



UNION IS STRENGTH

Federal Bank Officers' Association

(Affiliated to All India Bank Officers' Confederation) - Registered under the Indian Trade Union Act, 1926.

Central Office: FBOA CENTRE, FBOA ROAD, ALUVA - 683 101

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Circular No 43/2023-25

May 26, 2025

To All Members,

INTERNAL SETTLEMENT SIGNED A MOMENTOUS MILESTONE ACHIEVED BILATERALISM PREVAILS THE VICTORY OF PERSEVERANCE, ENDURANCE AND GRIT



Dear Comrade,

We are happy to announce that a momentous milestone is achieved by signing a historic settlement today, May 26, 2025. This agreement was reached following extensive negotiations between the Federal Bank Officers' Association and the Management of our Bank. The discussions centered on the internal charter of demands presented by our association, underscoring the dedication and unity of our members. This settlement reaffirms the efficacy of the well-established bilateral mechanism

within our institution, illustrating both our collective bargaining power and the management's commitment to the welfare of its employees.

This groundbreaking settlement represents a notable advancement in various critical aspects of benefits to the officers. By prioritising these improvements, we are reinforcing our dedication to the well-being and satisfaction of our officers, thereby fostering a more productive and positive workplace environment.

The previous internal settlement, signed on June 27, 2019 through bilateralism, was effective for a duration of two years. Following this, a charter of demands was submitted in 2021; however, negotiations did not culminate in an agreement at that time. Throughout the intervening years, the FBOA vigorously advocated for our rights, engaging in various forms of protest and legal action to secure the entitlements owed to our members.

In March 2024, we put forth a new charter of demands, and productive conversations commenced as our new Managing Director Shri KVS Manian took the helm. This renewed dialogue has led us to the successful settlement we celebrate today, marking a hopeful and promising chapter for all officers at Federal Bank.

Congratulations to all our comrades for your steadfast support and patience, which have been important in achieving this commendable settlement. This agreement marks a significant improvement in our financial compensation and working conditions. As we reflect on this accomplishment, let us continue to foster the spirit of unity and pride that defines us as members of the FBOA. We have reached this milestone through our collective efforts and collaboration. Moreover, let us reaffirm our loyalty to our esteemed institution, ensuring the shared values and principles that have guided us. Together, we can look ahead to a promising future filled with opportunities for growth and improvement.

We sincerely thank Shri KVS Manian, the Managing Director and Chief Executive Officer, for his leadership in facilitating discussions and making timely interventions that led to the successful resolution of this crucial settlement through bilaterism. We thank the management team, comprising EVP and CHRO Sri Rajanarayanan N, Sri Sudheesh Kumar M, Senior Vice President (HR), Ms. Sabeena Shaji A, Senior Vice President (HR), and Mr. Avinash K R, Deputy Vice President I (HR) for their constructive approach in addressing our charter of demands throughout the negotiation process has been great.

We wish to convey our gratitude to the AllIndia Bank Officers' Confederation (AIBOC) under the esteemed leadership of Comrade Rupam Roy, AIBOC Kerala State, guided by Comrade Sreenath Induchoodan and All India Private Sector Banks Officers Federation (AIPSBOF). We also sincerely thank all affiliated organisations, Federal Bank Employees Union and other fraternal organisations for their vital support. Their collaborative efforts have played a pivotal role in helping us reach this settlement.

FBOA urges all members to acknowledge and seize the opportunities while proactively addressing the business challenges ahead. By collaborating effectively, we can make substantial contributions that will advance our bank to unprecedented growth, success and secure the position among the best 5 Banks, while honoring our esteemed traditions and commitment. We must remain aligned with our collective priorities and aspirations for the bank, nurturing these objectives with diligence and dedication. Our collective commitment can promote sustained growth and prosperity for all Federals, paving the way for a more promising future together.

THE MIGHTY JOURNEY TOWARDS THE SETTLEMENT

July 2021

CHARTER OF DEMANDS SUBMITTED

October 2021

**NEW COMMITTEE ASSUMED OFFICE
FIRST MEETING WITH THE MANAGEMENT**

November 2021

THE FIRST EXECUTIVE COMMITTEE MEETING WAS CONDUCTED AT FBOA CENTRE, ALUVA

December 2021

OUR COMRADES TOOK PART IN THE ALL INDIA BANK STRIKE ON 16TH AND 17TH DECEMBER, 2021 AGAINST THE PRIVATISATION OF PUBLIC SECTOR BANKS.

December 2021

DISCUSSION ON THE CHARTER OF DEMANDS STARTED

April 2022

MANAGEMENT CAME UP WITH AN OUTLANDISH DEMAND THAT THE FBOA SHOULD NOT GO ON ANY STRIKES CALLED BY OUR MIGHTY PARENT ORGANISATION, THE AIBOC.

In response to the management's assault on trade union rights and the indifferent attitude to the implementation of Charter of Demands we have observed 12th April, 2022 as NATIONAL PROTEST DAY.

May 2022

LETTER TO THE MD AND CEO

June 2022

PROTEST DHARNA AGAINST THE PHYSICAL ATTACK ON OUR OFFICER

On the evening of the 29th, at the Chennai CV/CE Business office, a top executive attacked one of our officers. The General Secretary, Deputy General Secretary Sasi P R, Vice President Shankar Dev, and Zonal Secretary SakthiSelvan rushed to Chennai as soon as he informed us of the situation. On the 30th, we held a lightning protest demonstration in front of the Zonal office in Chennai.

