

# UNITED BANK OF INDIA EMPLOYEES' UNION

REGD NO 14874

**Affiliated to B.E.F.I.**

11 Hemanta Basu Sarani (4<sup>th</sup> Floor), Kolkata 700001

Phone: (033) 22488163, Fax: (033) 22319014, E mail: ubieu.cec@gmail.com

Circular No: UBIEU/CEC/22 /2015

Dated: 24<sup>th</sup> Nov 2015

## To all Members

Dear Comrades,

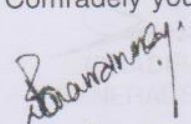
### **Subject: 10<sup>th</sup> BPS, Pension & related issues**

It is six months since the 10<sup>th</sup> Bipartite Settlement was signed. There had been a few disquieting features in the 10<sup>th</sup> BPS. One of these is the mere 2% loading on Basic Pay after merger of DA at 4440 points. The IBA persistently refused to accept more than 2% load on Basic Pay of the serving employees. As a result, a considerable portion of the wage increase had been in the form of allowances not attracting terminal benefits. The recent pay revision in Insurance sector and the recommendations of 7<sup>th</sup> Central Pay Commission have proved that the bank employees and officers were denied of their legitimate claim. Secondly, a joint note was signed on issues related to retired employees like pension updation, improvement of family pension and uniform DA to pre 2002 November retirees. The IBA did not come up with positive note. These issues are still relevant and have gained more importance in view of relentless price rise and substantial reduction in interest of bank term deposit. Thirdly, Medical Insurance Scheme for existing and retired employees has been implemented from 1<sup>st</sup> Oct 2015 and 1<sup>st</sup> Nov 2015 respectively as per industry wide settlement. Now serious anomalies and deviations from understanding reached on 25<sup>th</sup> May 2015 have come into our attention.

The General Secretary of BEFI has already written letters to Convenor, UFBU; Chief Executive, IBA and Chairman IBA on these issues. We are reproducing BEFI Circular Jo 31/2015 dated 9<sup>th</sup> Nov 2015 and text of two letters (to UFBU and to IBA) for wide circular and campaign.

With warm greetings,

Comradely yours,

  
(Debasish Basu Chaudhury)  
General Secretary

Text of BEFI's Circular No: 31/2015 dated 09<sup>th</sup> November. 2015

To All affiliates/Office Bearers/CC/GC Members

Dear Comrades,

Improvement of Pension

Following is the text of our letter of date addressed to the Chairman, Indian Banks' Association on the captioned subject for your information and record.

Quote:

You will please recall that issues relating to Pension, like updation, uniform DA to pre 2002 November retirees, improvement of Family Pension, etc., surfaced time and again during the course of negotiation for 10<sup>th</sup> Bipartite Settlement on Wages and other Service Conditions of the serving employees; no settlement could, however, be arrived at.

Though the retired employees are under constant financial stress because of spiralling prices, over and above the steadily increasing medical expenses caused by advanced age, their take-home monthly pension has not been increasing proportionately; worse still, their income from interest on savings, another major source of their regular income, has been declining in absolute terms too, because of steadily declining interest rates. The cumulative effect of declining income, both in real as also in absolute terms, has been a brewing social unrest amongst the retired bank-employees. So far, these unrest and grievances have led some retirees to a number of legal-battles; unless addressed to with compassion and humanitarian outlook, they may hit the streets any day, we apprehend. Any organization with a reasonable social commitment can ill afford to ignore such social unrest, more so, amongst its retired colleagues.

Banks have, for last several years, been providing a substantial portion of its operating profits for the swindlers (sorry, we have no soft corner for those misappropriating Banks' funds through NPA route); there cannot, therefore, be any justification for not providing a small portion for relief to these who dedicated their golden years to build up the fortune of the Banks.


We think, these and other related considerations should be seriously discussed without further delay; hence, we request your arranging a formal negotiation with UFBU in the matter at an early date.

We earnestly look forward to your positive response.

Unquote

With greetings,

Yours comradely,

  
(PRADIP BISWAS)  
GENERAL SECRETARY

Text of BEFI's letter dated 22.11.2015

22nd November, 2015

The Convener,  
United Forum of Bank Unions,  
C/O State Bank of India,  
Hyderabad,  
Dear Comrade,

10<sup>th</sup> BPS, Pension Updation & related issues.

In the course of negotiations for 10<sup>th</sup> Bipartite Settlement, IBA had, repeatedly and consistently, insisted that the Government would not, under any circumstances, allow the Banks to undertake any further load on account of Pension. As such, while rejecting the demand for improvement in Pension (updation, uniform DA, improvement in Family Pension, etc.), IBA also refused to accept any load on the Basic Pay of the serving employees, ostensibly, because of its impact on the future liability on account of Pension. The employees had, therefore, to reluctantly accept a pittance of 2% load on their Basic Pay (after the agreed merger of DA) and a substantial portion of the meager wage rise (of 15%) in the form of Special Allowance not attracting terminal benefits.

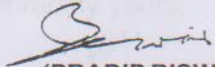
The recent pay revision in Insurance Sector and the Report of the 7<sup>th</sup> Pay Commission have exposed, beyond an iota of doubt, the hollowness of the various contentions put forward by IBA to deny the Bank employees and officers a legitimate and justified wage rise and improvement in Pension.

We are of considered view that the developments, as aforesaid, warrant a serious relook into the whole issue and reopening of dialogue with IBA for restoring justice for the Bank employees and officers who have been seriously denied their legitimate dues.

We, therefore, request your convening a meeting of UFBU, at your earliest convenience, for a full-fledged discussion on the issue and to take appropriate decision in the matter.

With warm greetings,

Yours comradely,

  
(PRADIP BISWAS)  
GENERAL SECRETARY

**Text of BEFI's letter dated 23.11.2015**

The Chief Executive  
Indian Banks' Association  
World Trade Centre  
Cuffe Parade  
Mumbai

23.11.2015

Dear Sir,

**Medical Insurance Scheme**

We like to draw your attention to the disquieting features in relation to the Medical Insurance Scheme that was agreed upon in the last bipartite settlement.

We are receiving reports from our affiliates from different banks that the United India Insurance Company had sent communication to the member banks that the retired employees are not entitled for reimbursement of expenses for domiciliary treatment, critical illness and to receive payment out of corpus fund in cases where the expenditure will be beyond the sum assured.

We strongly feel that the contents of the communications from the Insurance Company as above are in gross violation of the industry level settlement signed on 25.05.2015 between IBA and UFBU.

We have also received report that in case of serving employees 100% reimbursement has not been allowed out of the corpus fund to cover the expenses incurred beyond the sum assured.


Any deviation from any agreed settlement do not auger well in the interest of maintaining cordial industrial relations which, we are sure, you will please appreciate.

We, therefore, urge upon you to prevail upon the Insurance Company so that they modify their communications to member banks in conformity with the agreed settlement in letter and spirit.

Anticipating positive response,

Thanking you,

(PRADIP BISWAS)  
GENERAL SECRETARY

Yours comradely,  
  
(PRADIP BISWAS)  
GENERAL SECRETARY