

OUR AGITATIONAL PROGRAMME- MEETING WITH THE MANAGEMENT- FURTHER PROGRAMMES

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Circular No.18/2012

September 14, 2012 For MEMBERS ONLY Dear COMRADES, OUR AGITATIONAL PROGRAMME- MEETING WITH THE MANAGEMENT- FURTHER PROGRAMMES DEFERRED. We reproduce hereunder the contents of Circular Letter date 11/09/2012 and date 14/09/2012 issued by Com. C.M.Patel, General Secretary, AIUCBEF, on the above subject for information of our Members:- We ONCE AGAIN congratulate all our members for the enthusiastic and successful implementation of all our calls. The last one "Submission of Memorandum to the Executive Director through Branch head" was carried out in all branches through out the country in a magnificent manner. Hats off to our Units. We, after holding discussions with all the Officebearers on the outcome of the meeting held with the Management on 11th on all the issues focused in the agitation, felt that further programmes "Badge Wearing (Demands Day) on 17th and Dharna on 25th" may be held in abeyance, pending discussions and conclusion on our future approach in the forthcoming WORKING COMMITTEE "scheduled to be held on 30th September and 1st October at Nagpur. Units are to take note that Demands Day and Badge wearing on 17th & Dharna on 25th Be held in abeyance. Comrades, but for the pressure built up by our agitation, Management would not have realised their sense of neglect as far as the interest of the workmen staff are concerned. Meeting that took place on 11th amply revealed their concern over the possible impact that our agitation would have in the functioning of the Bank. Thus we have manifested our Strength, Unity & Capability to fight through the various programmes in the last three weeks. We hope that Management would take further steps to translate all their commitments into reality. Our Committee too will take stock of the situation and decide the future approach. Let us therefore remain watchful, keeping the spirit and vigour. DISCUSSIONS WITH THE MANAGEMENT As advised earlier, at the invitation of the management Negotiating Committee of our Federation met the Management today and all the issues focused in the current agitation were discussed in the meeting. Chairman and Managing Director and Executive Director (2) were present along with the GMs and other executives of the HRM department. While sharing our concern over the non implementation of certain understandings, CMD advised the Department to ensure timely action on the agreed issues. He also expressed that there should not be any communication gap and hoped that discussions on ongoing basis shall help avoiding conflicts. He also wanted Federation to take note of the difficult situation that the Bank is passing through and extend all co-operation to overcome the situation. Executive Director felt that every issue can be solved through discussions on continuous basis and expressed his hope that the discussions shall be fruitful. From our side we thanked the management for holding discussions and explained the back ground in which we had to choose the path of agitation. We give under the outcome of the discussions Adequate manpower to be provided at all the branches: Management while sharing our concern assured that steps are being taken to undertake recruitment in clerical cadre In addition to the present recruitment of 1000 clerks by November, taking into account of "drop outs" in the previous batch, superannuation, promotions to JM Scale I and branches newly opened/proposed to be opened. It was also assured that Similar steps in respect of Sub-staff recruitment for which instructions are already given to Zones. Recruitment of Armed Guard: Management advised that Security Department has been advised to assess the requirement keeping in-view the Risk classification and expeditious steps for initiating Recruitment. Car Loan: Management assured to place the scheme - keeping in view our demand for increased quantum and concession in the rate of interest- to the next Board for its approval. Rate of interest on Educational Loan granted to the wards of the employees: We are informed that half percent reduction in rate of interest will be made in the scheme and the same will be released after obtaining approval from the Board. As the scheme is dictated by the Government they have expressed their inability to consider any reduction beyond this. Petrol reimbursement scheme: It was assured that the scheme is prepared and will be placed before the next Board for its approval. Free user, inter-sol operations by SWOs: Management agreed to clarify as under - Free user limit shall be confined to the limit prescribed by the Bipartite settlement in all the branches including Service branches/City Back offices & in respect of inter-sol operations, payment shall be made by SWOs after verification by the

next superior so as to ensure that the SWOs are not exposed to risk while handling transactions of un known customers. Disputed cases of Casual Sweepers : It has been agreed that the pending disputed cases would be dealt and conclusion arrived at in a week or two. in respect of those casual sweepers engaged from 1.1.2009 to 31.3.2012 modalities will be finalised for their absorption by 15 th October . Granting preference to Daily wagers (in the on going process of Recruitment) engaged in the permanent vacancies of Sub-staff: Management was reluctant to commit citing the views of the government . Upon our relteration , it was finally agreed that management would examine the proposal given by us in the light of settlements made in few Banks and convey their decision in a week or two after discussing the matter with in the Top Management. With regard to our demands like canteen subsidy to all, holiday homes and improvements in staff welfare measures, management cited the decisions of the staff welfare committee meeting held on 10th and assured to take needed steps for timely implementation of the decisions. On our demand for Healthy IR Policy , Management agreed to keep in our views while framing the new policy and such a policy will be subject to approval of the Board Management appealed to reconsider our decision in pursuing the path of agitation in the light of meaningful discussions and conclusions arrived at. From our side while acknowledging and appreciating the spirit with which the discussions were held , we advised the management to take note of their concern and appeal and take decision after consulting our office-bearers. We congratulate our units &, our rank and file for the excellent way of manifesting our resentment and anguish over the Management' s casual approach on the issues concerning workmen by implementing the calls of Federation with unlimited enthusiasm and vigour which alone opened the eyes of the Management to to be alive to our concerns. We will be advising our decision on the appeal made by the management for withdrawal of our agitational programmes by tomorrow. With Greetings, Yours comradely, Inder Paul President