July 2022

FBOA HAS DECIDED TO INTENSIFY THE AGITATION BY DECLARING THE "WITHDRAWAL OF EXTRA COOPERATION

August 2022

BLACK DAY 3RD AUGUST 2022

Comrades from all over India gathered to denounce the assault by donning black day badges and showing up in huge numbers. FBOA Executive Committee met on July 8, 2022, and unanimously decided to intensify the agitation by launching ALL INDIA STRIKE on August 12, 2022.

STAY ORDER FOR STRIKE CALLED ON AUGUST 12. 2022

We had conveyed our demands to management multiple times, but there was no meaningful conversation, and a strike notice was served on 25-07-2022. Management has not called us for a discussion until 04-08-2022. The Regional Labour Commissioner, Ernakulam, convened a conciliation meeting on August 5, 2022. During the meeting, the Regional Labour Commissioner requested that issues be resolved through negotiations. Rather than engaging in negotiations, management went to court on 08-08-2022, filed a writ petition, and obtained a stay order for the strike. The 9th was a holiday

for the court. After confirming the stay order, management requested a meeting scheduled for 11-08-2022.

We kept a close eye on the circumstances and filed an appeal on the 10th itself as an immediate response. FBOA could entrust the case to one of the senior Advocates of the Honourable High Court of Kerala and had the case posted on 11.08.2022. However, after hours of heated arguments, the court upheld the stay order on strike, forcing the association to call off the strike.

LIGHTNING PROTEST DHARNA IN ALUVA

To voice our opposition to the management's decision to undermine union rights and drag everything to court, we announced a lightning protest dharna in Aluva on the 12th. After receiving our call, leaders from around the nation flocked to Aluva. We are on the point of beginning yet another drawn-out struggle. The start of this fight is marked by the garlanding of Mahatma Gandhi statue at the protest venue. Slogans were roared out in a loud manner. The dharna was inaugurated by Shri V P George, State Vice President of INTUC, Com. P. M. Saheer, Area Secretary of CITU, Com. A. R. Sujith Raju, General Secretary of FBEU, Com. Bibin Bhaskar, District Treasurer of AIBOC, and Shri C. M. Devassy, General Secretary of FBRA, addressed the protest dharna.

August, 2022

EVENING PROTEST DHARNA HELD AT TRIVANDRUM ZONAL OFFICE BY FBOA ON 23-08-2022 AGAINST HARASSMENT PROTEST AGAINST LATE SITTING IN CREDIT ADMINISTRATION DEPARTMENT

September 2022

HISTORIC MASSIVE PROTEST CONVENTION AT ALUVA ON SEPTEMBER 21, 2022

On September 21, 2022, a large crowd of comrades met at the Aluva town hall and made history in the trade union movement of Federal Bank Officers' Association. It was a big protest like the one on September 27, 2004, at the same place, against ICICI Bank's threat to take over Federal Bank.

The 21st of September was a holiday throughout Kerala; however, Federal Bank Officers in Kerala did not have the day off. The tremendous turnout of our comrades from throughout the country made the massive protest convention the buzz of the town. Various organising committee members, regional and Zonal secretaries had been burning the midnight oil to ensure a successful event, and it showed. A turnout of over 1500 protesters at the convention demonstrates the dedication of our members to the association. Many women and young people turned out, proving that the association's foundations are firm and its members are willing to go to any lengths to further their cause.

FBOA.Com. K Chandran Pillai, a former member of parliament and the national secretary of CITU, and the chairman of the GCDA, inaugurated the massive protest convention. The keynote address was given by Shri. R. Chandrasekharan, the State President of the INTUC. Com. K M Dinakaran, Ernakulam District Secretary, CPI, Shri. Udayakumar K S, State committee member, BJP, Adv. V Saleem, District committee member, CPI(M), Com. Aslaf Parekkadan, Aluva Area Committee Secretary, CPI, Com. Sreenath Induchoodan, State Secretary, AIBOC, Kerala, Com. Srinivas Naick, Joint General Secretary, AIBOC, IOBOA, Com. Sujith Raju, General Secretary, Federal Bank Employees Union, and Com. C M Devassy, General Secretary, Federal Bank Retirees Association addressed the gathering.

Members have taken the pledge to uphold the everlasting relationship between FBOA and AIBOC and to fight for the rights of employees and the dignity of the trade union movement.

December 2022

UNILATERAL IMPLEMENTATION OF IMPROVEMENTS IN ALLOWANCES AND BENEFITS BY THE MANAGEMENT BETRAYAL DAY OBSERVED ON DECEMBER 1, 2022

100 DAYS OF AGITATIONAL PROGRAMMES AT DIFFERENT CENTRES

The management ultimately decided to implement the improvements in allowances and benefits of officers effective from the 1st of December 2022. Earlier, the management remained obstinate and ordered the association to refrain from participating in the protests that were being organised by AIBOC against the privatisation of public sector banks. This was just another way in which the management

communicated their desire to sever our affiliation with the parent organisation in order to settle the charter of demands.

