

## Strike rescheduled for 27th November be deferred further to 20th December,2013

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OurOur struggle, discussions with management, outcome there of:

### Strike rescheduled for 27th November be deferred further to 20th December,2013

We reproduce hereunder the contents of Circular dated 22/11/2013 issued by Com.C.M.Patel., General Secretary, AIUCBEF on the above subject for information of our Members.

Units and members have been informed about the developments from time to time on the impact that we could create on the management due to our agitational programs. In continuation of Discussions our Federation had with Management on 31st October, meeting was held with management on 21st and 22nd. Members may recall that our struggle itself was compelled by provocation of certain unilateral decisions of the management. There was intense effort to belittle bilateral understandings. There were attempts to breach the agreed policies. There were signs of attempts to de-unionise the employees. In sum and substance, management was adopting anti-employee approach, thus bidding good bye to BIPARTISM. In the back ground of Successful strikes in Chennai, Ahmedabad and Mumbai circles coupled with display of enthusiastic preparation for strike by our comrades in Chandigarh, Lucknow, Patna and Kolkata circles negotiations were held. We now give under the high lights of the understandings arrived at on issues that have been focused in the struggle.

### AS COMMITTED IN THE MEETING HELD ON 31ST OCTOBER MANAGEMENT HAS

Issued communication on the understandings reached with both the Majority organisations -AIUCBEF & AIUCBOF-with regard to IR & MR Policies - Implementing the agreed modifications and improvements.

Issued communication to all Zonal Offices with instructions to fill up the vacant functional allowance posts from time to time without any need for prior approval from HO, thus withdrawing their earlier instructions.

Issued appropriate communication to Circle offices with regard to their earlier communication dt.8th July through which HO unilaterally declared surplus and deficit of SWOs and Spl. Assistants and sought redeployment of the surplus staff as per Bipartite settlement which was opposed by us. Circle offices have now been advised only to give their inputs about "transaction model" to HO.

Issued communication to concerned Zonal offices for giving effect to promotions (to clerical) of graduate Sub-staff from 1/10/2012 instead of 30/9/2013. Thus the violations of Promotion policy stand corrected.

Thus, the attack on bilateralism or attempts to impose unilateral policies have been successfully thwarted.

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With regard to other issues raised by us, Management agreed to -

### MANPOWER

Consider placing revised indent to IBPS for recruitment of clerical staff more than 2100,

Take expeditious steps for recruitment of Armed Guards to be provided to needy branches and complete the

process in three months time.

• Speed up the process of recruitment of Sub-staff and Sweepers in all the Zones,

• Discuss on ongoing basis with Federation with regard to Manpower planning for the future.

Implementation of earlier understandings:

• Though it was said that petrol reimbursement scheme is awaiting clearance from Government, finally it was agreed to place the proposal in the next meeting of the Board,

• With regard to Disputed cases of Casual Sweepers of earlier batch efforts have been made to resolve as many cases as possible and orders for their absorption shall be released by next week,

• With regard to absorption of Casual Sweepers working in permanent vacancies after 31/12/2008 and up to 31/3/2012, it is agreed to take steps under the earlier guidelines/principles, for their absorption upon securing approval from the board.

• With regard to granting preference to all the daily wagers engaged for peons work, it is agreed to take expeditious steps following the same principles laid down for absorption of casual sweepers. Thus the uncertainty clouding over the daily wagers has come to an end with management firming up their commitment to grant preference to them in the ongoing/proposed process of Sub-staff Recruitment.

• Management however cited some Government guidelines during the discussions and we refused to take cognizance of it, citing agreements in some Banks.

Other issues:

It has been agreed to

• Increase quantum of car loan,

• Grant "difference in limit" on housing loan upon promotion/elevation of Sweepers, Sub-staff and Clerical staff as applicable to the promoted cadre,

• Permit employees to avail staff housing loan for converting the loan availed in other financial institutions or UCO Shelter for acquiring the property, within the eligibility criteria.

• Consider our request for granting Second housing loan, combined limit to the employees if their spouses happens to work in our own Bank if there is no restrictive clause in the Scheme circulated by the Government,

• Increase the quantum of limit in Over draft Scheme,

• Take immediate steps to simplify the procedures for timely granting of Family Pension,

• Take immediate steps to implement Government guidelines with regard grant of Dual Family Pension to the families of the deceased Ex-servicemen employees,

• Take steps on our demand for release of Gratuity to the LBY agents who have left the service.

In respect of under mentioned issues management's response was non-committal. Payment of overtime for late sitting & working on holidays.

Grant of out of pocket expenses to those subjected to temporary deputation within the centre,

In respect of assessment of vacancies in clerical cadre or deployment thereof on the basis of transaction model, management reiterated their commitment to bilateral agreement besides agreeing to discuss further keeping in view our revised proposals namely-

• Minimum complement of SWOs 2 in small branch, 3 in medium branch and 4 in large and very large branches,

Transaction bench mark 80 per SWO (instead of earlier 100) and 200 per Spl Asst (instead of earlier 250).

In respect of the under mentioned issues placed by the management “

“ We rejected their proposals of abolishing the Spl. Asst Cadre by promoting all of them to Scale-I,

“ We also did not agree to remove the existing provision for reversion ( from scale I),

“ We rejected their proposal for transfer of clerical staff once in three years even from one station to another station,

“ We agreed to give a re-look on some clauses in rotational transfer policy (confining to the centre)

Comrades, thus, our Federation once again could establish its might -:

By defeating the attempts of the management in undermining the sanctity and value of Bilateralism,

By resisting the attacks on bilateralism,

By securing justice in the matters concerning the workforce

Thanks to the joint struggle, thanks to all our ranks for making it possible.

Meeting of Joint Action Committee:

Joint Action Committee held a meeting on 21st Night and reviewed the situation arising out of the discussions, both the Federations had with the Management. JAC also noted the appeal of the management over WITHDRAWAL of all programmes of agitation.

JAC while expressing satisfaction over the positive approach of the HRM department and outcome of the discussions with both concerning the workmen and officers, however noted that most of the understandings are to pass through different layer and secure approval of the competent authority. Keeping in view the past experience, JAC felt that WITHDRAWAL of agitational call is not desirable at this stage. However keeping in view the positive approach displayed by HRM department and Conciliation meeting called by the Regional Labour Commissioner, Kolkata on 25th, JAC decided to defer the strike action scheduled on 27th in Chandigarh, Lucknow, Patna and Kolkata circles.

JAC will meet at Delhi on 12th December to review the situation and take appropriate decisions as the situation deem fit.

JAC has also released a communication in detail on the above.

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