

ALL INDIA UNION BANK EMPLOYEES FEDERATION

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20th January 2018

Circular No. 34/XVI/2018

To All Units and CC members &
Woman Sub-Committee Members

Dear Comrades,

Attempt of SILENCING our Federation

General Secretary, AIUBEA in his circular dated 15th January 2018 has given a call to his units to silence our Federation. By 'silencing' if he has meant finishing our Federation then it is totally unbecoming for a leader of a trade union when situation in the country demands united struggle of workers and not finishing a trade union. If he has meant to shut up the members of the Federation then he is living in fool's paradise. The mighty Management of the Bank tried their best in so many occasions to resist the members of the Federation from raising their voice, latest being in connection with squatting before the central office of the Bank on 21st February 2014 even going to the extent of filing a case in Mumbai City Civil Court against the Federation and it's the then General Secretary, Com. N.K. Shome but, they could not succeed in their attempt to shut up the members of the Federation. When the mighty Management has remained unsuccessful, how does the said General Secretary dare to give a call to 'silence' our Federation! Our Federation speaks for the rights of the employees and it will continue to do it. Our Federation has not learnt to walk on the dotted line of the Management and that is why for the last 59 years since 1959 it is in the heart of the employees.

You may think that all these are known already to you then why this repetition. The reason is : The General Secretary, AIUBEA has given a call to his members for waking up the members of our Federation and in order to implement the call the members of AIUBEA have to interact with our members. Our members should not miss this opportunity of interacting with the members of AIUBEA. In your interaction, you have to bring the above facts into their notice.

In our previous circular we mentioned that the issue of one month's gross salary as Festival Advance was raised by AIUBEA as a new issue under serial number 33 in the list of issues for 22nd November 2017 IR meeting denoting that the issue was raised for the first time on 22nd November 2017. Said General Secretary has become very much annoyed at such exposing of his hollow claim and hence tried to criticize us that in July 2010 we demanded one month's gross salary as Festival Advance when just 4 months back there was an improvement in quantum of Festival Advance in March 2010. His

criticism has helped us to look into the records scrupulously. In the Central Committee meeting of the Federation held in Pune on 13 - 14 November 2007, the issue of Disbursement of one month's gross wages without ceiling as Festival Advance was raised in serial number 29 of the 34 point list of issues that was submitted to the CMD through our letter dated 28th November 2007. Management took the plea of Government's objection against enhancing the quantum of Festival Advance. So, through a letter to GM (P) on 6th March 2009 attention of the Management was drawn that Bank of Baroda revised the maximum quantum of festival advance to Rs.20000/- and Rs.15000/- in case of clerks and subordinate employees respectively, which showed that the Government guideline was not so rigid as to stand in the way of our Bank considering the issue raised by us in its own merit. After issuance of Staff Circular 5656 dated 22nd March 2010 enhancing the quanta of Festival Advance w.e.f. 1st January 2010 to one month's basic pay with a minimum of Rs.8000/- and Rs.6000/- for clerks and sub-staffs respectively, we wrote to GM(P) expressing our disappointment over the half-hearted decision taken by the Management and reminded them that our demand to one month's gross wages remained to be fulfilled. Naturally, in the next list of issues submitted to the Management on 31st July 2010 the issue took its place. We express our thanks to General Secretary, AIUBEA for giving the opportunity to bring this fact to his members when they will interact with our members. We are confident that his members will understand the difference between November 2007 and November 2017.

In his circular, he has repeatedly termed our Federation as 'minority union'. You can request his members to ask him despite being the recognized union why their Association is in minority in Maharashtra and particularly Mumbai where our central office is situated.

While the members of AIUBEA at the call of their General Secretary will come to interest with you for waking up our members, you can ask them whether the full text of MOU signed by their General Secretary for capital infusion in Bank was circulated among them or not. If not, why? According to Management, if it is disclosed to employees the commercial confidence of the Bank will be hampered.

In addition to the above, we request you to draw the attention of the members of AIUBEA, during their interaction with you, to the following few burning issues of the employees so that they can raise them in their coming all India Conference and demand replies from the General Secretary.

- 1) What agitational / legal step has been taken by General Secretary, AIUBEA after claiming historic achievement in 2013 for absorption of all casual/temporary employees and personal drivers in permanent employment of the Bank?
- 2) What steps he has taken against incompleteness of recruitment process for recruitment of Housekeeper-cum-Peons in branches under 2/3 Regional Offices?
- 3) What steps he has taken for filling up vast number of vacancies of Housekeeper-cum-Peon throughout India.

- 4) So many vacancies of Head Cashier and Special Assistant remained to be filled up. Employees holding order of request transfer and higher assignment are not relieved for new posting due to non-availability of substitutes while in many branches clerical employees are over burdened owing to shortage of manpower. What effective steps he has taken to compel the Management for placing indents to IBPS commensurate with such need?
- 5) Why he has not taken any step for payment of appropriate overtime allowance as per Bipartite Settlement for the period of demonetization exercise?
- 6) Why he has allowed the Management for violating the promotion policy when the policies were signed by them? Glaring example : promotion process for 2012-13 and 2013-14 were clubbed to one promotion process for the subordinate staffs while there is no such provision of clubbing in the policy. There are other examples also.
- 7) Why sabotaging the aspiration of clerical employees, he demanded postponement of promotion process from clerk to officer for 2017-18 while as per promotion policy the process has to be completed by 31st March 2018?
- 8) Why the Management has been allowed by him to give retrospective effect of a retrograde provision in the higher assignment policy for Special Assistant signed by him?
- 9) Why in the name of conversion of Housekeeper-cum-Peon to Housekeeper-cum-Daftary the Management has been allowed by him to gradually abolish the post of Housekeeper-cum-Peon and Peon-cum-Hamal?
- 10) What steps he has taken for allowing the clerks and subordinate staffs to avail two wheeler conveyance loan on completion of probationary period?

We think that these few issues will be sufficient for drawing the attention of the members of AIUBEA about the collaborative functioning of their General Secretary so that they can demand replies from him. However, we are not sure whether finally they will come to interact with our members or not because if the General Secretary comes to know about this circular then there may be another call to his members for giving up the job of waking our members. Let us see.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

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GS / 3/102/18

15th January, 2018

To,
All Office Bearers and Units,
Dear Comrades,

Explain the truth to the Employees. **Silence the Minority AIUBEF's misleading Propaganda .**

While the employees all over India are acknowledging and appreciating the efforts of our Association in clinching the issues of 1) improvement in Festival advance 2) Life Time Appreciation Award and 3) improvement in conveyance Loan along with 4) allowing Female employees to choose the dependents on suitable declaration and 5) improving the quantum of coverage under buffer policy, the Minority AIUBEF is attempting to undermine the efforts of AIUBEA to mislead the employees. The irony is that this BEFI affiliated union has been misleading the employees on all occasions for last more than 40 years and that is how it still continues to remain as Minority.

Employees despite our circular 101/ 18 expected that at least this time out of shame this minority Union will keep quite as it has not done anything to clinch the issues. However it was not to be and hence its circular No 32 dated 11th January 2018 by deriving some illusionary rationale that too by misquoting our issue as old and new to mislead is not surprising the employees.

The issue of grant of silver jubilee award to employees who are unable to serve for required number of years was taken up by us and was under discussions for long time. The management was reluctant as IBA guidelines for grant of Silver Jubilee was very clear and was not permitting the same. After Much pursuance in IRM Meetings as well as in other available forums and with the top Management finally the issue was clinched as Life Time Achievement Award as an independent initiative of the Bank outside IBA guidelines. So now the award is unique in our Bank that will enable all to get memento for their services rendered and credit should go to our Association.

The employees are aware that even during last improvement in Festival advance to one Basic Pay the AIUBEF did claim credit, although the Staff Circular No 5656 dated 22nd March 2010 was clearly indicating as to it was because of AIUBEA. Now employees are observing that AIUBEF has been distorting to such an extent that today it says that it demanded one gross salary in July 2010 when the issue was settled by AIUBEA in March 2010. So the employees are laughing as to how within 4 months of improving the Festival Advance by AIUBEA in March 2010 this minority AIUBEF sought another improvement by demanding one gross salary? Was it not to fool its members at that time to divert their attention from understanding the fact that it is AIUBEA that shapes the service conditions of the employees in Union Bank and AIUBEF has no role in it?

Even then, now the employees are interested in knowing about the efforts of AIUBEF in last 10 years to pursue the issue and achieve it? They are also asking as

to how AIUBEF being minority union and not being eligible to negotiate with the Bank but merely submitting the issues can claim any credit in achieving the issues? The employees- particularly the new generation employees who are well informed are aware of the answer to all the above questions and thus the truth. That is why the employees all over India overwhelmingly follow and support AIUBEA.

The IRM Minutes circulated by the Bank clearly conveys the role played by AIUBEA in achieving the demands and no other union can undermine the same. Any misleading propaganda and or distortion from AIUBEF will only expose it.

Thus the members of BEFI in Union Bank should know & understand as to how its leadership has been fooling them for last more than 4 decades and how long they will allow this to continue? The time has also come for our units and Members to wake up the BEFI Members who are in sleep and make them understand the truth to come in to mainstream under AIBEA / AIUBEA

While we continue to shape & improve the service conditions of employees, our March in organizing the employees shall continue. Our units should hold meetings and explain the facts and the efforts of our Union to silence AIUBEF that makes empty noises.

With warm regards,

Yours Comradely,



(N. Shankar)
General secretary

March on to 10th conference at Bangalore! Make it a grand Success.

"Capture AIUBEA's Vision of Union Bank's Glorious Tomorrow."