Over the years, a bilateral mechanism prevailed in our bank, paving the way for the bank to reach new heights. FBOA, as the sole representative body of the entire officer community, has always played a pivotal role in shaping the institution as it is today. Upholding the spirit of bilateralism, a few discussions were held on the charter of demands submitted by FBOA. The management broke the bilateralism in an unilaterally determined manner. Every bilateral agreement with the association on the charter of demands includes a term of two years, but the current unilateral improvements in allowances by management are silent on the term. This raises concerns about the improvement's validity and gives management the authority to rescind or alter them at any time. Management has betrayed trust by doing this.

Executive committee decided to intensify the agitations by announcing 100 days of agitational programmes at different centres, starting with observing "betrayal day" on December 1, 2022.

NON IMPLEMENTATION OF INTERNAL CHARTER OF DEMANDS AIBOC , KERALA STATE SECRETARY INTERVENED

AIBOC Kerala State Secretary Com: Sreenath Induchoodan has addressed a letter to our bank's Managing Director and CEO to respond to the issues raised by the association.

State secretary wrote "The slipshod attitude of the top management, inflicting irrational compromises on our affiliate, had derailed the negotiations. For instance, our affiliate leaders were advised to abstain from the agitations of the apex organisation, against the ill-conceived agenda of "privatisation" is nothing but to curb the fundamental rights of our members to express themselves.

Such acts are squarely falling under the definition of "unfair trade practices" which is no more than an outrageous violation of our statutory trade union's rights, and it is hence a candid reminder that the management has no right to dictate and decide the terms on which a trade union must act. We have conscious conviction that the Federal bank management under your able leadership will respect the constitutional right of the officers to engage themselves in a trade union movement and to enjoy their much-cherished right to associate and right to expression".

March 2023

PROTEST MARCH FROM MOOKKANNOOR TO ALUVA WROTE HISTORY

On March 25, 2023, a novel protest was staged at Federal Bank. A protest march was organised by the FBOA to voice objections to the management's anti-trade union policies and unsuitable practices in general.

After paying respects to Late K P Hormis, our legendary founder at Mookkannoor, the 15 kilometer protest march began when President Com. Sachin Jacob Paul and General Secretary Com. Shimith P R handed over the "protest flame" to Jatha Captain Com. Jenib J Kachappilly.

Federals raised their voices with slogans, "Protect Federal culture; remove excessive service charges and interest rates; retain mass banking; give priority to bilateral talks; honour trade union rights; stop dragging employee-related issues into the courts." Federals were addressed by AIBOC state President Com. Unnikrishnan V S, Jatha Captain Jenib J Kachappilly, President Sachin Jacob Paul and General Secretary Shimith P R. The Jatha captain passed the flame of protest to all Federals and now the Federals will fan the flames across the country.

VOICE AGAINST OPERATIONAL ISSUES ANGER OVER VINDICTIVE TRANSFER ORDERS AND DENIAL OF PROMOTIONS

Association has always been at the vanguard, fighting relentlessly for the rights of its members because we have always stayed within the principles laid forth by its founders. This constructive trade unionism forms the bedrock upon which the current trust of the association's members rests, as well as our respect and admiration from the public.

History bears witness to the vital contribution that the association can make towards the progress of our Bank, and the management can't do away with our voice with such vindictive transfers and denial of promotions. FBOA is made of more extraordinary mettle, and our spirit transcends any geographical boundary such acts can set.

May 2023

NOTICE FOR ALL INDIA FEDERAL BANK STRIKE ON 26TH JUNE, 2023

Strike notice served to the management with various demands and issues.

PROTEST DHARNA IN FRONT OF THE ZONAL OFFICE IN KOLKATA

MEMORANDUM TO MD & CEO

We have submitted a memorandum to the top management comprising all relevant demands and issues.

1. Immediate submission of mandate to IBA for participating in the 12th Bipartite Settlement.
2. Implement the Internal Charter of Demands.
3. Respect and Restore Bilateralism prevailed in the Bank.
4. Maintain cordial industrial relations with the trade unions.
5. Protect Federal Culture and NO more meetings beyond business hours and on holidays.
6. Stop unilateral OSR amendments.
7. Stop harassment of officers in the name of Business Review meetings and ensure work-life balance.
8. Address the issue of severe staff shortage by mass recruitment of officers.
9. Stop forced selling of insurance policies as per the central Ministry of Finance's direction.
10. Stop lateral appointments, and stop outsourcing core banking activities.
11. Recruit permanent gold appraisers in all branches.
12. Proportionate Ex-gratia in tune with the profit of the Bank to be given without any discrimination.
13. Issue new ESOS without discrimination and in proportion with those allotted to top-level Executives.

September 2023

LETTER TO FEDERAL BANK MD & CEO MANDATE FOR 9TH JOINT NOTE

October 2023

NEW COMMITTEE ASSUMED THE OFFICE

January 2024

MASSIVE PROTEST CONVENTION AT KOTTAYAM

February 2024

NATIONAL PROTEST DAY ON FEBRUARY 5 FBOA DEMANDED JUSTICE FOR THE OFFICERS AND ANNOUNCED A NATIONWIDE PROTEST ON FEBRUARY 5 TO MAKE OUR VOICES HEARD.

