

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

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**Circular No. 66/XVI/2018**

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

Dear Comrades,

## **Absorption of Casual & Temporary Employees into permanent employment of the Bank**

We reproduce below full text of our letter sent to the Managing Director & CEO today on the above issue for your information and circulation among all sections of employees.

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary

### **Full text of the letter :**

“ This is very much heartening to note that you have not deemed it necessary even to acknowledge the request of the members of the Federation which was placed before your good office on 16<sup>th</sup> July 2018 for considering absorption of all Casual & Temporary Employees into permanent employment of the Bank as a Centenary Gift to them. This is also not a pleasant information to them that you did not even find a little time to meet the representatives of the Federation on that day who on their behalf were in the central office to hand over their request for Centenary Gift to you in person. This pain will not go uncounted to them whose organization in the Bank (this Federation) is going to step into its Diamond Jubilee i.e. an existence of glorious 60 years on 19<sup>th</sup> December this year. In any case, we have understood that when the request of the employees could not deserve even your acknowledgement; how it can deserve your consideration.

Kindly be informed that on 28.11.2007 the Federation placed this demand of absorption before the then CMD. Being reportedly compelled by a Parliamentary Committee the then managerial team of the HR Department in tandem with its recognized union (AIUBEA) entered into a tripartite settlement on 25.11.2013 before the RLC(C), Mumbai only for allowing casual & temporary employees having certain criteria to compete with outsiders in the recruitment process of Housekeeper-cum-Peon. Such a settlement was not at all necessary for taking part in the recruitment process as the facility very well exists in the Law settled by the Supreme Court of India. Through said settlement legitimate right of

casual and temporary employees for absorption was not fulfilled and as a result, a huge number of casual & temporary employees are still being employed on daily wage basis.

Against such combined attitude of Management and its recognized union, our Federation had to launch agitation in various forms and finally looking into very miserable condition of the families of casual & temporary employees, had to decide for going on an all India strike in the Bank on 27<sup>th</sup> January 2017 demanding their absorption and equal wages to them for equal work. On receipt of the strike notice the RLC(C), Kolkata intervened and started conciliation. In course of conciliation on 12<sup>th</sup> September 2017, Management's authorized representative stated, **"Further it was also intimated that the Bank is in the process of framing Policy in line with the directives of the Ministry of Finance along with identification of the post of sub staff category."** You cannot disown said statement as it was already more than two months that you took over the charge of the Bank and the representative spoke on your behalf. However, the statement was a misrepresentation of the fact since on 22<sup>nd</sup> June 2017 Bank's Board approved a recruitment policy containing the same for Housekeeper-cum-Peon and on the same day the then General Manager (HR) circulated the policy through a Staff Circular No. 6639.

Our beloved Institution has already stepped into its centenary of foundation on 11<sup>th</sup> of this month. In this auspicious moment of the Bank we all must not forget what Mahatma Gandhi spoke while inaugurating Bank's head office on 21<sup>st</sup> July 1921. Last sentence of his speech was, **"I hope also that the Bank will be carried on high moral principles and I wish it every prosperity"**. You will kindly agree with us that speaking truth is the basic essence of morality. Unfortunately it is observed that such basic essence of morality is not finding its place in some important matters - even after extracting overtime work during demonetization exercise Management stated that no such overtime work was performed by the employees, even after extracting full day's work from casual and temporary employees for years together their existence itself is denied not only before the Regional Labour Commissioner (Central), Kolkata but also before the Hon'ble Chairman, National Commission for Safai Karmacharis, despite framing the recruitment policy truth was not spoken before the RLC(C), Kolkata. No rational person can consider these to be based on high morals as was hoped by Gandhi ji. Employees who spent/are spending their entire career life in the Bank cannot sensibly appreciate absence of such morality in carrying on the Bank.

For your further information, in view of said submission of your authorized representative on 12<sup>th</sup> September 2017, the Conciliation Officer stated, **"The Bank management vide their submission had specifically mentioned about the framing of Recruitment Policy and identification of vacancies in the category of sub staffs for their job security. Hence, the management is advised to submit their policy and identification of vacancies in this regard as and when the same is finalized. On obtaining such development, the disputes will be taken up for further discussion. Till then the dispute is kept in abeyance."**

Under the aforesaid and in view of turning down the 'absorption' as a Centenary Gift and also in view of the truth about framing of recruitment policy has come to surface we are approaching the Conciliation Officer for resuming the conciliation on the demands of the Federation to meet their justified and legal end."