

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

No. 2020/Joint/01

15th November, 2020

To
Shri Rajkiran Rai. G,
Chairman
Indian Banks' Association,
Mumbai

Dear Sir,

At the outset we express our satisfaction over the conclusion and signing of the 11th Bipartite Settlement on revision in wages and improvement in various service conditions. We also wish to convey our appreciation for the manner in which you have navigated the entire negotiations all these months which helped to overcome many tense moments. We shall thank you take early steps to advice the Banks implement the Settlement by payment of revised wages from this month onwards as well as by release the payment of the arrears due from November, 2017.

You are aware that as part of our common charter of demands from awardstaff, we had raised certain important issues which could not be resolved during the course of negotiations but which were agreed to be discussed further to work out the possibilities of resolution in due course or taking up these issues for approval of the Government wherever required. It was agreed that these issues would be discussed with our organisations by the Full Negotiating Committee and would also be a part as Supplementary Minutes to be finalised in this regard with the Bipartite settlement.

We enumerate some of the issues which need to discussed with the Negotiating Committee.

1. Introduction of 5 Days Banking, Declaration of remaining Saturdays as weekly holidays
2. Provision for periodical updation of pension on the occasions of wage revision and updation of pension for existing pensioners.
3. Revision of Ex Gratia pension to pre-1986 retirees/their surviving spouse.
4. Improvement in Group Medical Insurance Scheme for retired employees and insurance premium to be paid by bank managements.
5. Bringing all pensioners to common index point of 6352 points. Now it is at 600, 1148, 1684, 2288, 2836 and 4440 points. Since this is only actual merger of DA at common index point, the same is cost-neutral.

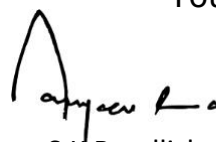
6. Shifting to DA Scheme under 2001=100 index series instead of present 1960=100 series.(now it is changed 2016=100)
7. Allocation on funds for staff welfare scheme in Banks based on operating profits instead of net profit
8. Revision/increase in Conveyance Allowance to Physically Challenged employees / Persons with Disability
9. Exemption of entire retirement benefits from the purview of Income Tax including Gratuity, Leave Encashment
10. Exemption of GST payable on premium on medical insurance policy.
11. Festival Advance to employees – increase in quantum.
12. Calculation of Pension based on last drawn pay or on average of last 10 months whichever is beneficial to employee as is available in scheme for Government employees.
13. Sanction of full pension on retirement after 20 years instead of present 33 years as is available in scheme for Government employees.
14. Special allowance paid in North East/ Sikkim by Central/State Govt., LIC, RBI, etc. and to officers to be extended to awardstaff in banks.
15. Payment / Introduction of special compensatory provisions for employees working in North East, Jammu and Himachal Pradesh like RBI/ LIC/ Govt. employees
16. Government guidelines on concessions to Persons with Disability (PWD) in recruitment / promotion / transfers / rotations/ postings, etc. to be strictly followed by all Banks
17. Direction to be given to Banks/ SLBCs to observe Business hours (cash transactions) strictly as per RBI guidelines within the total working hours.
18. Revision in duties and powers under Special Pay posts and quantum of allowances

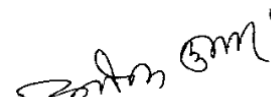
It was agreed that these issues would be discussed and minutes finalised along with the signing of the Settlement but it could not be done so due to constraints of time. Hence we request you to convene a meeting with our four organisation for this purpose at the earliest.


Thanking you,

Yours faithfully,


C H Venkatachalam
Gen. Secretary
AIBEA


S K Bandlish
Gen. Secretary
NCBE


Upendrakumar
Gen. Secretary
NOBW


O P Sharma
Acting Gen. Secretary
INBEF