



# UNITED BANK OF INDIA EMPLOYEES' UNION

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Circular No. UBIEU/CEC/12/2015

Date : 26.05.2015

To All Members

Dear Comrades,

Reproduced hereunder the full text of Circular No. 15/2015 dated 25.05.2015, issued by BEFI, for your information.

With warm greetings,

Yours comradely,

(Debasish Basu Chaudhury)  
General Secretary

## Text of BEFI's Circular No. 15/2015 Dated 25.05.2015

Dear Comrades,

**10<sup>th</sup> Bipartite Settlements signed**  
**ALL GLORY TO UNITED MOVEMENT**  
**CONGRATULATIONS ALL BANK EMPLOYEES**

The 10<sup>th</sup> Bipartite Settlement/Joint Note on Wage Revision has been signed today at Mumbai between IBA and 5 Workmen's Unions/4 Officers' Associations. Prominent aspects of the settlement on wage revision for workmen are given hereunder for your information. FULL TEXT OF THE SETTLEMENT WILL SOON BE PUBLISHED IN BOOKLET FORM.

1. **Basic Pay:**

**Clerks**

11765	<u>655</u>	13730	<u>815</u>	16175	<u>980</u>	20095	<u>1145</u>
	3		3		4		7
28110	<u>2120</u>	30230	<u>1310</u>	31540	(20 years)		
	1		1				

**Subordinate Staff**

9560	<u>325</u>	10860	<u>410</u>	12910	<u>490</u>	14870	<u>570</u>
	4		5		4		3
16580	<u>655</u>		18545		(20 years)		
	3						

2. **Stagnation Increment :**

Eight Stagnation Increments (increased from Seven), @ Rs.1310/- for Clerical Staff and Rs.655/-for Subordinate Staff, at frequencies of Two Years each for Subordinate Staff, while, for Clerical Staff, it will be Three Years for the first Five Stagnation Increments and Two Years for the next Three (i.e. 6<sup>th</sup>, 07<sup>th</sup> & 08<sup>th</sup> ) Stagnation Increments.

3. **Dearness Allowance :** @ 0.10% per Slab.

4. **House Rent Allowance :** Area-wise classification reduced from 4 to 3 with (i) 10% of pay at places with population of 45 lakhs or more and Group – A Project Areas, (ii) 9% at places with population of 12 lakhs or more, Goa and Group – B Project Areas and (iii) 7.5% at all other places/areas.

5. **Special Allowance** : @ 7.75% of Basic Pay plus DA thereon; this will not rank for superannuation benefits.
6. **Transport Allowance**  
 Up to 15<sup>th</sup> stage of the scale of Pay - Rs.425/- per month  
 16<sup>th</sup> stage of the scale of Pay and above - Rs.470/- per month
- Note : A sub-staff, drawing transport allowance at Rs.470/- per month, shall continue to draw the same amount even if fitted below 16<sup>th</sup> stage on promotion to clerk.
7. **Special Pay, FPP & PQP** : Revised proportionately.
8. **Hill & Fuel Allowance** :  
 a. At places situated at a height of 3000 metres and above 8% of pay (Max. Rs.1500/- p.m.)  
 b. At places situated at a height of and over 1500 metres but below 3000 metres 4% of pay (Max. Rs.600/- p.m.)  
 c. At places situated at a height of over 1000 metres but less than 1500 metres and Mercara Town 3% of pay (Max. Rs.500/- p.m.)
9. **Medical Aid** : Rs.2200/- p.a. (increased from Rs.2000/- p.a.); for 2012, the increase will be proportionate, i.e. for two months only.
10. **Hospitalisation** : The present system of direct reimbursement by Bank will be substituted by Medical Insurance Scheme.

Employees, in service as on 1<sup>st</sup> Nov 2012 but retired before 25<sup>th</sup> May 2015 and opted for commutation, will have an option not to claim incremental commutation on revised basic pension. On **Retirees'** issues like pension related matters and medical benefit, a record note has been signed. **Part time** employees covered by existing pension scheme will be paid pension based on full length of service and not on pro-rata basis.

There is no denying that the Settlement leaves much to be desired and we have not been able to achieve as much as we wished we could have. Nevertheless, in the backdrop of numerous hurdles, negative political developments and different cross-currents, it is a milestone in the history of unity and united movement of the entire workforce, both workmen and officers, of the industry, **under the banner of UFBU**. The credit for the achievement, notwithstanding its shortcomings and limitations, must go to you all, the Bankmen of the country, irrespective of organizational allegiance of individuals, who stood united rock solid, like one man, throughout the course of hard bargaining for the Settlement. **RED SALUTE TO YOU ALL.**

With greetings,

Yours comradely,

  
**(PRADIP BISWAS)**  
 GENERAL SECRETARY

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