March 2024

SUBMISSION OF CHARTER OF DEMANDS DEMAND FOR PROPORTIONATE EXGRATIA

April 2024

PROTEST DEMONSTRATION HELD BY FBOA EXECUTIVE COMMITTEE MEMBERS BEFORE THE HEAD OFFICE ALUVA ON APRIL 23RD AND 24, 2024

FBOA leaders boldly stated their stance by staging a two-day silent protest before the Head Office. This protest was not just a demonstration of our grievances but a powerful statement of our collective will. It was to bring to the forefront a series of urgent issues, including the Implementation of the 9th joint note in toto, the Settlement of the internal charter of demands, the Restoration of bilateralism, the Stoppage of attacks on trade unions, the Honouring of the promotion exemption process, the Implementation of a transparent transfer policy, and the Withdrawal of unfair transfer orders. The demonstration in front of the Head Office was a momentous occasion for the FBOA. The demonstration was made possible by a successful legal battle overturning previous restrictions on employees' right to protest against management policies.

PAYMENT OF EXGRATIA TO THE PENSIONERS - LETTER TO THE MD & CEO

August 2024

TAX ON PERQUISITE - LETTER TO THE MD & CEO

PROTEST DEMONSTRATION AT ERNAKULAM

Hundreds of officers, including lady officers from various branches of the Ernakulam region, came together to vehemently protest against the oppressive business review meetings.

At the venue, officers expressed their concerns by shouting slogans, highlighting the need for the management to address the other issues brought to their attention by the association.

The protest's massive turnout demonstrates our members' determined commitment.

RESOLVE THE ISSUES - LETTER TO THE MD & CEO

September 2024

PROTEST AGAINST OPERATIONAL ISSUE - PRAGATI

REMONSTRATION ROCKS NEW DELHI

PROTEST AGAINST UNETHICAL CAMPAIGNS, LEAVE DENIAL AND LATE SITTING

New Delhi Zonal office witnessed a remarkable display of courage as employees rallied against the pervasive unhealthy practices within the zone. Their grievances, such as excessive campaigns, mandatory login days, denial of eligible leaves, and habitual late sittings, have heavily impacted the working environment. Leaders of the AIBOC New Delhi unit, Com. Pankaj Kapoor, Vice President, and the FBEU Asst. Secretary Com. Manoj spoke at the protest demonstration, expressing their solidarity and commitment to support the ongoing agitations. The majority of the executive committee members of FBOA attended the protest demonstration.

FIGHT FOR IMPROVING WORKING CONDITIONS

Circular -TRAGIC DEMISE OF ANNA SEBASTIAN WHEN DEADLINES AND DEATH COLLIDE

November 2024

MEETING WITH MD AND CEO SHRI KVS MANIAN

Shri Sachin Jacob Paul, President, Shri Shimith P R, General Secretary, and Shri Jenib J Kachapilly, Treasurer, met with our newly appointed Managing Director and Chief Executive Officer on November 4, 2024, at Aluva. During our meeting, we engaged in a cordial and productive discussion with him.

We exchanged perspectives, and the atmosphere was conducive to open communication and collaboration. He assured us to continue the discussions in future.

January 2025

DISCUSSIONS WITH THE MANAGEMENT BEGIN

May 2025

INTERNAL SETTLEMENT SIGNED

LEGAL BATTLES THAT PLAYED A CRUCIAL ROLE IN SHAPING INTERNAL SETTLEMENT

July 2022

As there was no meaningful conversation, a strike notice was served on 25-07-2022. Management has not called us for a discussion until 04-08-2022. The Regional Labour Commissioner, Kochi, convened a conciliation meeting on August 5, 2022. During the meeting, the Regional Labour Commissioner requested that issues be resolved through negotiations. Rather than engaging in negotiations, management went to court on 08-08-2022, filed a writ petition, and obtained a stay order for the strike. The 9th was a holiday for the court. After confirming the stay order, management requested a meeting scheduled for 11-08-2022. We kept a close eye on the circumstances and filed an appeal on the 10th itself as an immediate response. **FBOA could entrust the case to Shri George Poonthottam, one of the senior Advocates of the Honourable High Court of Kerala** and had the case posted on 11.08.2022. However, after hours of heated arguments, the court upheld the stay order on strike, forcing the association to call off the strike.

January 2023

A strike notification was issued by UFBU in January 2023 in Mumbai over the residual issues. Our management is well aware that the concerns and demands brought forth by UFBU were relevant to more than 10 lakh bank employees across the country and not just for Federal Bank employees specifically. Our management has no part to play in resolving these issues highlighted by UFBU. UFBU issued notice for the strike to The Chairman, Indian Bank's Association, Mumbai and not to our management. Our management approached Deputy Chief Labour Commissioner (Central), Cochin and raised a dispute. There are 12 nationalised banks and 21 scheduled private sector banks across the country. Any other bank management across the country took no action similar to the one the Federal Bank management took. This shows a lack of bonafide in the movement of the Federal Bank management. We have every reason to believe that our management approached the Deputy Chief Labour Commissioner Central, Cochin, with a malicious intention to bring us before the conciliation officer, who has no jurisdiction to call us for joint discussion under the provisions of the Industrial Disputes Act, 1947. The Deputy Labour commissioner has scheduled a conciliation meeting, and management has gone to the Honourable High Court in Kochi and managed to get a stay order with the reason "a conciliation is pending. We have questioned the role of the labour commissioner by filing a writ petition in Honourable High Court. Kochi and **we engaged Supreme Court senior counsel advocate Huzefa Ahmadi, the son of a former chief justice for this case.** Later, management closed the petition they filed.

