



# UNITED BANK OF INDIA EMPLOYEES' UNION

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Circular No. UBIEU/CEC/ 01/2020

Date : 17.01.2020

To All Members

Dear Comrades,

Reproduce hereunder the full text of 2 (Two) Circulars, No. 01/2020 dated 13.01.2020 & 02/2020 dated 15.01.2020, issued by Bank Employees Federation of India, for your information.

With warm greetings,

Yours comradely,

  
(Shyamal Chakraborty)  
Joint Secretary

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## The Full Text of Circular No. 01/2020 Dated 13.01.2020

Dear Comrade,

### Bipartite Talks

Another round of negotiations for 11th Bipartite settlement took place on 13th instant at Mumbai. Representatives of 9 constituents of UFBU were present. On behalf of BEFI, the undersigned attended the meeting. IBA negotiating team was led by Mr Rajnish Kumar, Chairman, IBA.

IBA initially did not improved their offer of 12%. As UFBU didn't accept the offer, IBA revised their offer finally to 12.25% with loading of 2%. This revised offer was also not accepted, which has been informed by UFBU to IBA.

IBA turned down the demand for Merger of Special Allowance with Basic Pay. IBA took similar stance in matter of 5 day banking.

IBA revised their offer on PLI for the third time. The offer is on Year to Year increase in Operating Profit divided into 3 slabs ranging from 5% to more than 15%, linking the upper two slabs (10% to 15% and more than 15%) with Net Profits.

IBA did not agree to our demand of increasing the number of days for encashment of leave at the time of retirement. IBA proposed for 5 days encashment of PL per year in addition to LFC. Employees with less than 5 years of service left will be able to encash 7 days' leave per year.

So far improvement of Family Pension is concerned, IBA reiterated that recommendation

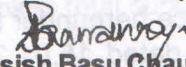


has been sent to the Government and in regard to Updation of Pension IBA told that the issue can be discussed only after calculation of the cost.

After discussing the financial offers of IBA amongst the constituents, UFBU expressed its inability to accept the same. Thereafter UFBU meeting was held as scheduled and decisions were taken to launch agitations and Strike actions. Detailed Circular in this regard will be issued separately.

With greetings,

Yours comradely,

  
(Debasish Basu Chaudhury)  
General Secretary

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**The Full Text of Circular No. 02/2020 Dated 15.01.2020**

Dear Comrade,

**Against Rigidity of IBA**  
**UFBU gives clarion call for Country wide Bank strikes**  
**on 31st January & 1st February,**  
**11th to 13th March and**  
**Indefinite Strike from 1st April, 2020**

We have already issued Circular No 01/2020 dated 13.01.2020 on the latest round of BP talks held on even date. IBA negotiating team, led by its Chairman, took rigid stand on the demands like Percentage of increase over the total wage bill as on 31.03.2017; Loading thereon; Merger of Special Allowance with Basic Pay etc. We have already reported that UFBU communicated to IBA negotiating team that the offer was not acceptable.

The UFBU met on the same day immediately after the negotiation and decided to launch agitation programme including multiple days' strike action on the following demands:

**DEMANDS:**

1. **Wage Revision Settlement at 20% hike on Pay slip components with adequate loading thereof**
2. **5 Day Banking**
3. **Merger of Special Allowance with Basic Pay**
4. **Scrap New Pension Scheme(NPS)**
5. **Updation of Pension**
6. **Improvement in Family Pension**
7. **Allocation to Staff Welfare Fund based on Operating Profits**
8. **Exemption from Income Tax on retiral benefits without ceiling**
9. **Uniform definition of Business Hours, Lunch Hour, etc. in Branches**
10. **Introduction of Leave Bank**

(P.T.O)

11. Defined Working Hours for Officers  
 12. Equal wage for equal work for contract employees/Business Correspondents

**DETAILED AGITATIONAL PROGRAMMES:**

From 20.01.2020	Work to Rule and withdrawal of extra cooperation.
20.01.2020	Centralised Demonstrations
21.01.2020 to 31.03.2020	Mass Signature Campaign
24.01.2020	Centralised demonstrations
25.01.2020	Display of Posters
27.01.2020	Centralised demonstrations
29.01.2020 or 30.01.2020	Press Meet
30.01.2020	Black Badge Wearing and Centralised Demonstrations
31.01.2020 & 01.02.2020	<b>2 Days' All India Bank Strike</b>
01.02.2020	Protest rallies culminating in submission of Memorandum to District Collector/Governor for onward transmission to the Honb'le Prime Minister of India
06.02.2020	Centralised Demonstrations
11.02.2020	Centralised Demonstrations
17.02.2020	Black Badge Wearing and Centralised Demonstrations
20.02.2020	Centralised Demonstrations
24.02.2020 to 29.02.2020	Memorandum to Local MPs, Governor(s) etc.
26.02.2020	Centralised Demonstrations
03.03.2020	Candle Light Protest
07.03.2020	Press Meet and Dharna at all State Capitals
09.03.2020	Centralised Demonstrations
11.03.2020 to 13.03.2020	<b>3 Days' All India Bank Strike</b>
13.03.2020	Submission of Memorandum to District Collector/ Governor etc. including prominent personalities
18.03.2020	Centralised Demonstrations



23.03.2020	Parliament Morcha and Centralised Demonstrations at all Distt. Head Quarters
27.03.2020	Candle Light Protest
31.03.2020	Centralised Demonstrations and Press Meet
From 01.04.2020	<b>Indefinite All India Bank Strike</b>

We call upon all our units to mobilise all our members in the preparatory programme, be in touch with local UFBU and make the entire Programme including Strikes total success.

With greetings,

Yours comradely,

*Debasish Basu Chaudhury*  
**(Debasish Basu Chaudhury)**  
 General Secretary