



# ALL INDIA BANK EMPLOYEES' ASSOCIATION

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## **TO ALL UNITS AND MEMBERS:**

Dear Comrades,

**Time for determination – not for vacillation**  
**Time for clarity – not for confusion**  
**Time for understanding – not for mudslinging**  
**Ignore detractors – Discount slanders**

All our units and members are aware that the negotiations for the 11<sup>th</sup> Bipartite Settlement on revision of wages and improvement in service conditions is slowly inching forward, overcoming one hurdle after another and ensuing in the process improvement in the offer of the IBA.

Still there are issues like IBA's proposal to link wages directly in relation to profits and Return on Assets which we have objected. Incentivisation linked to profit of the Bank is one thing and directly linking our salary to profit of the Bank each year is another thing. UFBU and AIBEA are aware of this and would deal with the matter suitably.

Wage revision is always accompanied by expectations, aspirations, anxiety and curiosity amongst the rank and file because wage revision is a very important issue for everyone. But everyone is also aware that what is desirable is one thing and what is feasible is another thing. This wage revision is no exception. But AIBEA has the rich experience of dealing wage revision since its inception in 1946 – initially fighting before Sen Tribunal, Sastry Tribunal and Desai Tribunal for 20 years and later with bipartite settlements from 1966 till now. Every time AIBEA has encountered problems from the government-bankers combine and every time AIBEA could overcome.

In the past also, on every occasion of wage revision AIBEA has faced attacks slanders, disparagements, ridicules, mockeries, scorns, condemnations, vilifications, abuses, criticisms and calumnies from vested interests and inimical forces. They have been wearing different caps at different points of time but their singular agenda has been to denigrate AIBEA in the eyes of bank employees. But history tells that bank employees under the lofty banner of AIBEA have seen through these games and their faith and conviction in AIBEA have remained unshakeable. Now also we see such attempts to show AIBEA in poor light but such attempts are bound to fail this time too.

Instead of fighting the Government-bankers combine and achieving a decent wage revision without compromising on fundamentals and rights of bank

employees, there are people who are more busy in instigating the employees and fanning and puffing their middle-class instincts.

AIBEA has the distinction of fighting against third party interventions and ushering in bilateralism. But Bipartism is sought to be undermined and third party intermediation to decide our wages is being advocated and eulogised as though that is a better solution to improve our wages. It is sad that when the entire general trade union movement is fighting to ensure collective bargaining, such retrograde ideas of weakening bilateralism are being fomented. We should exercise extreme vigil against such attempts.

Through the collective struggle under the banner of UFBU, the IBA's offer has gone up from 2% to 10%. This, so far, amounts of Rs. 5250 crores as against the Rs. 4725 crores achieved during the last wage revision. But it is not near to our destination. Hence efforts have to continue to push it up further adequately to a satisfactory level. Hard bargaining is the key.

There are other issues too like 5 Day Banking, improvement in service conditions, improvement in retirement benefits, harmony in pension benefits amongst senior employees and post-2010 employees, etc.

Whipping up sentiments is easy, whimsical vilification is easy but need of the hour is to maintain our cool, maintain our unity, maintain our faith in the trade union and achieve our demands.

We also see some people talking about improvement in pension benefits of retirees. Attempts are being made to portray AIBEA as a villain. But suffice to say that bank employees know too well as to who fought and got pension for bank employees. Bank employees memory is not that poor.

A word of caution on using social media. If it is well-used, it is a boon. If it is misused, it is a bane. There are people to spread canard through social media. If it is unintentional, ignore it. If it is deliberate, rebut it. If it is nefarious, our members know how to tackle it.

Comrades, our motto is satisfactory wage revision without compromising on basic rights of the employees. Our hard-won rights cannot be bartered for money. Our jobs and job security are equally important. We cannot mortgage the future of young generation just for a few chips. Our trade union rights and right to collective bargaining are equally sacred.

When we work under UFBU, we know that different unions have different perceptions and priorities. We have to adjust, accommodate and move towards the common goal. AIBEA is always committed to the welfare of bank employees. That is our seven decades of history and tradition. We do not need any certificate from detractors. March on comrades. Hold aloft the banner of AIBEA and UFBU. You will win because you are on the right path.

Yours Comradely



**C.H. VENKATACHALAM  
GENERAL SECRETARY**