

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

C/o Union Bank of India  
15 India Exchange Place  
Kolkata - 700 001  
Fax No. : 033-22420690  
Email : [aiubefhome@gmail.com](mailto:aiubefhome@gmail.com)

16<sup>th</sup> February 2018

## Circular No. 37/XVI/2018

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

Dear Comrades,

### **Payment of Appropriate Overtime Allowance for the period of Demonetisation Exercise**

It is reported that the General Manager (HR) vide his letter dated 15.02.2018 instructed all the Regional Heads for sending data of employees who have actually worked overtime during the period of 20.11.2016 to 31.12.2016 for the obvious purpose of paying overtime allowance. He has excluded 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> November 2016 in his circular. On 10<sup>th</sup> and 11<sup>th</sup> November almost all employees had to work till dead night. Also, for 12<sup>th</sup> and 13<sup>th</sup> November overtime allowance was paid only for 6 ½ hours while most of the employees had to work beyond that. We are taking up the matter. We are confident to achieve the same.

Overtime Allowance is not only a matter of some rupees; it is a guaranteed right of the employees. Our Federation knows how to achieve that right from the unwilling hands of the Management. Had the recognized union been more interested in achieving this right for the employees than in supporting Management's unwillingness, the path of achieving would have been more easy. But, the recognized union in their central IR meeting raised the demand for the first time on 21<sup>st</sup> September 2017 and on being informed by the Management that "**Bank has already paid overtime to staff members during demonetization period as approved by the Board**", they became silent. Management also wanted to make our Federation silent through that information but could not succeed - this is the basic difference between the recognized union and our Federation on the question of achieving rights for the employees. Our effort was consisted of organizational as well as legal action.

Our Federation raised the demand for the first time on 17.11.2016 defying Management's attempt to circumvent the right of the employees through the Staff Circular No.6484 dated 11<sup>th</sup> November 2016. Then, when through Staff Circular No. 6531 dated 13.01.2017 payment of overtime allowance was allowed for the period from 14.11.2016 to 19.11.2016 ignoring the overtime work other days and beyond 6 ½ hours on 12<sup>th</sup> and 13<sup>th</sup> November 2016 our Federation vide its letter dated 25.01.2017 demanded payment of overtime allowance for the following period:

From 9<sup>th</sup> to 11<sup>th</sup> November 2016  
12<sup>th</sup> and 13<sup>th</sup> November 2016 beyond 6 ½ hours of working  
From 20<sup>th</sup> November to 31<sup>st</sup> December 2016

As usual, Management did not pay any heed to Federation's demand. As a last resort to resolve the issue with the Bank our Federation wanted to draw the attention of the then CMD through its letter dated 13.02.2017 but he also preferred to remain indifferent towards employees' legitimate demand. It may be so that the Management was empowered to remain indifferent by the inactive stance of the recognized union in this regard.

Finally, our Federation on 22<sup>nd</sup> February 2017 raised an Industrial Dispute before the RLC (C), Kolkata, the assignment for conciliation of which was given to the ALC(C), Kolkata. Since then protracted arguments and counter arguments between the Management and the Federation have been going on. The latest position has been the issuance of Show Cause Notice to the MD & CEO of the Bank on 2<sup>nd</sup> February 2018 asking him to explain as to why the penalties under Section 29 of the Industrial Disputes Act, 1947 will not be applicable to him for non-implementing the Bipartite Settlement in regard to payment of overtime allowance. On behalf of the MD & CEO, the General Manager (HR) through his letter dated 8<sup>th</sup> February, inter alia, has informed the ALC(C), Kolkata that they have examined the entire matter and already initiated appropriate action for taking suitable decision on the issue and in that backdrop he has requested the ALC (C), Kolkata to withdraw the show cause notice and granting some time to the Management to convey their decision in the matter. It is evident that instruction of said instruction of 15.02.2018 to all the Regional Offices is an outcome of the pressure exerted by our Industrial Dispute.

We request all our Units to bring the contents of this circular into the notice of all employees of the Bank irrespective of union affiliation.

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary