

ALL INDIA INDUSTRIAL DEVELOPMENT BANK EMPLOYEES' ASSOCIATION

C/O IDBI BANK LTD, IDBI TOWER, COLOBA, CUFFE PARADE, MUMBAI-400 005

August 16, 2018

Dear Comrades,

Government of India gives assent to Bi-partite Wage Settlement signed on 18.7.2018

By now you are aware that the Government of India has accorded approval to the Bi-partite Wage Settlement signed by AIIDBEA on 18.7.2018. This would not have become reality but for the persistent and persuasive efforts taken by All India Bank Employees Association in prevailing upon the Hon'ble Finance Minister and the Senior Officials in the Department of Financial Services from time to time. On our part, as supplemental efforts, the representatives of the Association could enlist the support of Hon'ble Members of Parliament cutting across party lines to use their good offices with all concerned in getting the wage settlement cleared by the Government of India. It is needless to record that Association has diligently ensured that the wage settlement which fructified after nearly 29 rounds of nerve breaking negotiations turned out to be the best under the given trying and hostile circumstances addressing the interests of all sections of employees. We dedicate this accomplishment to the enviable patience exhibited, unflinching faith reposed and unstinted support extended by each one of you notwithstanding the divisive rumours spread by vested interests time and again with malafide intent to undermine our unity during the entire period our

struggle. Our Red Salutes and c o n g r a t u l a t i o n s to each one of you comrades.

Mandate to AIBEA:

We are also happy to inform that on and from 1.11.2017, the wage settlement arrived at in the Banking Industry will be applicable to us and in this regard, we have submitted letter to the Bank consenting to give mandate to All India bank Employees Association (AIBEA) to negotiate with Indian Banks Association (IBA) on behalf of the Association. Bank also would be giving mandate to IBA. The Special Components drawn by the existing employees as on 31.10.2017 will be negotiated and settled separately with the Bank. At this juncture, while thanking the members for reposing utmost faith in the Negotiating Committee of the Association, we deem it our duty to place on record our special thanks to Com. Adhir Kumar Ray, Vice-President of the Association who, as hitherto, played a pivotal role in conducting the negotiations till the day of signing of the settlement which ensured substantial improvements in various components of the wages are clinched having beneficial effect for the serving employees, PF optees as well as on Superannuation benefits.

Residual Issues

It has been mutually agreed in the Settlement that the residual issues forming part of the Charter of Demands in particular, improvements in Medical Scheme, Leave Fare Concession, Housing Loan, Settlement on Promotion

policy, Job demarcation on the lines of Banking Industry, , Recruitment of workmen staff and issues related to outsourced employees etc will be separately discussed for amicable resolution.

The Association is pursuing with the Bank for implementation of the Wage settlement by this month itself. The salient features of the Wage Settlement is annexed hereto.

Levy payable to Association:

Financial resources are also very critical for running any Trade Union. The Central Executive Committee of the Association at the meeting held on 18th of July, 2018, after threadbare discussions on the imperative need to augment the financial resources of the Association, unanimously decided to collect levy from each beneficiary of the wage settlement at the rate of 4% of Gross arrears arising out of implementation of the supra wage settlement. We are sure that each one you would exhibit the desired organizational discipline in the matter of payment of levy which will go into the account of All India Body.

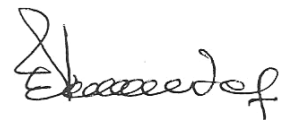
Unto IDBI Bank:

While we can be legitimately happy to have clinched the overdue wage revision, at the same time, we are also viewing with concern the unprecedented situation confronting the Bank. As a matured Trade Union, we are taking stock of the unfolding developments with the desired degree of seriousness. The issue of LIC being granted permission to acquire controlling stake in IDBI Bank is clearly a political decision taken at the highest level. Our response to this

challenge would have to be a long drawn and sustained struggle encompassing Hon'ble Members of Parliament cutting across political parties and Industry level Trade Unions. The Association has already taken up the issue with various Parliamentary Committees who, we believe, have an interventionist role in the matter within the existing political democratic set up. We are also taking guidance from All India Bank Employees Association as to the organizational course of action to be pursued. While we can ill-afford to respond with a knee jerk reaction, at the same time, we would like to assure you that AIIDBEA will not be found wanting in responding with appropriate organizational action to take care of the interests of the employees by enshrining their job, job security and service conditions. Unity at any cost and Unity at all costs is the need of the hour. Unity and greater unity alone would be the bulwark to safeguard our future in the Bank.

