

# ALL INDIA UNION BANK EMPLOYEES FEDERATION

*(Celebrating 60 years of Glorious existence)*

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10<sup>th</sup> July 2020

Circular No. 136/XVI/2020

To All Employees of Union Bank  
including members of AIBEA

Dear Comrades,

## **Emergence of Joint Forum of Union Bank Unions as a united force of employees has perturbed GS, AIUBEA**

A true trade union leader should learn his weaknesses from the parameters on which his functioning is exposed to masses. But, deviating from this principle of learning, we have found that whenever his attitude of collaboration with the Management, surrendering of employees' interests etc. are exposed to employees "he" starts behaving as a person that is unbecoming for a trade union leader. In his said behaviour he loses his temperament and evacuates all decencies in communications. We know that the employees have got no iota of doubt in identifying that "he" yet we inform you, that "he" is Com. N. Shankar, General Secretary of All India Union Bank Employees Association (AIUBEA). We believe and that is the teachings of our mentors that in the functioning of a trade union, there can be criticism; even condemnation on the attitude and functioning of another trade union but under no circumstances indecency and derogatory expression should find place in said criticism and condemnation.

The latest example of such behaviour of the said General Secretary; it will be better to call his state of being perturbed is reflected from his WhatsApp message in regard to the affair of Joint Forum of Union Bank Unions. Why we say that he is perturbed? It is because, when his attitude and functioning was exposed before his own members he immediately started sending a message that concluded with a call, ***"So convey the facts to employees and make them aware of the truth."*** Those who have seen his message must have noticed that he did not dare to criticise and condemn the issues raised by the Joint Forum rather was compelled to declare, ***"We are on the job of harmonising the benefits and also policies. The delay is unavoidable due to COVID 19 situations and we in consultations with our AIBEA union CBEU and AIABAEU have taken certain steps to clinch the issues."*** It is perhaps the first ever declaration in public from the General Secretary of the recognised union on harmonisation, however, the employees may not be inclined to believe the plea that the delay was unavoidable due to COVID 19 situations. Anyway, let us look forward to that day when his confident will fetch the harmonisation of staff benefits without any pre-condition and compromising with any of the existing service conditions of the employees and w.e.f. April 2020.

Now, coming to the points of his criticisms in the affairs of the Joint Forum, it is obvious that he cannot be happy with the emergence of the united force of employees to protect the existing rights and genuine demands of the employees as it is his fear psychosis that his own members may agitate against him for not joining the united action against the obstinacy of the Management.

As regards his first criticism against the Joint Forum that the ***"joint memorandum to the PA of MD through an officer who is said to be leading award staff also in one state"***, we have to say that generally such objection against representing union by an officer or by a retired employee comes from the Management and not from a trade union. For us this is not at all an important matter whether the representative is a retired employee or an officer; the importance was on the action to see that the Memorandum signed by all the constituents of the Joint Forum and containing the burning issues of the employees should reach to the highest authority of the Management, no matter directly or through his PA.

As regards his second criticism that the Joint Forum *“so far had made only a memorandum and submitted to the bank”*, we have to say that through the Memorandum the Joint Forum has initiated a united representation before the Management. The Joint Forum will definitely decide its further course of actions after discussing in the Forum and will seek help and co-operation of all the employees including the members of AIBEA towards implementation of that decision. We have a doubt that by insulting the programme of submitting Memorandum by the Joint Forum the General Secretary of AIUBEA indirectly insulted the decision taken by All India Andhra Bank Award Employees’ Union (AIABAEU) for submitting Memorandum to the Union Bank Management on 8<sup>th</sup> June 2020 mainly on the issue of harmonisation of staff benefits because the General Secretary of (AIABAEU) raised objection against his (GS, AIUBEA) “let go alone” attitude. However, on an assurance given by the General Secretary of AIBEA said programme of submission of memorandum was withdrawn by AIABAEU.

Finally, we feel that said General Secretary (of AIUBEA) will definitely mend his habit of evacuating decency in his communications and will give importance on resolving employees’ issues and also will criticise the functioning of his rival union(s) but not by using derogatory languages

With Greetings,

Yours comradely



Jagannath Chakraborty  
General Secretary