

ALL INDIA UNION BANK EMPLOYEES FEDERATION

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31st January 2018

Circular No. 35/XVI/2018

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

Dear Comrades,

We reproduce below full text of our letters written to the General Manager (HR) on 29.01.2018 and today on Transfer Policy and Conveyance Loan respectively for your information and circulation among the employees. On the matter of Transfer Policy, we request all our Units for immediately taking up with their respective Regional Offices the matter of intimating serial number of transfer application to the concerned Award Staff.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary

Full text of letter to GM (HR) on 29.01.2018:

Bank's Policy on Request Transfer of Workmen

“ The Management, vide Staff Circular No. 3270 dated 12th April 1988 circulated the framed up Transfer Policy for Award staff members. In the policy various procedures in regard to acknowledgement of application, maintenance of transfer diary, intimation of actual serial number of the application etc. have been clearly spelt out in clause 4 & 5 as below:

- Clause 4. The branch will acknowledge the receipt of application and forward the same immediately to the respective Zonal Office of the Station/State for which the transfer is sought. The Zonal Office will register the application Stationwise in the Transfer Diary on receipt of application on the basis of date of receipt at the Zonal Office.
- Clause 5. The actual serial number of the Stations will be intimated to the concerned employee with a copy to the Central Office and concerned Regional Office / Zonal Office.

Subsequently, the concept of Zonal Office was replaced by Field General Manager Office and the maintenance and execution of intra State transfer applications were looked after by the respective Regional Offices. Matters relating to inter State transfer applications were already looked after by the central office in consultation with RO and FGMO. But, in all

the cases, the provision of intimating the actual serial number of the transfer application has totally been ignored. You will kindly agree with us that not only for maintaining the transparency of the transfer diary but also to ensure the right of the workmen to know the actual position of his / her transfer application the provision of intimating actual serial number to the concerned employee was made in the Transfer Policy. Naturally, inaction by the concerned department leading to depriving the employees of their right has defeated the very purpose of the provision of Transfer Policy for which the same was made

We, therefore, request you kindly to look into the matter and advise the concerned department at the central office as well as the field level administrative offices for intimating the concerned employees the actual serial number of their transfer application for the stations / States without any further loss of time and to continue the same in future also.”

Full text of letter to GM (HR) on 31.01.2018:

Eligibility criterion - Award Staff should be given loans for purchase of two-wheelers on completion of probationary period

“ We invite your kind attention towards the letter dated 17.12.2015 written by our Federation demanding modification in the eligibility criterion for loans to Award Staff for purchasing conveyance (two-wheelers) at par with that for the officers. In our letter we drew your attention to the fact that after introduction of Conveyance Loan in terms of the decision of the Bank’s Board in the of meeting of 27.12.2012, we, under the cover of our letter dated 2nd April 2013 along with other issues, raised the issue - “Eligibility criterion for availing the loan of two-wheelers should be after completion of probationary period”. A discussion on the issues took place between the Management and the Federation on 27th May 2013 wherein the Management agreed to examine the matter sympathetically. But, in the meeting of the Board held on 07.12.2015 while modifying the eligibility criteria, it was found that the decision of the Board did not reflect Management’s sympathetic attitude towards the Award Staff. We do not find any valid reason behind Management’s positive attitude towards officers making them eligible for the conveyance loan on confirmation of their services and negative attitude for the same towards the Award Staff. Since there is no valid and cogent reason, the attitude of the Management has attained the status of sheer discriminatory one. Our Federation is not prepared to accept such discrimination. Therefore, we once again would like to place the matter in retrospect before the Management for their justified decision.

Obviously on the basis of recommendations of the Management, the Board of Directors in its meeting held on 27.12.2012 adopted the revised scheme of Loan for purchase of Conveyance to Officer Staff and Award Staff. The eligibility criteria for the loan were fixed as below:

Nature of Loan	Eligibility criterion for Officer	Eligibility criterion for Award Staff
Purchase of Motor Car	All confirmed officers having 3 years’ satisfactory service.	All confirmed workmen having 5 years’ satisfactory service.
Purchase of other conveyance (Motor cycle / scooter)	All confirmed officers.	All confirmed workmen having 3 years’ satisfactory service.

While the eligibility criterion was different for Officer and Award Staff, the rate of interest was same (8.5% p.a. simple) for both of them. Although the decision of the Board was to review the rate of interest on yearly basis after 31.12.2013, it was reviewed in the Board Meeting of 29.08.2017 and revised to 6.5% p.a. (simple) w.e.f. 01.09.2017. On the issue of eligibility criterion, ignoring our demand and also backing out from their own assurance of sympathetic attitude towards the aspiration of the Award Staff, what the Management recommended to the Board was reflected from the latter's decision of 07.12.2015 as below:

For Officer Staff :

Nature of Loan	Existing eligibility	Revised eligibility
Purchase of Motor Car	Purchase of other conveyance (Motor cycle / scooter)	All confirmed Officers
Purchase of other conveyance (Motor cycle / scooter)	All confirmed officers.	All confirmed Officers

Whereas for Award Staff :

Nature of Loan	Existing eligibility	Revised eligibility
Purchase of Motor Car	All confirmed workmen having 5 years' satisfactory service.	All confirmed workmen employees having 3 years' satisfactory service.
Purchase of other conveyance (Motor cycle / scooter)	All confirmed workmen having 3 years' satisfactory service.	All confirmed workmen employees having 2 years' satisfactory service.

Immediately after the above decision we addressed our letter on 17.12.2015 requesting the Management for conceding to our demand for modifying the eligibility criterion for the loan of two-wheelers to Award Staff from 3 years' satisfactory service to on completion of probationary period. We are not inclined to believe that relatively better paying capacity of the officer staff was the basis for making them eligible to conveyance loan immediately on confirmation of service as had it been so, the rate of interest would have also been higher to their loan than that of the Award Staff. The Award Staff have been disappointed when even in the recent Board meeting of 08.01.2018 some modifications in the scheme of Conveyance Loan to Award Staff were made keeping the eligibility criterion unmodified. You will appreciate that the newly joined employees now-a-days require very badly the two wheelers as their real mode of conveyance.

We are still hopeful that the Management will definitely see the reason to concede to our demand at the earliest and will not repeat their exercise to push us to seek justice from other forum like that of the issue of reimbursement of cost of cleaning materials.”