

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

*(Celebrating 60 years of Glorious existence)*

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## **Circular No. 108/XVI/2019**

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

Dear Comrades,

### **Promotion Process from Clerk to Officer for 2019-20**

In this circular we are not eager inform you about the number of promotional vacancies because the Management already circulated all the details of the process through Staff Circular No. 7071 dated 04.12.2019. We shall definitely look into the number of promotional vacancies declared i.e. 517 under State Services and 369 under All India Services that whether they are correct and in compliance with the provision of Promotion Policy or not.

Here, we only want to deal with a comment made by Com. N. Shankar, General Secretary, AIUBEA in his circular no. GS 3/138/19 dated 04.12.2019 in regard to holding the promotion process well within the time frame of financial year. His comment is, ***“As usual Minority union shall claim credit for the same but we are aware that our employees are wise enough to understand such gimmicks.”*** If his comment is not aimed at our Federation, matter ends here itself. But, if it aims to our Federation then we must say that his comment is the reflection of his fear psychosis. Anyway, he cannot claim any credit because holding of promotion process in time is a matter of implementation of the Promotion Policy, which is quite normal for a Settlement. Again, if he claims **credit** for timely holding of the process for 2019-20 then he has to claim **discredit** for not holding the process for 2017-18 and 2018-19 in time (we are not going much back). But, fact says that it was not simple matter of discredit rather a case of sabotaging the employees' rights. For 2017-18 process he himself demanded postponement of the process and for holding the same after the F.Y 2017-18. For 2018-19 he connived with the Management for not holding the process within the F.Y. 2018-19. We are throwing an open challenge to him to disprove these nefarious acts.

Our Federation raised Industrial Disputes and lodged complaint for not holding the promotion process within the time frame of financial year for 2017-18 and 2018-19 respectively. The Conciliation Officers did not appreciate the violation of the Promotion Policy and cautioned the Management against repeating the same thing for the 3<sup>rd</sup>

consecutive year i.e. 2019-20. This caution might be a reason for the Management to hold the process for 2019-20 in time. Also, it may be in Management's mind that before the clerical employees of Andhra Bank and Corporation Bank come to our Bank they should hold the promotion process in order to avoid the imminent complications. Whatever might be the reason our Federation is happy that employees' right is preserved.

Victimisation of  
Com. R.K. Singh, General Secretary, UBIEU, Delhi

Many of our members are making queries in regard to the above-mentioned subject. We have found that the queries are centering round three matters – why the termination of Com. R.K. Singh from the services has been termed by our Federation as a case of victimization, why our Federation has extended helping hand to Com. Singh in his fight against victimization and since UBIEU is an affiliate of AIBEA through its Delhi State organization what has been the role played by AIBEA against said victimization.

We have already explained these matters, based on the information supplied by Com. Singh and some of the leaders of UBIEU, in our last Central Committee meeting held in Vijayawada. However, on demand we repeat them in brief.

Com. R.K. Singh is a fighting leader and all along has been fighting against the anti-employee and unlawful activities of Union Bank Management as well as against the collaborative attitude of All India Union Bank Employees Association even though his Union was affiliated to AIUBEA. For obvious reasons, Management did not like his fighting spirit. AIUBEA being a non-struggling organization also did not like his taking up fight with the Management. The relationship between his union and AIUBEA went bitter to such an extent that his union snapped all the organizational relationship with AIUBEA in 2011. As a result, the Management, in order to get rid of him, might be looking for some opportunity to terminate him from the services of the Bank. They transferred his services from Sahadara Branch to Khari Baoli Branch in 2014 and in that process on a very flimsy ground terminated his services from the Bank. But, owing to some legal complications Management could not implement the punishment order in 2014 and now on 27<sup>th</sup> August 2019 they have implemented the punishment order. Com. Singh and some of his leading comrades have strong belief that had there been no green signal from the General Secretary, AIUBEA the Management would not have dared to terminate his services. These are the reasons which led to believe us that his termination was a clean case of victimization.

At a time when Com. Singh and his comrades have been fighting legal battle against Management's way of terminating the services, the General Secretary of AIUBEA (as admitted in his circular no. GS/3/135/19 dated 11.11.2019) has floated a parallel union in Delhi in the name of Union Bank of India Employees Association (UBIEA) and decided to grant AIUBEA's affiliation to it.

Com. Singh is a fighting leader. Whosoever fights against Management's anti employee activities and collaborative attitude of the recognised union is a friend of ours. Since he has been victimized on trade union issue we rightly considered it to be our duty to stand beside his fight against the Management. Our Federation has had such experience of fighting against victimization of Com. P.K. Sarangi and finally bringing him into the services of the Bank. Moreover, Com. Singh and his leading comrades sincerely welcomed our helping hands.

It is true that his union (UBIEU) is an affiliate of AIBEA through its Delhi State organization but, as reported, neither the leaders of Delhi State Organisation of AIBEA nor the central leadership of AIBEA so far have played any role to fight back the victimization. Far to speak of any agitation, even a mere deputation to the Union Bank Management was not given by these leaders. It was also reported that after issuing the termination order, Management dared to throw the union office out of Khari Baoli Branch. Even then, the State and the Central leaderships of AIBEA maintained conspicuous silence. Now it is reported that being perturbed by the growing relationship between his union and our Federation said leaders have become active to extend their help to Com. Singh.

Whatever might be the role of AIBEA we sincerely hope and wish that as early as possible Com. Singh comes back in the services of the Bank through struggle and without bowing down his head before the Management or anybody else.

With greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary