



# IBOA CONNECT



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Vol : 4 - Issue : 4

Internal Circulation

February 2020

## TWO DAYS NATIONWIDE BANK STRIKE - A THUNDERING SUCCESS...

### Comrades,

Greetings to all our comrades to have made the two days strike (31st Jan-01st Feb, 2020), a thundering success. We give herein, the events and talks that took place in the run-up to the strike, which reflects the insensitive attitude of IBA.

In another round of talks which took place on 13 01 2020, IBA Chairman narrated the general scenario in the banking sector and the constraints under which all of us were working, particularly in the Public Sector Banks. He pointed out that our demands for wage revision will have to be resolved keeping these constraints in mind to keep the competitive edge. He also stressed on the job security available in PSBs which cannot be overlooked while discussing the remuneration package. With this preface, IBA stated that it was difficult to improve their earlier offer and that the distribution will have to be within the overall quantum offered. IBA also explained their revised offer on PLI. Further, IBA offered encashment of 5 days PL every year in lieu of our demand for increasing the PL encashment at the time of retirement. IBA informed that they were not ready to accept our demand for 5 days banking.

### **On our not accepting their offer, after discussion, IBA offered as under:**

Wage revision: 12.25 % with 2% loading

Merger of Special Allowance : not possible due to cost implications.

Revised PLI Offer:

Increase in Operating Profit (Y to Y)	No. of days of PLI	As %
➤ 5 % to 10%	10 days	2.75
➤ 10 % to 15 %	14 days	3.84
➤ 15%	21 Days	5.75

In Banks, which will not register net profit but increase operating profit more than 5%, the PLI will be limited to 10 days/2.75 %.

Encashment of Leave during service: 5 days PL per year (in addition to encashment at the time of LFC). For employees with less than 5 years service: 7 days encashment per year.

Improvement in Family Pension: IBA is already seized of the issue.

Updation of pension : Cost needs to be worked out and thereafter the issue would be addressed.

In this background, the meeting of UFBU held at Mumbai on 13.01.2020 came to the unanimous and inescapable conclusion that intensified agitational actions have to be resorted to press our demands for reasonable resolution and satisfactory settlement.

## STRIKE ACTIONS

Jan.31 and Feb. 1	2 Days Strike
March 11, 12, 13	3 Days Strike
From April 1 onwards	Indefinite Strike

In the meantime, in response to our Strike Notice, the Chief Labour Commissioner (Central), Ministry of Labour Ministry, Government of India called for a conciliation meeting in his office in Delhi on 27 01 2020.

During the discussion on 27.01.2020, IBA informed that they would be willing to call for further talks provided our strike on 31st January and 1st February is deferred. UFBU did not agree to this proposal and insisted that there should be adequate improvement in their offer before UFBU can consider any deferment of the strike. CLC advised that IBA should call the Unions for talks before the strike and try to resolve the issues.

In this background, IBA called UFBU for discussion on 30th January. The height of apathy was witnessed on 30th January 2020, when IBA made it clear that the hike in percentage from 12.25 to 13 and subsequently from 13 to 13.5 was valid for one day only. The same 'terms and conditions' was corroborated by the Chairman of IBA during another round of talks held later that day at SBI Corporate office, where it was increased to 15%, with a rider that other demands like 5 day week, the merger of special allowance, an increase of load factor were non-negotiable. Neither was there any clear cut commitment on the quantum of family pension revision, nor any idea on pension updation was offered. In fact, despite being reminded at every meeting, IBA till date has not provided any data on pension updation as sought by the Actuary engaged by AIBOC.

On 31st January and 1st February Strike days, the country witnessed an upsurge of bank employees and retirees who flooded the streets. Massive protest meetings were held across the country. We trust that the stupendous success of the strike, which gave a befitting reply to the centres of power and should be an eye-opener to the Government. We hope that the emotional outburst and protest of the bank employees and officers have been duly noticed by the IBA and the Government and given due cognizance of. The onus is now on the Ministry of Finance and the IBA to resume dialogue with an open and fair mind.

Comrades, the battle is not yet over. We will have to scale our agitations to the next level till we achieve our goals. While we thank our entire membership wholeheartedly for its excellent display of unity on 31st January, 2020 and 01st February, 2020, in sending strong signal to the Government / IBA, we appeal to the entire membership to be in readiness to implement further agitation programmes that would be decided by the UFBU in the days to come. Each one of us will have to wage a protracted battle to establish our legitimate demands. On the back of the success of the 2 days strike, we are embarking upon further challenges – next phases of strike action called by UFBU, namely, three days' strike from 11.03.2020 to 13.03.2020 and indefinite strike from 01.04.2020 onwards for a decisive battle.

