



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

CIRCULAR NO.02

Date : 22.06.2023

TO ALL AFFILIATES & MEMBERS

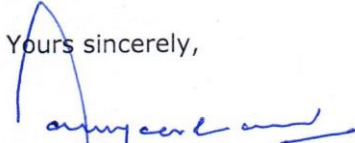
Dear Comrades,

UFBU MEETING DATED 21.06.2023 : DECISIONS

We reproduce hereunder the Circular No.UFBU/2023/08 Dated the 22nd June 2023 issued by Com.Sanjeev K. Bandlish, Convenor, United Forum of Bank Unions(UFBU), for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,



(SANJEEV K. BANDLISH)
GENERAL SECRETARY

1. UFBU meeting: Meeting of the UFBU was held yesterday in Mumbai preceding the meeting with the IBA. All the constituent unions were present. The meeting discussed the important issues which are pending resolution viz. introduction of 5 banking days per week, updation of pension, restoration of old pension scheme for employees/officers joined the Banks after 1-4-2010, commencement of negotiations on our charter of demands for next wage revision settlement/Joint Note, need for adequate recruitment of clerical staff, substaff and part time employees. The opinion emerged in the meeting that since there is delay over these issues being resolved and IBA not taking serious efforts, we should take a decision for agitational programmes. However, it was felt that the decision can be taken in the next meeting in view of the slated discussions with the IBA in the afternoon and looking to the response of the IBA during the discussion.

2. Discussions with IBA: In the afternoon, as scheduled, there were discussions between IBA and UFBU on various issues.

Medical Insurance Scheme: Regarding medical insurance scheme, in continuation of our letter to IBA, we submitted our suggestions in detail like clubbing the policies of in-service employees and retirees, working out a base policy with defined risk coverage, graded bed charges, cap on reimbursement for certain specified treatments like cataract operation, old age ailments, etc, and premium for this base policy to be born by the Banks and further Top Up schemes on optional basis for which the additional premium will be paid by the retirees, method to avoid GST on the premium, etc. IBA assured to examine these suggestions.

IBA suggested that in order to involve more insurance companies/bidders which will result in their quoting more favourable premium rates, we may consider working out a uniform policy for the retirees along with a uniform policy for the in-service employees and the quotations may be obtained at each Bank level or

alternatively reimbursement of hospitalization expenses by the management instead of taking a policy cover. We have informed that these issues require further discussions before taking a decision. IBA informed that they would further discuss among themselves.

TPAs: We brought to the attention of the IBA about the problems faced by employees, officers and retirees with some of the TPAs whose services are not satisfactory. We informed the IBA that while finalizing the Policy with the Insurance Company, these problems should be properly addressed. Regarding complaints that TPAs are again and again asking for original bills even after the same is already submitted to them. IBA agreed to evolve a separate system in the HRMS where the original bills can be uploaded online and authorized by the Managers.

5 Banking Days per week: We informed the IBA there seems to be no development with regard to our demand for introduction of 5 banking days per week after the mutual discussions held on 28-2-2023 and there is growing anxiety amongst the rank and file over the delay in resolving this important issue. IBA assured that the matter is receiving their best attention and the same is very much in process. We conveyed our dissatisfaction over the delay and that it is difficult to keep further patience in this regard.

Updation of Pension and improvement in Pension Scheme: We raised the issue of updation of pension and also referred to the Committee set up the Government in regard to various pension-related issues in SBI. IBA informed that they are quite seized of the matter and to discuss the issue further. We also took up the issue of DA neutralization on pension for pre-November, 2002 retirees and emphasized that this issue also needs to be resolved amicably.

Charter of Demands for 12th BP Wage Revision: We informed the IBA that despite the assurances during the conciliation meeting and subsequent discussions with IBA, the IBA has not commenced the negotiations on our Charter of Demands and the delay is a matter of concern to us. After discussion, IBA indicated that the negotiations may commence by mid-July, 2023.

Adequate Recruitments in Banks: We pointed out that there is acute shortage of staff in clerical, sub-staff and part-time cadres which is resulting in heavy workload on the staff, pressure on the officers, deficiencies in customer services, etc. and hence Banks should resort to adequate recruitments. IBA stated that recruitments is a bank-level issue and hence IBA has no role in the matter. We did not agree with the IBA.

Further developments will be informed in due course. It has also been decided to hold the next meeting of the UFBU at the earliest to decide further on these issues.

With greetings,
