

Ref: **BKSM:BPS/10/2009.**

Date: **9th June, 2009.**

To All Units,

Sub: Talks of IX th Bipartite Settlement.

Subsequent to our protest letter ref no:**BKSM:BPS/9/2009** dated **4th June,2009**, the 10th round of Wage Negotiations was held today at World Trade Centre, Cuffe Parade, Mumbai with the Negotiating Committee of Indian Banks' Association (IBA).

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

The Negotiating Committee of IBA was represented by Shri M.V.Nair, Chairman, Shri Allen C Pereria, Dr.K.Ramakrishnan, Shri K. Unnikrishnan, Shri M.Venugopal & other constituents of the Negotiating Committee.

IBA acknowledged the receipt of our letter of protest mentioned above & also the sentiments of BKSM. During the discussion, IBA informed that they shall agree to share the cost for Pension upto Rs.4200/- Crores (70% of Rs.6001/-Crores) & therefore the employees to take 30% of Rs.6001/-Crores i.e. Rs.1800/- Crores. IBA also informed us that they are reverting back to their Managing Committee for further revision in their earlier offer of 15% of Wage increase.

On the issue of Pension Scheme for New Entrants, IBA proposed that the present Pension Scheme shall be made applicable for existing employees & those who join prior to 31st March, 2010 & from 1st April 2010, there shall be a New Scheme with defined & fixed liability for New Entrants.

BKSM was of the firm opinion that there will not be any further increase in sharing of cost of Pension unless corresponding upward revision in the present offer of Wage increase of 15%. BKSM conveyed IBA that Pension Scheme for New Entrants should not a pre-condition for the Bipartite Negotiations.

While concluding the meeting, IBA conveyed BKSM that they shall take pragmatic view for increasing the offer for Wage increase & also have the next meeting of Negotiations within a short span of a week or two.

Jai Hind ! Jai Maharashtra !!

Rajan Tulaskar
General Secretary

BANK KARMACHARI SENA MAHASANGH ---- ZINDABAD

BHARTIYA KAMGAR SENA MAHASANGH ---- ZINDABAD

Ref: **BKSM:BPS/11/2009.**

Date: 27th July, 2009.

IX th Bipartite Settlement.

Dear Members,

Please recall our circular No. Ref: **BKSM:BPS/10/2009** through which we had informed our members on the outcome of the Wage Negotiations that took place on **9th June, 2009** with IBA. We in brief would like to inform you that IBA conveyed BKSM that they shall take pragmatic view for increasing the then offer of 15% for Wage increase & also have the next meeting of Negotiations within a short span.

It was also circulated, that IBA has offered 17% to some constituent of the UNITED FORUM and it was queried by our members as to why this offer was not extended to our BKSM. In fact a similar offer was made to us too but on 09/06/2009, the IBA had only a mandate of 15% from their Managing Committee and any increase thereon should have the consent of Managing Committee. We did not published/circulated the same for three reasons:

- 1) Anything that is subject to approval of the Managing Committee cannot be construed as an offer.
- 2) Ethics of Negotiation teaches us that what is spoken in confidence should not be disclosed unless it has been converted to reality to be offered.
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- 3) Cheap Publicity was to be avoided at all cost.

On 09/06/2009, during the negotiations with IBA, the proposal of IBA i.e. sharing of Cost of Pension, 70% by Management and 30% by Employees was not accepted by BKSM as there was no upward revision in offer above 15% on Wage Revision's front. In fact it was expected that IBA would make a increased offer to save themselves from the onslaught of the strike call given by UNITED FORUM. We do not wish to dwell on the reasons as to why the UNITED FORUM withdrew their Strike call and what did they get in bargain. IBA then did not revise its earlier offer nor are any minutes / understanding recorded regarding sharing of Pension cost.

We had seen the negative attitude of IBA & the same induced us to take some steps. Hence it was decided that a delegation of office Bearers of BKSM along with Members of Parliament of Sihvsena be made to Honble' Finance Minister, Sh.Pranab Mukharjee & a representation was made to expedite the Wage Negotiations with a minimum wage increase of over 20%. During the said meeting, the Finance Minister assured of favorable consideration.

Unfortunately no meeting with IBA for Wage Negotiations have taken place till date, despite a period of more than a month has passed. IBA too is adopting a indifferent approach and does not appears to be keen on expediting Negotiations. Yet we hope that IBA shall call for the Wage Negotiations with a renewed offer shortly.

Jai Hind! Jai Maharashtra!!

Rajan Tulaskar
General Secretary

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