



ALL INDIA BANK OFFICERS' CONFEDERATION

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

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

CIRCULAR NO. 57

DATE: 19.06.2012

ALL AFFILIATES/MEMBERS:

UFBU'S AGITATIONAL PROGRAMME

We reproduce hereunder the text of UFBU Circular No.13 dated 18th June, 2012 contents of which are self-explicit.

With greetings,

(D.S.RISHABADAS)

GENERAL SECRETARY

TEXT

Further to our circular No. 12 dated 13.6.2012, we have since addressed communications to IBA and Government informing them of our agitational programmes. The copies of these letters are enclosed herein.

2. All our constituent unions and their affiliated unions are to address a letter to the Chairman, IBA as per specimen given herein, under advise to us.
3. Meetings of State-level UFBU should be held and all our agitational programmes are to be carried out unitedly by mobilizing all our unions and members.
4. Specimen of Poster is furnished herein and all our state units should get the posters printed in English and local language in large numbers and display the same before all Branches and in public places.
5. As per agitational programme, please ensure wearing of badges by all members on 10.07.2012.

With greetings,

Yours Comradely,
Sd/-
(G.D.NADAF)
CONVENOR

**DRAFT MEMORANDUM
(ON LETTER HEAD)**

DT. 20-6-2012

To
The Chairman,
Indian Banks Association
World Trade Centre Complex,
Centre 1, 6th Floor, Cuffe Parade,
MUMBAI – 400 005.

RESOLUTION OF PENDING ISSUES

Dear Sir,

We draw your attention to the letter addressed to you by UFBU on 26-3-2012 and 18-6-2012 on the various important pending issues and demands.

2. It is a matter of concern that the pending issues like revised compassionate ground appointment scheme, pension option to voluntarily retired/resigned persons, improvements in pension scheme on lines of the Government scheme, regulated and defined working hours, 5 day banking, revised guidelines on staff housing loan, etc. remain pending for a long time. We also observe that unilateral guidelines are being issued by Govt. of India on service conditions and HR issues based on the recommendations of Khandelwal Committee recommendations without any reference or discussions with the trade unions..

3. On the other hand the Government is also attempting to go ahead with the banking reforms, which we feel would adversely affect the interests of public sector banks.

4. Further the permanent jobs in the banks are sought to be outsourced instead of ensuing adequate recruitments in the Banks.

5. In view of the apathy of the IBA and the Government to the issues and demands of the bank employees and officers, UFBU has given the call for agitational programmes including 2 days All India Strike on 25th and 26th July, 2012.

6. While endorsing the decision of the UFBU, we urge upon the IBA to take urgent steps to find early and amicable solutions on these issues in the larger interest of industrial peace in the banking sector.

7. Expecting a positive response at the earliest.

Thanking you,

Yours faithfully,

(CONVENOR)

Copy to: The Convener, UFBU, State Bank Buildings, St. Mark's Road, Bangalore – 560 001 for information.

SPECIMAN FOR POSTER AND BADGE:

**ALL INDIA BANK STRIKE
25TH AND 26TH JULY, 2012**

**BY 10 LACS EMPLOYEES AND OFFICERS OF PUBLIC SECTOR
BANKS, PRIVATE SECTOR BANKS AND FOREIGN BANKS**

ISSUES AND DEMANDS

- ◆ **SETTLE PENDING DEMANDS**
- ◆ **STOP ARBITRARY GUIDELINES ON HR ISSUES**
- ◆ **STOP UNILATERAL IMPLEMENTATION OF
KHANDELWAL COMMITTEE RECOMMENDATIONS**
- ◆ **STOP OUTSOURCING OF BANK JOBS**
- ◆ **STOP BANKING SECTOR REFORMS**
- ◆ **STOP CLOSURE OF RURAL BRANCHES**

**UNITED FORUM OF BANK UNIONS
(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-INBOC-NOBW-NOBO)**

No. 1367/18/12

Dt 18-06-2012

To
The Chairman,
Indian Banks' Association,
World Trade Centre Complex,
Centre 1, 6th Floor,
Cuffe Parade,
MUMBAI – 400 005.

Dear Sir,

Reg: NON-REDRESSAL OF OUR CONCERNS AND DEMANDS

Ref: OUR LETTER NO. 1367/3/12 DT. 26-3-2012

This has reference to our above letter wherein we had drawn the attention of the Indian Banks Association to the growing displeasure of the bank employees and officers over the non-resolution of our various important pending issues and demands and the casual manner in which the IBA is dealing with the same. We had also pointed out to the increasing instances of unilateral guidelines from the Government on issues relating to HR and IR and the arbitrary way in which bilateral service conditions are being changed in the name of implementing Khandelwal Committee recommendations. Similarly, unmindful of our protests, the Government is also contemplating to implement their banking reforms agenda like attempts to pass the Banking Laws (Amendment) Bill, closure of rural bank branches, handing over these banking operations in the rural areas to private agencies, Business Correspondents and Ultra Small Branches, etc. Normal banking jobs are sought to be outsourced on contractual basis, which would jeopardise the permanent jobs in this vital banking sector.

2. Our long pending issue like, revised compassionate ground appointment scheme is still pending. There are other important issues like improvements in pension scheme on the lines of Government scheme, non-extension of pension option facility to voluntarily resigned and retired staff, regulated and defined

working hours, 5 day banking, revised uniform guidelines of staff housing loan scheme, etc. which are also being glossed over by the IBA without being amicably resolved.

3. We regret that even after UFBU pointing out the growing resentment of the bank employees and officers over these issues and demands that UFBU would be constrained to resort to agitational path, if the IBA does come forward to resolve these issues. In view of the continued non-responsive attitude of the IBA, at the meeting of the UFBU held at Kolkata on 06-06-2012, it has been decided to launch All India agitational programmes culminating in 2 days All India Strike on 25th and 26th July, 2012. A copy of agitational programmes is enclosed.

4. The formal notice for the strike action will be sent to the IBA in due course.

5. Please acknowledge receipt.

Thanking you,

Yours faithfully,
Sd/-
(G.D.NADAF)
CONVENOR

Encl: Details of Agitational Programmes given by UFBU.

AGITATIONAL PROGRAMMES:

25-6-2012 to 24-7-2012	Explanatory meetings by all Constituents and State-level UFBUs
18-6-2012	UFBU to write to IBA/Govt. conveying the agitational programme
20-6-2012	Submission of memorandum by all Constituent Unions/ State units to IBA Chairman

21-6-2012	UFBU to write to all Central Trade unions and leaders of political parties seeking their support
27-6-2012	Mass Demonstrations in all bigger Centres
6-7-2012	UFBU to serve formal Strike Notice
10-7-2012	Badge wearing
17-7-2012	Dharna in all State Capitals and other important centres
17-7-2012	Mass Demonstrations at all centres
24-7-2012	Mass Demonstrations, rallies, processions at all centres
25th & 26th July, 2012	2 Days ALL INDIA STRIKE

No.1367/19/12

Dt 18-06-2012

To
The Secretary,
 Dept. of Financial Services,
 Ministry of Finance,
 Govt of India
NEW DELHI.

Dear Sir,

Reg: NON-REDRESSAL OF OUR CONCERNS AND DEMANDS

Ref: OUR LETTER NO. 1367/14/12 DT. 21-5-2012

This has reference to our above letter submitted to you by our delegation on 21-5-2012 as well as to the memorandum submitted to our Hon. Finance Minister wherein we had drawn the attention of the Government to the growing discontentment amongst the bank employees and officers over the non-resolution of our various important pending issues and demands and the casual manner in which the IBA and the Government are dealing with the same.

2. We had also pointed out to the increasing instances of unilateral guidelines from the Government on issues relating to HR and IR and the arbitrary way in which bilateral service conditions are being changed in the name of implementing Khandelwal Committee recommendations. Similarly, unmindful

of our protests, the Government is also contemplating to implement banking reforms agenda like attempts to pass the Banking Laws (Amendment) Bill, closure of rural bank branches, handing over these banking operations in the rural areas to private agencies, Business Correspondents and Ultra Small Branches, etc. Normal banking jobs are sought to be outsourced on contractual basis, which would jeopardise the permanent jobs in this vital banking sector instead of resorting to adequate⁴ recruitment of staff.

3. Our long pending issue like, revised compassionate ground appointment scheme is still pending with the Government. There are other important issues like improvements in pension scheme on the lines of Government scheme, non-extension of pension option facility to voluntarily resigned and retired staff, regulated and defined working hours, 5 day banking, revised uniform guidelines of staff housing loan scheme, etc. which are also being ignored by the IBA and Government without being amicably resolved.

4. We regret that even after UFBU pointing out the growing resentment of the bank employees and officers over these issues and demands that UFBU would be constrained to resort to agitational path, if the IBA does not come forward to resolve these issues. The IBA has chosen to remain casual without taking any initiatives in this regard. In view of the continued non-responsive attitude of the IBA, at the meeting of the UFBU held at Kolkata on 06-06-2012, it has been decided to launch All India agitational programmes culminating in 2 days All India Strike on 25th and 26th July, 2012. A copy of agitational programme is enclosed.

5. The formal notice for the strike action will be sent to IBA and Government in due course.

Thanking you,

Yours faithfully,
Sd/-

**(G.D.NADAF)
CONVENOR**

Encl: a.a

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