

ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)
NATIONAL CONFEDERATION OF BANK UNIONS (NCBE)
BANK EMPLOYEES FEDERATION OF INDIA (BEFI)
INDIAN NATIONAL BANK EMPLOYEES FEDERATION (INBEF)
NATIONAL ORGANISATION OF BANK WORKERS (NOBW)

CIRCULAR TO MEMBERS

1-2-2019

Dear Comrades,

Bipartite Talks with IBA

Another round of Bipartite Talks was held today in Mumbai between IBA and our 5 Workman Unions.

IBA was represented by Mr. Rakesh Sharma, (MD of IDBI Bank), Chairman of the Small Negotiating Committee, Mr. V G Kannan, Chief Executive, IBA, Mrs. Reeta Kaul, GM-HR, PNB, Mr. Iswar Chandra Mishra, GM-HR, Bank of India, Mr. B Rajkumar, Dy. Chief Executive, IBA, Mr. Sanjay Prakash DGM-HR, SBI, Mr S K Kakkar, Sr Advisor-HR, IBA and Mr. K. S Chauhan, Sr Vice President, IBA. We were represented by our five Workman Unions.

Further to the discussions held on 18-1-2019, some more issues were discussed today.

- Transportation of personal effects by train or road while on transfer from one station to another: Some improvements would be considered looking to entitlement of officers.
- Increase in Breakage Allowance while on transportation of personal effects: agreed to increase the existing entitlement by 10% for both With Receipt Basis and Declaration Basis.
- Festival Advance to employees – increase in quantum: Agreed to finalise it by discussion in the main negotiating committee and recommend to the Government.
- Problems of Ex-servicemen employees in fitment, etc: Government guidelines from the Finance Ministry are being implemented. Circular with FAQ will be prepared and sent to all Banks for proper implementation of the Government guidelines.
- Definition of family for coverage under Group Medical Insurance Policy – Any two of parents or parents-in-law to be covered: Matter will be taken up with United India Insurance Company.
- Privilege Leave taken on sick grounds where sick leave is exhausted should not be counted as an occasion in the entitlement of 4 occasions in an year: Agreed.
- Maternity Leave can be availed in combination and continuation of other kinds of leave: Agreed.

Follow up action in issues covered by Record Note on retirees issues dated 25-5-2015:

- LFC for retired employees – IBA is not in favour.
- Fixing the premium on medical insurance scheme for retirees – Separate discussions will be held with UFBU.
- Increase in Ex-Gratia Pension to pre-1986 retirees/spouses – will be recommended to Government.
- Revision of Family Pension – will be discussed further in the full negotiating committee.
- Updation of pension and periodical revision in pension along with wage revision for in-service employees - will be discussed further in the full negotiating committee.
- Revision in DA on pension on quarterly basis like serving employees - will be discussed further in the full negotiating committee.
- Allocation of fund for Staff Welfare Schemes based on Operating Profits instead of Net Profit – matter has been recommended to Government and their decision is awaited.

Issues relating to Disciplinary Action and Procedure:

- These issues were discussed in a Small Committee of IBA and Workman Unions. The gist of the discussions, the issues raised by us and their response are given below:
- **Eligibility for claiming TA/DA by the Defence Representatives for attending departmental enquiries held outside the State.**
 - Such claims will be sanctioned by Banks looking to the merits of the claims.
- **Improvement and enhancement in rates of Subsistence Allowance payable to employees on suspension.**
 - Matter will be discussed further in the Full Negotiating Committee
- **Indiscriminate use of Clause 5(j) relating to acts alleged as prejudicial to the interest of the Bank**
 - "Doing any act prejudicial to the interest of the Bank" will be included under Minor Misconduct as a new Clause 7(q).
- **Clarification with regard to provision of Clause 6(e) of Settlement dt 10-4-2002 i.e. bringing down by two stages in the scale of pay**
 - The specific period of rigour shall be mentioned in the punishment order. It can be for a maximum of 2 years without cumulative effect and annual increment/stagnation increment falling due during the rigour period will be released on respective due dates.

- **Clarification to be given that acts of minor misconducts clearly enumerated under Clause 7 of Settlement dated 10.4.2002 should not be brought as major misconduct under Clause 5.**
 - Unions' contention is agreed upon.
- **Multiple charges for one incident should not be made out.**
 - Multiple charges, as per the procedural lapses, can be made for one incident. However, punishment given shall be only one.
- **Punishment order by the Disciplinary Authority not to be implemented till the final disposal of Appeal by the Appellate Authority.**
 - This proposal was not agreed to.
- **Disciplinary action should not be taken after retirement quoting Pension Regulation as the same is not provided in Bipartite Settlement.**
 - Issue needs to be discussed at Full Negotiating Committee
- **Awarding the punishment of stoppage of increments should be without affecting superannuation benefits, as in the case of Officers.**
 - Disciplinary Authority may be given the discretion to decide whether the punishment will affect superannuation benefit or not.
- **Provision to be added for making an Appeal against suspension of employees**
 - Suspension is not a punishment and hence this proposal cannot be accepted.
- **In case of dismissal as punishment, there should be a Review Authority after Appellate Authority.**
 - Not acceptable.
- **Imposing 'Fine' as punishment should be deleted from the list of punishments.**
 - Agreed to recommend deletion to the Full Negotiating Committee

With greetings,

Yours comradely,

Sd.	Sd..	Sd..	Sd..	Sd..
C H Venkatachalam	S K Bandlish	C J Nandakumar	Subhash Sawant	Upendrakumar
Gen. Secretary	Gen. Secretary	President	Gen. Secretary	Gen. Secretary
AIBEA	NCBE	BEFI	INBEF	NOBW