



Phone: 022-2267 8522  
022-6615 0784

# Bank Karmachari Sena Mahasangh

( Registration No. H.O.3. D- 9171 )

President : **Shri. Sudhir Joshi**, Shiv Sena Leader

**Address for correspondence :** C/o. Union Bank Karmachari Sena Office, Union Bank Building, 5th Floor, Mumbai Samachar Marg, Fort, Mumbai - 400 023.

Ref.: BKSM/09/2014

March 3, 2014

## ALL AFFILIATED UNITS

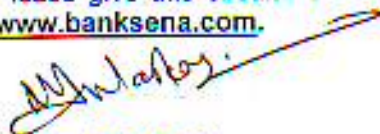
Today, the Indian Banks' Association had invited Bank Karmachari Sena Mahasangh for the Ninth round of negotiation and our Union was represented by the undersigned. IBA was represented by Shri T M Bhasin, Chairman of the Negotiation Committee, Shri Mohan Tanksale, Chief Executive of IBA, Shri R K Dubey, Dr. Jayant Mishra, Shri Rakesh Sethi, Shri Rajeev Rishi, Shri K Unnikrishnan and Shri K S Chauhan.

In my experience of having negotiated & signed three Bipartite settlement and this being the fourth one, I felt disillusioned for the first time about the approach of IBA towards the present wage revision negotiation held today. Initially, Shri Bhasin, Chairman of the Negotiating committee, appraised all negotiating members of all the Unions representing at IBA that IBA had discussed the issue of Wage Revision with all the CMDs and Committee members of IBA and that there was unanimous decision amongst them that the Banks are not in position to even give 10% Wage rise in the pay slip components. He stressed that under the circumstances that when all Banks are struggling hard to keep their respective balance sheet upright, stated that he was unfortunately constrained that they cannot offer anything over & above the present offer of 10% increase in pay slip components.

Issues regarding Compassionate Appointment Scheme, Five Days Week etc. were also discussed, wherein IBA indicated the positive views of the Government only on the issue of Compassionate Appointment.

While all unions criticised this indifferent attitude of the IBA, the undersigned representing our Organisation strongly communicated its resentment of IBA's approach on Wage Revision. The undersigned clearly stated that the Bank's profit could have been increased from 46000 crores to 56000 crores had our Banks not made provisions for NPA against Loans granted to various state electricity boards for which reschedulement has been done. It is incorrect and meaningless that these Loans which are guaranteed by State Government / Central Government should be considered as NPAs for which provisioning has to be made against the rescheduled loans. Hence, the profit are deliberately reduced to create an illusion that Banks are not making enough profit to bear the cost of a respectful wage revision. We also stated that IBA is trying to adopt double standards like in the earlier Bipartite all calculations were done on "Total Establishment Cost" but in this Bipartite they have resorted to "Pay Slip cost". We have strongly opposed to this anti employee move by the IBA and that if satisfactory wage rise is not given then the Bank would loose its highly experienced and professional talent. Besides, the fact that none of the qualified from the younger generations would join the Banks due to meagre salary and tapering wage rise. There was some discussions on 'Loading' which is presently taken as 2% but the same was without any direction and pointless. We have in words not soothing to the ears and as a Union with a spine have communicated to IBA our anguish and that the present wage rise offer is nothing less than peanuts and that IBA should upwardly revise its renewed offer which would restore the respect of a trade union as a negotiating organization.

Please give this circular a wide publicity and the same will be also made available on our web site [www.banksena.com](http://www.banksena.com).

  
(Rajan Tulaskar)  
General Secretary