



UNITED BANK OF INDIA EMPLOYEES' UNION

Regd. No. 14874

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Circular No. UBIEU/CEC/ 20/2019

Date : 20.10.2019

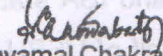
To All Members

Dear Comrades,

Reproduce hereunder the full text of Circular No. 41/2019 dated 19.10.2019, issued by Bank Employees Federation of India, for your information.

With warm greetings,

Yours comradely,


(Shyamal Chakraborty)
Joint Secretary

The full text of BEFI's Circular No 41/2019 date 19.10.019

Dear Comrade,

Bipartite Talks

Another round of negotiations for 11th Bipartite settlement took place on 18th Oct 2019 at Mumbai. Representatives of 9 constituents of UFBU were present. On behalf of BEFI, the undersigned attended the meeting.

At the outset, it was urged on behalf of UFBU to complete the 11th Bipartite settlement at the earliest.

IBA did not come up with any improved offer from its earlier 12%. They informed that 12% increase in pay slip components amount to Rs 6319 crores while including the cost of superannuation benefits it will go up to Rs. 11865 crores which is a substantial amount. It was repeated by UFBU that 12% increase is quite inadequate and hence not acceptable.

UFBU demanded that the Special Allowance introduced in 10th Bipartite settlement to be merged with Basic Pay. Loading of 2% is also too low which required improvement. IBA would consider the load factor in this regard for further negotiation.

IBA insisted for in principle approval of Performance Linked Incentive. IBA sought suggestions of UFBU on PLI. As there had been no meeting of UFBU since last round of negotiation the issue remained inconclusive.

The IBA assured to provide data regarding Family Pension to UFBU. We demanded the data for other pensioners also for calculating the amount required for pension updation as IBA consistently stated that the requirement is too high to absorb. During the course

of negotiation we suggested for linking all pensioners to a common index at 6352 points. In regard to 5 day banking, IBA's response was not positive.

On the issue of Mediclaim Policy for retirees, we once again requested IBA to take up with GST Council for waiving the GST as the premium amount continue to increase. We also demanded for providing subsidy on the premium amount. IBA informed us that the UIIC responded positively to provide one more opportunity to the left out retirees to become member of the IBA policy.

It was suggested that a meeting of the Small Committees for Workmen and Officers be held to discuss non-financial issues including disciplinary proceedings and staff accountability policy for the officers. IBA assured for holding such meeting.

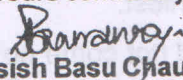
UFBU reiterated its demand for 5 day banking and urged for 14% contribution by banks on pay + DA for employees under NPS. The issues for further discussion were identified and IBA stated that they will come back at an early date.

On behalf of UFBU, once again, the unilateral decision of IBA for payment of Ad hoc salary was protested during the discussion.

The recent communications issued by different SLBCs in regard to uniform business hours and its consequential effect particularly on the employees of cash department was taken up in course of the meeting. A rational approach was sought to ensure completion of work within normal working hours of the employees.

With greetings,

Yours comradely,


(Debasish Basu Chaudhury)
General Secretary