

**ALL INDIA UNION BANK EMPLOYEES FEDERATION**

*(Celebrating 60 years of Glorious existence)*

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**Circular No. 101/XVI/2019**

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

Dear Comrades,

**Staff Accountability Policy for 2019-20**

The Bank's Board in its meeting of 18<sup>th</sup> September 2019 framed the Staff Accountability Policy for 2019-20. There are so many lacunae in the policy. When the policy was introduced in 1997, Executive Directors and Managing Director were also made accountable and that continued till 2017 but since 2018 the Executive Directors and the Managing Director are kept outside the purview of Staff Accountability Policy. An attempt has been made to enlarge the disciplinary chapter of the Bipartite Settlement. All these need proper clarification. To get the clarification and also Management's decisions of fixing accountability on certain actions/inactions we wrote a letter to the MD & CEO on 10.01.2019 in regard to the Policy for 2018-19. But, neither there was any response nor the lacuna have been taken care of in the policy for 2019-20. Hence, we have again sent a letter today to the MD & CEO for getting the clarification and decisions of fixing accountability. A copy of the letter is enclosed for your information and circulation among all employees and officers.


We sincerely hope that all the organizations of Award staffs as well as those of officers will come forward to analyse the policy and thereby give their sharp reaction on the same.

**Overtime Allowance of demonetizing exercise  
for 9<sup>th</sup>, 10<sup>th</sup> & 11<sup>th</sup> November 2016**

We earlier informed you that during the conciliation held on 27<sup>th</sup> September 2018 we handed over 172 claim forms to the Assistant Labour Commissioner (Central), Kolkata for those dates. The conciliation was concluded by the Conciliation Officer that the Management would decide the fate of those 172 claims and for the claims received after 26.09.2018 a separate Industrial Dispute would be raised by the Federation. But, during this one year time the Management could not decide the fate of 172 claims despite several letters by the Conciliation Officer. Now, the Conciliation Officer finally has sent a letter to the MD & CEO for his compulsory attendance under Section 11.4 of the I.D. Act, 1947 in the conciliation proceeding to be held on 28.10.2019. For your information we are having hundreds of claim forms in our hand. We shall take appropriate care for them.

With greetings,

Yours comradely

  
Jagannath Chakraborty  
General Secretary