

ALL INDIA BANK OFFICERS' CONFEDERATION

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

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Circular No. 2019/70

Date: 04.11.2019

To All Affiliates (Please Circulate)

Dear Comrade,

ONLINE FACILITY FOR RECORDING / MODIFYING EMPLOYEE MANDATE FOR DEDUCTION OF UNION MEMBERSHIP SUBSCRIPTION

We have sent a communiqué to the Secretary, Dept. of Financial Services protesting the recent communication of the department advising SBI and other Public Sector Banks to implement online recording/ modifying union/ association membership through HRMS on request of member. Text of the letter is appended.

With greetings,

(Soumya Datta)
General Secretary

Text of Letter No. AIBOC/2019/89 dated 04.11.2019

Ref No. AIBOC/2019/89

Date: 04.11.2019

The Secretary
Dept. of Financial Services
Ministry of Finance
Govt. of India
Jeevan Deep Building
Parliament Street
New Delhi-110 001

Dear Sir,

ONLINE FACILITY FOR RECORDING / MODIFYING EMPLOYEE MANDATE FOR DEDUCTION OF UNION MEMBERSHIP SUBSCRIPTION

Ref: YOUR COMMUNIQUÉ F.NO.4/1/1/2019-IR DATED 24/10/2019

Greetings from All India Bank Officers' Confederation (AIBOC).

2. We are constrained to observe from the contents of the captioned communiqué issued from your department advising SBI and other public sector banks for the implementation of online facility through HRMS for recording / modifying employee mandate for deduction of union subscription from the salary.
3. You are aware that it is a prevailing and settled practice in banking industry that an employee / officer should submit an application to an Union / Association to become a member and his / her admission to membership is subject to the acceptance by the respective Union/Association, whereafter the mandate of the concerned member for noting of the membership and the mandate for deduction of monthly subscription is submitted by Union / Association to the management. Any system which allows an employee/officer to register his/her mandate for membership and subscription deduction bypassing the trade union organisation is not only unethical but also violates the basic trade union norms as defined in the Indian Trade Union Act, 1926 regarding the admission of members.

4. **Under no circumstances, any employee can directly approach and request the employer to induct him / her as member and deduct the subscription towards a particular union nor can any trade union prevail upon the bank to mark an employee/officer as its member without following due process of registration of membership. Thus, the instruction of implementation of the method of online recording through HRMS Check-off portal as communicated is absolutely unethical, bad in law and takes away the fit and proper criteria applied by registered unions / associations.**
5. There are instances where due to anti union activity or due to involvement in unethical and fraudulent activity, certain member/s is/are suspended and / or removed from the membership as per respective constitution of such union. At times, membership withdrawal leads to litigation and the issue remains pending at court of law for judgement. If such member is allowed the freedom of taking membership directly through online process bypassing the union, it would create greater injustice to the other members of the union and it would not be possible to implement the constitution of the union duly approved by the Registrar of Trade Union.
6. It may please be noted that once the membership of an employee / officer is submitted/ withdrawn status is given to the management by the union, the same is thereafter recorded / modified digitally through HRMS by management for all purpose including check off facility. In case, this system is not prevalent in any bank that may be implemented forthwith.
7. We, therefore, urge upon your good office to ensure that the entire process of registration of membership, its noting and extending of check-off facility by the bank has to be invariably transparent, ethical and democratic and it does not take away the prerogative and right of the union in terms of admission of member. As such, we also urge upon your good office to rescind such instruction to banks forthwith.

With best regards,

Yours sincerely,

**Sd/-
(Soumya Datta)
General Secretary**