

ALL INDIA UNION BANK EMPLOYEES FEDERATION

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Circular No. 52/XVI/2018

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

Dear Comrades,

Bank's Centenary Gift to the Employees

It is a legitimate right of the workers to demand a gift on the occasion of Silver Jubilee / Golden Jubilee / Diamond Jubilee / Platinum Jubilee and Centenary as the employees are the architects who build the Institution to successfully reach to different heights of the jubilee. Our Federation has a legacy of being actively proponent in this regard. It has been observed that the Management, with the unfortunate support of the recognized union, is found to act in such way where the livelihood of casual and temporary employees lands in the dark future. Despite the situation that more than 50% branches of the Bank are manned by casual and temporary employees in absence of permanent Housekeeper / Peons, the Management misrepresented the fact before the National Commission for Safai Karmacharis. Our Federation, being an Organisation to look after the interests of this oppressed and exploited section of the employees, raised an Industrial Dispute demanding absorption of all casual and temporary employees into permanent employment of the Bank. The Dispute is pending before the Conciliation Officer. Now, it has been felt by the Federation that if on the occasion of Bank's Centenary the casual and temporary employees are absorbed into permanent employment of the Bank then the employees will be very much happy.

Accordingly, a team of the Federation comprising Com. Rajesh Matkari, Com. N.K. Shome, Com. M.V. Madhav Rao, Com. P.K. Sarangi and the undersigned went to central office of the Bank to meet the MD & CEO for formally placing before him this desire on behalf of the employees. MD's appointment was sought but he could not give it. Therefore, Federation's letter was given to the Secretary of the MD for handing over to him. Secretary to the MD has confirmed of having handed over the same to the MD & CEO. We have already circulated the letter through our WhatsApp Group and a copy of the same is attached to this circular. Reports have started reaching that employees have become very happy over Federation's said demand for centenary gift.

As the success of this endeavour will depend on the unstinted support of all sections of employees and officers we have to approach them seeking their support. We also call upon all our Units for holding General Meeting and ensuring presence of casual & temporary employees in the meeting. Employees are to be apprised of the efforts made by the Federation since 2007 for absorption of all casual & temporary employees including personal drivers, Management's contradictory versions on the matter and also sabotaging the legitimate interest of this section of employees by some organization. They are also to be apprised of Federation's stand and struggle for achieving respectable gift to the employees on the occasion of Jubilees. A brief note for the same is given below :

SILVER JUBILEE :

Bank's Silver Jubilee was during the pre-independence period in 1944 when there was no such organization of the employees to demand for Silver Jubilee Gift to the employees.

GOLDEN JUBILEE :

Bank entered into Golden Jubilee year on 11th November 1969. Our Federation took its birth on 19th December 1959 in Delhi and it was then the only organization of the employees. Let us read about the Golden Jubilee from the unedited column of the then General Secretary of the Federation, Com. Santi Bardhan (our beloved Bardhan Da), which he depicted in "History of Union Bank Employees' Movement".

"The most significant issue that was raised was Golden Jubilee Bonus - the Bank completed 50 years of its existence on 19th November 1969. In the meantime, a very remarkable incident took place in the banking industry. The bank employees of the country had for long been demanding nationalisation of the banking industry including foreign banks. The debacle of the Congress Party in the 1967 Assembly elections (it lost in as many as eight States) added to the pressure built upon the Government by the employees' movement. On 19th July 1969 the Government ultimately promulgated an Ordinance nationalising 14 leading Indian commercial banks including Union Bank of India.

Coming back to our issue of golden jubilee bonus the Management of the Union Bank, in view of the nationalisation, referred the issue to the Government, but the Government rejected the request of the Federation. A team of the Federation representatives, which included, besides the President and the General Secretary, Com. Balakrishnan and Sambhu Mitra visited Delhi for a representation to the Government. We went to the residence of the then Prime Minister Smt. Indira Gandhi to discuss the issue. Smt. Gandhi expressed her difficulty in meeting us owing to her extreme preoccupation, but through her Secretary advised us to meet Shri Ardhendu Bakshi, the Chief Secretary in the Banking Division of the finance ministry. The Secretary to the Prime Minister told us that she would have a word with Shri Bakshi in this regard." It was learnt from Com. Bardhan that finally 15 days gross salary was given to the employees as Golden Jubilee Bonus.

DIAMOND JUBILEE :

Bank's Diamond Jubilee was in the year of 1979. Federation demanded a handsome jubilee bonus. Management gave 7 days' bonus 50% of which was given in cash and remaining 50% was credited to the PF account.

PLATINUM JUBILEE :

Bank's Platinum Jubilee was in the year of 1994. Our Federation was already derecognized by the Management as the Federation did not agree to participate in the discussion with the Management on certain preconditions against the interest of the employees. However, the Federation demanded one month's gross wages as Platinum Jubilee bonus. But, the Management gave such a black bag, which was totally unmatching to recognize the contributions made by the employees and hence the Federation gave a call to boycott the black bag and the employees did it.

We all have to work hard so that the legitimate aspiration of the employees on the occasion of Bank's Centenary is accomplished.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary