

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.:3427/Delhi)

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Circular No. 2014/94

Date: 19/12/2014

TO GENERAL SECRETARIES OF ALL AFFILIATES/STATE SECRETARIES

Dear Comrades,

"ARISE, AWAKE, STOP NOT UNTIL YOUR GOAL IS ACHIEVED"- (Swami Vivekanand)

We reproduce, hereunder, the contents of Circular No.: UFBU / 2014 /40 dated 18.12.2014 on the captioned subject issued by Com. M.V. Murali, Convenor, UFBU for your information and circulation.

QUOTE:

**UFBU DECIDES PROTEST STRIKE PROGRAMMES
ONE DAY PROTEST STRIKE ON 7TH JANUARY 2015
FOUR DAYS' STRIKE FROM 21ST TO 24TH JANUARY 2015
INDEFINITE STRIKE FROM 16TH MARCH 2015 ONWARDS**

CONDEMNS IBA'S DIRECTION TO BANKS TO RE-VISIT THE MANDATE DEMANDS IMMEDIATE AND REASONABLE WAGE SETTLEMENT

At the call of Dy. Chief Labour Commissioner (Central), Mumbai, one more round of conciliation was held at Mumbai on 17th December 2014, wherein the IBA expressed its inability to move upwards in its offer of increase in wages.

Further, IBA informed that it has asked all the Banks to revisit the mandate given to IBA earlier to negotiate with unions on wage revision. UFBU firmly protested the action of IBA in calling for re-visiting the mandate and termed it as nothing but a deliberate / unwarranted instigation and provocation, which would further complicate the process of wage negotiations. The conciliation ended inconclusive.

Subsequent to the conciliation process, the representatives of constituent unions of UFBU met to chalk out further course of action. The meeting was presided over by Com. SU. Deshpande (NOBO) as Com. K K Nair could not be present in the meeting.

The meeting observed a minute's silence to condole the deaths of Com. N Sampath, former President of AIBEA, Justice V R Krishna Iyer and the innocent children brutally killed in the inhuman terrorist attack in the Peshawar school in Pakistan.

The meeting placed on record its heartiest congratulations to all the constituent unions and their membership for the massive participation in all the agitation programmes held on the day of one day strike on 12th November 2014 and also in the Relay Zonal Strikes from 2nd December to 5th December, 2014 and for making these strike actions a stupendous success.

The meeting expressed its dissatisfaction on the casual attitude of IBA even to the deep resentment of the employees and officers over the undue delay in settling the demands for wage revision and also expressed its displeasure over the Government's lack of response.

The meeting took serious note of the action of IBA in asking all the Banks to re-visit the mandate given earlier to IBA to negotiate and settle the wage demands of the unions and unanimously decided to lodge its protest immediately by calling for a day's strike on 7th January 2015, as the action of IBA is nothing but a ploy to delay the negotiation process of wage revision.

The meeting also deplored the indifferent and recalcitrant attitude of the IBA in sticking to its offer of 11% increase in pay slip components despite the flexibility shown by UFBU by offering

to reduce its demand and further negotiate on the same for the sake of an amicable early settlement. The meeting expressed its displeasure that the commendable contributions of bank employees are being ignored and the legitimate wage revision is being denied even though the workmen and officers work in branches under tremendous pressure due to inadequate staff and also the added responsibility in implementation of various Government sponsored schemes.

The meeting, after a lot of deliberations, decided that agitational programmes have to be further intensified in order to achieve our just demand for an early and reasonable wage settlement and decided on the following programmes:

ONE DAY ALL INDIA STRIKE	7th January 2015
4 DAYS' CONTINUOUS STRIKE ALL OVER THE COUNTRY	21st January 2015 to 24th January 2015
INDEFINITE STRIKE	16th March 2015 onwards

Further preparatory programmes will be worked out and informed to all unions and members. All the unions are requested to plunge into action and make these programmes a success.

Sd/-
(M.V. MURALI)
CONVENOR

UNQUOTE

The following action programme has also been advised by UFBU vide its circular UFBU/2014/41 dated 19.12.2014, as preparatory exercise to our strike of 7th January, 2015.

30-12-2014 – Tuesday	Mass Demonstrations in all centres
05-01-2015 – Monday	Black Ribbon Badge Wearing
06-01-2015 - Tuesday	Mass demonstrations /processions/rallies in all centres

Comrades, we have been receiving lot many queries about the decision of single day strike of 7th January, 2015. We would like to inform the background which led to the decision of one day strike. IBA, vide their Letter No. CIR/HR & IR/XBPS-1/996 dated 2nd December, 2014, had advised the member banks to update their respective Boards on the present status of the wage negotiations developments, its financial implications and if felt necessary, revisit the mandate. This being a very serious development was discussed in the Working Committee Meeting of Confederation held on 8th December, 2014, at Delhi. The Central Office drafted a letter and sent to all its Affiliates for onward submission to the Management of the respective Banks to thwart IBA's tactics of delaying Wage Revision and also to obviate the possibility of tinkering with the earlier mandate. It was also decided that the same stand would be taken by our Representatives on the boards, when the agenda comes for discussion. Comrades, this indeed is a very grave development which cannot be ignored.

The UFBU Constituents met in Mumbai, on 17th December, 2014, subsequent to conciliation talks. One of the constituent of UFBU apprised of having taken a decision to call for one day strike on this issue and wanted other constituents to join the strike. We expressed our view and apprehensions over the effectiveness of one day strike, as the issue would have been placed and discussed in many Bank's Boards by then. Since the Affiliate was firm to go on one day strike in first week of January, 2015, UFBU decided to observe the strike on 7th January, 2015, for the sake of solidarity and to avoid any confusion.

Comrades, the call of four days strike from 21st to 24th January, 2015 is unprecedented and unheard in the history of Banking Industry as a whole. The dates are preceding two holidays as 25th January being Sunday and 26th January a National Holiday. Consequently, the Banking will come to a grinding halt for six days. Our membership have long being demanding an action like this, but comrades, for winning a bigger battle, many small wars have to be won. A lot of preparations are required to be undertaken for making our call a tremendous success. A thorough action programme is required to be chalked out for preparation at the grass root level. Let each one of us make it a mission to make the strike call a huge success so that its impact shakes the walls of apathy of the higher authorities. This is our fervent appeal to each member of ours, to implement all the joint agitational calls given by UFBU religiously.

Comrades, you would appreciate that your Confederation is a very vibrant Organisation and believes in democratic functioning. Based on the various feedbacks of its members and deliberations held in the apex body in the Working Committee Meeting held on 8th December, 2014, at New Delhi, our Confederation had chalked an agitational programme, which was advised to all vide circular no. 2014/91 dt. 11.12.2014. We have already advised that the Candle Light March on 16.12.2014, in all State Capitals and major cities, was a grand success. We once again remind our members to implement the following calls, as already advised, in spirited manner.

- 10.01.2015- **Human Chain** in all State Capitals and major city centers,
- 17.01.2015- **Women Rally / Demonstration** at all State Capitals and major city centers.

We also call upon all our Affiliates to make preparations on war footing to make all above programmes a thunderous success and by issuing circulars as well holding meetings, must ensure that:

- None of our member applies for leaves for the strike days. In case any staff has planned or required to go urgently on long leaves, he / she should be advised to submit a letter to his / her respective Bank that he / she should be treated on strike on these days and;
- To ensure that each member of ours must participate in the strike rally/demonstration programme at the venue decided by the state committee of UFBU.

Meanwhile, let us continue and intensify the 'Withdrawal of Extra Co-operation' not only till our demands are met but also to make it our work culture.

Let us with full determination and grit, face this grave situation in which we have been pushed into by the callous and adamant attitude of the IBA and totally apathetic behavior of Government. We must remember that **Power concedes nothing without a demand. It never did and it never will unless we come together to show our resolve to achieve our justified demands.**

Do not relent ! March On !! March On !!!

With revolutionary greetings,

Comradely yours,



(HARVINDER SINGH)
GENERAL SECRETARY