

# NATIONAL CONFEDERATION OF BANK OF INDIA STAFF UNIONS

(Affiliated to: NCBE)

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Ref. No. NCBISU: GS:YKA:2019/270

Dated: 27.09.2019

**The Executive Director (H.R.),**  
**Bank of India,**  
Head Office,  
Bandra (East), **Mumbai-400051.**

Dear Sir,

## **MEMORANDUM** **BENEFITS TO STAFF**

We refer to the captioned subject and for your ready reference furnish the details:-

Our Confederation NCBISU is continuously pursuing for certain benefits viz Reimbursement of cost of newspaper, cleaning material, Petrol Expenses, Entertainment Expenses and Introduction of furniture and fixture to the Employees which are available to the one cadre of our Bank and award staff of other Public sector Banks (PSB).

During the period on our regular follow up some benefits were extended to the employees in the past. It may be mentioned here that at the time of introduction of these benefits in the previous years that is 2005, 2009 and 2015 etc., it was pointed out by us that the amount is insufficient as compared to the employees of other PSB and in turn it was assured that it will be reviewed periodically and enhanced accordingly.

We wish to recall that reimbursement of Petrol expenses to award staff was introduced in 2015 as per BC 109/93 dated 14.07.2015 and now the Bank have issued the circulars 113/122 dated 25.09.2019 informing the Employees the following change w.e.f. 01.10.2019:

Category of staff	Existing Limit	Revised Limit
Special Assistant	8 Ltrs	10 Ltrs
Clerks	6 Ltrs	8 Ltrs
Sub Staff	3 Ltrs	4 Ltrs

From the above it is clear that there is no increase at all but a cruel joke with the Employees. It cannot be justified in comparison with other cadre of staff in our bank and

award staff of other PSBs where it is being reimbursed between 15 Ltrs to 35 Ltrs per month. It has no rational, no logic and it can be mentioned as step motherly treatment with award staff that too without any fault on their part. By your decision to deny due share to award staff you have totally overlooked their contribution in the growth and development of the Bank. It seems that AWARD STAFF members have no place in the functioning of Bank Of India, hence a victim of partition attitude of the management.

We may further add that for the following benefits no enhancement/improvement has been advised which is overdue :

Reimbursement of News paper and Cleaning material cost was last revised (in Sept 2012).

Reimbursement of Entertainment expenses to all ( presently it is being reimbursed to Special Assistant only that too a small amount of Rs 280/- since 2011 now enhanced to Rs 350/-

Our demand for reimbursement of cost of Furniture and fixture facility in residence, improvement in Health Check Up facility. Quarterly release of Inner zone request transfers and absorption of casual labour/Adequate recruitment of sub staff in the branches etc. The above benefits demanded by us are already being provided in other PSB's namely viz BOB, Corpn Bank, Dena Bank, IOB, Syndicate Bank, UCO bank, Union Bank, Vijay Bank, SBI.etc

Sir, this has created a lot of resentment among the employees and award staff may not be able to accept this nominal increase of 2 Ltrs/ 1 Ltr petrol expenses. We appeal to the management not to ignore the sentiments of award staff and review the decision in positivity to avoid the effect on the working of the Bank, otherwise, award staff have to resort to the agitation path for realize the genuine and legitimate demands.

We hope that keeping in view the high tradition of our Bank and true to slogan "BANK THAT CARES...". The issues will be resolved in the interest of ALL.

Hoping for timely action

**Thanking You,**

Yours sincerely,



**(Y.K. Arora)**

General Secretary