Comradely yours

  
**R Sekaran**  
**General Secretary**

Following Com. K Rajendran's successful completion of his services in the Bank and as Secretary General in AIBOA and on his superannuation, AIBOA Executive Committee unanimously elected **Com. R Sekaran as Secretary General.**



# Wedding Bells

Selvan **V A Puvivendhan**

(Son of Com Manjula Thinakaran, Asst. Manager, Pennathur Branch, Vellore)

**Married to**

Selvi **Madhumitha**

**On 25.01.2020 @ Vellore**

Selvan **P Arun Shivaram**

(son of Com R Pasupathy, Senior Manager, Ram Nagar, Coimbatore)

**Married to**

Selvi **K Preethi**

**On 26.01.2020 @ Bengaluru**

Selvi **Sujatha**

(Daughter of Shri Sudhakar R Iyer, CVO Corporate Office, Chennai)

**Married to**

Selvan **Balachandar**

**On 27.01.2020 @ Chennai**

Selvi **H Mathangee Swarubini**

(Daughter of Com R Hariharan, Chief Manager, Nandanam Branch, Chennai)

**Married to**

Selvan **V Ashwin Kumar**

**On 30.01.2020 @ Chennai**

Selvan **Gowreesh**

(son of Com S Prabhu, Chief Manager, Inspection Centre, Coimbatore)

**Married to**

Selvi **T Harshaveena**

**On 30.01.2020 @ Trichy**

**IBOA (TN&Pondy)**

**Wishes a Very Happy**

**Married Life to the**

**Newly Wedded Couple.**

## RETIREMENTS

Sl.No.	Name	Designation	Branch
1	Com RAMU A	General Manager	Corporate. Office
2	Com NARENDRA KUMAR MISHRA	Dy. General Manager	Corporate. Office
3	Com BIRENDRA PRATAP SINGH	Asst. General Manager	Corporate. Office
4	Com SUNDARAMURTHY R	Chief Manager	Zonal Office Chennai (N)
5	Com BALACHANDRAN A	Chief Manager	Zonal Office Madurai
6	Com SETHURAMAN R	Chief Manager	Villuppuram Main
7	Com RAJENDRAN K	Senior Manager	Service Branch,
8	Com RAVI C	Senior Manager	Coimbatore Main
9	Com VASUDEVAN M	Senior Manager	T V S Nagar
10	Com CHANDRASEKARAN M	Senior Manager	East Gate
11	Com RAMANATHAN M S	Senior Manager	Corporate. Office
12	Com NAGARAJAN S	Senior Manager	Zonal Office Tiruvannamalai
13	Com VASUDEVAN R	Manager	Kellys
14	Com BAKTHAVATCHALAM K A	Asst.Manager	Vellalapatti
15	Com BASKAR S	Asst.Manager	Chetput

**IBOA (TN & Pondy) Wishes the above Comrades a Very Happy, Healthy and Peaceful Retired Life.**

## Farewell to Com K Rajendran by IBOA (TN&P) on 29.01.2020



**Com K Rajendran being felicitated by our MD & CEO. Executive Director, GM (HRM & HRD), Executives and General Secretaries of AIBOC & AINBOF Graced the occasion.**

Comrades,

It appears to me that as if I have joined the services of our Bank yesterday only but the fact remains that I have completed 38 years and 4 months of service in our esteemed and Great Institution – Indian Bank. I would unhesitatingly say that I would not have been what I am today but for our Mother Institution – Indian Bank.

In this long journey of over 38 years, I remained very closely associated with the Trade Union Movement in our Bank. I was an activist in the Award Staff Movement. On Promotion, I held posts in our Eastern Zone unit as E C Member and Assistant Secretary. On repatriation to Tamil Nadu I held several posts from E C Member to President in our Tamil Nadu & Pondy unit.

When I look back, down the memory lane, I would say that it is not a smooth journey, it is one of many twists and turns. But in the end I feel that it is journey of immense satisfaction and fulfilment. Every day in the journey is one of learning and maturing. My attitude changed, my ideas changed but my commitment was steadfastly growing. AIBOC's binding principle is "Nation First, Organization Next and Individual Last". At Bank Level, my perception was "Institution First, Everything Next". I firmly believe that the "Well Being of the staff" flows from the "Well Being of the Institution".

Under my leadership, our AIIBOA could ensure that promotion policies are reviewed and renewed facilitating for more number of promotions, brought transparency in 2 out of 3 parameters, meaningful transfer policy arrived at, rental ceilings were substantially increased, Compensation for working on Holidays for Govt Transactions was introduced, enhancement of SHL limit with a longer repayment period and many other staff welfare benefits were clinched. As Secretary General I served two Strike Notices exclusively for Bank level Welfare issues and many issues including the above mentioned were clinched. None of them were my personal

achievements. These things became possible because of the encouragement, cooperation and support extended by you all and the indulgence shown by you all.

I convey my sincere thanks to the General Secretary, all my leaders, colleague functionaries of both past and present and my dear members for their guidance and support and affection shown towards me. I find the words inadequate to express my thanks to all of you except to say "I bow my head to each one of you and I salute you". Though I will be relinquishing my positions, I will be continuing as a soldier of the movement as it is my pleasure and passion.

I wish each one of you and your family all the very best. I hope and trust that in the corner of your heart you will have a place for me which I will cherish and believe that it will enrich our relationship and strong bondage in the days to come.

With warm Greetings,

K RAJENDRAN  
PRESIDENT



**On superannuation of Com K Rajendran, our Executive Committee has unanimously elected, Com S Mohanraj (Asst Treasurer), as President of IBOA (TN & P). We convey our Warm Greetings and Best Wishes to excel in the new responsibility.**