June 2023

HISTORIC COURT ORDER PASSED BY THE HONOURABLE HIGH COURT, KERALA TO INITIATE MEDIATION

We gave a strike notice on May 29, 2023, because the management was rejecting the legitimate demands that the association had made, and no bilateral negotiations were taking place. The management did not contact the association for a meeting; nevertheless, they did approach the Regional Labour Commissioner (C) of Cochin, and as a result, the Regional Labour Commissioner (C) of Cochin scheduled a conciliation meeting for the 26th of June, 2023. On June 16, 2023, we presented a writ petition at the Honourable High Court in Kochi with the file number WP(C) NO. 9196 OF 2023, in which we questioned the authority of the Regional Labour Commissioner (C) Cochin to call for a conciliation meeting. **Shri P. Chidambaram, a former finance minister and currently one of the most prominent advocates in our country, represented FBOA in court.** The case was rescheduled for the 20th of June, 2023, when **Shri P. Chidambaram appeared in court again on behalf of FBOA.** The Honourable High Court, Kochi, passed the following order on June 22, 2023.

- i) Justice A.M.Shaffique (former Judge of this Court) is appointed as the Presiding Mediator, to be assisted by Adv.Sreela.N.Warrier and Adv.George Merlo Pallath, trained Mediators of the Kerala State Mediation and Conciliation Centre, High Court of Kerala, as member mediators, to constitute the Mediation Tribunal.
- (ii) The Registry is directed to communicate a copy of this order to the Mediators.
- (iii) The learned counsel appearing on both sides shall contact the Presiding Mediator, who shall fix the date and venue to conduct the mediation proceedings.
- (iv) The Mediation Tribunal is at liberty to fix its remuneration, which shall be equally shared by the petitioner and the second respondent.
- (v) If the mediation fails, the petitioner shall implead the Reserve Bank of India as an additional respondent in the writ petition.
- (vi) The petitioner is restrained from going ahead

Seven rounds of discussion were held with the management including four rounds before the mediator. The last round of discussion was on 9th October 2023.

FUND COLLECTION FOR LITIGATION KICKED OFF

On the 23rd of June 2023, the executive committee conducted an important meeting to deliberate on an ongoing legal battle. After careful consideration, the committee opted to establish a fund to provide financial assistance for the continuing legal action. In order to bolster the fund, each association member is requested to contribute a minimum of Rs 2,000/- (Rupees Two Thousand Only)

October 2023

JUDGMENT IN THE COURT OF THE ADDITIONAL DISTRICT JUDGE, N. PARAVUR BY SHRI. MUJEEB RAHIMAN C., ADDITIONAL DISTRICT JUDGE.

There was an order which restricted the association from *holding any meeting, demonstration, dharna, erecting of tents, from displaying posters, banner and shouting slogans within the radius of 200 meters from the premises of the head office and nearby branches of the head office bank.*

The association filed an appeal, and the 200-meter radius was removed.

C.M.A. No. 25/2021

(Against the Order in IA 01/2020 in O.S. 204/2020 on the file of the Munsiff Court, Aluva)

We engaged senior counsel advocate K Ramkumar for this case.

November 2024

SENIOR COUNSEL SRI CHIDAMBARAM REPRESENTED THE FBOA AT HONOURABLE HIGH COURT OF IN KOCHI

March 2025

LANDMARK JUDGMENT IN THE HIGH COURT OF KERALA AT ERNAKULAM by THE HONOURABLE MR.JUSTICE N.NAGARESH

Whenever the association issues a notice for a strike, the regional labour commissioner initiates conciliation under Sec 22 of the ID Act. During the last few years, management has sought the court's assistance to secure a stay order as "No person employed in a Public utility service can go on strike during the pendency of any conciliation proceedings before conciliation officer " as per Sec 22. The judgement has clarified that the regional labour commissioner does not possess the jurisdiction to initiate conciliation meetings with association. Consequently, this decision will limit management's ability to approach the High Court for a stay order based on the regional commissioner's conciliation proceedings.

PETITIONER - FEDERAL BANK OFFICERS ASSOCIATION,
RESPONDENTS:

1. THE REGIONAL LABOUR COMMISSIONER (CENTRAL), KAKKANAD, KOCHI
2. THE FEDERAL BANK LTD

THIS WRIT PETITION (CIVIL) HAVING BEEN FINALLY HEARD ON 15.11.2024, THE COURT ON 28.03.2025

From the judgment

It is declared that the 1st respondent has no jurisdiction under Section 22 to conciliate over the disputes which arise between the petitioner and the 2nd respondent.

