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State Bank of India Officers' Association (Patna Circle)

All Letters to be
Addressed to the
General Secretary

Regd. No. 1872 of 1975
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building
West Gandhi Maidan
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27TH APRIL 2010 – A RED LETTER DAY IN OUR MOVEMENT
9TH BIPARTITE AGREEMENT SIGNED
CONGRATULATIONS TO MILITANT COMRADES, WHO MADE IT
POSSIBLE

We reproduce hereunder the text of AIBOC Circular No.51 dt.27.04.2010 on the captioned subject, the contents of which are self-explicit.

With greeting

(Anirudh Akhauri)
GENERAL SECRETARY

TEXT

The celebrations commence for the Bank Officers' fraternity from 27th April 2010, the day on which the 9th Bipartite settlement was inked on behalf of the entire Bank Officers in the Banking industry by the All India Bank Officers' Confederation bringing curtains down to the historic negotiations that commenced in the year 2007 after submission of a comprehensive Common Charter of Demands by the 4 Officers' organisations.

2. The current negotiations involved a series of meetings between the 4 Officers' organisations and the Indian Banks' Association as well as between the Government and UFBU since the issue of the 2nd option was kept high on the agenda of the Confederation and also by all other organizations. The committed rank and file did

not dither despite the ups and downs in the progress of negotiations and the vacillating attitude of the IBA coupled with our own detractors and rivals attempting to create bottlenecks in the progress of the negotiations.

3. The Charter of Demands was also subsequently reinforced by a supplementary Charter taking a cue from the changes that had taken place in respect of the Civil Servants on the implementation of the 6th Pay Commission. The negotiations were centered on the issue of 2nd option and the viability of the fund and thereafter sharing of the burden on Pension as per the actuarial report obtained in this connection. It was also a difficult task for the leadership when it came to sharing of the cost. It is again due to the ingenuity of the leadership of the Confederation that the burden was lessened as far as the employees are concerned and the Managements were convinced to accept the major share of the cost.

4. Comrades, the current negotiations have special features and history has been created through the maintenance of unity and solidarity at all level despite the provocation due to the high maturity and foresight exhibited by the Confederation.

5. The negotiations across the table apart, it is with the persuasive skills of the leadership of the Confederation, certain ticklish issues were sorted out by holding one to one discussions with the Chairman of IBA. Thus certain major issues could be resolved during the course of discussions with the Chairman of IBA. The important ones are clinching the issue of grant of 2 additional stagnation increments for Scale I to Scale III. Similarly, the stalemate in regard to the construction of anomaly-free scales and avoidance of overlapping to a large extent could be ensured through the efforts of the leadership of the Confederation. Once, all the major issues were sorted out, the nitty gritty of arriving at the final agreement took some more time and there were threats of the break down of the talks even at the last moment as well, but the maturity of the leadership at the UFBU level could clinch the issues and sign the settlement.

6. It was a tight schedule on 26th and 27th April 2010. The leadership of the Confederation was present in Mumbai on 26th morning to give a final touch to the agreement. The convener of UFBU had convened a meeting on 26th morning. At that time we were informed that there are certain difficulties which have cropped up on account of the sharing of the pension cost by the existing workforce due to court cases filed in the Hon'ble High Court of Andhra Pradesh. The IBA after obtaining the

legal opinion advised the convener of UFBU that the contribution towards Pension Fund out of the arrears can be recovered only from the PF Optees who wish to avail the 2nd Option on Pension and not from those who are already become Pension Optees. There was a hectic discussion amongst all the constituents of UFBU and after threadbare discussions, UFBU unanimously decided to accept the stand of IBA and proceed with the agreement.

7. On 27th morning again the leadership of UFBU met and held parleys with the representatives of IBA as regards the finalization of the agreement. Thereafter it was decided that the agreement can be signed at 4.30 p.m. thereby completing the journey of negotiations on the 9th bipartite extending the benefit of revision to over 6 lac employees and also the benefit of 2nd option to over 65,000 Officers.

8. On behalf of the Confederation, Com.K.S.Shetty, the President accompanied by Com.G.D.Nadaf, the General Secretary, the negotiating team represented the Confederation in the signing ceremony. The other team members consisted of:

S/Shri.

- 1. P.V.Mathew**
- 2. P.K.Sarkar**
- 3. T.T.Natarajan**
- 4. K.Ananda Kumar**
- 5. T.N.Goel**
- 6. S.K.Kohli**
- 7. K.Ramakoteswara Rao**
- 8. G.Muthuswamy**
- 9. K.D.Kheda**

9. The 9th Bipartite is yet another mile stone in the history of bipartite relationship in the Banking Industry. More than 100 members on behalf of the 9 unions representing the entire employees and officers in the Banking Industry signed this historical agreement together as the constituents of the United Forum of Bank Unions. Following Management Representatives signed the agreement.

S/Shri

- 1. M.V.Nair, Chairman, IBA**
- 2. R.Sridharan – Managing Director, SBI**
- 3. Narayana Raja – DMD/CDO, SBI**
- 4. Rajiv Rishi, E.D, OBC**
- 5. B.B.Das – CGM, SBI**
- 6. K.Ramakrishnan – CEO, IBA**
- 7. K.Unnikrishnan – Dy.CEO, IBA**
- 8. N.Venugopalan – Special Officer, IBA**

10. The salient features are:

- a. Highest, in terms of the percentage of increase – 17.5%
- b. Success in getting the 2nd option on Pension which was pending for a long time.
- c. Introduction of 2 additional stagnation increments for Scale I to III;
- d. Ensuring of the better starting Pay without sacrificing the internal relativity and incremental pattern;
- e. Improvements in the LFC by providing eligibility for JMGSi, Middle Management Grade II and III to travel by air;
- f. Settlement of Halting Allowance with substantial improvements;
- g. Improvements in Medical allowance to considerable extent;
- h. Improvement in the Project Area allowance and Special area allowance etc.

11. Comrades, the success of the settlement squarely belongs to each and every member of this great organization. The conviction with which the membership marched with the Confederation and participated in the struggles that were launched to ensure realization of the 2nd option on Pension will be recorded in golden letters in the history of our movement. We on behalf of the Confederation convey our gratitude and compliments for the support that you have extended during the last 2 and half-years, waiting with lot of patience and perseverance to reach the conclusion of the historic settlement.

12. We are releasing a booklet containing Joint notes on salary revision and pension with details of charts showing D.A, HRA etc, payable.

With greetings,

SD/-
(G.D.NADAF)
GENERAL SECRETARY

OFFICERS' UNITY ZINDABAD – ZINDABAD

AIBOC ZINDABAD - ZINDABAD