

UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)
[Affiliated to Bank Employees Federation of India]
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Circular No.25/2024

29.08.2024

To All Members

Dear Comrades,

Talks with IBA on Residual Issues

We reproduce hereunder the full text of Circular No.32/2024 dated 28.08.2024, issued by General Secretary, Bank Employees Federation of India.

A meeting between IBA and UFBU was held in Bengaluru on 26.08.2024 to discuss the Residual Issues on which Minutes were signed, separately with the Officers' Associations and Workmen Unions, on 08.03.2024, the very day 12th Bipartite Settlement and 9th Joint Note were signed.

This is for your information.

With Warm Greetings,

Comradely yours,

(Prakash Chandra Roy)
General Secretary

Full Text of Circular No.32/2024 of BEFI dt. 28.08.2024

Quote

A meeting between IBA and UFBU was held in Bengaluru on 26th instant to discuss the Residual Issues on which Minutes were signed, separately with the Officers' Associations and Workmen Unions, on 8th March 2024, the very day 12th Bipartite Settlement and 9th Joint Note were signed.

Representatives of all the constituents of UFBU were present in the meeting. The undersigned attended on behalf of BEFI. At the outset, stating about Industrial disputes raised by one of the major constituents of UFBU and subsequent advisory of Chief Labour Commissioner (Central) for mutual discussion in the matter of **Outsourcing** beyond the provisions of 8th BPS, the IBA proposed for discussion in light of Supreme Court Judgement and RBI Circular in this regard. On behalf of UFBU, it was told that only public sector is capable of creating jobs and this should be primary consideration instead of outsourcing. However, the issue will be discussed in due course.

A gist of talks, item wise of Workmen minutes, is furnished herein below. Most of the issues were pertaining to both Officers and Workmen, while some of the issues were cadre specific mentioned separately.

Item No 1: Improvement in PLI Scheme

A minutes was signed between IBA and UFBU on 15 June 2024 on revised norms considering present situation prevailing in the banking industry effective from FY 2023-24. IBA informed that the Banks have been advised to act according to the Minutes.

Item No 2: Updation of Pension for past retirees

IBA informed that the issue is subjudice and, hence, not in a position to discuss at the moment.

Item No 6: Extending Ex-Gratia to pensioners of private banks

After discussion, IBA agreed to inform the private banks who are party to the settlement that they may extend Ex-Gratia to the pensioners in respective banks in line with Public Sector Banks.

[P.T.O.]

Item No 7: Introduction of Leave Bank

The IBA, during the meeting, provided some suggestions for the proposed Leave Bank Scheme. The Scheme will be finalised after further discussion.

Item No 8: Premium of medical insurance to be borne by banks

Since long, the UFBU is demanding that the premium of Group medical insurance policy for the retirees is required to be borne by the banks. In this meeting also, the issue was taken up with IBA.

Item No 9: Improvement in Group Medical Insurance Policy

A Minutes was signed on 2 July 2024 between IBA and UFBU that a single/composite medical insurance policy will be arranged for "In service staff and their families" and Retirees and spouses. IBA informed that the issue has been addressed and a composite policy with uniform rate of premium is being worked out.

Item No 10: Adequate recruitment in Banks

Demand for adequate recruitment in banks in all Cadre was reiterated in the meeting. It was further pointed out that almost all the banks have stopped recruitment of employees in subordinate cadre.

Item No 11: DA scheme for all pensioners to be uniform at 8088 CPI

The issue was raised in the meeting. No conclusion was arrived.

Item No 12: Modifications in Disciplinary action and Procedure

It was felt that some more discussions is necessary for the provisions related to Workmen employees.

The same proposal for further discussion was placed on behalf of the Officers' Associations.

Item No 14: Allocation of funds to Staff Welfare Fund

In view of revised guidelines issued by Government of India, recently, increasing the ceilings of staff welfare fund, UFBU reiterated its demand of allocation based on operating profits instead of net profits as existing.

Item No 15: T. A. for employees with benchmark disabilities

IBA informed that revised guidelines of Government of India increasing the amount to Rs 600 has been communicated to all concerned banks.

Item No 18: Modifications in Compassionate Appointment scheme

It was discussed in this meeting. The issue requires further discussion on concrete data.

Two issues pertaining to the Officers' cadre were discussed in the meeting:

1. **LTC/LFC monetization scheme on the lines of SBI and RBI scheme for Officers:** IBA wanted more details to further discuss the issue.
2. **Notional first stagnation increment for officers in SMHS-V who retired between 01.11.2017 and 31.10.2020:** The issue is required to be discussed further.

On behalf of UFBU, two important issues of Bipartite Settlement/Joint Note dated 8 Mar 2024 were taken up during the course of talks:

Clause 32. Weekly off: Even after MOU dated 7 Dec 2023 and BPS/JN dated 8 Mar 2024, the issue is still pending for implementation. On behalf of UFBU, it was informed that further delay in this regard will invite Industrial unrest.

Clause 38(b). NPS: In regard to the issue of exempting additional 4% management contribution from Income Tax, IBA informed that on receipt of guideline from the Government it would be acted upon.

Unquote