

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

*(Celebrating 60 years of Glorious existence)*

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29<sup>th</sup> February 2020

## Circular No. 118/XVI/2020

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

Dear Comrades,

### **Misinformation by GS, AIUBEA on outcome of IR Meeting**

Com. N. Shankar, General Secretary of AIUBEA deliberately misinformed the employees about the outcome of IR Meeting held on 29.01.2020 on the issue of recruitment of FTHK/PEON. He claimed that the meeting could arrive at certain formulations to solve FTHK/Peon recruitment issue while the real outcome of the meeting is **“further discussions will be held to find resolution.”** However, it is not only GS, AIUBEA but also all other representatives of AIUBEA who participated in the IR Meeting on 29<sup>th</sup> January 2020 [Comrade(s) G. Ramesh Rao, J.G. Kunder, P.K. Maheswari, Mahendra Tate, R.S. Shah, Balwant Rai, Pooja Mule, Dinesh Kumar Sharma and Sanjeev Dalal] cannot disown the responsibility of giving such misinformation.

Now, question arises why such misinformation to employees. Answer is very simple – might be a “compulsion”. What was the compulsion? The compulsion was that the achievement of AIUBEA in the meeting on the issue was big a “ZERO”. Naturally, they did not have moral courage to speak the truth before the employees. This fact is explicit in the Minutes of the IR Meeting held on 29.01.2020 between AIUBEA and the Management which has been circulated through Staff Circular No. 7102 dated 18.02.2020. Following is the said minutes.

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT'S REPLY</b>
3.	As decided in the Small Committee Meeting please hold meeting to resolve the issues connected to 1) violation of tripartite agreement before RLC C Mumbai over recruitment of FTHK/Peon 2) Assessment of Sub staff requirement in branches and identification of vacancies for Recruitment and Modalities for conducting process as per recruitment policy adopted in the board as per staff circular.	Further discussion will be held to find resolution.

For a moment let us assume that Management's agreeing for “further discussion” is an achievement for AIUBEA, which was repeated in issue no 12 as below:

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT'S REPLY</b>
12.	Please rectify the violation of Tripartite settlement before RLC (C) Mumbai on Recruitment of FTHK/Peon as per our GS/1/153/19 dated 5 <sup>th</sup> August 2018.	Further discussion will be held to find resolution.

From the above it is clear that the issue of rectification of the violation was raised on 5<sup>th</sup> August 2018 vide letter no. GS/1/153/19 and the latest achievement on the issue is ***“Further discussion will be held to find resolution”*** in the IR Meeting held on 29<sup>th</sup> January 2020. Now, somebody may raise a question – when did AIUBEA actually make the achievement for “further discussion”. Since this issue was raised through letter dated 5<sup>th</sup> August 2018, let us try to find out the answer from Management’s reply on the issue in the IR Meeting held on immediately after 5<sup>th</sup> August 2018. As per record, the **IR Meeting of 25<sup>th</sup> October 2018**, the minutes of which was circulated through **Staff Circular No. 6880 dated 15.11.2018** was held immediately after 5<sup>th</sup> August 2018. Following was the reply:

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT'S REPLY</b>
24.	As decided in the Small Committee Meeting please hold meeting to resolve the issues connected to 1) violation of tripartite agreement of FTHK / Peon 2) Assessment of Sub-staff requirement in branches and identification of vacancies for Recruitment and modalities for conducting process as per recruitment policy adopted in the board as per staff circular.	One Small Committee Meeting has already been held in this regard. Further suggestions are awaited from Association.

Now, let us also see in the following the outcome on this issue in the subsequent IR Meetings till the latest one held on 29.01.2020:

**IR Meeting held on 05.02.2019 [ See Staff Circular No. 6934 dated 12.02.2019**

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT'S REPLY</b>
9.	As decided in the Small Committee Meeting please hold meeting to resolve the issues connected to 1) violation of tripartite agreement before RLC C Mumbai over recruitment of FTHK / Peon 2) Assessment of Sub staff requirement in branches and identification of vacancies for Recruitment and Modalities for conducting process as per recruitment policy adopted in the board as per staff circular.	One Small Committee Meeting has already been held in this regard. Further discussions will be held to find resolution.

Therefore, from the above it is clear that the achievement of **“Further discussion will be held to find resolution”**, which has been made in the IR Meeting dated 29.01.2020 was first achieved in similar letters in the IR Meeting held on 05.02.2020. Any way let us see more.

**IR Meeting held on 30.04.2019 [ See Staff Circular No. 6978 dated 06.05.2019**

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT’S REPLY</b>
5.	As decided in the Small Committee Meeting please hold meeting to resolve the issues connected to 1) violation of tripartite agreement before RLC C Mumbai over recruitment of F’THK / Peon 2) Assessment of Sub staff requirement in branches and identification of vacancies for Recruitment and Modalities for conducting process as per recruitment policy adopted in the board as per staff circular.	Further discussions will be held to find resolution.

**IR Meeting held on 19.07.2019 [ See Staff Circular No. 7000 dated 22.07.2019**

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT’S REPLY</b>
4.	As decided in the Small Committee Meeting please hold meeting to resolve the issues connected to 1) violation of tripartite agreement before RLC C Mumbai over recruitment of F’THK / Peon 2) Assessment of Sub staff requirement in branches and identification of vacancies for Recruitment and Modalities for conducting process as per recruitment policy adopted in the board as per staff circular.	Further discussions will be held to find resolution.

**IR Meeting held on 27.09.2019 [ See Staff Circular No. 7034 dated 07.10.2019**

	<b>ISSUES OF ASSOCIATION</b>	<b>MANAGEMENT’S REPLY</b>
4.	As decided in the Small Committee Meeting please hold meeting to resolve the issues connected to 1) violation of tripartite agreement before RLC C Mumbai over recruitment of F’THK / Peon 2) Assessment of Sub staff requirement in branches and identification of vacancies for Recruitment and Modalities for conducting process as per recruitment	Further discussions will be held to find resolution.

policy adopted in the board as per staff circular.	
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So, after submission of the letter no. GS/1/153/19 dated 5<sup>th</sup> August 2018 by the GS, AIUBEA in all the IR Meetings held so far on **5<sup>th</sup> February 2019, 30<sup>th</sup> April 2019, 19<sup>th</sup> July 2019, 27<sup>th</sup> September 2019** and the latest being **29<sup>th</sup> January 2020**, the achievement remained exactly the same i.e. **“Further discussions will be held to find resolution.”** The reason behind the achievement remaining constantly same in one after another IR Meeting might be either it is a joint game plan of leaders of AIUBEA and Management or for the admitted weakness of AIUBEA of not being able to agitate against the Management.

**If the reason is former one, we shall condemn both the leaders of AIUBEA and the Management and if it is latter, we shall criticise the GS, AIUBEA for misinforming the employees about achievement just to conceal their inability and will lodge strong protest against the Management for taking undue advantage of AIUBEA’s inability to agitate.**

We would like to remind the casual employees through our members and well wishers that 3<sup>rd</sup> March 2020 has been fixed in CGIT-cum-Labour Court for Management’s submitting their written statement against our claim for absorption of all casual employees into permanent employment of the Bank and the same date has also been fixed for Management’s submitting their written statement before the Regional Labour Commissioner (Central) Kolkata against our petition for raising Industrial Dispute demanding Equal Pay for Equal Works to all casual employees.

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary