



UNITED BANK OF INDIA EMPLOYEES' UNION

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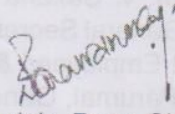
To All Members

Dear Comrades,

Reproduced hereunder the full text of two (2) Circulars No. 04/2016 dated 07th March 2016 & 05/2016 dated 10th March 2016, issued by Bank Employees Federation of India, for your information.

With warm greetings,

Yours comradely,


(Debasish Basu Chaudhury)
General Secretary

Text of Circular No.04/2016 dt. 07th March, 2016

"Dear Comrades,

Successful Dharna Before Parliament Congratulations To All State Units

An enthusiastic Day Long Dharna was held near Jantar Mantar in New Delhi on **2nd March, 2016**, at the call of our Federation **against** government's move to i) privatize & merge Public Sector Banks, ii) privatize Regional Rural Banks, iii) down size Reserve Bank of India, iv) weaken National Bank for Agriculture and Rural Development (NABARD), v) weaken Cooperative Banking Sector and v) bankers' move to retrench contract workers. This national level Dharna was the culmination of our independent campaign programme launched during last three months that included intensive meetings of different forums of our State Units and bank-wise affiliates, distribution of leaflets among common people, display of posters, district level processions, demonstrations and state level Dharnas.

Dharna near Jantar Mantar was participated by General Council members of BEFI and leaders of its State Units numbering more than six hundred. The enthusiasm generated through our call was so much that actual participation exceeded the target given to the State Units by more than a hundred. Representatives from almost all states participated. Congratulations to all our State Units.

The Dharna was inaugurated by Com. A.K.Padmanabhan, President, CITU. Com Padmanabhan narrated the attitude of the present regime at the centre towards the toiling people of India. In his speech he also referred to the budget placed in the Parliament and explained how concessions have been given to the corporates at the cost of more burden on the common men through imposition of more indirect tax and charging of higher cess on coal

and diesel. He stressed on the need of strengthening unity of bank employees in particular and the entire working class of the country in general.

A three member delegation consisting of Com. K. Krishnan, Com. C Rajeevan and the undersigned and led by Com. Tapan Sen, M.P. and General Secretary, CITU met Sri Arun Jaitley, the Hon'ble Finance Minister and submitted a memorandum focusing the views of the organisation on the aforesaid issues. Com Tapan Sen, while addressing the participants in the Dharna, said that while we have highlighted our views through the memorandum, we should not have any illusion about **any positive response** from the government. What the government is going to do in coming days is clear from the proposal in lowering down government's holding in IDBI. **Bank employees' struggle in defense** of public sector banks is a patriotic struggle and the **struggle against financial sector reforms** has to continue, he said.

The Dharna was also **addressed, among others**, by Com Harvinder Singh, General Secretary, AIBOC, Com. V. Saxena from NCBE, Com. D.D.Rustagi Jt. Secretary, AIBEA, Com.S Nagarajan, General Secretary, AIBOA, Com K.K.N. Kutty, President, Confederation of Central Government Employees & Workers, Com A.K Bhatnagar Jt. Secretary, AIIEA, and Com. Abhimanyu Perumal, General Secretary, BSNLEU.

We extend thanks to the Leaders of all fraternal organisations for their presence and addressing the Dharna that were of added inspirations for the participants.

Dharna by Bank Contractual Workers

In recent years, there has been huge growth of contract workers in the banking industry engaged by agencies. This work force is utilized by bank managements, both public and private sector, for doing various jobs which are supposed to be done by regular bank employees and, in many cases, they are denied of the benefits of the laws of the land. After working for several years under different agencies, they are now facing the threat of retrenchment in some banks due to closing down of large number of ATMs and switching over to e-surveillance there at.

In order to focus on the grievances of this section of bank workers, Unions affiliated to BEFI, CITU, AIUTUC and an independent Union jointly organized a Day Long Dharna near Jantar Mantar in New Delhi on 3rd March, 2016. The Dharna was inaugurated by Com. A.R. Sindhu, Secretary, CITU and was addressed, among others, by Com. V.N. Namboodri, President, BSNL Contract Workers' Federation, Com Ramesh Sharma of AIUTUC, Com H.S.Rajput and Com M L Malkhotia from CITU, Com Joydeb Dasgupta, Secretary, BEFI.

The Dharna on 2nd, March was followed by our **General Council** meeting in New Delhi on 3rd and 4th March, 2016 on which separate circular is being issued.

Incidentally, second **Gyan Sangam** was held in New Delhi on 4th and 5th instant. That the present government is encouraging religious fundamentalist ideas is again manifested in inviting a spiritual **Guru** to address the retreat in the beginning of the 2nd day's plenary session. It is interesting to note that while time allotted for RBI Governor and Minister of State, Finance was 30 minutes and 20 minutes respectively, the Guru was allotted full one hour to address the retreat. To what extent the industry is benefited with the speech of the spiritual Guru or

whether the services of the Guru will help recover the huge accumulated NPA from the willful defaulters, is best known to the finance ministry hierarchy but we are worried with the communal edge of the retreat. Signals are ominous. Danger of merger looms large on us. The Sangam decided to appoint an expert committee that will submit its report by November this year. It will be a pre-tailored report, we apprehend, and the government will move fast with the agenda of merger.

