



# ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

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



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CIRCULAR NO: AIRRBOF/ **SP 14**/2021

Dated: 06-04-2021

All Affiliates/ Members  
(Please re-circulate)

Dear Comrades,

## **PROTEST AGAINST DELIBERATE DISPARITY IN WAGE REVISION CAUSED DUE TO DISTORTED WAGE REVISION NOTIFICATION DATED 01.4.2021**

We reproduce hereunder full text of UFRRB Circular No. 01/2021 dated 04/04/2021 on the captioned subject for information of all concerned.

With revolutionary greetings,

(Srijan Kumar Pal)  
General Secretary

## Quote

UFRRBU Cir.No.01/2021

04.04.2021

To all constituents and their members

Dear friends,

### **PROTEST AGAINST DELIBERATE DISPARITY IN WAGE REVISION CAUSED DUE TO DISTORTED WAGE REVISION NOTIFICATION DATED 01.4.2021**

On account of delayed and distorted wage revision notification by DFS,GOI, an urgent meeting of UFRRBU held on 3<sup>rd</sup> April, 2021 and it was unanimously resolved to launch agitation with immediate effect in larger interest of equity and justice.(Notification attached)

Further, UFRRBU welcomed the support and solidarity extended by UFBU by way of writing letter to Mr Debasis Panda, Secretary, Financial Services, MOF,GOI, for extending complete wage revision settlement to RRB without any omission.(Letter attached).

After a detail discussion it was decided as under:

- i. Protest letter will be sent to Secretary FS,MOF,GOI, on 5<sup>th</sup> April, 2021,
- ii. UFRRBU will seek appointment of Secretary immediately to lodge protest in person and review of notification,
- iii. Protest day will be observed on 7<sup>th</sup> April, 2021, by way of demonstration at respective HO of RRBs all over the country ( unit may fix suitable time) and memorandum to Secretary, FS, Mof, GOI, will be sent through Chairman. A confirmation copy may be sent directly to DFS, GOI from base unit.
- iv. Press Conference at District level on 14<sup>th</sup> April, 2021,explaining attitude of Government and deliberate violation of NIT Award as well as Apex Court Order vis a vis role of RRBs in making success of national economical programmes,
- v. Deputation to Regional head of NABARD at the state Capital on 21<sup>st</sup> April, 2021 and handing over of Memorandum addressed to Chairman of NABARD.
- vi. National Dharna in Last week of April, 2021, in New Delhi subject to permission under COVID-19 legislation in the Capital, Meeting with MPs and Ministers during Dharna period.
- vii. Two days STRIKE in first week of May, 2021, in consultation with UFBU leadership with a view to get their active support and involvement.**

### **UFRRBU RESOLUTION**

**03<sup>rd</sup> April, 2021**

The urgent meeting of UNITED FORUM OF RRB UNIONS (UFRRBU), the umbrella organisation of apex level trade Unions in RRBs, held on 3<sup>rd</sup> April, 2021 and the notification F.No.8/1/2021-RRB, dated the 01<sup>st</sup> April,2021, issued by DFS,GOI, for wage revision in RRB was reviewed at length. It was found that GOI, MOF has undermined the NIT Award 1990 as well as Order of Hon'ble Supreme Court of India dated 31<sup>st</sup> Jan.2001 (In the case of **Appeal (civil) 2218 of 1999**) while issuing the notification and tried to exhibit their mindset that RRB is having no paying capacity.

UFRRBU was constrained to understand that points no. 3<sup>rd</sup>(Division of Other allowance in Part-I and Part-II),4<sup>th</sup>(Payment of new allowances and benefits settled as part of 11<sup>th</sup> BP settlement and 8<sup>th</sup> Joint note) and 5<sup>th</sup> ( payment of arrears in two instalment by next year) of the notification are quite contrary to the letter and spirit of NIT Award as well as Apex court ORDER which relevant parts read as under:

**Appeal (civil) 2218 of 1999.Apex Court Order 31 January, 2001**

“the tribunal positively came to the conclusion that the financial capacity cannot be a germane factor in determining the pay structure of the employees of the Regional Rural Banks and this conclusion of the tribunal has become final, the award in question not having been assailed and on the other hand having been implemented. In the aforesaid premises, it is a futile attempt on the part of the employer as well as the Union of India to re-agitate the dispute, which has already been resolved and has been given effect to. In our considered opinion, therefore, the aforesaid contention on behalf of the appellants cannot be sustained and it would no longer be open, either for the bank or the Union of India to raise a contention that in determining the wage structure of the employees of the RRBs, the financial condition would be a relevant factor.

The tribunal thus appointed, passed an award after elaborate discussion of the materials placed before it. ***The ultimate directions of the tribunal were that officers and employees of the Regional Rural Banks will be entitled to claim parity with the officers and other employees of the sponsor banks in the matter of pay scale, allowances and other benefits.***

**Hereafter, as and when the pay structure of the employees of the nationalised commercial banks get revised on the basis of any bipartite settlement, the Union Government should take a decision so far as the employees of the Regional Rural Banks are concerned, within a reasonable time and bearing in mind the conclusions, we have already arrived at, so that the so-called parity could be maintained. ”**

Hence, UFRRBU unanimously resolve to urge upon GOI, MOF, to review their said notification in the larger interest of equity and justice and 11<sup>th</sup> Bipartite wage settlement as well as 8<sup>th</sup> Joint note for Officers wage revision must be implemented in RRBs without any omission and commission.

In case, total pay parity would not be extended to RRBs in terms of NIT Award and Apex Court Order UFRRBU would have no option rather to go for direct action.

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Friends, our struggle is to save our hard earned right. At the same time Govt.is intended to dilute parity of pay and allowances gradually and ultimately they want to restructure RRBs in a such a way that NIT Award as well as Apex court Order may be ineffective in long run. Hence, please gird up your loins, plunge into action and make the agitation grand success.

With revolutionary greetings

Yours friendly

Sd/-

(K.Rajeev)

Convener

**Unquote**