

Ref: **BKSM:BPS/1/2008.**

Date: 5th May,2008.

To All Units,

Sub: **IX th Bipartite Settlement.**

The first meeting on the Charter of Demands submitted by Bank Karmachari Sena Mahasangh was held today at 4.00 p.m. at World Trade Centre, Cuffe Parade, Mumbai with Indian Banks' Association (IBA).

Our Mahasangh was represented by Shr.Uttam Yadav, Working President & Shri. Nitin Kamath, Treasurer along with the undersigned.

The IBA was represented by Shri.M.V.Nair, Chairman of the Negotiating Committee, Shri Allen C.A.Pereira, Shri K.R.Kamath, Shri Satish Gupta & Shri Albert Tauro.

The Core Group formed by the IBA to negotiate on regular basis was led by Shri G.Sankarnarayanan, Convenor, Shri Y.S.S.Kapdi, Shri Jagdish Pai K.L. & other members were also present for this meeting, which was a formal one.

The undersigned narrated in brief the main features of the Charter to the Negotiating Committee and explained the reasons for a better wage rise for the Bank Employees. We brought to the notice of IBA that the 6th Pay Commission, which has proposed 40% increase for the Central Govt. Employees, have further triggered the expectations of the Bank Employees. We also demanded that IX th BPS should be negotiated & concluded within the shortest possible time & not alike the past. We reiterated our demand for "**One More Pension Option**" to Bank Employees as well as to set right the anomaly whereby PF Optees are now contributing some part of their past wage increase towards Pension Optees since the VII th BPS.

Shri M.V.Nair on behalf of IBA stated that in the present competitive era, Public Sector Banks have to withstand stiff competition besides maintaining their Profitability & hence Banks expect more productivity from their staff. Shri Allen C.A. Pereira while continuing the discussion further stated that the IBA desires to have new wage structure moving away from the traditional one. He also stated that the new wage revision shall be related to "Performance & Cost to Company" concept.

We communicated to IBA that we shall react only on receipt of a concrete proposal.

We hope that Wage Revision shall be concluded without further delay as Shri M.V.Nair categorically stated that they are serious to expedite the negotiations.

Jai Hind ! Jai Maharashtra !!

Rajan Tulaskar
General Secretary

BANK KARMACHARI SENA MAHASANGH ---- ZINDABAD
BHARTIYA KAMGAR SENA MAHASANGH ---- ZINDABAD

Ref: **BOMKS:08.**

Date: 5th May,2008.

To All Members,

We reproduce herewith Circular No:**BKSM:BPS/1/2008** dated **5th May,2008** on the meeting held with the IBA on the IX the Bipartite Settlement.

Jai Hind ! Jai Maharashtra !!

Ashok Kule
General Secretary

Ref: BKSM:BPS/1/2008.

Date: 5th May,2008.

To All Units,

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Our Mahasangh was represented by Shr.Uttam Yadav, Working President & Shri. Nitin Kamath, Treasurer along with the undersigned.

The IBA was represented by Shri.M.V.Nair, Chairman of the Negotiating Committee, Shri Allen C.A.Pereira, Shri K.R.Kamath, Shri Satish Gupta & Shri Albert Tauro.

The Core Group formed by the IBA to negotiate on regular basis was led by Shri G.Sankarnarayanan, Convenor, Shri Y.S.S.Kapdi, Shri Jagdish Pai K.L. & other members were also present for this meeting, which was a formal one.

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We communicated to IBA that we shall react only on receipt of a concrete proposal.

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Jai Hind ! Jai Maharashtra !!

Sd/-
Rajan Tulaskar
General Secretary

BANK KARMACHARI SENA MAHASANGH ---- ZINDABAD
BHARTIYA KAMGAR SENA MAHASANGH ---- ZINDABAD

Ref: BKSM:BPS/2/2008.

Date: 11th August,2008.

To All Units,

Sub: Talks of IX th Bipartite Settlement.

The second meeting on the Charter of Demands submitted by Bank Karmachari Sena Mahasangh was held today at 5.00 p.m. at World Trade Centre, Cuffe Parade, Mumbai with Indian Banks' Association (IBA), after a period of 3 months.

Our Mahasangh was represented by Shri. Nitin Kamath, Treasurer & Shri Santosh Raorane, Asst.General.Secretary along with the undersigned.

The IBA was represented by Shri.M.V.Nair, Chairman of the Negotiating Committee, Shri Allen C.A.Pereira, Shri K.R.Kamath, Shri Albert Tauro, Shri Satish Gupta & others.

The Chairman of the Negotiating Committee, Shri M.V.Nair introduced the newly appointed CEO of IBA, Dr. K.Ramakrishnan.

