



# All India IDBI Officers' Association

1st Floor, IDBI Tower, Cuffe Parade, Mumbai - 400 005

(Registration No. ALC - KARYASAN - 17-10311)

website : [www.aiidbioa.net](http://www.aiidbioa.net) (Affiliated to AIBOA)



Correspondence Address : All India IDBI Officers' Association, c/o IDBI Bank, Main Road, **GUDIVADA** - 521 301, Krishna Dist., A.P.

To

Gudivada, A.P.,  
June 07, 2021.

The Managing Director & Chief Executive Officer,  
IDBI Bank,  
Head Office, IDBI Tower,  
Mumbai – 400005.

Respected Sir,

Sub:- Request to mark EOLC for participation in Strike call instead of EOLNC – Reg.,

- Ref:- (i) Our letter dated July 19, 2016 to the Bank.  
(ii) Bank's reply letter No.HRD No.4508/Staff dated August 18, 2016.  
(iii) AIBOA's letter No.IBA:BKS:107:2017 dated August 18, 2017 to MD & CEO, IDBI Bank.  
(iv) Bank's Circular No.IDBI Bank/2018-19/279/HR/HR-37 dated September 28, 2018.  
(v) Bank's Circular No.IDBI Bank/2021-22/33/HR/HR-4 dated April 01, 2021.

With reference to the above, we wish to bring to your kind notice that while finalizing the revision of Pay and Allowances for Officers for the period from November, 2012 to October, 2017, it was discussed and agreed upon by and between the Bank and the representatives of Officers' Association to align the policy of wage settlement as per practices prevailing in Public Sector Banks (**PSBs**), so as to achieve congruity with pay scales arrived at in the Banking Industry viz., Indian Banks' Association (**IBA**), for the majority of Officers' Grades i.e., Grades A, B and C. The same has been mentioned in the above referred Bank's Circular dated September 28, 2018.

2. Post conclusion of salary revision for the settlement period 2012-2017, the **mandate** to negotiate next revision (2017-2022) for Officers up to Grade C on behalf of Bank was given to the Indian Banks' Association. The same has been mentioned in the above referred Bank's Circular dated April 01, 2021.

3. While aligning with the Banking Industry viz., Indian Banks' Association (IBA) wage settlement, the Officers of the Bank faced **reduction** in various allowances including Leave Fare Concession and Ordinary Leave encashment and discontinuation of Grade Allowance.

4. When the Bank moved to Industry level practices even at the cost of reduction in the existing benefit to the Officers, we bring to your kind notice that the Bank has been causing **multiple punishments** for participation in Strike call by marking Extra Ordinary Leave without pay and allowances Not Counting for Increment (EOLNC) for the date/s of strike participation instead of marking Extra Ordinary Leave without pay and allowances but Counting for Increment (EOLC).

5. Whenever an Officer is participating in a Strike call, the Bank has been causing following multiple punishments to the Officer due to marking of **EOLNC** for the date/s of strike participation:

- (a) No work No pay for the date/s of strike participation.
- (b) Postponement of date of annual increment due to marking of EOLNC instead of EOLC.
- (c) Reduction in marks under "Leave record" in "overall service record" factor for promotion process due to marking of EOLNC instead of EOLC.



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(d) Denial of right to appeal to the Appellate Authority if an Officer feels that his/her case for promotion has not been properly dealt with due to marking of EOLNC instead of EOLC.

(e) Extension of probation period to the young Officers due to marking of EOLNC instead of EOLC.

6. Your goodselves may appreciate the **fact** that no Bank in Banking Industry is causing multiple punishments as explained above to their Officers for participation in a Strike call.

7. In this regard, we respectfully request your goodselves to refer to our request **letter** dated July 19, 2016 to the Bank. Unfortunately, the Bank had expressed its inability to accede to our request vide its reply letter dated August 18, 2016.

8. It was mentioned in the above referred reply letter by the Bank that the Bank in the interest of the Officers/employees has not treated the aforesaid strike period as break-in-service and instead sanctioned EOLNC. If **really** the Bank is willing to protect the interest of the Officers/employees, it should not have caused multiple punishments to Officers for participation in a Strike call by marking EOLNC.

9. Causing multiple punishments as explained above for participation in a Strike call is **totally unfair** and against principles of natural justice.

Hence, we **respectfully** request your goodselves to arrange for the following in line with practices prevailing in the Banking Industry:

- (a) Removal of EOLNC and marking EOLC for all the days of Strike participation by the Officers of the Bank w.e.f. November 01, 2017 to till date and mark EOLC for participation in a Strike call henceforth.
- (b) To reverse back the postponement of annual increment for all the days of Strike participation by the Officers of the Bank w.e.f. November 01, 2017 to till date.
- (c) Not to reduce marks under "Leave record" in "overall service record" factor for current promotion process (P.Y. 2021-22).
- (d) Not to deny the right to appeal to the Appellate Authority if an Officer feels that his/her case for promotion has not been properly dealt with.

Thanking you,

Yours faithfully,

Vithal Koteswara Rao A.V.  
GENERAL SECRETARY

Copy to

Shri Samuel Joseph Jebaraj, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.

Shri Suresh K. Khatanhar, Deputy Managing Director, IDBI Bank, Head Office, Mumbai.