

ALL INDIA  
RESERVE BANK  
EMPLOYEES ASSOCIATION  
13,NETAJI SUBHAS ROAD,KOLKATA-700 001

PHONE:(033)2210-4136  
2230-9232  
2243-9079  
Fax No. (033)2231-0885  
E-mail: airbea @ vsnl.net

Circular No. 02 /2015

**TO ALL UNITS**

30<sup>th</sup> January 2015

Dear Friends,

**Meeting with the Bank**

Bank and AIRBEA met in Mumbai on 28<sup>th</sup> January 2015. Bank's side comprised Sarvashri R. L. Das, Chief General Manager-in-Charge, A. K. Sarangi, Chief General Manager, Anuj Ranjan, Dy. General Manager and other senior officials of HRMD.

After mutual exchange of greetings for the New Year, Sri Das stated that in all probability the wage discussion in the banking industry would be reaching a finality soon, whereafter the process would start in RBI. Historically, RBI settlements relate to the banking industry including SBI and also keep in view the wage pattern of the Central Government. He wanted to know the "level of expectations" of AIRBEA. We said that the previous settlement having expired in October 2012, a new wage scheme in RBI should have been in place by now. We averred that while in RBI settlements external relativities are taken care of, by and large, the internal disparity is a cause for concern and uneasy situations, which should be adequately addressed by the Bank this time. Sri Das responded that while Bank would definitely ensure external relativity, as in past settlements, the cadre-wise expectations will be reasonably proportioned as Bank has indicated through resolution of some items recently.

We thanked the Bank for releasing some pending issues for Class III staff meanwhile, viz., enhanced quantum of furnishing residence for employees (FRE), lowering service eligibility for availability of full quantum of Consumer Loan and Car Loan, which will substantially benefit the new entrants. We urged for five-year frequency for FREs which the Bank noted.

Following issues were raised and discussed:

a) **Rent-reimbursement to Assistants:**

We have been pursuing this issue for quite sometime in respect of Guwahati / Shillong / Agartala, Bhopal and Mumbai. Bank have recently revised the quantum upward for Guwahati to Rs.8,000/- per month. We have urged for higher quantum at Shillong, as rent-rates are quite high in this hill-city. For Bhopal Bank assured the need-based increase within "four to five weeks", while in case of Mumbai Bank will find in consultation with local Association ways and means of providing residential accommodation to the new recruits and those promoted from Class IV.

b) **Uniform Lunch Coupons:**

In view of Bank of late merging lounge facilities for Officers and Canteen facilities for workmen staff, there should now be one subsidy system logically for all staff and, as such, uniform quantum of Sodexo Coupons for all for lunch / snacks etc. We have been pursuing the matter since introduction of uniform cafeteria system and have requested the Bank to expedite.

c) **Car Insurance:**

Bank informs that a system for insuring all cars either of Bank's own or purchased with Bank's car loans through a group insurance scheme, is being worked out and might materialize soon.

d) **Halting Allowance – Inaccessible / High Cost Places:**

We have been requesting the Bank to suitably supplement halting allowance for outstation / remittance duties in inaccessible and highly costly areas of the Himalayan /desert/hilly regions of the country. We have also provided the Bank with rates of charges of even very modest halting/ boarding in such places and have pleaded with them for augmenting the allowance suitably to cater to modest requirements of an employee on Bank's outstation duty in such places.

e) **Change of Designations: (a) Word Processor Assistants**

**(b) Telephone Operator.**

Association brought to Bank's notice several times that these two designations, being out of date, are still existing while people with such designations are long working as Assistant / Senior Assistant / Special Assistant and are being assigned all kinds of clerical jobs including those of Cash Department, and as such these obsolete designations have to be appropriately updated like in case of such other cadres. Bank has assured to do urgently.

p. t. o.

f) **Bank's Training Programme for Class III Staff:**

For last few years we have been reasoning with the Bank that for training programme of Bank's Class III staff in places involving night journey by train, they should be provided economy class apex fare to and fro by flight, which would be cost-effective for the Bank and immensely convenient for the trainees. Bank accepts our arithmetic, but cannot agree in principle due to an anachronistic concept of "entitled class of journey", which often leads to cancellation of participation in training and costs the Bank substantially. So, Bank leaves this to the "discretion" of Regional Directors of offices, who hardly use their "discretion", leading to cancellation of training, discriminations and piquant situations at times. We have told the Bank that they are talking of and introducing "reforms" in many areas; so, why not in this area too? HRMD officials seem exasperated, for they understand the problem, but cannot find a solution. We asked – is it so difficult?