With fighting greetings,

Yours faithfully,



(Ratnakar Wankhade)
General Secretary
M: 09967717181

ALL INDIA INDUSTRIAL DEVELOPMENT BANK EMPLOYEES ASSOCIATION

**Salient Features of 9th Bipartite Settlement signed
by AIIDBEA and IDBI BANK Management on 18.7.2018**

Pay scale (w.e.f.1.11.2012)

(Inclusive of Stagnation Increments)

| Clerical Staff –Group A | | | | | | | |
|--------------------------------|---------------|--------------|--------------------|--------------|-------------------|---------------|---------------|
| 11765 | 655/3 | 13730 | 815/3 | 16175 | 980/4 | 20095 | 1145/7 |
| 28110 | 2120/1 | 30230 | 1310/1 | 31540 | (20years) | 1310/8 | 42020 |
| Sub Staff | | | | | | | |
| 9560 | 325/4 | 10860 | 410/5 | 12910 | 490/4 | 14870 | 570/3 |
| 16580 | 655/3 | 18545 | (20 years) | 655/8 | 23785 | | |

Fitment from 8th BPS to 9th BPS Basic Pay

Fitment will be given stage to stage

SUB STAFF

| Stage | 8th BPS – Basic pay | 9th BPS – Basic Pay | Additional Protection Allowance (APA) |
|--------------|--------------------------------|--------------------------------|--|
| 1 | 6230 | 9560 | 620 |
| 2 | 6430 | 9885 | 622 |
| 3 | 6650 | 10210 | 657 |
| 4 | 6900 | 10535 | 740 |
| 5 | 7150 | 10860 | 824 |
| 6 | 7400 | 11270 | 822 |
| 7 | 7650 | 11680 | 821 |
| 8 | 7900 | 12090 | 819 |
| 9 | 8200 | 12500 | 900 |
| 10 | 8500 | 12910 | 980 |
| 11 | 8800 | 13400 | 980 |
| 12 | 9200 | 13890 | 1144 |
| 13 | 9600 | 14380 | 1307 |
| 14 | 10100 | 14870 | 1634 |
| 15 | 10600 | 15440 | 1881 |
| 16 | 11100 | 16010 | 2129 |
| 17 | 11650 | 16580 | 2457 |
| 18 | 12330 | 17235 | 2913 |
| 19 | 13010 | 17890 | 3370 |
| 20 | 13690 | 18545 | 3406 |
| 21 | 14370 | 19200 | 3862 |
| 22 | 15050 | 19855 | 4318 |
| 23 | 15730 | 20510 | 4774 |
| 24 | 16410 | 21165 | 5231 |
| 25 | 17090 | 21820 | 5687 |

| | | | |
|-----------|--------------|--------------|-------------|
| 26 | 17770 | 22475 | 6143 |
| 27 | 18450 | 23130 | 6599 |
| 28 | 18450 | 23785 | 6599 |

**APA FROM NOV 2012 TO OCT 2017(DA IS PAYABLE ON APA).
FROM 1ST NOV 2017 ONWARDS, APA TOGETHER WITH RESPECTIVE DA WILL
BE MERGED AND PAID ON STANDALONE BASIS.**

8 Stagnation Increments of Rs 655 once in two years . Those already in receipt of 7 stagnation increments shall be eligible for the 8th stagnation increment w.e.f 1.5.2015 or two years after receiving the 7th stagnation increment whichever is later

CLERICAL STAFF – GROUP A

| Stage | 8th BPS Basic Pay | 9th BPS Basic Pay | APA |
|--------------|--------------------------|--------------------------|-------------|
| 1 | 7840 | 11765 | 1046 |
| 2 | 8250 | 12420 | 1061 |
| 3 | 8660 | 13075 | 1076 |
| 4 | 9070 | 13730 | 1091 |
| 5 | 9570 | 14545 | 1093 |
| 6 | 10070 | 15360 | 1095 |
| 7 | 10570 | 16175 | 1097 |
| 8 | 11070 | 17155 | 934 |
| 9 | 11645 | 18135 | 894 |
| 10 | 12220 | 19115 | 854 |
| 11 | 12795 | 20095 | 813 |
| 12 | 13370 | 21240 | 608 |
| 13 | 14020 | 22385 | 525 |
| 14 | 14670 | 23530 | 442 |
| 15 | 15320 | 24675 | 359 |
| 16 | 16085 | 25820 | 464 |
| 17 | 17075 | 26965 | 937 |
| 18 | 18065 | 28110 | 1410 |

