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State Bank of Patiala
Retired Officers' Association (Regd.)
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General Secretary
B.C.Bassi
Patiala
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Circular No. 25 of 2017-20

Dated 4th February 2019

Dear Colleagues,

Re: Bipartite talks on wage negotiation on 01.02.19 -: Retiree Issues

We give below text of circular issued by AIBRF for information of members.

“Bipartite talks were held in Mumbai on 01.02.2019 with 5 workmen unions by Small Negotiating committee of IBA.

2. As per the communication issued by 5 workmen unions at the end of the meeting, we are happy to note that the following pending issues of retirees as per the Record Note dated 25.05.2015 were raised in the discussion

- (a) LTC to retirees
- (b) Fixing premium on group medical insurance scheme for retirees
- (c) Increase in ex-gratia amount for pre-1986 retirees
- (d) Revision of family pension
- (e) Updation of pension and periodical revision in pension along with wage settlement
- (f) Revision in DA for retirees on quarterly basis.

3. We find that IBA response on the above issues have been that they will be further discussed in full negotiating committee. We enclose copy of circular dated 01.02.2019 issued by 5 workmen unions giving complete details of the discussion for your ready reference. We convey our thanks to the leadership of 5 unions for raising pending issues of retirees for negotiation.

4. We may further inform that majority bank officers organisation, AIBOC has written letters dated 24.01.2019 & 13.12.2018 addressed to the General Secretary, AIBRF pledging their support on pending issues of retirees with the commitment that they would be taken for resolutions in next round for discussion with IBA. Copy of the letters are enclosed for your ready reference.

5. We have also come to know that Joint memorandum on pending issues addressed to The Prime Minister submitted during Dharna Programs organised in months of December, 2018/ January 2019 have been sent by PMO to IBA & it is under consideration.

6. We feel that these are positive developments on our pending issues and have created positive developments for final solution. AIBRF will continue to pursue the issues with commitment and seriousness in coming days.”

Cond.....2.....

Text of Circular dated 1.2.2019 issued by UFBU consisting : 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)

“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 DGMHR, 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:

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- 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

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Text of AIBOC letter No. AIBOC/2019/14 Dated : 24.01.2019 sent to Gen Sec AIBRF

Movement of Bank Officers against proposed Amalgamation / Merger Maha Morcha at Parliament Street, New Delhi on 04th February, 2019

All India Bank Officers' confederation (AIBOC) is approaching you at a critical juncture when the legacy and the rights earned through years of struggle so assiduously built with the sweat of Seniors is under threat from the diabolical game plan of IBA and the Government of India to undermine the reasonable demand of the officers community of the banking industry.

02. You are aware that the Union Cabinet has approved the proposal to amalgamate the three Public Sector Banks, viz. Bank of Baroda, Vijaya Bank and Dena Bank, which we believe is a step towards reverse nationalisation. AIBOC has been in the struggle from the mooted proposal by Hon'ble Finance Minister on 17.09.2018. We have also observed one day strike on 21.12.2018 on the issue along with updation of pension and revision of family pension with your active participation and support. We have decided to organise a '**Maha Morcha**' at national capital, on **4th February, 2019 at Jantar Mantar, Parliament Street from 12.30 p.m.** We are expecting a gathering of more than 10,000 officers representing the entire spectrum of Banking Industry from all the states and union territories along with all stakeholders at the protest congregation. The '**Maha Morcha**' will highlight the following major demands while opposing steadfastly the economic policies pursued by the government:

- a) Rescinding the decision of amalgamation of Vijaya Bank, Dena Bank and Bank of Baroda
- b) Scrapping of New Pension Scheme (NPS)
- c) Demanding updation of Pension and revision of Family Pension etc.
- d) Immediate and decent wage revision for officers / employees in the banking sector etc.

We invite your fraternal support and active participation to our movement and the said Maha Morcha. We will be privileged to have your presence amidst us and to hear your articulated views in this crucial juncture, and enrich us with your valuable deliberations. With best regards,"

PAYMENT OF YEARLY SUBSCRIPTION OF ASSOCIATION

The yearly subscription of Association @Rs.500/- has become due for the year 2018-19 w.e.f. 1st April 2018. Still few members have to pay the subscription for the year 2018-19. We shall be grateful if you will please remit the above mentioned amount (if not paid so far) to enable us to bring your account up-to-date. At the Annual General Meeting held on 17th November 2018, the subscription stand increased to Rs.700/- per year w.e.f. 01.04.2019.

Please note to remit subscription @Rs.700/- per year from 1st April 2019 for the year 2019-20.

Further we may add that the account holders have to pay charges for deposit of any cash in the account. Hence we request you to transfer the amount to our Saving Bank A/c No. 55124497548 in the name of State Bank of Patiala Retired Officers' Association (Regd.), Patiala maintained at State Bank of India, Mall Road Branch, Patiala (code 5012) . Please arrange to credit the amount at SBI branch by giving your name & membership number under an intimation to Association.

Greetings to all of you and your family members.

Yours sincerely,

(B.C.Bassi)
General; Secretary