



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.01 **TO ALL AFFILIATES:**

Date: 01.08.2024

Dear Comrades,

BIDDING ADIEU **“COM. SANJEEV KUMAR BANDLISH”**

“Transformational Leader, Architect of 11th & 12th Bipartite Settlements”

It is with great pride and admiration that we extend our warmest regards to Com. Sanjeev Kumar Bandlish, General Secretary of NCBE as he embarks on a new chapter of his life upon his retirement from the bank's service on 31st July 2024.

We bid farewell to an extraordinary leader, a stalwart of Trade union, Com. Sanjeev Kumar Bandlish, as he steps down from his role as General Secretary of NCBE on 31st July 2024.

Com. Sanjeev Kumar Bandlish is a renowned leader in the banking sector, known for his exceptional leadership skills, negotiating abilities and commitment to the welfare of bank employees. Throughout his tenure, he has made significant contributions to the growth and development of the banking fraternity, ensuring that members work freely and securely.

Under the exceptional Leadership of Com. Sanjeev Kumar Bandlish, Banking fraternity particularly the NCBE has achieved a plethora of milestones cementing his legacy as a transformative leader in the banking sector. Com. Sanjeev Kumar Bandlish, who has consistently defied odds, shattered barriers, making the impossible possible through his unwavering determination, unrelenting passion and exceptional leadership prowess.

11th Bipartite Settlement: Com. Sanjeev Kumar Bandlish successfully tackled the daunting task of achieving a 15% wage increase for bank employees, despite the initial offer of only 2% and improvements in service conditions and established himself as the champion of workers' rights. Highlights of 11th Bipartite Settlement are:

- Clerical and Subordinate staff on reaching the maximum in their respective scales of pay shall draw 9 stagnation increments at a frequency of 2 years.
- House rent allowance payable to clerical and subordinate staff at all centres at 10.25%.

- Under New Pension Scheme, while the employee will continue to contribute 10% of pay plus Dearness Allowance the Bank will make a contribution of 14% of pay plus Dearness Allowance.
- Family pension shall be payable at the uniform rate of 30% of the pay without ceiling.
- Upon completion of 30 years of service, employee shall be eligible for additional sick leave of 3 months at the rate of one month for each year of service in excess of 30 years, subject to a maximum of 720 days.
- Special casual leave of 4 days granted to all Physically / orthopaedically handicapped employees.
- Payment of Dearness Allowance on Transport allowance
- Reimbursement of Lodging Expenses
- The period of Maternity leave in case of delivery of twins shall be 8 months.
- In case of Hysterectomy, Maternity leave of 60 days granted (within overall period of 12 months)
- Subordinate employees who have completed JAIIB/CAIIB are eligible for 1 or 2 increments respectively.
- Annual encashment of Privilege leave at a rate of 5 days. For the employees who have completed 55 years of age and above shall be entitled for encashment of 7 days of privilege leave.
- Performance Linked Incentive shall be payable annually over and above the normal salary payable.

11th Bipartite Settlement was clinched successfully by Com. Sanjeev Kumar Bandlish inspite of the prevailing COVID Pandemic situation during that period which has adversely affected the mental health of the public and also the Indian economy.

Privatization of Public Sector banks: Com. Sanjeev Kumar Bandlish, being a visionary leader, united the entire membership in a collective effort to thwart the privatization of public sector banks. His strategic thinking led to a groundbreaking campaign, submitting letters to members of Parliament.

12th Bipartite Settlement: Com. Sanjeev Kumar Bandlish, a seasoned leader and master negotiator, achieved a historic feat by successfully concluding the 12th bipartite settlement without a single day of strike. This unprecedented achievement marks a first in the history of settlements, showcasing his exceptional leadership skill, strategic thinking and negotiating prowess. Highlights of 12th Bipartite Settlement are:

- Quantum of wage revision increase at 17% of the cost of payslip components.

- Clerical and Subordinate staff on reaching the maximum in their respective scales of pay shall draw 11 stagnation increments at a frequency of 2 years
- Switching over to consumer price index base year 2016 from base 1960 for calculation of Dearness Allowance at 1% of index for each point of rise.
- Sick leave of 1 day per month for women employees without any medical certificate.
- Employees shall be granted sick leave at the rate of one month for each year of service subject to maximum of 720 days during the entire service
- Introduction of half day casual leave on 4 occasions per year (2 morning sessions + 2 afternoon sessions)
- Special maternity leave upto 60 days in case of still born / death of the infant within 28 days of birth.
- Encashment of Privilege leave up to 255 days at the time of retirement.
- Introduction of Leave Bank
- The wholly dependent member of the family shall not exceed Rs.18000 per month.
- For the purpose of LFC, while travelling by own vehicle, the employee shall be reimbursed a maximum of Rs.11 per k.m plus toll fees if any, per vehicle.
- Option for resigned employees to join Pension scheme.
- Monthly Ex-gratia amount shall be paid to pensioners and family pensioners who became eligible to draw pension on or before 31st October 2022.

Com. Sanjeev Kumar Bandlish with his Eloquent, fluent, articulate and enthralling speeches, has motivated our members for the cause of Trade union movement.

Welfare Measures: Com. Sanjeev Kumar Bandlish was a pioneering leader who fought for workers' rights. He successfully secured several welfare measures for employees. His efforts improved the lives of all our members. Some of the welfare measures are listed under...

- Introduction of bereavement leave
 - Extra special casual leave for employees with disabilities
 - 30% family pension without ceiling
 - 50% of Last Drawn Salary as pension
 - Ex-gratia to Retirees upto 7th Bipartite Settlement
 - Dearness relief on Pension
- and many more.....

Com. Sanjeev Kumar Bandlish has been instrumental in conducting State level conferences of National Confederation of Bank Employees. These conferences have further strengthened the National Confederation of Bank Employees.

Com. Sanjeev Kumar Bandlish has created a lasting legacy, ensuring that members work with dignity and self-respect. His contributions have made a significant impact on the banking sector, and his leadership will be inspiring for generations to come.

As he embarks on a new chapter of life, we extend our heartfelt wishes to Comrade Sanjeev Kumar Bandlish for a restful and fulfilling journey ahead with his family. Your leadership, resilience, and unstinted support will be deeply missed. Your steadfast efforts and commitment will forever be cherished in the annals of our organization. Thank you, Comrade Sanjeev Kumar Bandlish, for your relentless dedication and unwavering commitment to the welfare of our members.

Com. Sanjeev Kumar Bandlish ----- Long live-----

With warm greetings,

Yours Comradely,



**(L. CHANDRASEKHAR)
GENERAL SECRETARY**

NATIONAL CONFEDERATION OF BANK EMPLOYEES.....ZINDABAD
UNITED FORUM OF BANK UNIONS.....ZINDABAD
OUR SOLIDARITY.....ZINDABAD
OUR UNITY.....ZINDABAD
INQUILAB.....ZINDABAD