>th</sup>, 12<sup>th</sup>, and 13<sup>th</sup> March, 2020 ( 3 days ) and**
- **indefinite strike from 1<sup>st</sup> April, 2020**

on the following issues and demands:

1. **Wage Revision Settlement at 20% hike on Pay slip components with adequate loading thereof**
2. **5 Day Banking**
3. **Merger of Special Allowance with Basic Pay**
4. **Scrap New Pension Scheme(NPS)**
5. **Updation of Pension**
6. **Improvement in Family Pension**
7. **Allocation to Staff Welfare Fund based on Operating Profits**
8. **Exemption from Income Tax on retiral benefits without ceiling**
9. **Uniform definition of Business Hours, Lunch Hour, etc. in Branches**
10. **Introduction of Leave Bank**
11. **Defined Working Hours for Officers**
12. **Equal wage for equal work for contract employees/Business Correspondents**

**Conciliation meeting:** Chief Labour Commissioner, Ministry of Labour, Govt. of India intervened and held a conciliation meeting on 27<sup>th</sup> January at his office in Delhi. During the conciliation, IBA remained adamant and rigid in their attitude and hence there was no improvement in the position.

**Strike on 31<sup>st</sup> January and 1<sup>st</sup> February:** In view of the above, there is no alternative before the Unions and the unions are compelled to highlight their demands through their agitation and accordingly on 31<sup>st</sup> January, 2020 and 1<sup>st</sup> February, 2020.

Public and our banking customer would appreciate that we have patiently negotiated for the past 30 months with a view to settle our demands amicably without creating any industrial relations problems and without affecting banking services, strikes, etc. But IBA’s rigid approach has left us with no option than to go on strike. We appeal to the banking customers to bear with us for this disruption in services due to the strike but the same has been forced on us by the bank managements and IBA.