

Ref: **BKSM:BPS/8/2009.**

Date:21st February,2009.

To All Units,

Sub: Talks of IX th Bipartite Settlement.

The 8th 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, Shri Allen C Pereria, Shri Satish C. Gupta, Dr.K.Ramakrishnan, Shri K. Unnikrishnan, Shri M.Venugopal & Shri G.P.Chitnis.

Today's meeting was with a negative approach by IBA. IBA wanted to formulate a Contributory Pension Scheme for the new recruits & therefore was evasive about the cost sharing of Pension for the present 2,66,050 PF Optees, who are eager to have One More Pension Option. IBA insisted for negotiations on a Comprehensive Pension Scheme for all i.e. Past, Present & Future employees.

BKSM in clear terms stated that IBA has drifted apart & is deliberately delaying Wage Revision by bringing in new aspects, which can also be negotiated at a later stage. BKSM took a firm view that to negotiate Pension Scheme for the present 2,66,050 PF Optees is our top priority & the negotiations thereof will only facilitate that for the Past & Future employees. Since IBA did not change its stance on continuing negotiations for Contributory Pension Scheme for the new recruits, the meeting was inconclusive, exhibiting the negative approach of IBA.

IBA did not also upwardly revised its earlier offer of Rs.3,600/- Crores towards Wage Revision. We have formed a determined opinion that IBA is asking for confrontation, rather than for resolving our demands by amicable negotiations.

Jai Hind ! Jai Maharashtra !!

Rajan Tulaskar
General Secretary

BANK KARMACHARI SENA MAHASANGH ---- ZINDABAD

BHARTIYA KAMGAR SENA MAHASANGH ---- ZINDABAD

meJe& mebuive ³egefveimeeper.

efJe<e³e ë – 9Jee efJoHe#e Jesleve keÀjeJ-Dee³e. yeer. S.

Meer yeesueCeer.

yeBkeÀ keÀce&®eejer mesvee cenemeble Je Dee³e. yeer. S.
³eeb®eer 9Jee efJoHe#e Jesleve keÀjemeboYee&le Deepe 6Jeer
yeesueCeer®eer HesÀjer Jeu[& i^s[meWij, keÀHeÀ Hejs[³esLes mebHevve
Peeuer.

yeBkeÀ keÀce&®eejer mesvee cenemeblee^{®3}ee Jeleerves ceep³ee
J³eefleefjkelle peer. efveleerve keÀcecele, Keefpeveoej Je peer. mebles<e
jeJeJeCes men-mejef®eiCeerme npej nesles.

Dee³e. yeer. S.®es He´efleefveOerlJe peer. Sce. Jner vee³ej, peer.
De@uesve Hejsje, peer. meefleMe iegHlee, peerceleer Yeejleer jeJe, peer.
peer.Heer.ef®eiCeerme, peer. kesÀ. Gvveerke=À<Ceve Je peer. Sced.
JesCegiesHeeU ³eebveer kesÀues.

megjÀJeeleeruee `DevegkebÀHee lelJeeJejerue Yeejleer'
meboYee&leerue efve³eeceJeeerJeej ®e®ee& nesTve l³eeme meJee¥veer
ceev³elee efoueer. Je lees keWÀê MeemeveekeÀ[s Debeflece
cebpetjermeeper HeepfJeC³eele ³eeJeer Demes pjues.

`kebÀ\$eeierkeÀjCe' n³ee efJe<e³eeJee He´Lece ®e®ee& keÀjleebvee
Dee³e. yeer. S. ves cegK³e yeBkeÀeRie J³eJemee³eeJ³eefleefjkelle Flej
keÀces kebÀ\$eeier HeOoleerves osC³eeme ³egefve³eveves
ceev³elee/HejJeeveier o³eeJeer DeMeer ceieCeer kesÀueer.
cenemebleeves DeeHeueer YegefcekeÀe mHe<iHeCes meebfieleueer keÀer
8J³ee efJoHe#eer³e keÀjejeceO³es pes ceev³e kesÀues Deens l³ee
J³eefleefjkelle DeefOekeÀ kebÀ\$eeierkeÀjCeeme Deece®ee efJeesOe
jenerue.

HesvMeve^{®3}ee DeeCeKeer SkeÀ He³ee&³e efceUefJeC³eemeeper Je
2,66,050 keÀce&®ee-³eebvee HesvMeve osC³eemeeper ³esCeeje Ke®e&
jÀ.6001 keÀesier HewkeÀer 25%®ee Yeej G®eueC³ee®eer le³eejer
oMe&Jeeer. n³eecegUs DeeHeCe meJe& keÀce&®ee-³eebveer jÀ.1500/-
keÀesier osCes DeeJeM³ekeÀ Deens. Dee³e. yeer. S. ves ®e®exojc³eeve
keÀUefJeues keÀer keÀce&®ee-³eebveer 50%Yeej G®eueeJee DeMeer
DeHes#ee Deens. 25% DeefOekeÀ Yeej efmJeekeÀejCes cnCepes®e
HeieejJee{er®ee ceespe Yeeie HesvMeve®ee Deefleefjkelle Yeej osC³eele
peeF&ue Je keÀce&®ee-³eebvee Del³euHe HeieejJee{ efceUsue Demes
cenemebleeves vecego kesÀues.

HeieejJee{er meboYee&le Dee³e. yeer. S. ves jÀ.2750/-keÀesier
HeieejJee{ermeeper cnCepes®e 10% HeieejJee{ osC³eeme le³eej
Demeu³ee®es meebfieleues. cenemebleeves ner os³e HeieejJee{ HeÀej
keÀceer Demeu³ee®es Dee³e. yeer. S. uee meebfieleues Je keÀce&®ee-
³eeb^{®3}ee efkeÀcevee DeHes#eebHe³e&le Jee{JeeJes DeMeer ceieCeer
kesÀueer.

Dee³e. yeer. S. ves `keÀe@mì it kebÀHeveer' (meJe& Jeeef<e&keÀ
Heieej Je Flej DeeefLe&keÀ meJeeleer®es SkeÀ\$eerkeÀjCe keÀjÀve
yeBkesÀuee nesCeeje Ke®e&) yeeyele DeeHeuee DenJeeue meej kesÀuee.
cenemebleeves l³eeJee meeJeOe YegefcekeÀe lesleueer Je l³ee®ee
DeY³eeme kesÀu³eeveblej He´efleefke´À³ee osT Demes
meebfieleues.DeeHeCeebme n³ee He\$ekeÀeJoejs DeMeer efJeevebleer
keÀjlees keÀer 9Jee efJoHe#e keÀjeJ Peeuee DeLeJee ueJeekeÀj®e nesF&ue
DeMee He´®eejeuee yeUer He[t vekeÀe efJeMes<ekeÀjÀve Je=lleHe\$eeletve

³esCee-³ee ®egkeÀer®³ee yeelec³eebJej osKeerue efJeMJeeme psJet
vekeÀe. Heg{®³ee yeesueCeer®eer leejerKe pejer efveefM®ele Peeueer
vemeueer lejer ueJekeÀj®e nesF&ue DeMeer DeHes#ee Deens.
pe³e efnbo ! pe³e ceneje<i^ !!

DeeHeuee

menkeÀejer,

(jepeve legUmekeÀj)
mejef®eiCeerme

To
Chairman
Indian Banks' Association
Cuffe Parade
Mumbai-

Respected Sir,

Sub- **Protest against delay in Wage Negotiation**

We had conveyed our strong resentment on to the IBAs' Negotiating Committee in the last meeting held on 11th May, 2005 that the delay in negotiations & settlement on our Charter of Demands and another prime & longstanding demand for one more Pension Option

We are of the opinion that there is unwarranted delay in negotiation and the period between last two round of negotiations had crossed more than two months. Until recently it had been a practice that during the Negotiations, the next date of discussions was tentatively decided. However from that last two rounds nothing is moving positively as anticipated.

We feel that the attitude of IBA is also a main reason for Bipartite talks being unproductive. Earlier it was agreed by all Union that they will reconsider any new proposal for making contribution towards cost of pension. IBA therefore evaluated the cost of pension, if a fresh pension option is to be given to 2,66,000 Bank employees who have not opted for pension. The cost determined by Actuaries was about Rs. 6001 crores. Our Negotiations progressed when Unions scaled from 15% to 25% of cost sharing and at this point of time then was no issue of formulating a New Pension scheme with determined and fixed liability to New Entrants. IBA suddenly raised this issue of New Pension scheme to new entrants only after BKSM raised the cost sharing to 25% which is not a fair way of negotiations. Even then BKSM is remained firm to the commitment all ready made i.e cost sharing to the extent 25% but expects that the New pension scheme for new entrants he deferred. The presentation of the New Pension system as given by PFRDA has also queries of inbuilt anomalies i.e. when it states that the government has advised the PFRDA in July 2008 to extend NPS to all citizens then why is it that

IBA should offer it & why should on employees have compulsion to become a member at the behalf of member bank of IBA.

On the front of a Wage Revision too the progress after one year of Negotiations was not satisfying the aspiration of Bank Employees. The IBA's offer of 15% wage rise is unacceptable to Bank Employees particularly in view of Government Employees getting a lucrative & quantum jump in their wages and some Public Sector Oil Companies also following the suite. The IBA's offer needs to be further raised and the pace in which the negotiation are progressing is driving the Bank employees to a point of confrontation.

: 2 :

We there fore desire that IBA should review its entire strategy and desist from negotiating the issue of New pension scheme for New Entrants as it is a "Painful Thorn" in the progress of IX th Bipartite. In case IBA does not positively move before the next rounds, we too should be driven to the point of no- return and organizational action including a STRIKE ACTION which shall be inevitable.

ThankingYou,

Yours faithfully,

I am in receipt of your letter no. BO/NGM/HRD/2009-10 dated 16.11.2009 I am now making my submission on the punishment of "Dismissal Without Notice" which had been proposed by letter no. Ngm/CM/2008-09/600 dated 27.12.2008. I wish to state that I have received the aforesaid letter no. Ngm/CM/2008-09/600 dated 27.12.2008 on 31.12.2008 and hence could not submit my views on 29.12.2008 at 3.00 p.m. fixed by then Disciplinary Authority Naigaum Branch. Further, when I wanted to give the same on 05.01.2009 to the then Disciplinary Authority Shri Chain Singh, he was transferred.