



**Association of Officers of UCO Bank**  
(Registered under the Indian Trade Unions Act, 1926)  
Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)  
An Affiliate of All India Bank Officers Association (AIBOA)

**Circular No. 135/2018-21**

**July 30<sup>th</sup>, 2020**

**TO ALL THE MEMBERS**

**Ref: BIPARTITE TALKS WITH IBA – MOU SIGNED – CONGRATULATIONS**

We reproduce hereunder the full text of Federation Circular No. AIBOA/CIR/2020-21/28 dated July 29<sup>th</sup>, 2020, as a reproduction of AIBOA Letter No. FOR/81/2020 dated July 28<sup>th</sup>, 2020 addressed to Shri S. K. Bandlish, Convenor, UFBU issued by Com. S Nagarajan, General Secretary of AIBOA, on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

**Ajoy Kumar Mondal**  
**General Secretary**

**Quote**

Dear Com,

We reproduce herein the text of AIBOA Letter NO FOR/81/2020 dated 28/07/2020 written by Com. S Nagarajan, General Secretary of AIBOA, regarding Bipartite talks to Com. S K Bandlish, Convenor, UFBU.

Regards,

/-Sd

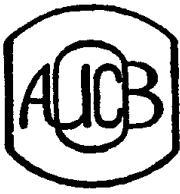
**(M. K. Gupta)**  
**General Secretary**  
**AIFUCBO**

**Quote**

Com. S. K. Bandlish,  
Convenor  
United Forum of Bank Unions,  
Chandigarh,  
Comrade,

**Reg: APPROACH OF UFBU TO CONSTITUENTS AND ISSUES**

Our organisation, despite sending two SMSs, a couple of days earlier to the discussion, the letter of IBA addressed to you, was sent to us. In addition to this, even



**Association of Officers of UCO Bank**  
**(Registered under the Indian Trade Unions Act, 1926)**  
**Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)**  
**An Affiliate of All India Bank Officers Association (AIBOA)**

---

the virtual mode conversation held one day before the IBA meeting through virtual mode, no information was provided by your office. It **was Com. Balaji, President NCBE** stationed at Chennai informed about the virtual mode meeting. Further, UFBU forwarded a communication to IBA informing the places from where the representatives of all the constituents of UFBU would be communicating through virtual mode **altered** without any information to the constituents even for the courtesy sake. The meeting held with the help of AISBOF on 21/07/2020, the sound audibility was defective, though no information was provided by your office, the undersigned remained present to know the plan of action the collective conclusion of views. It was a surprise to hear that you have proposed **loading of 4%** for construction of new Basic Pay in the meeting held at Mumbai on 16/03/2020. Unable to hear your presentation fully I was compelled to exit from the session with due information to you and the AISBOF- ADMIN of the meet, by SMSs. **The approach of your office towards our organisation certainly is unacceptable, which needs to be amended / corrected.**

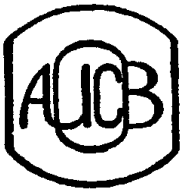
## **2. PROCEEDINGS OF THE MEETING:**

There was a message floating in the market that all other issues were sorted out except the % loading to construct the **New Basic Pay on 29<sup>th</sup> Feb 2020** itself. How far it is to be taken as statement of truth is a million-dollar question or **a couple of representatives were only privy to this information.** Having expressed the environment in which we are operating, there are certain issues which are **consciously brushed aside**, despite placing the detailed notes on the merger of special Allowance with the Basic Pay, 5 day week as well as actuaries to be engaged to arrive at the correctness of the figures provided by IBA, as well as the shortfall in the corpus, if any.

While the tug of war was going on in the **matter of loading**, a stand-alone agenda placed by Team IBA as informed by the Chief of the negotiating team, despite time available at the disposal, you preferred not to solicit the views from the constituents. Finally, it was forced on the constituents. When rank and file are expecting the decisive role by UFBU on 5-day banking, it was at the fag end, it was expressed in clear terms to SBI Chairman that 5 days week brooks no delay in the changing environment of Pandemic driven economy by officers' representative on behalf of officers' organisations.

## **3. THE MERGER OF SPECIAL PAY:**

There is a clear cut decision by the Supreme Court **that any allowance attracting dearness paid regularly, then it should be taken for terminal benefits. When a court ruling is in our** favour, why there should be any hesitation to pursue the demand with IBA for a logical conclusion. IBA claimed Rs. 21000 crores towards pension provisioning if special allowance merger is agreed upon. **The details should have been shared with the constituents in a transparent manner, which is lacking after you had gone to IBA office in December 2019 itself.** It was expressed from the side of



**Association of Officers of UCO Bank**  
**(Registered under the Indian Trade Unions Act, 1926)**  
**Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)**  
**An Affiliate of All India Bank Officers Association (AIBOA)**

---

UFBU on 22<sup>nd</sup> July 2020 on the negotiating table at MUMBAI, that 2% loading on Basic Pay was necessitated to cut the Pension cost in the last bipartite, a last minute inclusion on 24<sup>th</sup> May 2015.

#### **4. UPDATION OF PENSION:**

This demand becomes more focused in the background of Reserve Bank of India updating the Pension right from 1986 by its circular dated 5<sup>th</sup> March 2019. Our pension scheme is inline RBI Scheme. As the representatives of retirees organisations' met some of the constituents to pursue the demand of updating the Pension with IBA along with the current exercise of wage revision, and the assurances were made affirmatively, it is expected of us to realise the same. Though it was expected of IBA to work out the ways and means, after the signing of the Record Note 25<sup>th</sup> May 2015, **after five years, on FAMILY PENSION, in principle Sanction was announced BY the SBI CHAIRMAN on 22<sup>nd</sup> July 2020.** The up-dating of Pension needs to be pursued vigorously. Our organisation is of the confirmed view accommodating one section of the retirees i.e. up to 7<sup>th</sup> bipartite, is certainly attract severe criticism from the elders who built this Public Sector Character of the present Banks. They should not be left in the lurch. It is expected of us to realise the above three demands seriously from IBA as well as to take with the Government of India.

**5. It should not go down in the history that the interests of majority members are sacrificed. Instead, the benefit of any settlement should be enjoyed by the majority of the members past and the present.**

Hope the midcourse correction will be made with required seriousness in realising the above demands thus saving the serious situation and also of aftermath of the settlement.

**Yours comradely**

**/-Sd**

**(S. Nagrajan)**  
**General Secretary**  
**AIBOA**

**Unquote**