Cordially yours,



Shimith P R
General Secretary



MINUTES OF THE DISCUSSIONS HELD BETWEEN THE REPRESENTATIVES OF THE MANAGEMENT OF THE FEDERAL BANK LTD AND THAT OF FEDERAL BANK OFFICERS' ASSOCIATION

Representatives of the Management

1. Mr. Rajanarayanan N, EVP & Chief Human Resources Officer
2. Mr. Sudheesh Kumar M, Senior Vice President (HR)
3. Ms. Sabeena Shaji A, Senior Vice President (HR)
4. Mr. Avinash K R, Deputy Vice President – I (HR)

Representatives of Federal Bank Officers' Association

1. Mr. Sachin Jacob Paul, President
2. Mr. Vivek Sankar, Vice President
3. Mr. Jibin Joy, Vice President
4. Mr. Arun C Joseph, Vice President
5. Mr. Shimith P R, General Secretary
6. Mr. Anoop Krishnan C R, Deputy General Secretary
7. Mr. Sasi P R, Deputy General Secretary
8. Mr. Rajesh N, Deputy General Secretary
9. Ms. Akanksha Singh, Deputy General Secretary
10. Mr. Jenib J Kachapilly, Treasurer
11. Mr. Praveenkumar K P, Assistant Treasurer

Federal Bank Officers' Association (FBOA) submitted a Charter of Demands on 12/03/2024. Discussions were held between the representatives of the Management and those of FBOA on various dates and an understanding has been arrived at as follows:

1. Medical Checkup

Representatives of the management agreed to enhance reimbursement of expenses incurred by Officers for yearly medical checkup to a maximum of Rs 9,000/- per annum from the existing amount of Rs 7,000/-. Officers who undertake medical checkup along with the spouse will be reimbursed a maximum amount of Rs 10,000/- per annum from the existing amount of Rs 9,000/. All other existing terms and conditions will continue to be in force.

2. Fixed Conveyance Allowance

Representatives of the Management agreed to enhance the maximum amount of fixed conveyance allowance payable to Officers as follows, subject to other applicable norms:

Scale I	Rs. 4000/- per month from the existing amount Rs 3500/-.
Scale II & III	Rs. 4300/- per month from the existing amount of Rs 3800/-.

3. Reimbursement of cost of Petrol / Diesel

- (a) Representatives of the Management agreed to enhance the maximum quantum of petrol/diesel to all Officers who own and maintain four wheelers, as follows, subject to other applicable norms.

Category	Four Wheelers – Litres per month Existing			Four Wheelers – Litres per month Revised		
	(Eligibility of Principal Officers shown in brackets)			(Eligibility of Principal Officers shown in brackets)		
	A1	A2	A3	A1	A2	A3
Scale I	90 (110)	90 (105)	85 (100)	98 (118)	98 (113)	93 (108)
Scale II	95 (120)	95 (115)	90 (110)	103 (128)	103 (123)	98 (118)
Scale III	105 (130)	105 (125)	95 (115)	113 (138)	113 (133)	103 (123)

- (b) Those Officers who do not claim petrol/diesel reimbursement for four wheelers, but own and maintain two wheelers will get an additional 5 Litres of Petrol per month from the existing limit applicable for Two wheelers.

4. Reimbursement of Mobile Phone call charges

Officers in Scale I & II, other than principal officers, shall be eligible for reimbursement of Mobile Phone call charges incurred for business purpose on declaration basis as given below.

Scale	Officers (working in Branches)	Officers (working other than in Branches)
I	Rs. 1,800/- per month	Rs. 1,500/- per month
II	Rs. 2,350/- per month	Rs. 2,050/- per month

5. Combined eligibility for reimbursement of Residential Telephone / Mobile Phone call charges

The combined eligibility for Residential Telephone charges and Mobile Phone call charges shall be as per the table below.

Category of Officers	Combined eligibility
Relationship Officers in Scale I & II	Rs 3,000/- per month
Principal Officers of Branches in Scale I & II	Rs 3,500/- per month
Officers in Scale III (working other than in Branches and Relationship Officers)	Rs 3,800/- per month
Officers in Scale III (working in Branches)	Rs 4,000/- per month
Relationship Officers in Scale III	Rs 4,200/- per month
Principal Officers of Branches in Scale III	Rs 4,500/- per month

6. Entertainment Expenses

Representatives of the Management agreed to enhance the maximum amount of reimbursement of entertainment expenses as follows subject to other applicable norms:

Scale I	Rs 3000/- per month from the existing amount of Rs 2600/-.
Scale II	Rs 3300/- per month from the existing amount of Rs 2900/-.
Scale III	Rs 3750/- per month from the existing amount of Rs 3300/-.

7. Reimbursement of Cost of Cleansing Materials

Representatives of the Management agreed to enhance the cost of cleansing materials to a maximum of Rs 1400/- per month from the existing amount of Rs 1200/- per month, subject to other applicable norms.

8. Reimbursement of Cost of Briefcase

Representatives of the Management agreed to enhance the maximum amount for reimbursement of cost of briefcase/ladies Bag to Rs 6000/- from the existing amount of Rs 5250/- for Scale I Officers and Rs 6500/- from the existing amount of Rs 5750/- for Scale II & III Officers, subject to applicable norms. Period of reimbursement will continue to be the same, on declaration basis.

9. Vehicle Maintenance Expenses

Representatives of the Management agreed to enhance the reimbursement of annual vehicle maintenance expenses as follows, subject to other applicable norms.

Scale I	: Rs 4900/- from the existing Rs 4300/-
Scale II & III	: Rs 5850/- from the existing Rs 5200/-
Principal Officers in Scale I, II & III	: Rs 7250/- from the existing Rs 6500/-

10. Business Promotion Expenses

Representatives of the Management agreed to enhance the business promotion expenses payable to Principal Officers as follows, subject to other applicable norms:

Category	Existing		Revised	
	A1 Centres	Other Centres	A1 Centres	Other Centres
Scale I, II & III (Principal Officers)	4900	4400	6000	5500

11. Newspaper

It has been agreed to enhance the cost of reimbursement of Newspaper/Additional Magazine as follows, subject to eligible norms.

