

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

*(Celebrating 60 years of Glorious existence)*

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## **Circular No. 105/XVI/2019**

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

Dear Comrades,

### **Sub-Staff to Clerk Promotion Process for 2019-20**

Employees might have surprised as to what made the Management start the promotion process for subordinate staffs in the month of November for the year 2019-20 when they made a practice to hold promotion process for both clerks and subordinate staffs after the expiry of financial year whereas as per promotion policy the process should have been completed within the respective financial year. General Secretary of AIUBEA has, in the meantime, reportedly claimed this to be their achievement through an IR meeting. We are not inclined to make any comment upon their achievement but, one natural question on his conflicting attitude is striking our mind, which we request you to put before the employees, particularly the members of AIUBEA. The question is – why the same General Secretary of AIUBEA demanded for holding of promotion process for clerks for 2017-18 after the financial year; why he worked hand in glove with the Management to postpone the promotion process for clerks for 2018-19 to a date after the financial year and also, despite being the sole signatory of the promotion policy, why he did not agitate when there was violation of promotion policy for subordinate staffs in regard to clubbing of two promotion processes into one, in regard to holding of promotion process after the respective financial year(s) and in regard to incorrect carrying forward of unfilled vacancies to the next promotion process etc. Nevertheless, we are happy that at least for some reason he has been compelled this time to raise a demand for holding of promotion process for sub-staffs in due time.

Now, coming back to the point of Management's surprising decision to hold promotion process in time, we are not sure whether the matter of violation of promotion policy for sub-staffs being adjudicated upon in the CGIT-cum-Labour Court, the matter of complaint under Section 29 of the I.D. Act, 1947 against the MD & CEO pending before the ALC(C) for not holding the promotion process for clerks for 2018-19 in due time and the matter of demand for change in the effective date from 01.07.2018 to 01.11.2017 of promotions from clerk to officer for 2017-18 conciliated upon by the Dy. CLC(C) have had anything to do in compelling the Management for taking said 'surprising decision' or not.

In any case, in the just released promotion process for sub-staffs for 2019-20 we have observed some anomalies vis-à-vis promotion policy. In respect of anomaly in carrying forward the unfilled vacancies of 2018-19 we have written a letter to the General

Manager (HR), the full text of which is reproduced here. On other anomalies we shall take up the matter very soon. We request you to circulate the contents of this circular among all employees, particularly among all subordinate staffs preferably in local language.

With greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary

**Full text of our letter to GM (HR) :**

“ We draw your kind attention to the Reference Case pending before the Central Government Industrial Tribunal-cum-Labour Court in which following is the no. 1 terms of reference (copy enclosed) :

*“Whether the claim of the Union that the management of Union Bank of India has arbitrarily decided the right to promotion of subordinate staffs to clerical vacant posts is legal and justified? If yes, what relief the workmen are entitled?”*

In our claim statement submitted before the CGIT-cum-Labour Court, we have, inter alia, stated the following on the said terms of reference.

Clause 4.17 for carrying forward of unfilled vacancies to the next promotion process has not been complied with properly. Instead of carrying forward the unfilled vacancies of particular channel to the vacancies of respective channel in the next promotion process, it is added to the total number of fresh vacancies identified for that State and then divided between seniority channel and merit channel on the basis of 50:50 ratio. This is against the terms of the promotion policy. By this process subordinate staff candidates of that channel (seniority or merit as the case may be) whose vacancies for promotion have been reduced are deprived of the opportunity for promotion on account of those reduced vacancies. For example :

- (i) Out of 39 unfilled vacancies of 2013-14 share of Chhatisgarh State was 1 under Seniority Channel and 9 under Merit Channel. But, after adding these unfilled vacancies to the 7 (3 under seniority channel and 4 under merit channel) fresh vacancies of promotion process of 2014-15, the total number of vacancy under Seniority Channel became 8 and that of under Merit Channel became 9, which is absurd in terms of policy.
- (ii) Out of 39 unfilled vacancies of 2013-14 share of Delhi State was 0 under Seniority Channel and 10 under Merit Channel. But, after adding these unfilled vacancies to the 52 (26 under seniority channel and 26 under merit channel) fresh vacancies of promotion process of 2014-15, the total number of vacancy under Seniority Channel became 31 and that of under Merit Channel became 31, which is absurd in terms of policy.

- (iii) Out of 75 unfilled vacancies of 2014-15 share of Delhi State was 0 under Seniority Channel and 22 under Merit Channel. But, after adding these unfilled vacancies to the 5 ( 2 under seniority channel and 3 under merit channel) fresh vacancies of promotion process of 2015-16, the total number of vacancy under Seniority Channel became 13 and that of under Merit Channel became 14, which is absurd in terms of policy.
- (iv) Out of 75 unfilled vacancies of 2014-15 share of Haryana State was 0 under Seniority Channel and 9 under Merit Channel. But, after adding these unfilled vacancies to the 9 (4 under seniority channel and 5 under merit channel) fresh vacancies of promotion process of 2015-16, the total number of vacancy under Seniority Channel became 9 and that of under Merit Channel became 9, which is absurd in terms of policy.
- (v) Out of 75 unfilled vacancies of 2014-15 share of Rajasthan State was 0 under Seniority Channel and 3 under Merit Channel. But, after adding these unfilled vacancies to the 7 (3 under seniority channel and 4 under merit channel) fresh vacancies of promotion process of 2015-16, the total number of vacancy under Seniority Channel became 5 and that of under Merit Channel became 5.

It is on record (vide Staff Circular No. 6973 and 7012 dated 30.04.2019 and 28.08.2019 respectively) that 32 promotional vacancies under seniority channel and that under 31 under merit channel remained unfilled in the 2018-19 promotion process that were due for carrying forward to the promotion process of 2019-20. But, from the Staff Circular no. 7050 dated 06.11.2019 unfilled vacancies do not appear to have been carried forward at all for, had it been done so the number of vacancies in seniority and merit channel in States (where vacancies remained unfilled) would have given a different picture than what has been given in the circular.

For your kind information, during the pendency in adjudication no action can be taken by the Management, which is detrimental to the issue involved in the Dispute being adjudicated upon.

Under the afore said, we request you kindly to take corrective steps in this regard and confirmation of having done so may kindly be sent to us to prevent us from lodging complaint before the CGIT-cum-Labour Court for violation of Section 33 of the Industrial Disputes Act, 1947.”