

ALL INDIA BANK OFFICERS' CONFEDERATION



(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)
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Circular No. 2021/ 73

Date: 07.10.2021

To All Affiliates (Please Circulate)

Dear Comrades,

ALL KERALA BANK STRIKE ON 22.10.2021 : STRIKE NOTICE

We append the text of the Notice served to IBA and other concerned authorities for the All Kerala Bank Strike called by AIBOC on 22nd October, 2021 for your information. We urge upon all our affiliates to motivate their members in Kerala to actively participate in all agitational programs including the strike action and maintain close liaison with our Kerala State Unit for cent percent success of the strike.

#StrikeHard
#PowerofUnity
#BankBachaoDeshBachao

With revolutionary greetings,

Yours Comradely,

(Soumya Datta)
General Secretary

AIBOC / 2021 / STRIKE NOTICE / 01

06 October, 2021

FORM – 1

NOTICE OF STRIKE

NAME OF UNION : ALL INDIA BANK OFFICERS' CONFEDERATION (A.I.B.O.C.)

NAMES OF ELECTED REPRESENTATIVES

- 1 Shri. Murali Soundararajan T, President, AIBOC
- 2 Shri. Soumya Datta, General Secretary, AIBOC

Dated the 6th October, 2021

To
The Chairman
Indian Banks' Association
World Trade Centre
Cuffe Parade, Mumbai

Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Dispute Act 1947, we hereby give you notice that the members of Kerala State Unit of All India Bank Officers' Confederation, propose to go on **one day STRIKE on 22nd October, 2021** on the following issues:

DEMANDING:

- **Immediate implementation of the 8th Joint Note with effect from 01.11.2017 and payment of arrears of salary and allowances in CSB Bank Ltd. (erstwhile Catholic Syrian Bank Ltd.).**
- **Restoration of unilaterally reduced retirement age to 58 years in respect of officers in CSB Bank (erstwhile Catholic Syrian Bank Ltd.) to 60 years.**
- **Withdrawal of illegal suspension orders of officers in CSB in connection with the non-usage of personal mobile phones for official work.**
- **Immediate resolution of all HR issues in CSB Bank**
- Staff recruitment in consonance with IBA pattern in CSB Bank and Conversion of all the CTC (Cost to Company) / temporary staff to the IBA pattern on merit basis.

OPPOSING:

- **Anti-officer/employee policies of CSB Management.**
- **Issuance of illegal charge sheets / imposition of punishments and initiation of vindictive actions against IBA workforce in CSB Bank Ltd. including unreasonable and unwarranted transfers to distant locations, demotion to lower ranks, reduction of salary to subsistence levels**
- Forcing the workforce to work on holidays / weekly offs.

The details of the programs and the Statement of the Case are enclosed.

Yours sincerely,

Sd/-

(Soumya Datta)
General Secretary

Encl: **1. Statement of the Case**
 2. Details of Agitational Programme

Copy to:

1. Chief Labour Commissioner (Central), New Delhi
2. Regional Labour Commissioner, Kerala
3. CMDs/MDs/CEOs of all Banks
4. Chief Executive, IBA, Mumbai
5. The Secretary, Department of Financial Services, Govt. of India.

Sd/-

(Soumya Datta)
General Secretary

1. STATEMENT OF THE CASE

Whereas Settlement / Joint Note was signed by the Indian Banks' Association with the Employees Unions and Officers' Organisations in the Banks on 11.10.2020 covering revision of wages and improvements in other service conditions for the period from 1-11-2017 to 31-10-2022 after three years of protracted negotiations with IBA and waging relentless intensive struggles under the banner of UFBU, where the employees and officers of the CSB Bank Ltd. (erstwhile Catholic Syrian Bank Ltd.) were a part and

Whereas the operation of the earlier Settlement / Joint Note ended on 31-10-2017 and

Whereas the need has arisen to revise the emoluments and service conditions of the workforce of CSB Bank Limited with effect from 1-11-2017, thereby implementing 8th Joint Note and 11th Bipartite settlement

Whereas the CSB Bank Ltd. (erstwhile Catholic Syrian Bank Ltd.) had implemented all the Bipartite Settlements thus far, beginning with the first in 1966, upto the 10th BPS / 7th Joint Note in the year 2015 and

Whereas, in every round of negotiations, All India Bank Officers' Confederation had from the very beginning, unequivocally demanded that IBA should ensure that all its member banks submit unconditional mandate for facilitating meaningful discussion and

Whereas, CSB Bank Limited is a Member Bank of Indian Banks' Association and

Whereas, majority of the Private Sector Banks of India and Foreign Banks operating in India, where the norms of remuneration as per the bipartite wage settlement with IBA is in vogue, have already honoured the terms of the recently concluded wage settlement in the form of 8th Joint Note/11th BPS.

Whereas, the Management of CSB Bank Ltd has been stubbornly refusing to implement the terms of the 8th Joint Note/11th BPS to the officers/employees who are under contract terms / wage pattern as per IBA settlements / Notes and

Whereas, in the recent years, particularly ever since M/s Fairfax group of Canada, a Foreign Investment Company has acquired 51% of controlling stake in CSB Bank Ltd. (formerly Catholic Syrian Bank Limited) in the year 2018 under the permission of Reserve Bank of India, recruitment of staff as per IBA pattern has been discontinued in favour of the 'Hire and Fire model', thereby ensuring that the workforce of the bank does not have any real stake in the governance and management of the organisation, which is a matter of grave concern in the background of increasing number of failure of banks in private sector space in India in the near past.

Whereas, the work-life balance has reached a nadir in CSB in the forms of officers are being constantly sent SMSs and instructions over WhatsApp posts even at odd hours of day. This has adversely affected their social and family life and infringed upon personal liberty.

Whereas, the CSB Bank Management has continuously been resorting to a strategy of inflicting torture on the IBA staff, by way of arbitrarily amending the service regulations underpinned by harmful norms, demoting them to lower ranks, reducing salary to subsistence levels, transferring officers / employees to distant locations forcing resignations, humiliating before the customers / in public, denying leave even for emergency occasions and forcing the officers to work on holidays / 2nd / 4th Saturdays / Sundays and

Whereas, there have been several attempts to create a smoke screen to divert attention from the real and core issues that continue to surround and plague the bank.

(1) Implementation of Wage Settlement in consonance with 8th Joint Note/11th Bipartite Settlement:

Majority of the member private sector and foreign banks have already implemented wage formula as per 8th Joint Note/11th Bipartite Settlement /, whereas heinous attempts are being made by the CSB Bank Management to annul the legitimate rights of the officers and employees of the bank, offer to whom at the time of employment was that of IBA negotiated terms of service.

It is pertinent here that all the previous bipartite settlements / joint notes upto the 7th Joint Note/10th Bipartite Settlement had been implemented by Catholic Syrian Bank irrespective of whether or not *a priori* mandates had been given by the bank Management to IBA.

Therefore, the unconcerned attitude of the CSB Management towards the legal entitlement of the officers and employees of the bank in revised wage package / improvement in service conditions as per IBA negotiations is in the nature of deliberate attempt of depriving the workforce the right enshrined in the Constitution of India.

(2) Serious IR issues and Deteriorating HR conditions in CSB Bank Limited:

The new Managing Director & CEO of CSB Bank had assumed charge during November 2016. Since then he has committed gross violations of human rights in CSB, he has summarily dismissed officers without complying with the due process. Several sincere and honest officers have been sent on cessation of service, denying them pension and their retirement benefits. The management has unilaterally withdrawn existing legitimate benefits of the employees / officers of the bank, using transfer is being used as a tool to harass the employees (even pregnant women were not spared) and disrupted their work life balance to such an extent that many were forced to submit their resignations. MD & CEO has threatened to end legitimate trade union activity in the bank.

All India Bank Officers' Confederation also had highlighted the serious IR and HR issues prevailing in CSB Bank in the recent past. Resolving of HR issues in CSB Bank was one of the demands placed by it to the CLC, DFS and RB in the All India Bank Strike called by AIBOC on 21.12.2018.

Since no much headway has been made by the authorities to this long desired direction. *Au contraire*, the IR has further deteriorated. The Confederation urges upon the appropriate authority to issue necessary directives to the Management of the bank to resolve all HR / IR issues in CSB forthwith.

(3) Work-Life Balance in CSB Bank Limited:

The workforce of the bank has been subjected to enormous stress due to ever increasing workload, inadequate staff, continuous pressure for misplaced business priorities, besides high handedness of superiors in certain cases. Officers are constantly receiving SMS and instructions over WhatsApp messages even at odd hours. This has adversely affected their social and family life and infringed upon their personal liberty. Extended working hours has become order of the day. This has taken a heavy toll on the efficiency level and is the root cause of frustration and anxiety disorder among the staff resulting in depression, anxiety and life-style diseases

In this context, it may not be out of place to mention that though many top global companies are addressing this sensitive issue through various measures, the CSB Management is not paying any heed to this issue, though the principal equity holding in CSB Bank is with a global player in financial market, namely, Fairfax India Holdings Corporation having root in Canada.

We demand that the authorities to take necessary steps to ensure Work-Life Balance in the bank.

(4) Unilateral reduction in the retirement age:

With effect from 30th April, 2019, the CSB management has unilaterally reduced the retirement age of officers from 60 years to 58 years, which is first of its kind in the entire banking industry. A large number of officers were shown the exit door through this amendment. Moreover, all officers have been subjected to a performance review at the age of 50 years, whereby the retirement age of the workforce has effectively been reduced to 50 years. This has eventually been followed by an unprecedented increase in the number of CTC staff. The management had also recruited retired staff from other banks in order to dilute the strength of IBA staff.

Needless to emphasise that the whole exercise was done to reduce the strength of the staff recruited in the bank under IBA pay scale pattern and reorient the staffing pattern to contractual employees, who virtually have no stake in the organisation.

Since there was no positive response from the Management, the employees and officers of the Bank went on a one day All India Strike on 26/03/2021 and went for Strike action again for three successive days, 29/09/21, 30/09/21 and 01/10/21. In response to this strike, the MD & CEO, instead of inviting the striking employees for conciliation talks and finding out a common mutually acceptable ground, adopted illegal methods like suspensions so as to further alienate the staff recruited as per IBA terms. Our Affiliate, CSBOA, as part of CSB United Forum of Bank Unions has decided to go on three days' All India CSB Bank Strike on 20th, 21st and 22nd October, 2021. In support, Kerala State UFBU has made an appeal to all its constituents to go for an All Kerala Solidarity Strike on 22.10.2021

Under the circumstances, the Confederation(AIBOC) has taken a considered decision to go ahead with a one day All Kerala Strike action on 22nd October, 2021 on the demands delineated elsewhere in this Notice, where the entire membership of AIBOC in the State of Kerala will take part.

2. Details of Agitational Programme

06.10.2021	Strike Notice to IBA, DFS, CLC, New Delhi and RLC, Kerala
06.10.2021	Strike Poster Exhibition Day in all branches and offices of CSB Bank Ltd.
07.10.2021	Demonstration in front of Zonal Office of CSB Bank at Coimbatore and branches of CSB Bank in Kerala
08.10.2021	Strike badge / black badge wearing day and Demonstration in front of select CSB branches in Kerala and Tamilnadu
11.10.2021	Evening Demonstration in front of Head Office of CSB Bank at Thrissur and selected branches in Thrissur, Kerala
12.10.2021	Evening Demonstration in front of Head Office of CSB Bank at Thrissur as well as Zonal Office, Kozhikode, Thiruvananthapuram and Ernakulam of CSB Bank
13.10.2021	Evening Demonstration in front of selected branches of CSB Bank in Kerala State
14.10.2021	Evening Demonstration in front of CSB Bank, Zonal Office, Delhi.
16.10.2021	Demonstration in front of Corporate Office of CSB Bank at Mumbai.
18.10.2021	Evening Demonstration in front of HO of CSB Bank at Thrissur, Zonal Office, Chennai and selected branches of Kerala and Tamil Nadu. Strike March at Thrissur, Kerala.

20.10.2021	Dharna in front of HO, Thrissur and ZOs at Kozhikode, Thiruvananthapuram, Ernakulam, Coimbatore, Chennai, Bengaluru and Mumbai of CSB Bank Limited as well as at Jantar Mantar, New Delhi.
21.10.2021 to 22.10.2021	Dharna in front of HO, Thrissur and ZOs at Kozhikode, Thiruvananthapuram, Ernakulam, Coimbatore, Chennai, Bengaluru and Mumbai of CSB Bank Limited
22.10.2021	Central Rally of all bank employees / Officers of all banks in Kerala at all major centres and district headquarters.
22.10.2021	ALL KERALA BANK STRIKE