The Chairman of the Negotiating Committee, Shri M.V.Nair, while initiating the BPS negotiations stated that the Parameters required for the Pension calculations have been finalized. He further stated that the reply of Govt.of India (Law Ministry), to the representation made by IBA regarding granting of Pension to those joined between 01.11.1993 to 20.05.1995, was that as per the provisions of the Pension Scheme the same is not mandatory. He suggested that our organization may submit our consolidated views on Compassionate Appointments, Out-sourcing & Mergers. The IBA made a presentation of Rationalization of Spl.Pay Carrying Posts, both for clerical & subordinate staff. Shri.M.V.Nair expressed his concern over Banks persistently loosing of market share of Business in the stiff & competitive era.

BKSM, while reacting stated that we will shortly offer our views & suggestions in respect of Compassionate Appointments, Out-sourcing & Mergers, apart from the actual pension cost that the Banks may have to incur as derived from the actuary appointed by us. BKSM further suggested that before the new rules for Compassionate Appointments are decided, the financial aid be enhanced & also the period for submission of application for Compassionate Appointments from present six months be increased, so that no legal heir of the Deceased Employee is deprived for legitimate benefits.

We also sought from the IBA that as per the past practices, why the quantum of the initial offer was not made in this meeting so that the negotiations can begin in a true sense. To this the IBA replied that the Cost of Wage Revision cannot be separated from the Cost for giving one more Pension Option.

BKSM has reiterated its demand that the Bank Employees be given One More Pension Option. We also stated that our Negotiating Committee have gone through the figures / data given by the IBA & observed that the said figures / data are as on 31/03/2007 instead of 31/03/2008, there may be erosion in our Real Wages.

Since there was no initial offer from the IBA, Shri Allen C.A. Pereira concluded the meeting.

Jai Hind ! Jai Maharashtra !!

Rajan Tulaskar
General Secretary

BANK KARMACHARI SENA MAHASANGH ---- ZINDABAD
BHARTIYA KAMGAR SENA MAHASANGH ---- ZINDABAD

Ref: BKSM:BPS/3/2008.

Date: 6th November,2008.

To All Units,

Sub: Talks of IX th Bipartite Settlement.

The third round of Wage Negotiations was held today at 5.00 p.m. at World Trade Centre, Cuffe Parade, Mumbai with Indian Banks' Association (IBA).

Our Mahasangh was represented by Shri Anand Kabadi, Asst.General Secretary & Shri Santosh Raorane, Asst.General.Secretary along with the undersigned.

The IBA was represented by Shri.M.V.Nair, Chairman of the Negotiating Committee, Shri K. Ramakrishnan, Shri Albert Tauro & Others.

While welcoming, Shri M.V.Nair acknowledged the receipt of our letter dated 17/09/2008 conveying our views/suggestions on the issue of Appointment on Compassionate Ground, Outsourcing of Jobs and Merger of Banks. He further conveyed the development regarding **Outsourcing of jobs** in the Banks and said that a scheme is being proposed and prepared so as there will not be any loss of employment as well as no ban on recruitment due to outsourcing. It was informed that the Outsourcing in the banks may generate indirect employment. It may also be beneficial for the Banks and its employees to grow faster in the competitive financial world.

On the issue of **Appointment on Compassionate Grounds**, IBA tabled the papers of the revised model Scheme for payment of Ex-gratia amount in lieu of appointment on Compassionate Grounds proposing enhancement in the Ex-gratia amount to be paid to the family members of the deceased employee i.e. subordinate staff Rs.7.00 lacs, Clerical Staff Rs.8.00 lacs and Officers Rs. 9.00 lacs. The scheme also contains a) 65% of the last drawn gross salary, if the deceased employee has more than one school/college going child b) 70% of the last drawn gross salary, if the deceased employee has more than one or more daughter of marriageable age i.e. those who are of 18 years and above. The above conditions are apart from the present eligibility conditions of payment of ex-gratia @ 60% of the last drawn gross salary of the deceased employee. The scheme also proposes that while calculating monthly income of the deceased employee, only Bank's contribution towards PF shall be taken into consideration instead of Total Provident Fund Amount.

Pension Issue:

On the most sensitive issue of **Pension**, IBA conveyed that the report of the actuaries is received by them and copy of the same will be provided to Bank Karmachari Sena Mahasangh shortly.

IBA submitted their presentation/ proposal on the issues of **Outsourcing and Compassionate Appointment**. BKSM conveyed IBA that it will react shortly on their proposals on the issues.

BKSM communicated to IBA to expedite Wage Revision vis-à-vis Pension Cost and the meeting was concluded.

Jai Hind ! Jai Maharashtra !!

Nitin H.Kamth
Treasurer

BANK KARMACHARI SENA MAHASANGH ---- ZINDABAD
BHARTIYA KAMGAR SENA MAHASANGH ---- ZINDABAD