

# ALL INDIA BANK OFFICERS' CONFEDERATION

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

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## To All Affiliates/State Units/ Members

Dear Comrades,

### **TOGETHER WE MARCH FORWARD**

Thank you for electing us as President and General Secretary of this mighty Confederation. We believe in collective leadership. The challenges ahead are huge. But when we march together we can surmount any challenges.

We have already done some follow up with Labour Ministry on gratuity. The Save Public Sector Movement had a March to the parliament yesterday which was addressed by your General Secretary. (AIBOC could not participated in great strength as we had our triennial). Tomorrow we are having a meeting at Kolkata to discuss the MOU proposed for 10 banks by the Finance Ministry.

We are going to have Working Committee and Executive Committee on 11<sup>th</sup> and 12<sup>th</sup> of April to chalk out an action plan based on the delegate session discussions in our triennial.

The organization will always remain apolitical and take up issues of the Banking Sector and Trade Union Movement.

The following were the highlights of the General Council discussion which we request you to ponder and give additional inputs to prepare one year Action plan for the approval of the Executive Committee and then take forward in fast track.

### **Organisation**

- Starting a Research Wing
- Funding of State Units & District Units.
- Visit to states and address Members Meet.
- Youth wing & Youth Convention, Youth Leadership Workshop.
- Women's wing & Women's Convention & Women Leaders Workshop.
- Leadership Programme for EC Members & others.
- Approach to other Trade Unions.
- Strengthen RRBOA & Co-Op Sector Officers Association
- Problems of Private Bank – outsourcing, Lateral Recruitment etc.
- Media Relations
- DLB officers Association – support.
- Defence, Representatives Training.
- Bankers' Vidyalayas
- Watch dog role – Legal RTI etc.
- Creation of Data Base, Website updation and faster communication
- Mobilizing public opinion.

### **Banking Sector**

- Five day weak.
- Regulated Working hour.
- Capital for banks.
- Non performing assets.
- Privatization.
- Merger and consolidation.
- Digital banking.
- Gyan sangam.
- Advertisements by payment banks.
- CTC & Variable pay in different forms.
- Cross selling.

- Officer / employee direction.
- Loan write offs.
- Taxes paid by PSBs.
- Grameen & Co-op Banks.
- Effects of Demonetisation

### **Wage revision & Service Conditions**

Wage Revision in time.

Medical insurance or Medical Reimbursement.

Medical insurance for retirees.

Gratuity

Leave fare concession

Special allowances

Special area allowances to N.E., Andaman, Sikkim, HP, J&K and other Hill/ disturbed areas.

Holiday working.

Uniform Service Conditions & Loan Eligibility & Loan Insurance.

Spouse Transfer Policy.

Reservation in Central Schools.

Compassionate appointment.

CTS holidays

Superannuation benefits revision

Shortage of officers

Lodging Expenses for Defence Representatives.

NPS to assured pension

Working conditions & welfare Activities.

Crèche facility.

Work from home.

Water scarcity allowances in certain areas.

Removal of minimum distance clause in hills.

Duty relief for office bearers.

Holiday for Buddha Jayanti.

Protection of women and officers.

BCG Recommendations on HR.

10 bank proposal to reduce perquisites.

Special leave for lady officers.

Stagnation increment.

DPC cases & punishments & Accountability, Personal Hearing etc.

### **Others :**

Labour law amendment to be resisted.

Save Public Sector Campaign.

Dear Comrades,

These issues were highlighted by 85 delegates in the General Council and these will become our base for action plan.

### **As one Comrade pointed out**

First they came for Jews- I did not react because I was not a Jew.

Then they came for the communists - I did not react because I was not a communist.

Then they came for catholics - I did not react because I was not a catholic.

Then they came for me - There was no one left to react for me.

So let us watch what is happening around. Let us unite together, struggle together and save banking sector. Save Public Sector and Save India.

Looking forward to your valuable suggestions, actions and a great movement to March Forward.  
Always at your service.



(Dilip. K. Saha)  
**President**



(D. Thomas Franco Rajendra Dev)  
**General Secretary**