



UNITED BANK OF INDIA EMPLOYEES' UNION

Regd. No. 14874

11, Hemanta Basu Sarani (16th Floor), Kolkata-700 001

Phone : (033) 2248-8163, Fax No. : (033) 2231-9014

E-mail-ubieu.cec@gmail.com Website : www.ubieu.in

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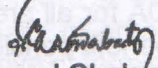
To All Members

Dear Comrades,

Reproduced hereunder the full text of 2 (Two) Circulars No. 22/2019 dated 19.06.2019 & 23/2019 dated 20.06.2019, issued by Bank Employees Federation of India, for your information.

With warm greetings,

Yours comradely,


(Shyamal Chakraborty)
Joint Secretary

The Full Text of BEFI's Circular No.22 /2019 dated 19th June 2019

Dear Comrade,

Central Committee Meeting

The first meeting of the Central Committee since 10th National Conference was held at Indian Bank Employees Association Office, Chennai on 17-18 June 2019. The CC meeting was preceded by Office Bearer meeting during the first half of 17th June 2019. At the outset silence was observed in memories of Com S Bardhan; army jawans killed in Pulwama; victims of rising internecine conflicts in our society; children killed in Bihar due to outbreak of encephalitis; victims of super-cyclone Fani and other progressive workers including Sri Girish Karnad who expired during the period.

The CC meeting expressed great concern over the re-election of BJP-led NDA alliance into power with thumping majority in the recently held election for the 17th Lok Sabha. The country and its people have experienced mounting sufferings and misery during 2014-2019. The secular democratic character remained under stress. All the constitutional bodies were under attack. A communal frenzy coupled with jingoist and ultra-nationalist crusade was unleashed before the election. This was done to take advantage of attack on army convoy at Pulwama and subsequent air-strike at Balakotin Pakistan to divert public attention from day to day livelihood issues faced and raised by the working class of the country during last few years against the neo-liberal policies being aggressively pursued by the previous regime. It is alarming for the country that the left forces secured lowest number of seats since independence. The face of the newly elected Govt. has been unmasked by the declaration of 'big bang reforms' by the Vice Chairman of Niti Aayog within hours of swearing in ceremony. The CC resolved that it will campaign against these reform measures and associate itself with the broader working class movement to thwart the contemplated anti-people move of the Govt.

The CC noted that the banking sector, **Public Sector Banks** in particular, continue to bleed from massive bad debts inflicted by defaulting private corporate and huge write off through 'hair cut'. Though the number of net-profit making banks in FY 18-19 increased from only 2 last year, as a whole the PSBs suffered net losses for four consecutive years. 4 banks are still under PCA operating under several restrictions. In most of the banks, recruitments are inadequate if at all being done. New guidelines of NPA resolution was issued on 7th June 2019 after the apex court quashed the earlier guidelines of 12th Feb 2018. We apprehend that high provisioning will continue even through new guidelines which will put the banks into further problems. The CC strongly criticised the evil manipulations through which the IDBI bank has been listed as a private sector bank. The meeting resolved to oppose the ESPS through bank specific movements.

After the Conference, there had not been much progress in **Bipartite talks**. The non-financial items related exclusively to the workmen employees have been finalised. Though the bankers offered to negotiate upto Scale V officers revising their earlier stand of confining the discussion upto Scale III, no improved offer was made from 10% done earlier. Two officers' associations continued their decision of not participating in the talks. The issues concerning the retirees, viz. revision/updation of pension; improvement of family pension; uniform DA for all are yet to be finalised. So is the case with our demand of introducing defined benefit pension scheme to all and improvement in Mediclaim Insurance scheme. The CC, while deciding to forge unity amongst all constituents of UFBU, resolved that all necessary initiative will be taken for a reasonable wage increase and making headway in the issues of the retirees. The meeting decided to strongly oppose introduction of performance linked variable pay during the negotiation.

The CC expressed dissatisfaction over the movement against decision of **Amalgamation** of Dena Bank, Vijaya Bank and Bank of Baroda. Even after observing one day successful country wide strike on 26th December 2018, effective movement could not be geared up against the damaging move. The CC congratulated different state units for implementing independent demonstrative programme against amalgamation of 3 PSBs. The meeting decided to continue its opposition and to launch movement against any further move of amalgamation of PSBs.

The meeting expressed great satisfaction over the achievement for introduction upward revision of pension for the employees and officers of RBI made possible through decade-long sustained movement jointly by the unions of RBI. The CC also noted with happiness that in the RRBs, pension disbursement has started. It acknowledges the long struggle of the RRB employees and officers under the leadership of AIRRBEA to achieve their goal initiated by Com Dilip Mukherjee. It decided to provide moral support to the endeavour of removing several anomalies including date of effect of defined pension for the new comers. The CC congratulated Catholic Syrian Bank Employees Federation for observing one day strike in the bank on different issues.

