

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

14th August 2020

Circular No. 138/XVI/2020

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

Dear Comrades,

Establishment of Right to Freedom of Association of workmen in e-Andhra Bank and e-Corporation Bank

While approaching the employees of e-Andhra Bank and e-Corporation Bank, leaders and activists of our Federation have to keep one thing in their mind that in addition to telling those employees the reasons for which they should become members of our Federation to strengthen the struggling capacity of our Federation, they have also to be apprised of our determined stand and sustained follow up for establishing the Right to Freedom of Association of those employees of e-Andhra Bank and e-Corporation Bank. A glimpse of our stand and follow up on the matter is given below for ready reference.

Amalgamation of e-Andhra Bank and e-Corporation Bank with Union Bank of India took its effect on 01.04.2020 thereby from that day onwards employees of those two banks became members of the amalgamated entity of Union Bank of India but they were not allowed to be members of Unions / Associations of Union Bank of India. The then General Manager (HR) of Union Bank of India vide his letter no. HR:HRAD:3337:2020 dated 09.04.2020 informed General Managers of e-Andhra Bank and e-Corporation Bank that Unions/Associations of their banks had to be amalgamated with that of Union Bank of India or to be registered with the name of Union Bank of India within 30.06.2020 but there was no mention about employees' choice for unions/associations in amalgamated entity of Union Bank of India. Our Federation vide its letter dated 18.04.2020 informed the Management that said decision would amount to infringement of constitutional right of the employees of those two banks, hence demanded availability of Union Membership Subscription module in Union Parivar for them.

As the time limit of blocking Union Membership Subscription module in Union Parivar to the employees of e-Andhra Bank and e-Corporation Bank was to expire on 30.06.2020 our Federation vide its letter dated 01.07.2020 requested the Management to make the said module available in Union Parivar for each and every employee of e-Andhra Bank and e-Corporation Bank from 01.07.2020 itself. But, instead of doing so Management vide its circular dated 09.07.2020 further extended said blocking period upto 31.07.2020.

Since the toleration of injustice exhausted its limit, we decided to lodge complaint before the CLC(C), New Delhi and Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment, Government of India and accordingly lodged the complaint immediately on 11.07.2020. In our complaint, we requested the CLC (C) and the Hon'ble Minister to direct the Management of Union Bank of India to immediately make "Union Membership Subscription" module available in Union Parivar portal for all the employees of e-Andhra Bank and e-Corporation Bank who already became the employees of the amalgamated entity of Union Bank of India as this would not only ensure the constitutional right of an employee but would also upheld the sanctity of the Fundamental Rights as enshrined in our Constitution. But, till 31.07.2020 we did not observe any effect of our complaint thereby the matter remained as it was till

31.07.2020 i.e. Union Membership Subscription module remained block for the employees of e-Andhra Bank and e-Corporation Bank till 31.07.2020.

We also do not know as to what step was taken by the CLC(C) or the Ministry in the meantime, however, vide letter no. CO:ERD:2468:2020 dated 03.08.2020, the Management although extended the facility for amalgamation of unions up to 31.08.2020 but decided to open the said blockade i.e. decided to make Union Membership Subscription module available to the employees of e-Andhra Bank and e-Corporation Bank with the following words :


“it has been decided to extend the facility of joining the Unions / Associations / Federations of their choice in Union Bank of India, by opening the module ‘Union Membership Subscription’ in Union Parivar to all the employees under Amalgamated Entity including employees of e-Andhra Bank and e-Corporation Bank, from the first week of August 2020”.

Accordingly the module has been opened for them. We are satisfied that our Federation could establish the constitutional Right of Freedom of Association to our comrades of e-Andhra Bank and e-Corporation Bank. After opening of this blockade they can conveniently become members of any Union / Association of the amalgamated entity of Union Bank of India.

It is always to be kept in mind that neither recognition of the Management nor boasting of having more numerical strength can protect the rights and interests of the employees unless and until the responsibility of recognition and the numerical strength are directed towards struggle for doing so.

With Best Wishes,

Yours comradely


Jagannath Chakraborty
General Secretary