

ALL INDIA UNION BANK EMPLOYEES FEDERATION

(Celebrating 60 years of Glorious existence)

C/o Union Bank of India
15 India Exchange Place
Kolkata – 700 001

Email : aiubefhome@gmail.com

10th May 2020

Circular No. 128/XVI/2020

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

Dear Comrades,

CAT HAS ULTIMATELY COME OUT OF THE BAG

**Real reason behind undue delay
in harmonising staff benefits is flashed**

When we talked about abject surrender of AIBEA and AIUBEA on the issue of harmonisation of benefits to Award staffs, the General Secretary of AIBEA became so angry that abandoning all norms for refuting an allegation and/or to constructively criticising our Federation went down to take shelter of not only altogether irrelevant matters even to the extent of national level united movement with BEFI but also used unethical language in his circular dated 2nd May 2020. In his circular, being armed with huge numerical strength in e-Andhra Bank and e-Corporation Bank supplemented with cautioning that their unit All India Union Bank Employees Association is quite capable enough to deal with our Federation, he wanted to provoke entire comrades of AIBEA against our Federation. But to his dismay, till now our Federation has not been questioned by a single AIBEA member within Union Bank or outside it against our allegation of surrender.

Now, let us see as to what role their (AIBEA's) unit in Union Bank of India i.e. All India Union Bank Employees Association is playing for harmonising staff benefits in the amalgamated entity of Union Bank of India. For harmonisation of staff benefits (fringe benefits) there is practically no role to be played by any union even the recognised union since such benefits are not the product of any settlement. However, if the Management wants to procure some advantage in favour of their policies in exchange of said benefits then they may be interested to have a bargain with the recognised union and to clinch the bargain some meeting (generally clandestine) between the Management and the recognised union is necessary. We already apprehended some clandestine deal in this regard. Anyway, from a letter of the CGM-HR addressed to Com. N. Shankar, General Secretary of AIUBEA dated 6th May 2020 it has come to light that one such meeting was held on 12th March 2020 and also various meetings were held in the central office on the matter. It has also come to light that it was agreed in the meeting(s) that AIUBEA would come back with alternate solutions suitable for all parties. Staff members, including those of e-Andhra Bank and e-Corporation Bank, have a legitimate right to know what proposal was given by the Management for mandatory releasing best of the three banks' staff benefits to which Com. Shankar agreed to give alternate solutions suitable for all parties. We have sufficient doubt whether he informed about the proposal to his own members and the leadership of AIBEA union in e-Andhra Bank and e-Corporation or they he kept them in dark! If Com. Shankar has the moral courage to face the employees, he should immediately tell them what were the proposals/conditions of the Management for releasing the staff benefits and for suitable modification of Transfer Policy, Higher Assignment Policy, Promotion Policy etc. and also what alternate solutions he has in mind to place before the Management.

The General Secretary of AIBEA cannot be expected to be unaware of said proposal of the Management vis-à-vis AIUBEA's alternate solution in releasing staff benefits. But, he did not agitate

against Union Bank Management over the matter that such undue bargain for mandatory releasing of staff benefits was totally unjustified and hence did not advise his unit (AIUBEA) to reject any such proposal of the Management. Employees will judge what term is best suited for such inaction of the General Secretary of AIBEA. We humbly just want to put a simple question before him : why your boasting of numerical strength in three banks could not help you for outright rejecting of any unjustified proposal of the Management in releasing the staff benefits, why he did not advise his unit (AIUBEA) to agitate against Union Bank Management and also not to give any alternate solution against the existing right of the employees in the three banks. Now, it is crystal clear that undue delay in harmonising staff benefits is not due to COVID-19 but due to delay in clinching the proposal through alternate solutions.

In any case, we strongly oppose any proposal/condition put forth by the Management in releasing staff benefits and also any alternate solution if given by AIUBEA towards curtailment of any existing right for receiving staff benefits. We shall also oppose any modification/amendment in Transfer Policy, Promotion Policy, Higher Assignment Policy if it seeks to curtail any existing right of the employees and/or goes against the interest of the employees.

We request all our units to be vigilant against such joint attack of the Management and AIUBEA on the existing rights of the employees and also to approach comrades of other organisations in all the three banks to raise their voice against such joint attack and to keep themselves in the preparedness in the event of any necessity for building up united movement against the joint attack.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary