

# BANK EMPLOYEES FEDERATION OF INDIA



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To all Units, Affiliates, Office Bearers, CC & GC Members

Dear comrades,

## **Meeting of the Working Group for Workmen held with IBA today**

You are all aware that two Working Groups, one for the officers and the other for Workmen, have been formed for **distribution of the corpus allotted for the Officers/Workmen amongst pay-slip components and working out other issues, if any, after discussion and agreement of Officers/Workmen Associations**. BEFI has not been included in the Working Group for Workmen, as anticipated, after our refusal to sign the Memorandum of Understanding (MoU) on 22.07.2020.

First meeting of the Working Group for Workmen was held today at Mumbai. **There was no consultation within UFBU, prior to the meeting**. We are coming across several communications issued in the name of different organizations severally and jointly. So far Workmen Unions are concerned **no discussion took place with BEFI**; neither prior to the meeting nor after.

We apprehend that in the meetings of the Working Groups separately for Workmen and Officers, the IBA will discuss only the issues related with allotments of corpus amongst the pay-slip components apart for reconstruction of the pay scale as per agreed loading. We assume that IBA will not discuss issues regarding **increased loading; merger of special allowance with basic pay; 5 day banking; updation/revision of pension in line with RBI formula** with the Working Groups separately unless the participating Unions put pressure.

Demanding improvement in MoU signed on 22.07.2020, we addressed **letter to the Union Finance Minister** and organized country wide **protest demonstrations** on 6<sup>th</sup> August 2020. Our observation is that the MoU miserably failed to fulfill minimum expectations of common employees and officers. The IBA, during the course of negotiation, did not consider the exemplary services rendered by common employees and officers in trying times and remained obstinate in their stand on many sensitive issues of our **charter of demands**, some of which are listed above. Our Units

printed posters consisting of demands which were displayed in branches/offices. Some of the Units printed booklets in vernacular explaining the reasons of our not signing the MoU; also prepared short videos for the employees. From the Head Quarters we have prepared two campaign videos, one in English and the other in Hindi.

We have already given a call to all employees and officers, working as well as retired, for signing an online **Petition** addressed to the Chairman of Indian Banks' Association and the Secretary of Ministry of Finance, GoI. We are observing that employees and officers, irrespective of union affiliations, are spontaneously signing the Petition. Quite a good number of our retired colleagues submitted the Petitions to the recipients. The comments written by most of the Petitioners upheld the demands we raised.

From our Office Bearer and Central Committee meeting we advised our Units and Affiliates to hold their meetings, preferably in virtual form, as many of our comrades may not be able to attend the meetings physically. We are informed that many of our Units and Affiliates have already held their meetings and the process to be continued. All others, who are yet to initiate, are requested to hold their meetings immediately. We must try to reach all employees and officers including the retirees with our appeal to submit Petition demanding improvement of MoU. We have introduced our **You Tube Channel** on 74<sup>th</sup> Independence Day where we are uploading various campaign materials. All our members/activists are to make use of that for mobilizing support on the demands raised by us.

We have decided to observe **Demands Day** on the **days of meetings** of Working Group highlighting our demands for improvement of MoU by **wearing badges and displaying posters/banners/flex** etc. The specimen of badge/poster will be sent separately. The Units are requested to initiate preparations immediately in this regard.

With greetings,

Yours comradely,



(Debasish Basu Chaudhury)  
General Secretary