The **BEFI NEWS** sub-committee has been reconstituted from the meeting. The sub-committee has been given a pan-India form. Apart from head quarters, comrades from states like Kerala, Tamilnadu and Bihar have been included in the sub-committee. To commemorate **50 years of bank nationalisation**, it was decided to publish a special issue of BEFI NEWS comprising of articles from eminent economists; leaders of fraternal trade unions; UFBU constituents; our past leaders as well as some of the leaders who joined the bank during private regime et al. The CC approved increased cost for the publication of the special issue. It resolved to take all efforts for extensive distribution of the

issue. The meeting decided to explore formal launch of the BEFI NEWS centrally as well as at the major centres.

We are going to complete 50 years of **Bank Nationalisation** on 19th July 2019. The CC meeting decided to observe the bank nationalisation day this year in a befitting manner. Besides publishing a special issue of BEFI NEWS, the meeting decided to display posters and observe badge-wearing on 19th July 2019.

The CC self critically reviewed the **10th National Conference** held at Thiruvananthapuram, both by its conduction and contents. While the meeting once again congratulated BEFI, Kerala alongwith the fraternal trade unions as well as the progressive forces for its nice conduction, it also resolved to pursue the issues raised by different comrades at the conference by appropriate committees. The meeting reiterated for taking necessary endeavour to bring more and more young and lady comrades into the leadership.

Serious discussion took place on **Organisation**. In the prevailing situation, keeping the changes in the composition and working conditions inside the banking industry into consideration, we must rejuvenate our organisation. The activities of the state federations as well as bank level unions are to be streamlined as per understanding arrived from 2-day organisation meeting at Kolkata in June 2018. The CC decided to remove all weaknesses by gearing up our organisation. The CC emphasised the necessity of organising the contractual employees. The meeting observed to continue its initiative of forming all India Organisation of the contractual employees.

The CC meeting decided that the existing **Co-operative** sub committee will continue to function till it is reconstituted. Com Joydeb Dasgupta, our Vice President will be in charge of the sub committee on behalf of the office bearers.

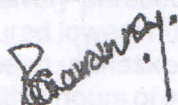
The CC meeting after threadbare discussion finalised the following tasks for our units:

- > To conduct Committee meetings of the units within next 2 months where the meetings were not held recently
- > To give emphasis on organising lady comrades and younger comrades
- > To organise state level TU workshop focusing on History of bank employees movement; Organisation; Present situation
- > To organise contractual employees and form unions wherever possible
- > To distribute 2nd edition of the book on History of Bank Employees Movement as many as possible among the younger comrades.

After the conclusion of the CC meeting, a meeting of the general members was organised by BEFI TN at its office. The meeting hall was packed to capacity with participation of lady employees in large number, retired comrades, casual workers and members from different units.

We congratulate BEFI-TN and its members for conducting the Central Committee meeting in a nice manner providing warm hospitality to the attending comrades.

Yours comradely,


(Debasish Basu Chaudhury)
General Secretary

The Full Text of BEFI's Circular No.23 /2019 dated 20th June 2019

Dear Comrade,

Bipartite Talks

Another round of Bipartite talks between IBA and the Negotiating Committee was held on 19th June 2019 at Mumbai. A few days before the meeting, UFBU Convenor received a letter from AIBOC and NOBO where the two Officers' organisations informed that they will not participate in the meeting on 19th instant. They also requested the workmen unions not to take part in the negotiations till the mandate issue is resolved.

In the context of the letter written by the officers' organisations, a meeting of 5 workmen unions was held in the morning on 19th just before the meeting of the negotiation committee. In the meeting, it was decided that on behalf of UFBU a letter will be submitted to the IBA demanding complete mandate upto Scale VII. It was also felt by the workmen unions that negotiation should continue on issues related to workmen and the common issues as well. The meeting of 5 workmen unions was attended by the undersigned and Com Vijay V Aroskar, our Secretary.

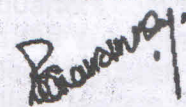
In the meeting of the negotiating committee, which was attended by representatives of 7 unions, the proposed letter demanding complete mandate was handed over to the Chairman, Negotiating Committee. During the negotiation, it was informed to the bankers that the 5 workmen unions are ready to continue bipartite talks to arrive at a settlement. The bankers informed that after the meeting of their Managing Committee slated on 24th June 2019, they would inform their decision in regard to further talks.

During the discussion we took up issues like 5-day banking, updation of pension as well as improvement of family pension etc. IBA informed that these issues may be discussed in subsequent meetings.

On behalf of the participating unions, several problems faced by the employees/officers at bank level as well as with the TPA and UIIC related with claim settlement of medical insurance scheme were also taken up with IBA. We also apprised IBA about some unilateral changes made in some features by the UIIC in gross violation of the settlement. IBA assured to take up the issues during quarterly meeting with UIIC.

In course of the discussion IBA informed us that they are in the process of requesting for bids from different insurance companies, both private and public, for the next year of Medial Insurance. We conveyed to IBA, as we did in last year also, that scheme should continue with public sector insurance company only.

Yours comradely,



(Debasish Basu Chaudhury)
General Secretary