

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

C/o Union Bank of India  
15 India Exchange Place  
Kolkata - 700 001

Email : [aiubefhome@gmail.com](mailto:aiubefhome@gmail.com)

1<sup>st</sup> August 2018

Circular No. 53/XVI/2018

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

Dear Comrades,

## **Payment of Overtime Allowance during Demonetisation Exercise for the period from 9<sup>th</sup> to 13<sup>th</sup> November 2016**

Due to various domestic problems of the Conciliation Officer, no further conciliation could be held after 17<sup>th</sup> May 2018 although the date was fixed for conciliation on 22<sup>nd</sup> June 2018. However, in the meantime, overtime allowance for the period from 21<sup>st</sup> November to 31<sup>st</sup> December 2016 has been paid to almost all eligible employees. There might be some cases which have not yet been settled till date. If so, the Units are requested to look into the matter and take up the same with respective Regional Head under intimation to us. We are in receipt of a copy of the letter written to the MD & CEO by the Conciliation Officer on 25.07.2018. The same is enclosed for your information.

You are aware that overtime allowance for 12<sup>th</sup> & 13<sup>th</sup> November was already paid for the period from 10 AM to 5 PM. Government of India declared that the banks would function normally on those two days despite the days being 2<sup>nd</sup> Saturday and Sunday respectively. Management did not ask any employee to submit overtime sheets for those two days. However, in some States, employees submitted their overtime sheets claiming overtime allowance for the entire period of overtime work performed by them on those two days while in some States they at all did not submit any overtime sheet. On 17<sup>th</sup> May Management informed that they did not put any restriction on payment of overtime allowance for 12<sup>th</sup> & 13<sup>th</sup> November 2016.

In any case, **we request all our Units to advise the members to immediately submit their overtime sheets, who have not yet submitted the same for the overtime work performed by them beyond 5 PM for the period from 9<sup>th</sup> November to 13<sup>th</sup> November 2016. Please ensure that the exercise of this submission must be completed by 10<sup>th</sup> August 2018 so that we can produce a clear picture on 13<sup>th</sup> August 2018 during next conciliation.** Employees need not wait for Management's circular in this regard. For any sort of confusion please discuss the same with the undersigned.

Today, we have written two letters to the Management, one on “**Imbalances affecting Bank’s Books at present**” to the MD & CEO and the other on “**Job Rotation of Award Staff**” to the General Manager (HR). We reproduce below full text of the letters for your information and circulation among all sections of the employees.

With Greetings,

Yours comradely



**Jagannath Chakraborty**  
General Secretary

**Full Text of Letter written to the MD & CEO :**

**Imbalances affecting Bank’s Books at present**

“ We draw your preferred attention towards a reporting made by the General Secretary, All India Union Bank Employees Association (AIUBEA) quoting your address to the participants in the IR Meeting held on 15<sup>th</sup> June 2018 in Mumbai. It appears from what has been reported that you are well aware of the actions of earlier years that are affecting the Bank’s books now. We quote below the report made in their circular no. GS 3/128/18 dated 16<sup>th</sup> June 2018.

*“Shri Rajkiran Rai. G, MD and CEO despite his heavy schedule and engagements in the form of various board level meetings on the day addressed the IRM Meeting. In his address he contemplated the Union Bank for being a model organization, Best IR relations existing in the Bank with no disturbances and the role played by our Association in maintaining healthy relations. He conveyed to the participants as to how the year 2017-18 was painful for the bank as well as the industry and the corrective measures undertaken to rectify **the imbalances arising out of certain actions of earlier years affecting the Bank’s books now.** However he added that Bank is doing well by maintaining its operating profit” (emphasis given).*

When you are aware of “certain actions”; it is also well within your knowledge as to who is/are the doer(s) of said actions. We believe that the magnitude of “certain actions” might be very high and hence caused the Bank to suffer an unprecedented loss to the tune of Rs.5247 Crores. Being the Chief Executive Officer of the Bank the Chairman & Managing Director(s) of earlier years has/have to owe the responsibility of commissioning the “certain actions”. As the information possessed by you is seriously important for the Bank and in the interest of public, the employees have legitimate right to know the “certain actions” and also the perpetrator(s) of the actions, we request you kindly to make public all your information in this regard. After receiving the information from your end we shall place the matter before Department of Financial Services for their appropriate actions.”

**Full text of the letter written to GM(HR) :**

**Job Rotation of Award Staff**

“ It is reported that you have advised the Management in the field for rotating the jobs of Award Staff. But, while doing so, provisions of Transfer Policy have reportedly been distorted to the extent that job rotation from one branch/office to another branch/office is applicable to both clerical and subordinate staff. Kindly be informed that Clause C (2) of the Transfer Policy [Staff Circular No. 3270 dated 12<sup>th</sup> April 1988] clearly states:

**C. Rotation Transfers :**

(2) *Clerical staff i.e. all categories of staff in the Clerical Cadre with five years or longer stay at an office/branch are liable to be transferred to another office/branch within the same Station (Station as defined in the Promotion Policy.)*

The CVC guideline, in this regard, is also not dissimilar to the above guideline of the Bank. From the above guideline, it is amply clear that rotation transfer is not at all applicable to subordinate staff; the same is applicable to a clerical staff only and that too after his/her stay in a branch/office for five years or more.

Possibly being guided by your advice, the Regional Head, Mehsana Region decided to transfer the services of one Housekeeper-cum-Peon Shri Hiabhai Sendhabhai Chaudhary (PF No. 728456) of Palanpur Highway Branch although he has completed only 1.5 years in that Branch. Argument put forward by him is that the transfer is within the same station and Shri Chaudhary has to travel a distance of only 2/3 KM is baseless here as the guideline itself is for transfer within the same station. You will agree with us that such decision cannot ensure strict compliance of the guidelines of the Bank. Hence, the Regional Head has to be advised not to implement his decision.

Under the aforesaid, we request you kindly to look into the matter and advise the field level Management strictly in line with the extant guidelines of the Bank in this regard so that any sort of litigation can be avoided for violating the Transfer Policy by the field level Management.”