

Date: 22<sup>nd</sup> February, 2013

To,

All Affiliated Units,

Our **Bank Karmachari Sena Mahasangh** had submitted our Charter of Demands on 20<sup>th</sup> October, 2012 and **Indian Banks' Association (IBA)** had invited us for the first Introductory meeting today.

Our negotiating team led by the **undersigned along with Shri Prakash Shinde & Shri Deepak Bhosale** were present for today's meeting.

The IBA was represented by **Shri. K.R. Kamath Chairman IBA, Shri. T.M. Bhasin, Shri H.S.U. Kamath, Shri. S.L.Bansal, Shri. R.K.Dubey, Shri. Rajeev Rishi, Shri. Shyam Srinivasan, Shri. Balkrishna Chaubal, Shri. K. Ramakrishnan, Shri. K. Unnikrishnan & Shri. Prabhir Moulik.**

After formal introduction of each member to the other side, IBA conveyed that it has got **consent of 34 member Banks out of the 45** to negotiate on their behalf with workmen unions.

**Bank Karmachari Sena Mahasangh** stated that an expeditious wage settlement will be appreciated by all employees as delay of over 32 months for a Bipartite Settlement leads to erosion of purchasing power of an employee. IBA said that it is serious on this aspect & all efforts shall be made to have the Xth Bipartite Settlement negotiated & signed at the earliest. The next rounds of talks are tentatively fixed on **4<sup>th</sup> March, 2013.**

Bank Karmachari Sena Mahasangh appreciated the views of the IBA & hoped that the wage rise shall meet the expectations of all staff besides standing in comparison to others in different industry.

Please give this circular wide publicity & the same is available on our website i.e. [www.banksena.com](http://www.banksena.com).

With regards,

(Rajan Tulaskar)  
General Secretary

Ref.: BKSM/2/2013

April 22, 2013

To,

All Affiliated Units,

Today, the Indian Banks' Association had invited **Bank Karmachari Sena Mahasangh** for **second round of negotiations** and our Union was represented by the undersigned. The IBA was represented by **Shri T M Bhasin, Chairman of the Negotiating Committee, Shri Mohan Tanksale, Shri Rakesh Sethi, Shri Rajeev Rishi, Shri S Srinivasan, Shri Balkrishna Choubal, Shri S L Bansal, Dr. K Ramakrishnan, Shri K Unnikrishnan and Shri Prabir Maulik.**

Today's meeting was historic as all unions i.e. all constituents of FORUM including Officer's organisations and the new entrant on the negotiating table i.e. **NUBE** had their representative on the same table. In his initial presentation Shri Bhasin, the Chairman of the negotiating committee, mentioned about the economic development and the Banking Scenario in our country. He mentioned about the global conditions of banking which were not showing a positive upward trend and the GDP growth was less than expected. He mentioned about the figures showing that the banking growth was at an average of 13% to 14% which was not a very good indicator about progress. Due to various factors, the NPAs in PSBs have grown up to 4% and collective efforts were made to reduce the same. Due to higher rate of interest on fixed deposits and also higher saving bank interest rates the Bank's income has been reduced. Shri Bhasin also mentioned about the **recalculation of provision to be made for pension corpus.** In all, he followed the past practice and was successful in projecting a gloomy picture of banks before the unions so that it has an adverse effect while demands are negotiated.

Shri Bhasin also mentioned that various committees have been formed who will make presentation to all the workmen unions with regards to the Management Issues which are as under:-

- 1) **Compensation package on cost to company (CTC) Basis:- A management scheme of introduction of performance link variable pay in addition to fixed pay.**
- 2) **Transfer and deployment of workmen employees:- Supersession of clause no. 32 of 8<sup>th</sup> Bipartite Settlement which provide for deployment of non subordinate staff within a district or upto a distance of 100 kms and seeking clarity with regards to Para no. 536 of Shastri Award.**

- 3) **Rationalisation of Special Pay carrying posts:-** Due to advancement in technology, it is felt by IBA to improve upon operational efficiencies and Special pay carrying post be further rationalized with defined rules and responsibilities.
- 4) **Continuing Departmental proceedings post retirement in case of workmen employees:-** Modification of Para no. 12 of Bipartite settlement dated 10/04/2002 & 27/05/2002.
- 5) **Premature Retirement of workmen in public interest:-** A workmen may be retired by the employer if his efficiency is found to be impaired by giving him 2 months notice.
- 6) **Simultaneous conduct of Disciplinary and Criminal/judicial proceedings in case of workmen in PSBs:-** Proposed modification of Para no. 521(3) of Shastry Award/Clause no. 4 of Bipartite settlement dated 10/04/2002 regarding certain constraints placed on simultaneous conduct of disciplinary and criminal proceedings.
- 7) **Other issues/matters:-** IBA reserves the right to alter, amend, add, delete or revise the Management Issues during the course of settlement till the finalization of settlement.

The IBA also gave BKSM the details of establishment expenses of public sector banks for the period ended 31/03/2012. The BKSM did not react to any of the aforesaid submission made by IBA as it would be premature as no presentation had been made by IBA. However, the IBA submitted that during the next round after 10<sup>th</sup> May, they shall make the presentation to all workmen unions. With exchange of the data the second round of negotiations were concluded.

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With regards,

**(Rajan Tulaskar)**  
**General Secretary**