| | | | |
|----|-------|-------|------|
| 19 | 19055 | 30230 | 908 |
| 20 | 20045 | 31540 | 906 |
| 21 | 21035 | 32850 | 1213 |
| 22 | 22025 | 34160 | 1521 |
| 23 | 23015 | 35470 | 1829 |
| 24 | 24005 | 36780 | 2137 |
| 25 | 24995 | 38090 | 2444 |
| 26 | 25985 | 39400 | 2752 |
| 27 | 26975 | 40710 | 3060 |
| 28 | 26975 | 42020 | 3060 |

**APA FROM NOV 2012 TO OCT 2017(DA IS PAYABLE ON APA)
FROM 1ST NOV 2017 ONWARDS, APA AND RESPECTIVE DA
WILL BE MERGED AND PAID ON STANDALONE BASIS**

8 Stagnation Increments of Rs 1310/- for Clerical Group A once in two years . Those already in receipt of 7 stagnation increments shall be eligible for the 8th stagnation increment w.e.f 1.5.2015 or two years after receiving the 7th stagnation increment whichever is later.

CLERICAL STAFF – GROUP D

| Stage | 8th BPS Basic pay | 9th BPS Basic Pay | Additional Protection Allowance(APA) |
|-------|-------------------|-------------------|--------------------------------------|
| 10 | 12220 | 19115 | 854 |
| 11 | 12795 | 20095 | 813 |
| 12 | 13370 | 21240 | 608 |
| 13 | 14020 | 22385 | 525 |
| 14 | 14670 | 23530 | 442 |
| 15 | 15320 | 24675 | 359 |

| | | | |
|----------------|-------|-------|------|
| 16 | 16085 | 25820 | 464 |
| 17 | 17075 | 26965 | 937 |
| 18 | 18065 | 28110 | 1410 |
| 19 | 19055 | 30230 | 908 |
| 20 | 20045 | 31540 | 906 |
| PSSP 1ST | 21835 | 34160 | 903 |
| PSSSP 2ND | 22825 | 35470 | 1211 |
| PSSP 3RD | 23815 | 36780 | 1518 |
| PSSP 4TH | 24805 | 38090 | 1826 |
| PSSP 5TH | 25795 | 39400 | 2134 |
| PSSP 6TH | 25795 | 39400 | 2442 |
| STAGNATION I | 26785 | 40710 | 2749 |
| STAGNATION II | 27775 | 42020 | 3057 |
| STAGNATION III | 28765 | 43330 | 3365 |
| STAGNATION IV | 29755 | 44640 | 3673 |
| STAGNATION V | 29755 | 45950 | 3673 |

APA FROM NOV 2012 TO OCT 2017(DA IS PAYABLE ON APA) FROM 1ST NOV 2017 ONWARDS, APA TOGETHER WITH RESPECTIVE DA WILL BE MERGED AND FROZEN AND PAID ON STANDALONE BASIS

5 Stagnation increments of Rs.1310/- 3 Increments once in three years, 2 increments once in two years. Those already in receipt of 4th stagnation increments shall be eligible for the 5th stagnation increment w.e.f 1.5.2015 or two years after receiving the 4th stagnation increment whichever is later.

Additional Special Pay Class IV

| Stage | 8th BPS Basic pay | 9th BPS Basic Pay |
|-------|-------------------|-------------------|
| 1 | 170 | 270 |
| 2 | 170 | 270 |

| | | |
|-------------------------------|------------|------------|
| 3 | 170 | 270 |
| 4 | 170 | 270 |
| 5 | 185 | 295 |
| 6 | 185 | 295 |
| 7 | 185 | 295 |
| 8 | 185 | 295 |
| 9 | 205 | 330 |
| 10 | 205 | 330 |
| 11 | 205 | 330 |
| 12 | 205 | 330 |
| 13 | 205 | 330 |
| 14 | 225 | 360 |
| 15 | 225 | 360 |
| 16 | 260 | 415 |
| 17 | 260 | 415 |
| 18 | 300 | 480 |
| 19 | 300 | 480 |
| 20th and above | 300 | 900 |

Additional Special Pay CLASS III

| Stage | 8th BPS Basic Pay | 9th BPS Basic Pay |
|--------------|------------------------------|------------------------------|
| 1 | 170 | 270 |
| 2 | 170 | 270 |
| 3 | 170 | 270 |
| 4 | 185 | 295 |
| 5 | 185 | 295 |
| 6 | 185 | 295 |

| | | |
|----------------|-----|------|
| 7 | 185 | 295 |
| 8 | 210 | 335 |
| 9 | 210 | 335 |
| 10 | 210 | 335 |
| 11 | 260 | 415 |
| 12 | 280 | 450 |
| 13 | 280 | 450 |
| 14 | 305 | 490 |
| 15 | 405 | 650 |
| 16 | 430 | 690 |
| 17 | 455 | 730 |
| 18 | 540 | 865 |
| 19 | 590 | 945 |
| 20th and above | 690 | 1415 |

Special Allowance (New Allowance introduced on the lines of IBA Settlement) for Class III and Class IV

@ 6% of Basic Pay (Basic pay +Stagnation Increment and PSSP if any)with Applicable DA from Nov 1, 2012.

@7.75% of Basic Pay (Basic pay +Stagnation Increment and PSSP if any)with Applicable DA from Nov 1, 2016 onwards.

Fixed Personal Pay

Class III Rs.1620/- and entire amount shall qualify for superannuation and PF Optees up to 31.10.2017

Class IV Rs.1110/- and entire amount shall qualify for superannuation and in respect of PF optees up to 31.10.2017

Special Pay

| | 8th BPS | 9th BPS |
|--|--------------------------|----------------------------|
| Assistant | 800 (After 7 yrs) | 1310 (After 7 Yrs) |
| Senior Assistant | 800 | 1310 |
| Special Assistant | 800 | 1310 |
| Class IV - Group I | 280 | 460 |
| Class IV - Group II to VI (UP TO 15 YRS) | 280 | 460 |
| Class IV - Group II to VI (15 TO 22 YRS) | 380 | 620 |
| Class IV - Group II to VI (AFTER 22 YEARS) | 500 | 820 |

| Special Allowance for all Class IV Employees | 8th BPS | 9th BPS |
|---|----------------|----------------|
| On completion of 15 yrs and upto 22 yrs | 325 | 530 |
| After completion of 22 years | 750 | 1350 |

| Dearness Allowance slabs 8th BPS | Dearness allowance slabs 9th BPS | |
|---|---|----------------|
| Clerical and Sub Staff | Clerical and Sub Staff | |
| 0.15% of 'pay' per slab over 2836 | 0.10% of 'pay' per slab over 4440 | |
| Note : DA is payable on special Allowance (New Allowance) also | | |
| QUARTER | 8TH BPS | 9TH BPS |
| Nov 2012 - Jan 2013 | 76.50% | 10.90% |
| Feb 2013 - Apr 2013 | 80.25% | 13.40% |
| May 2013 - July 2013 | 84.15% | 16.00% |

| | | |
|----------------------|---------|--------|
| Aug 2013 - Oct-2013 | 88.95% | 19.20% |
| Nov 2013 - Jan 2014 | 96.15% | 24.00% |
| Feb 2014 - Apr 2014 | 99.90% | 26.50% |
| May 2014 - July 2014 | 97.50% | 24.90% |
| Aug 2014 - Oct-2014 | 102.45% | 28.20% |
| Nov 2014 - Jan 2015 | 109.80% | 33.10% |
| Feb 2015 - Apr 2015 | 110.10% | 33.30% |
| May 2015 - July 2015 | 110.70% | 33.70% |
| Aug 2015 - Oct-2015 | 114.75% | 36.40% |
| Nov 2015 - Jan 2016 | 119.85% | 39.80% |
| Feb 2016 - Apr 2016 | 124.05% | 42.60% |
| May 2016 - July 2016 | 132.00% | 42.00% |
| Aug 2016 - Oct-2016 | 128.04% | 42.00% |
| Nov 2016 - Jan 2017 | 131.85% | 45.50% |
| Feb 2017 - Apr 2017 | 130.05% | 46.90% |
| May 2017 - July 2017 | 128.55% | 45.60% |
| Aug 2017 - Oct-2017 | 131.08% | 47.80% |
| Nov 2017 - Jan 2018 | 137.55% | 51.60% |
| Feb 2018 - Apr 2018 | 139.02% | 52.70% |
| May 2018 - July 2018 | 139.50% | 52.09% |