So Comrades, we are to be on the toes to move for action and the success of our Dharna has to be carried forward for success of our all future programme. We hope UFBU will also come forward and play its due role having regard to the need of the time.

With Greetings,"

Text of Circular No: 05/2016 dt.10th March, 2016

"Dear Comrades,

General Council Meeting

[This is in continuation of our Circular No.04/2016 dated 07th March 2016.

General Council (G.C) of our Federation met in New Delhi on 3rd and 4th March, 2016 as per schedule, preceded by our Dharna before Parliament on 2nd March, 2016.

The GC had detailed discussions on the recent developments in the banking sector in the backdrop of the attitude of the central government towards Public Sector Banks (PSBs), Regional Rural Banks (RRBs), Reserve bank of India (RBI), National Bank for Agricultural & Rural Development (Nabard) and Cooperative Banks.

Deep concern was expressed by the GC on the budget proposal to lower down government holding in **IDBI**. The GC adopted a resolution demanding of the government to roll back the proposal.

While welcoming the budget proposal to infuse Rs 25000/- crores to PSBs as government equity, the GC expressed anguish over the recalcitrant attitude of the government to take any effective step for recovery of huge **NPA** from willful corporate borrowers. Accumulation of NPA to an alarming proportion has been a matter of major concern for all who are for strengthening of PSBs for inclusive growth of country's economy. But irony of the thing is that the policy makers at the centre are in hand in glove with looters of people's money. To bring to focus this issue of NPA before the banking public in particular and to develop awareness among people at large, the GC decided to prepare a document on 'reasons and remedies for NPA' with the help of some leading Economists of our country.

GC appreciated the role of all state units and bank-wise unions for making the Dharna before Parliament a massive success. GC also made a review of the implementation of the programme given from the Office Bearers' meeting held in the month November, 2015 preparatory to the National Dharna. From the discussions, it revealed that some state units could not implement all the programme due to certain compelling circumstance, like embargo on use of microphone due to exams.etc., before the Dharna before Parliament.

2014, submitted that Bank was not in a position to fill up vacancies due to embargo imposed by RBI. However, the management committed that they would convene a meeting within 2 months from the date of conciliation for further discussion on manpower planning to take the views of the Unions.

As befitting to the tradition of UBI management, the meeting, however, was neither convened within two months as committed, nor after revocation of embargo on fresh recruitment even. On the contrary, the Nodal Office in West Bengal issued more than 400 transfer orders dated 30.09.2014, most of which are pending for implementation as yet. An indent of 500 SWO was also given to IBPS for fresh recruitment without finalising the manpower.

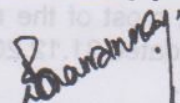
Recently, we came to know that in the first week of September, 2015, one proposed Required Manpower as on 31.03.2015 was sent to different regional heads seeking their views/suggestions on the same. Needless to mention, Unions were again kept in the dark of this development. On behalf of UBIEU, we instantly registered our strong reservation against such unilateral attitude and demanded discussion before finalisation of manpower. The very next day we received a copy of the said required manpower along with a basis formulated by the management. The basis, we feel, is totally incomplete and dogmatic having no relation with ground realities prevailing in different branches. We have already sent the required manpower to the respective Region/State Committees for their observation/suggestions which may help us in discussion for finalising the basis.

The 4 workmen decided to launch agitation against such continuous authoritarian approach and attitude of the HO management. Accordingly, a massive demonstration in front of our Head Office was organised on 22nd September, 2015 where more than 300 employees gathered at an instant call despite adverse weather conditions. A deputation was also given to the General Manager (HR) on the same day wherein it has been unequivocally demanded that before finalisation of manpower assessment, the basis thereof must have to be discussed with the Unions. We are intimated that the management has convened a meeting with 4 award staff Unions on 28th instant in this regard.

Comrades, the management is desperate to implement recommendations of Khandelwal Committee in respect of Officer to SWO to Subordinate Staff ratio. On the one hand officerisation is going on uninterruptedly with least relevance to the prevailing situation, while on the other, the ratio of SWO and Subordinate Staff is being drastically reduced in the name of manpower assessment on every occasion. Our fight for rational manpower assessment is practically, therefore, a sustained struggle against the black recommendations of Khandelwal Committee. It is for ensuring better performance and sound growth of our beloved institution as well. We appeal to our members to take this issue in right earnest and struggle hard to reach the goal.

With Greetings,

Comradely yours,



(Debasish Basu Chaudhury)
General Secretary