

# **ALL INDIA UNION BANK EMPLOYEES FEDERATION**

C/o Union Bank of India  
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Kolkata - 700 001  
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4<sup>TH</sup> May 2018

**Circular No. 45/XVI/2018**

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

Dear Comrades,

## **FEDERATION'S STRUGGLE WILL CONTINUE FOR PAYMENT OF OVERTIME ALLOWANCE IN TERMS OF BIPARTITE SETTLEMENT**

Through our last circular of 19.03.2018 on this issue we informed you that in the face of show cause notice issued to the MD&CEO of the Bank, the Management undertook an exercise for payment of overtime allowance for the period from 20.11.2016 to 31.12.2016. But, we were not satisfied with such exercise as that will not lead to payment of overtime allowance appropriate to the actual works rendered by the employees. We, therefore, addressed a letter (text reproduced in our circular dated 22.02.2018) for 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

and not only for the period from 20<sup>th</sup> November to 31<sup>st</sup> December 2016. Highlighting our stand the Conciliation Officer also addressed a letter to the MD & CEO on 16.03.2018. But, ignoring said letter Management informed the Conciliation Officer that payment of overtime allowance for the period from 20<sup>th</sup> November to 31<sup>st</sup> December 2016 would be paid in the month of May 2018 and did not say anything about the payment for the remaining days. Due to various pre-occupations the Conciliation Officer could not attend to our Dispute and we were determined not to settle the Dispute unless and until fullest payment of overtime allowance was made. Since a long time has already passed by, we have requested the Conciliation Officer for taking appropriate action as per the Law if indifferent attitude of the Management persists. The Conciliation Officer has addressed a letter to the MD & CEO on the MAY DAY (01.05.2018) making it clear that his (MD's) request for withdrawal of show cause may be considered only when the payment of overtime allowance is made for the

period from 9<sup>th</sup> to 11<sup>th</sup> November 2016 and for the period beyond 6 ½ hours of 12<sup>th</sup> and 13<sup>th</sup> November 2016 in addition to the period from 20<sup>th</sup> November to 31<sup>st</sup> December 2016 as agreed by him. The Conciliation Officer has fixed 17.05.2018 for the next conciliation. Copy of Conciliation Officer's letter is enclosed for your information.

Please note that not only the members of our Federation but also the members of other all India organizations are very much eager to know the latest development of the struggle launched by our Federation and the fate getting appropriate overtime allowance we, therefore, request all our State Units to ensure that this circular should reach to each and every employees of the Bank throughout the country.

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary

We have come to know that today a meeting of the Welfare Committee was held in the central office. Purpose of the meeting is reportedly to make an effort by the Management for curtailing some facilities under welfare measure. We are inclined to know whether said effort of the Management has got any relationship behind the non-availability of various facilities under welfare measure in UNION PARIVAR since 31.03.2018. We are also inclined to know how the two organizations of workmen and officers, who signed the MOU with the Management, react against such effort of the Management towards curtailment of various facilities hitherto enjoyed by the employees.

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 / 2018 – E – 3

Date: 01.05.2018

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 no. HR / HRAD / 1743 / 2017 – 18 dated 16.02.2018 and another letter no. HR / HRAD / 8916 / 2017 – 18 dated 27.03.2018 from your General Manager (HR) in response to my letter of even no. dated 02.02.2018 and 16.03.2018 subsequently. On perusal of the letters it is found that the main issue raised in my letter has not been addressed at all wherein only the period from 20.11.2016 to 31.12.2016 will be considered for payment of overtime allowances to the eligible candidates only, leaving aside the crux period during demonetization i.e. 09.11.2016 to 11.11.2016 & of 12.11.2016 to 13.11.2016 ( who worked beyond 5 p.m. ) which was the demand of the union.

Recalling the terms of the Bipartite Settlement as well as the direction of the Indian Banks Associations letter no. CIR / HR & IR / VGK / 2017 – 18 / 3860 dated 08.11.2017 for making payment of overtime to all eligible genuine employees for the above mentioned period. Your good self is requested to reconsider the above period for payment of overtime.

Your request for withdrawal of Show Cause notice may be considered only when these above mentioned dates are also considered and added to the payment of overtime alongwith the dates agreed by you in your letter.

Keeping in view of your optimistic approach in this regard the next conciliation date is fixed on 17.05.2018 at 12 noon in my chamber. By then the period as mentioned above may be considered alongwith your agreed period to all those eligible genuine employees and reply to the above is expected before the date of conciliation.

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 – 70 001.