



# UNITED BANK OF INDIA EMPLOYEES' UNION

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Circular No. UBIEU/CEC/13 /2015

Dated: 08.06.2015

## To All Members

### Sub: Levy on Arrears of 10<sup>th</sup> Bipartite Settlement

The 10<sup>th</sup> Bipartite Settlement, finally, had been signed on 25<sup>th</sup> May 2015. The common Charter of Demands was submitted to IBA and formal negotiation started in February 2013. During the long 27 months, many rounds of discussion took place. We had to tide over a lot of hurdles emanating from IBA's rigid anti-employee and pro-corporate stance. We may recollect IBA's initial offer of 5% increase on pay-slip components and several other counter-demands like introduction of cost to company concept & variable pay, rationalisation of Special Pay, enhancement in duties of Special allowance carrying posts, transferability of workmen every five years, provisions to continue disciplinary proceedings even after retirement. Hats off to rock-like solidarity and unity of the lakhs of bank people as displayed in series of movements, those black propositions were ultimately thrown to ashes. IBA had been successful only to introduce Medical Insurance Scheme in lieu of Hospitalisation reimbursement. Though IBA's intention was to wash off its responsibilities but was forced to retrace its steps and had to accept many suggestions put forward by UFBU in the interest of the employees.

In regard to the revised pay structure, loading of only 2% after merger of DA with Basic Pay is of course concerning but there are many positive features of this Settlement. Besides forestalling almost all the counter demands of IBA we have been successful to introduce 8<sup>th</sup> stagnation increment with change in periodicity of one more, HRA of last two stages are clubbed to higher stage, introduction of Special Allowance @7.75% of BP with DA thereon, protection of Transport Allowance on fitment to lower than 15<sup>th</sup> stage after promotion, pensioners will have option not to claim incremental commutation on revised basic, pension for part time employees shall be reckoned as per rendered service instead of pro-rata basis, more relatives included as dependent in definition of family with substantial increase in income criteria to the tune of Rs 10000, increase in LFC encashment up to 100%, many clauses in leave rules including those for women has been changed, introduction of paternity leave etc.

BEFI has given call to collect Levy @4% of net arrears (i.e. Gross Amount of arrears, less amount paid there from towards contribution for PF/NPS, Income Tax and Professional Tax, if any). BEFI has also decided that the amounts so collected shall be shared equally by the base Unions, the respective State Federations and BEFI centre, i.e. each to share 1/3<sup>rd</sup> (33% of total collection) of the amounts so collected.

It has been decided that the one third of the total amount earmarked for the base Union (in our case UBIEU) will be shared between the Region/State Committees & CEC by way of 17% & 16% respectively of the total collection.

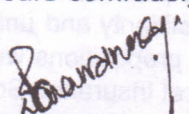
The collection is summarised herein below:

- **The members will remit their Levy to the respective Region/State Committee**
  - **The Region/State Committees will retain 17% of total amount with them**
  - **The Region/State Committees will remit 16% of total amount to UBIEU, CEC**
  - **The Region/State Committees will remit the rest 67% of total collection to the respective State Federation of BEFI who in turn will send the quota to BEFI centre**
- For Regions in West Bengal: As there is no State Committee of our Union in West Bengal, the Region Committees in West Bengal will remit 83% of total arrear collection to CEC for our onward submission of quota to the West Bengal Federation of BEFI.**

Comrades, unitedly we could achieve the 10<sup>th</sup> BPS after observing 5 days' strike on 4 occasions including zonal relay strike. It may be noted that the MOU was signed on 23.02.2015 at the intervention of CLC (C) on the perspective of 4 days' continuous strike and Indefinite Strike from 16.03.2015. The bank employees never had to go on so many days' strike action for wage revision in the past. Thus, it is the long pitched united struggle of the employees that could make a break through. But, there is no room for complacency since the Govt. of India has been pursuing the neo- liberal policies of reforms most obstinately. Financial Sector is the prime target. Bills to amend Insurance Act and RRB Act have already been passed. The Union Finance Ministry is hell-bent to implement black recommendations of P J Nayak Committee & Khandelwal Committee with an ulterior motive to dismantle public sector banking. We must fight against these offensives with all might at our command. For this fund is of utmost importance. Levy so collected will boost up the fund position of the organisation to carry forward the struggle in the days ahead. The IBA has already reminded the member banks about its obligations to extend the benefits of the Settlement to all eligible employees. Hence, all Region/State Committees are requested to put up serious efforts to collect Levy as per prescribed rate from all our members including those retired during the tenure of the Settlement at the earliest and remit the same as mentioned herein above. The text of the BEFI Circular in this regard is printed below.

With warm greetings,

Yours comradely,

  
(Debasish Basu Chaudhury)  
General Secretary

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#### TEXT OF BEFI CIRCULAR

Circular No 16/2015

Dt: 30.05.2015

#### Levy on Wage Revision Arrears

By now you are all aware of the details of 10<sup>th</sup> Bipartite settlement on wage revision and the same is going to be implemented soon. To strengthen the fund of our organisation at different levels, it has been decided to collect **Levy @4% of net arrears (i.e. Gross Amount of arrears, less amount paid therefrom towards contribution for PF/NPS, Income Tax and Professional Tax, if any)** received by each of our members on account of wage revision in the 10<sup>th</sup> Bipartite Settlement.

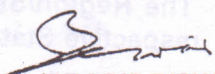
The amounts so collected shall be shared equally by the base Unions, the respective State Federations and BEFI centre, i.e. each to share 1/3<sup>rd</sup> of the amounts so collected.

Base Unions are, therefore, advised to collect the Bipartite Levy at aforesaid rates and remit 2/3<sup>rd</sup> thereof to the respective State Federations, retaining the balance 1/3<sup>rd</sup> for themselves. Similarly, our State – level affiliates are advised to remit 50% of the amounts, collected from the base level Unions, to us, by DDs/Cheques duly crossed and marked "A/C PAYEE ONLY" favouring BEFI and payable at Kolkata or **make remittance directly to S/B A/ No. 301602010011013 in the name of "BANK EMPLOYEES FEDERATION OF INDIA" with Union Bank of India, India Exchange Place Branch, Kolkata, IFSC Code: UBIN0530166, under intimation to this office. Base Unions may utilise check off system, if and where it is available, for this purpose.**

All concerned are requested to take appropriate initiative in this regard at right earnest.

With greetings,

Yours comradely,

  
(PRADIP BISWAS)  
GENERAL SECRETARY