

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

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SANJEEV K. BANDLISH

Convenor

LETTER No. UFBU/2023/4

Date: 15-04-2023

To
Shri. Brajeshwar Sharma,
Sr. Advisor – HR & IR,
Indian Banks' Association
Mumbai.

Dear Sir,

Reg: Commencement of discussions and negotiations on the Charter of Demands – delay causing concern and anxiety

You are aware that the Charter of Demands for wage revision which has already become due from 1st November, 2022 have since been submitted respectively by Workmen Unions and Officers Associations.

Since no steps were being taken up by the Indian Banks' Association on the Charter of Demands, UFBU served the Strike Notice dated 13-01-2023 and our demand for "**Immediate commencement of negotiations on Charter of Demands for wage revision**" was one of the prominent issues.

On 20-01-2023, vide their communication to all the Banks and IBA, the Government had advised that they may initiate the process of negotiations for the next wage revision due from 1-11-2022.

In the conciliation meeting held before Dy. CLC, Mumbai on 27-01-2023, IBA informed that on "receipt of the communication from DFS, letter has been addressed to the banks seeking mandate and initiate the process of negotiations." This was one of the main reasons for UFBU deferring the proposed strike.

In the bipartite discussions held on 31-01-2023, we raised this issue and IBA informed us that already the Banks have been requested to submit their mandate to IBA.

In view of this, we suggested that the date for the formal commencement of the negotiations may be fixed at an early date with a view to complete the process as early as possible and avoid undue delays. IBA agreed with our views and informed us that they would discuss amongst themselves to further move in the matter.

In the bipartite discussions held by on 28-02-2023, we again raised the issue and urged upon IBA to commence the discussions on the Charter of Demands. IBA assured to finalise the date for such a meeting.

But, so far, we are yet to hear any thing from the IBA in this regard. Six months have lapsed after the submission of Charter of Demands and the discussions on the demands have not yet commenced even though the Government has clearly advised the Banks and IBA to go ahead with the process.

It is needless to bring it to you attention that the delay is causing anxiety and creating restlessness amongst the employees and officers at large. Hence we urge upon the IBA to expedite the process of fixing the date for the formal commencement of negotiations on the Charter of Demands pending receipt of mandate from all the Banks.

Thanking you,

Yours faithfully,



(SANJEEV K. BANDLISH)
CONVENOR

Copy to: Chief Labour Commissioner, New Delhi