g) **Recruitment of Pharmacists / Junior Engineers:**

All offices of the Bank are running hugely short of Pharmacists and Junior Engineers. Bank started bringing Pharmacists "on contract basis" but at least one or two regular Pharmacists were there in the offices. But no longer, as they have also been promoted mostly. So, Bank's dispensaries are run only by contract pharmacists, which is irregular. Due to lack of Junior Engineers, even the normal maintenance of Bank's premises, offices and quarters – are not looked after at all. Buildings are shabby, damaged, remain unrepaired for long. Whenever our units go to their respective Regional Directors for remedy, they are asked to contact AIRBEA for taking up with Bank's Central Office. So, what is purely an administrative responsibility of the Bank falls on the Association only. Is it a role reversal – we asked the Bank.

h) **Ex-gratia for pre-1986 retirees:**

This matter has been taken up with the Bank since long. United Forum of RBI Officers and Employees talked with successive Governors, Deputy Governors, concerned officials. All evinced sympathy. On 10<sup>th</sup> December 2014, on the eve of the Central Board Meeting of the Bank in Kolkata, at the request of the United Forum, Governor Dr. Raghu Ram Rajan advised HRMD officials to sympathetically consider. We provided the Bank with necessary calculation-sheets. On our query Sri Das says that the matter is being worked out. How long – we asked, as each and every day their number is dwindling.

i) **Packing of Note-boxes and incentive in CVPS:**

In some offices, Ahmedabad in particular, Assistants accompanying remittances are often compelled to supervise packing of more than 80 boxes, going upto 100/120 boxes even, as a regular feature, whereas the normal is 25 – 30 boxes at most elsewhere. While for stuffing larger number of boxes, other cadre of staff get incentive, the Class III do not get anything for their additional work. This is a serious anomaly. Besides, in CVPS, for disposal of additional number of currency notes, all working in the CVP Sections and those not even directly associated like Treasurer, AGMs, etc. do get adequate incentives, but the vault assistant, who is an Assistant, is totally denied. We have demanded of the Bank to incentivize the Class III staff appropriately.

**Meeting Deputy Governor Sri S. S. Mundra:**

AIRBEA sought for a meeting with Deputy Governor Sri Mundra, who despite his very busy schedule, met the office bearers. We thanked him for solution of some pending issues and requested for release of other items, which, according to him, was "in the pipeline". Sri Mundra assured "timely release" of the issues. We requested that some medical-issues like "opening of MAF option" for a few hundreds and covering both retirees and their spouses under Bank's Health Check-up facility with appropriate enhancement, which were lying with him, might be resolved early.

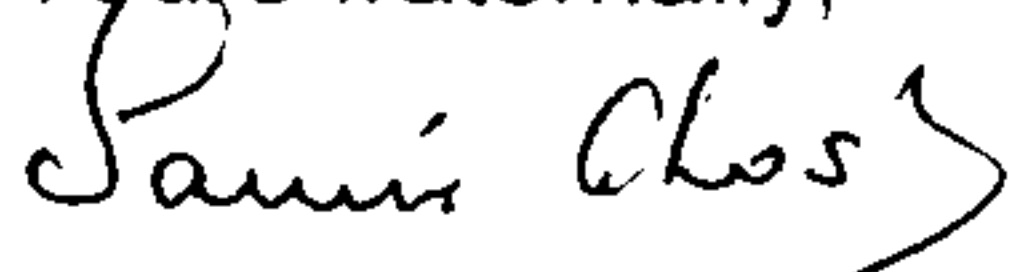
We also requested that Bank may soon initiate discussion on non-wage items of the Charter of Demands (generally known as Part 'B'), which will facilitate and quicken pace of wage negotiations when it commences, Deputy Governor assured to look into the matter.

**Meeting with Executive Director Sri K. K. Vohra:**

ED, Sri Vohra, received the AIRBEA office bearers cordially, was introduced to them and felt happy to meet them. He has said Bank looks after building a cordial mutual relationship with the Association and its membership and generally with all unions, for this bond of linkage provides an enduring relationship, which is helpful in the long run. We assured him of all our co-operation.

With greetings,

Yours fraternally,



(Samir Ghosh)

General Secretary