

ALL INDIA UNION BANK EMPLOYEES FEDERATION

(Celebrating 60 years of Glorious existence)

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Circular No. 137/XVI/2020

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

Dear Comrades,

Conversion of Part-time Sweepers of e-Andhra Bank and e-Corporation Bank to Full-time Housekeepers

We are sending herewith a copy of our letter written to the MD & CEO today on the above-mentioned issue. You may recall that in our Bank the Part-time / Full-time Sweepers were converted to Full-time Housekeepers-cum-Peon w.e.f. 1st April 2011. Our Federation also demanded such conversion. In a meeting between Management and our Federation held on 10th March 2011 in which Management was represented by General Manager (P), Deputy General Manager (P) and Assistant General Manager (IR) and our Federation by Comrades S.Bardhan, Baban Kale, Rajesh Matkari, P.K.Sarangi, C.J.Nandkumar and Sanjay Malkar. The then General Secretary of our Federation, Com. N.K. Shome could not make it to Mumbai as he was undergoing medical treatment and his doctor advised him not to undertake any journey for some time. The issue of conversion of Part-time Sweepers to Full-time Sweepers was figured in issue no. 13 of the issues on which the discussion took place. During the discussion, Management told the representatives of the Federation that the issue of said conversion would be positively considered and soon. After 6 days, the Board in its meeting of 16.03.2011 accorded approval for elevation of Part-time/Full-time Sweepers into Full-time Housekeepers-cum-Peon. It is to be noted here that the decision for said conversion was not the product or outcome of any agreement / settlement with the recognised union; it was a decision of the Board.

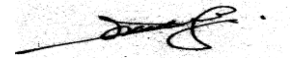
But, by taking advantage of this elevation, Management wanted to get the approval of the recognised union on their plan for no further recruitment of Peon. Accordingly, a Memorandum of Settlement was signed on 25.03.2011 between the Management and the AIUBEA. In the settlement, Management was enabled for not to recruit any more Peon. This has happened also, which is clear from the fact that after 1st April 2011 not a single peon has been recruited in the Bank. Secondly, there were many branches/offices where more than one Full-time Sweepers were working. Through this settlement Management was empowered to transfer the services of Housekeepers-cum-Peon, retaining one, from those branches/offices to branches/offices within Station/Region/State. Thirdly, by combining the designation of Housekeeper and Peon the newly designated Housekeepers-cum-Peon are compelled to work beyond their working hours. All these anti-employee provisions of the settlement were conveniently implemented by the Management but, the provision (clause 4.5 of the settlement), *“The vacancies arising in future, on account of opening of new branch/Office, as also in case of wastage vacancies (of Housekeepers), will be filled by appointing / recruiting Full-time Housekeeper-cum-Peon irrespective of the area of the said Branch/Office.”* has not been implemented leading to vacancies of permanent Housekeeper-cum-Peon in more than 50% of the branches throughout India in e-Union Bank of India. It is interesting that the leadership of the recognised union (AIUBEA), despite being a party to the settlement, did not agitate against Management’s violating the said provision of the settlement.

We feel that the Management may take into consideration of the opinions of recognised unions in e-Andhra Bank and e-Corporation Bank while effecting conversion of Part-time Sweepers working in those banks into Full-time Housekeepers. The purpose of our recapitulation of the process of conversion in 2011 in

e-Union Bank of India is to request all our leaders and activists to approach leaders/activists of the recognised unions of those two banks with the above information so that they can send the message to their top leadership to keep all this information in their mind while accepting the proposals of the Management for said conversion. We believe that unlike AIUBEA they will not fall prey to the Management.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary