

# 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)

19<sup>th</sup> March 2018

## Circular No. 39/XVI/2018

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

Dear Comrades,

### **Payment of overtime allowance in terms of Bipartite Settlement**

You are aware of the development on the Industrial Dispute raised by us that for breaching the provision of Bipartite Settlement for payment of overtime allowance, show cause notice was issued to the MD & CEO by the ALC(C), Kolkata. General Manager (HR) replied to the show cause notice, but in Law such reply has to be given by the accused himself. Accordingly, the MD & CEO replied on 16.02.2018, a copy of which is enclosed for your information. In any case, in the face of show cause notice, the Management undertook an exercise for the period from 20.11.2016 to 31.12.2016. As our clear demand is for payment of appropriate overtime allowance i.e. for all the days in which the employees had to work overtime during demonetization exercise, we addressed a letter to the MD & CEO on 17.02.2018 reminding him that payment of overtime allowance has to be made for the following dates and & period otherwise that will not be acceptable to us.

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

Full text of our letter was circulated through our previous circular dated 22.02.2018. On the basis of our said letter, the ALC(C) took up the matter once again with the MD & CEO vide their letter dated 16.03.2018, the copy of the same is also enclosed for your information. 12<sup>th</sup> April 2018 has been fixed for conciliation.

We wish that each and every members of our organisation and also the members of other organizations should be aware of all these developments.

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary

HR:HRAD:1743:2017-18

February 16, 2018

Ms. Dipali Chowdhury  
Asst. Labour Commissioner (Central)  
Kolkata-II  
Office of the Deputy Chief Labour Commissioner (Central)  
2<sup>nd</sup> M.S.O. Building, 5<sup>th</sup> Floor, Nizam Palace  
234/4, A J C Bose Road,  
Kolkata-700020

Madam,

**Sub : Show Cause Notice under Section 29 of Industrial Disputes Act, 1947 for break of Settlement in the matter of Industrial Dispute raised by All India Union Bank Employees Federation against the management of Union Bank of India on the issue of non-payment of overtime allowance in terms of Bipartite Settlement.**

This has reference to your letter Ref.No.7/21/2018-E-3 dated 02.02.2018 on the subject matter, which was replied by our letter bearing no HR:HRAD:1611:2017-18 and HR:HRAD:1621:2017-18 dated 08.02.2018 and telephonic discussion with our GM (HR) on the subject matter.

We wish to draw your attention to our letter HR:HRAD:1053:2017-18 dated 19.01.2018 vide which we had communicated to your office that we have already initiated appropriate action for taking suitable decision on the issue and the same will be conveyed to you.

We once again request to your good self to withdraw the show-cause notice and grant us time upto 28.03.2018 to convey our decision in the matter.

With regards,

Yours faithfully,



(Raj Kiran Rai G.)  
Managing Director & CEO

By Speed post



**Government of India**  
Ministry of Labour & Employment  
Office of the Deputy Chief Labour Commissioner (Central)  
2<sup>nd</sup> M.S.O. Building, 5<sup>th</sup> Floor Nizam Palace  
234/4 A.J.C. Bose Road, Kolkata – 700 020

**No. 7 / 21 / 2017 – E – 3**

**Date: 16 / 03 / 2018**

To  
Shri Rajkiran Rai G.  
Managing Director & CEO  
Union Bank of India, Union Bank Bhawan,  
239 Vidhan Bhawan Marg, Nariman Point,  
Mumbai – 400 021.

**Sub:** Show Cause Notice under Section 29 of Industrial Disputes Act, 1947 for breach of settlement in the matter of Industrial Dispute raised by All India Union Bank Employees Federation against the management of Union Bank of India on the issue of non – payment of over time allowance in terms of Bipartite settlement.

**Sir,**

I am in receipt of your letter dated 16.02.2018 requesting to withdraw the Show Cause and grant time upto 28.03.2018 for conveying your decision.

Subsequently a letter dated 17.02.2018 has been received from All India Union Bank Employees Federation addressed to you and endorsed to this office which is self explanatory. The letter of the union revealed that no assertive decision has been taken in respect of the period from 09.11.2016 to 11.11.2016 and on (12.11.2016 to 13.11.2016 who worked beyond 5 p.m.)

The main crux of the demand from the union side also includes the above period alongwith the period i.e. ( 20.11.2016 to 31.12.2016 ) which is already taken up for consideration by your good self.

Hence you are again requested & reminded to consider the settlement of the dispute as a whole for implementation bringing in full & final settlement, keeping in view of the union's demand in total.

In view of the above you are requested to intimate your decision keeping in view of the Indian Bank Association letter no. CIR / HR & IR / VGK / 2017 – 18 / 3860 dated 08.11.2017. Your reply is awaited within 28.03.2018. Since next date of conciliation is fixed on 12.04.2018 at 1 p.m.

Yours faithfully,

( Dipali Chowdhury )  
Asstt. Labour Commissioner ( Central )  
Kolkata – II

✓ Copy to the General Secretary, All India Union Bank Employees Federation, Union Bank of India, 15 India Exchange Place, Kolkata – 700 001.