Scale I & II	Rs 650/- per month from the existing amount of Rs 600/-
Scale III	Rs 850/- per month from the existing amount of Rs 775/-

12. Scholarship for the Children of Officers

Representatives of the Management agreed to enhance the maximum amount of Scholarship to the children of Officers per annum as follows, subject to other applicable norms.

Category	Existing	Revised
Children studying in STD IV, V, VI & VII	3200	3800
Children studying in STD VIII, IX, X, XI & XII	4200	4800
Children studying for BA, B Sc, LLB , other degree Courses & Post Graduate Degree courses like MA, M Sc, M Com	5200	5900
Children studying for Professional Courses	6800	7500

13. Club Allowance

Representatives of the Management agreed to enhance the maximum ceiling of admission fee of club membership for Principal Officers to Rs 15000/- from the existing amount of Rs 14000/- subject to other existing stipulations in this regard. It is also agreed to enhance the annual subscription of Club Allowance as follows:

Category	Existing	Revised
Branch Managers in Metro Centres	12000	13000
Branch Managers in State Capitals	9750	10000
Branch Managers in Other Centres	9200	9500

14. Out of Pocket expenses to Officers assigned with duties of ATM

It has been agreed to enhance the amount of out-of-pocket expenses reimbursed to Officers assigned with duties of ATM related works to Rs 2400/- per month from the existing amount of Rs 2200/-. All other extant terms & conditions for claiming ATM allowances will continue to be applicable.

15. System Administrator Allowance

It has been agreed to enhance the amount of System Administrator allowance reimbursed to Officers assigned with duties of System Administrator to Rs 1550/- per month from the existing amount of Rs 1450/-. All other extant terms & conditions for claiming System Administrator allowance will continue to be applicable.

16. Digital Promotion Allowance

Representatives of the Management agreed to enhance Digital Promotion Allowance, payable to all Officers in scale I, II & III, to Rs 3000/- per annum, which will be payable on a half yearly basis (Rs 1500/- each) in September & March, from the existing amount of Rs 2600/-.

17. Housing Loan

- a) Representatives of the Management agreed to enhance the maximum amount of Housing Loan to Officers from the existing limit of Rs 110.00 lakh to Rs 130.00 lakh subject to other applicable norms/ stipulations.
- b) The rate of interest will be as follows:
 - Upto & including Rs 20 Lakh @ 5% Simple
 - Above Rs 20 Lakh upto and including Rs 50 Lakh @ 6% Simple
 - Above Rs 50 lakh @ 6.50% Simple

All other terms and conditions of Housing Loan scheme published in Federal Bulletin 13/2006 and subsequent improvements, will continue to be applicable.

18. House Maintenance Loan

Representatives of the Management agreed to enhance the maximum amount of House Maintenance Loan to Officers from the existing limit of Rs 7.00 Lakh to Rs 9.00 Lakh, subject to other applicable norms/stipulations

19. Vehicle Loan
a) Four Wheelers

It has been agreed to enhance the maximum amount of vehicle loan to Officers as follows:

Category	Existing Amount	Enhanced Amount
Scale I	Rs 10.00 Lakh	Rs 12.00 Lakh
Officers in Scale II & III	Rs 12.50 Lakh	Rs 15.00 Lakh

b) Two Wheelers

The amount of loan for purchase of two wheelers has also been increased to Rs 2.25 Lakh from the existing limit of Rs 1.75 Lakh.

All other terms & conditions will continue to be in force

20. Personal Loan

It has been agreed to enhance the maximum amount of personal loan to Officers to Rs.11.00 Lakh from the existing amount of Rs 10.00 Lakh, subject to other applicable norms.

21. Demand Loan

It has been agreed to enhance the maximum amount of demand loan to Officers to Rs. 5.00 Lakh from the existing amount of Rs 4.00 Lakh, subject to other applicable norms.

22. Officers' Furniture Advance

It has been agreed to enhance the amount of Officers' Furniture Advance as follows, subject to other applicable stipulations.

Category	Existing Amount	Enhanced Amount
Officers in Scale I	Rs 2.30 Lakh	Rs 2.70 Lakh
Officers in Scale II & III	Rs 2.60 Lakh	Rs 3.00 Lakh

All other terms & conditions will continue to be in force.

23. Festival Advance to Officers

Representatives of the Management agreed to enhance Festival Advance to Officers up to an amount equivalent to one-month Basic Pay + DA + Special Allowance subject to a maximum of Rs 1.25 Lakh from the existing amount of Rs 1.00 Lakh. All other existing terms and conditions continue to be in force.

24. Transfer Discomfort Loan

It has been agreed to enhance the amount of Transfer Discomfort Loan to Rs 3.00 Lakh from the existing Rs 2.50 Lakh. All other existing terms and conditions will continue to be in force.

25. Vehicle Repair Loan

It has been agreed to increase the vehicle repair loan limit to Rs 0.90 Lakh from the existing amount of Rs 0.80 Lakh. All other terms and conditions continue to be in force.

26. Gold Loan

It has been agreed to increase the gold loan limit to Rs 10.00 Lakh from the existing amount of Rs 7.50 Lakh. All other terms and conditions continue to be in force.

27. Computer Loan

It has been agreed to enhance the amount of Computer Loan to Rs 1.10 Lakh from the existing amount of Rs 1.00 Lakh. Within the total eligibility of Rs.1.10 Lakh, an amount of Rs. 45,000 could be availed as a separate loan for purchasing Mobile Phone or Tablet. All other existing terms and conditions will continue to be in force.

28. During the discussions regarding the increasing competition, Management expressed the need to recruit a different set of work force in certain specific roles such as sales, collections and customer acquisition, with a market aligned reward system. FBOA fully comprehended the needs of the Bank. FBOA demanded the recruitment of more officers to improve the quality of the service and to get more focus on business growth and work life balance.

29. Regarding other demands of the Association like introduction of spectacle allowance, canteen facility, reimbursement of cost of books/CDs, drinking water charges, electricity charges, winter clothing, Association membership to Scale IV Officers, extension of Foreign LTC to Scale I, reducing the age limit for medical checkup, to rectify the practical anomaly in the OSR clause of fixation of HRA applicable in the place of work or stay 'whichever is lower' as 'whichever is higher', to provide CELESTA cards for all officers etc., representatives of the Management expressed difficulties to consider them at this stage.

30. With regard to the demand of FBOA to bear the tax on perquisites for officers up to Scale III, representatives of the Management expressed difficulty to consider the same. FBOA reiterated their demand.

31. With regard to the demand of FBOA to review and extend the distance of the existing norm of 20 kilometers to 50 kilometers, within which all officers in scale II and above, who are not availing the facility of residential accommodation from the Bank, are required to reside, representatives of the Management responded that it will be considered, subject other relevant factors.

32. FBOA demanded to cover children also for the reimbursement dental treatment expenses to which representatives of the Management responded to positively consider the same.

33. FBOA demanded to restore the special leave facility to E C members of Association. Representatives of Management expressed difficulty to consider. FBOA reiterated their demand.

34. FBOA demanded to extend the housing loan repayment period until the age of 80 years. Representatives of Management stated that the same cannot be considered.

35. FBOA demanded for an additional 1% interest to be given to joint deposit accounts maintained in the first name of spouses of staff and retirees, to which representatives of Management agreed to look into this, subject to further deliberations and approval.





- 36.** To the demand of FBOA to extend the pension option to the resigned employees, to permit retirees to avail Bank's guest house/holiday homes, subject to availability, and to extend the one-time compassionate payment of Rs. 20,000/-, being provided to the family or beneficiaries of deceased retirees, to the retiree's spouse also, representatives of Management expressed its difficulty to consider the same.
- 37.** FBOA sought to consider personal and family reasons also for granting exemption from participating in the promotion process. Management stated that only extremely genuine and difficult circumstances like medical/health issues could be considered. FBOA reiterated that personal and family reasons be also considered for granting exemption from participating in the promotion process.
- 38.** FBOA further demanded that a systematic transfer policy be framed, to which representatives of Management stated that the transfer process is administered, considering the organizational requirement and other relevant factors.
- 39.** To the other issues raised by FBOA such as late sittings, mentoring for probationary officers, bullying and harassment, vindictive actions etc., representatives of Management stated that whenever a genuine issue is reported, the same is addressed as per policy of the Bank.
- 40.** As regards the issue of officiating allowance, representatives of Management agreed to seek clarifications from IBA in this regard.
- 41.** To the demand of FBOA to enhance rental ceiling for leased accommodation from 2026, i.e., on expiry of two years from the last enhancement in 2024, representatives of Management stated that the same cannot be considered now. FBOA reiterated their demand.
- 42.** It is distinctly understood by both the parties that the benefits/allowances in terms of this agreement will depend on the growth and sustained performance of the Bank, like achieving business targets, RoA, avoiding compliance breach etc. and management seeks wholehearted co-operation of Association and its members for the total growth of the Bank in tune with the corporate budget/plan.
- 43.** Representatives of the Association agreed to continue to extend full co-operation to improve efficiency, business growth, revenue growth, productivity, customer service and work for the overall growth and development of the Bank and to maintain harmonious industrial relations.
- 44.** Unless otherwise specified, the existing terms and conditions of various schemes in which modifications/changes are now being effected by this agreement, shall continue to be the same.
- 45.** It is agreed between the parties that a fresh charter of demands on the items on which an understanding has been arrived at as herein above will be submitted only after completion of 2 years from the date of this agreement.











The improvements in the monthly allowances as agreed upon herein above will come into force with effect from 01/05/2025, and other improvements will be effective from 01/06/2025.

Signed this on the 26th day of May, 2025, Aluva

Representatives of the Management

Representatives of Federal Bank Officers' Association

1. Rajanarayanan N 
2. Sudheesh Kumar M 
3. Sabeena Shaji A 
4. Avinash K R 

1. Mr. Sachin Jacob Paul 
2. Mr. Vivek Sankar 
3. Mr. Jibin Joy 
4. Mr. Arun C Joseph 
5. Mr. Shimith P R 
6. Mr. Anoop Krishnan C R 
7. Mr. Sasi P R 
8. Mr. Rajesh N 
9. Ms. Akanksha Singh 
10. Mr. Jenib J Kachapilly 
11. Mr. Praveen Kumar K P 