



They is not the limit, we cover it...

ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

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All Affiliates/ Members
(Please re-circulate)

Sub: Mass Memorandum to Finance Minister

As per agitational programme, we have decided to submit Mass Memorandum to Finance Minister directly by post or courier, if possible scan copy can also be sent by email to **fm.finance.nic.in**. We have submitted our issue also. So we urge upon all affiliates to approach each and every member to gather the maximum number of signatures.

With greetings,

(S.K.PAL)
General Secretary
AIRRBOF

Encl: Memorandum to FM

Memorandum to Hon. Finance Minister

To
Mrs. Nirmala Sitharaman,
Hon. Minister for Finance,
Government of India,
North Block, New Delhi.

Respected Madam,

We the bank employees and officers working in
Branch/office of (Bank) wish to submit the
following for your kind attention and necessary redressal.

Wages and service conditions of bank employees and officers are governed by collective bargaining and bilateral agreements. The same are being revised once in 5 years based on the demands submitted by the Unions and arising out of discussions with the Indian Banks' Association on behalf of all the member Banks. Accordingly, the last Settlement was finalized in May 2015 to cover the term from November, 2012 to October, 2017. Hence wage revision was due from November, 2017.

Keeping in mind the past experience of delay in arriving at Settlements, the Department of Financial Services, Ministry of Finance, vide their communication dated 12-1-2016 advised all the Bank managements and IBA to expedite and conclude the 11th Bipartite Wage Settlement well before November, 2017. Hence Unions also submitted the Charter of Demands well before and the negotiations also commenced in May, 2017 with the assurance that the settlement would be arrived at before November, 2017.

Unfortunately, the IBA did not make any offer on wage increase until May, 2018 when their unacceptable offer of 2 % increase was offered. After series of discussions, the offer of IBA has been revised at 12.25% recently which is far below the expectations of the rank and file employees.

Despite more than 30 months of negotiations IBA is unable to settle the wage hike on a reasonable basis as well as other important demands raised by the Unions. Hence the United Forum of Bank Unions comprising 9 trade unions of employees and officers has decided on an agitational programme and strike actions to highlight our demands and to seek the attention of the Government to resolve the demands expeditiously.

The RRB employees and officers have historically been treated and relegated by the authorities in a step motherly fashion. In spite of the changing scenario in banking sector as a whole and in RRBs in particular, the officers and employees are still governed by an outmoded, anachronistic and moribund Service Regulation. This deserves to be scrapped and replaced by service regulations in vogue in Nationalised Commercial Banks for the sake of parity.

Lastly, though parity in the matter of pay and allowances and perquisites with the counterparts in Nationalised Commercial Banks has ultimately been accepted, albeit grudgingly, all the allowances and benefits enjoyed by the counterparts in Nationalised Commercial Banks are yet to be extended to the RRB officers and employees. Our strike action is also to highlight for redressal of this very basic demand.

We seek your personal intervention in the matter and request you to advise the Indian Banks' Association & Banking Division of your Ministry to expedite the Settlement and resolve all other legitimate demands favourably.

(All members in the Branches to sign the memorandum and send it to Hon FM by post/Courier)