

**ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)
NATIONAL CONFEDERATION OF BANK UNIONS (NCBE)
INDIAN NATIONAL BANK EMPLOYEES FEDERATION (INBEF)
NATIONAL ORGANISATION OF BANK WORKERS (NOBW)**

CIRCULAR TO OUR UNIONS & MEMBERS

28-8-2020

Dear Comrades,

Bipartite Talks with IBA

Further to the signing of MoU on 22-7-2020, IBA set up two separate Working Groups for workmen employees and officers respectively to discuss and finalise the distribution of the agreed cost into various payslip components so that the full-fledged Settlement can be signed at the earliest.

A preliminary round of the meeting of the Working Group for Workmen was held on 20th August, 2020 through virtual mode. IBA was represented by Chairman of the Working Group Shri Rakesh Sharma (MD&CEO, IDBI Bank), Shri S K Kakkar, Sr. Advisory-HRA, IBA and other members of this Small Committee. From our side, we were represented by the General Secretaries of our four organisation. Since BEFI did not sign the MoU, IBA did not invite them to be part of this Small Working Group.

Today, a meeting of this Working Group was held in Mumbai in IBA's office. Our 4 organisations attended the meeting.

Gist of discussions:

Out of Rs. 7898 crores (15%) of total amount agreed in the MOU for employees and officers put together, the amount apportionable for workmen employees would be Rs. 3385 crores. Out of this, Rs. 495 crores would be towards Pay + DA and balance Rs. 2890 crores would be distributed to other components.

Tentative proposals on new Payscales were discussed and the same would be finalised in the next round of meeting. The issue of dispensing with the Graduation increment and constructing the clerical payscales accordingly was discussed but not yet finalised.

DA rates from November, 2017 would be 0.07% per slab of 4 points of quarterly average increase over 6352 points.

We took up the issue of grant of one more stagnation increment and also improvement in periodicity i.e sanction of all stagnation increment every two years for clerical cadre like substaff. Issue will be further discussed and finalised

Some discussions took place on Special Pay, Special Allowance, etc. but it was decided that the same would be finalised after finalising the payscales.

Further discussions will be held in the next round of meeting to be held shortly.

With greetings,

Yours comradely,

Sd.	Sd..	Sd..	Sd..
C H Venkatachalam	S K Bandlish	Subhash Sawant	Upendrakumar
Gen. Secretary AIBEA	Gen. Secretary NCBE	Gen. Secretary INBEF	Gen. Secretary NOBW