

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

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Circular No. 32/XVI/2018

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

Dear Comrades,

- 1) Enhancement in quantum of Festival Advance
- 2) Life-time Appreciation Award
- 3) Conveyance Loans to Award Staff

Management issued Staff Circulars No. 6725, 6726 and 6728 on 09.01.2018 respectively on the above-mentioned three issues. The decision to concede to these long pending demands of the employees was taken by the Bank's Board on 08.01.2018. Immediately on receipt of the information, the General Secretary, All India Union Bank Employees Association (AIUBEA) issued a circular claiming achievement of the issues. We have no business to see whether such a claim for achievement is genuine or misleading or whether was backed by any agitation or not as the members AIUBEA know it very well as to what organizational action / agitation had to be taken up by their organization. But, what made us to write something in this context is the following two lines of the last paragraph of his circular :

***"As usual our Rivals will claim credit for the improvements and our units as well as our members should give proper & fitting Reply."***

We, therefore, think it proper to supply some factual information to the members of AIUBEA through our members so that they can study the information before giving "proper & fitting Reply" to our members. General Secretary, AIUBEA in his circular no. GS/3/101/18 dated 8th January 2018, inter alia, stated :

***".....we took up 1) improvement in Festival advance 2) Improvement in Staff Conveyance loan and 3) Sanction of Life Time Career Award in the form of wrist watches to those employees who do not qualify for Silver Jubilee Awards. These issues were discussed with the Management in the IRM Meetings. In the last IRM Meeting on 22nd Nov 18, the Management agreed to resolve these issues on the lines of suggestions of our Association. "***

The last IR meeting was held on 22<sup>nd</sup> November 2017 and the minutes of the meeting was circulated through Staff Circular No. 6706 dated 23<sup>rd</sup> November 2017 (copy of the Staff Circular is enclosed for ready reference). It is clear from the circular that the issue of Bank's Memento (Life-time Appreciation Award) is listed in serial no.6 as a pending issue, which denotes that the issue was raised by AIUBEA before 22<sup>nd</sup> November 2017. Issue of Conveyance

Loan and Festival Advance are listed in serial no. 27 and 33 under the heading of New Issues, which denotes that the issues were raised for the first time on 22<sup>nd</sup> November 2017.

From our Federation, the issue of one month's gross salary as Festival Advance was raised on 31<sup>st</sup> July 2010 i.e. nearly 7 years back and from then onward it figured in each and every list of issues submitted with Management and in the last discussion held with our Federation on 26<sup>th</sup> May 2016 Management assured to look into the issue..

On 2<sup>nd</sup> April 2013 we raised the Issue for reduction in the period of eligibility for Bank's Memento (wrist watch) from 20 to 15 years in case of ex-servicemen and subsequently the issue was modified for giving Bank's Memento (wrist watch) to all those workmen on their retirement from the services of the Bank who are not covered by the existing scheme. The issue was last discussed with the Management on 26<sup>th</sup> May 2016 when the Federation was assured of looking into the issue.

As regards the issue of Conveyance Loan, it is true that the Federation did not raise the issue of simultaneous sanction of two wheelers and four wheelers but after the introduction of the scheme of Conveyance Loan, Federation raised the issue on 3<sup>rd</sup> April 2012 for removal of discrimination between loans for two-wheelers and four-wheelers in the matter of interest rates charged and for fixing the eligibility criterion for availing the loan to be on completion of probationary period. In the meantime the issue of rate of interest was resolved but the issue on eligibility criterion as demanded by us was declined by the Management on 26<sup>th</sup> May 2016. However, we are not prepared to drop this issue because two wheelers are very essential for the new employees who are joining now-a-days as most of them are required to travel a long distance for reaching their places of work.

Our members are requested to help the members of AIUBEA in drawing their attention towards the apprehension of their General Secretary that his misleading claim will be exposed by his rival unions. We hope in the light of the above factual information our members can very well help the members of AIUBEA in studying the matters so that they can decide whether they will give proper & fitting reply to their General Secretary or the Union whom their General Secretary considers as a RIVAL UNION.

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary