NATIONAL CONFEDERATION OF BANK OF INDIA STAFF UNIONS

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TO ALL STATE UNITS / MEMBERS

INTERACTION MEETING WITH BANK MANAGEMENT AT HEAD OFFICE ON 05.11.2026

Dear Comrades,

We are pleased to inform you that an interaction meeting of our Federation, **NCBISU**, with the Bank Management was held at head office Mumbai on 05-11-2026, to deliberate on various staff welfare and service condition issues. At the outset General Manager (HR) extended a warm welcome to our representatives and assured that the interaction meeting is to facilitate timely resolution of issues and strengthing mutual trust.

We also submitted a comprehensive representation covering various important issues concerning the employee's service conditions and welfare matters.

During the meeting, we strongly highlighted the major demands, issues and concerns for appropriate action. The gist of issues discussed in the interaction is given below.

1. **Adequate Recruitment of Staff:**
   (i) The issue of need based recruitment of Clerical & Subordinate Staff was discussed in length and it was also resolved to access the revise sanctioned strength of the branches for adequate recruitment.
   (ii) It was also discussed to absorb the temporary employees/casual workers to be given the pro rata wages and bonus as per wages code and government guidelines.
2. **Filling of Vacant Special-Pay Posts:** The issue of filling of vacant posts of Special CSA, Senior CSA (Cash), Senior Office Assistant and other special-pay-carrying duties, as per Bank guidelines was also discussed. It was brought to the notice of the management that while opening the new branches regular Senior CSA(cash) is not being posted .
   NON ASSIGNMENT OF THE SPECIAL PAY DUTIES CAUSE FINANCIAL LOSS TO ELIGIBLE EMPLOYEES.

3. **Request Transfer:** The issue of Inter-Zone request transfers was discussed in detail and stressed that the transfers' orders be issued on merits. We urged that the **pending request transfer orders be issued at the earliest**, (**Refer bc no. 91/59 dated 02-07-1997**) with common relieving date for all zones. **The uniform, transparent and fair IntraZone transfer be assured across all zone** was also demanded. **The FGMO may be given the delegation to effect the transfers within their zone falling under their jurisdiction.**

4. **Promotion from Sub Staff to the Clerical Cadre:**
   The remaining vacancies under **merit channel should be released at the earliest**.

5. **Enhancement of Reimbursement Claims:** We demand suitable enhancement due to rise in cost, **Wellness, Petrol, Cleaning Material, Supply of briefcase and Entertainment Expenses to Sr. Special CSA,** and to extend reimbursement of entertainment and mobile expenses to all CSAs. To introduce **Lunch/Tiffin** Allowance for all staff and enhancement of reimbursement cost of Aprons, Rubber Gloves & Mask provided to Housekeepers. **We also demanded furniture & fixture facility to award staff.**

6. **Annual Health Check-up:** To claim health checkup expenses HRMS window be made availablecfor timely reimbursement of expenses. The **annual health check-up facility for spouse be also introduced.**

7. **GMIS Claim Settlement:** Review of TPA arrangements, prevention of arbitrary deductions, timely settlement of genuine hospitalisation claims and an effective grievance-redressal mechanism be introduced with the dedicated team to solve the problems at Head Office. **The contact details may be circulated.**

8. **<u>Improvement of Staff Welfare Schemes:</u>** We demanded increase in funds allocation for **Canteens**, **Libraries, Sports, Cultural activities & Educational benefits. Restoration of Holiday Home room booking charges to Rs.100 per day.** The **proper utilisation of welfare funds allotted for sports and cultural activities for the equal benefit to all employees across all centers be ensured.**

9. **<u>Enhancement & Improvement of Loan Facilities:</u>** We demanded revision of Housing and Vehicle Loan limits, reduction in interest rates and relaxation in repayment conditions, considering the rising cost of property and construction.

10. **<u>Special Concession/Incentives in Kashmir Valley:</u>** The matter of **extension of special concessions and incentives to our employees posted in Kashmir Valley** at par with other Public Sector Banks as per Government of India's instructions was also discussed. **Management assured to examine the issue.**

11. **<u>Uniform Implementation of HR Policies:</u>** We demanded uniform and transparent implementation of **HR policies viz. Recruitment, Transfer, Deployment and Service-related benifit entitlement under Bipartite Settlements and Bank guidelines**. To stop violation of Govt/Bank Guidelines Settlement & Circulars etc.

12. **<u>Effective Grievance Redressal & Industrial Relations:</u>** The Zonal Office be advised **to hold regular structured Interaction Meeting with our affiliated State Units at Zonal level** in line with the Head Office. It will be **helpful for speedy redressal of local issues/grievances related to members at Zonal level.**

<u>OUR COMMITMENT</u>

We have urged the Management to consider all the demands sympathetically, initiate time-bound corrective measures, and maintain mutual understanding for best industrial relations.

The interaction meeting is not only beginning, but it is the UDAN for the welfare of employees and to take care of the service conditions. It will prove to be a new era for the employees.

We appeal to all staff members to beware of false propaganda by the so called champions (vested interests) and extend all out support to us to achieve the benefits for the welfare of all. **Truth always Triumphs.**

NCBISU, true to its logo "Right & Duty" firmly committed to safeguard the legitimate Right & Interest of their members/employees and growth of the overall business of the Bank.

Let us rise with greater strength solidarity and conviction. Together we shall protect our rights and secure our future.

<u>UNITY IS OUR STRENGTH – TOGETHER WE MOVE FORWARD!</u>



With revolutionary greetings,

Y.K.Arora
(General Secretary)

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NCBE…….……..ZINDABAD
OUR UNITY……..…….ZINDABAD