



Federation Of Bank Of India Staff Unions

(Reg. Number 9385)

Regd. Office : C/o. Bank of India Bldg., Mahatma Gandhi Road, Fort, Mumbai - 400 023.

Office of the General Secretary : C/o Bank Of India, Bokaro Steel City Branch, E - 17, City Center, Bokaro Steel City, Jharkhand - 827 004. Cell No. : +919431120487
Email : fedgensec@gmail.com

Date: 14. 09. 2020

Circular No: GS/ 2020-21/ NIL

To All Office-Bearers/ EC Members/
General Secretaries of Affiliated Units/
Members.

Re: Virtual Meeting of extended "Small Committee"

Dear Comrades,

A virtual meeting of the "Small Committee" of the Federation took place on 10th September, 2020. General Secretaries of all affiliated units also participated in the aforesaid meeting. The meeting first of all discussed and deliberated on the issue of unsound business prudence involved in the management's decision to seek approval from shareholders to transfer money lying in share premium account to set off accumulated losses. The meeting then took up the issues involved in unilateral decision of the management to specify the relevant date illogically in the notice dated 27. 04. 2020 for the purpose of reckoning the eligibility of candidates to take on-line test for promotion from Clerical Cadre to Officer Cadre (JMG Scale-1) for discussion and deliberation. The meeting also deliberated on the advantages that the management is taking in postponing/ delaying the resolution of all outstanding issues/demands (in particular denial of due share in financial benefits) under the guise of pandemic and/ or on the plea of pendency of the demands with the Chief Labour Commissioner (Central). After careful consideration of all aspects of the issues involved, the meeting decided as under:

1. Transfer of money lying in share premium account to set off accumulated losses-

Members are aware that we have been seeking course corrections in business and management practices for the last 7-8 years. During our campaign, we repeatedly urged upon the management to strengthen credit approval processes, tighten credit monitoring mechanism to plug manipulations in end use of funds, strengthen loan collection mechanism and discard kid glove approach towards wilful defaulters. Of course, certain corrective actions have been taken in this direction. Nevertheless, much is desired to be done. It is an open secret that the management has not even been able to recover loans from promoters and/ or guarantors who flaunt lavish lifestyles. Accumulated losses are a result of faulty lending policies, inappropriate selection of borrowers, inability to take credit risk related actions, evergreening of loan books and heavy reliance on OTS. In the facts of the matter, the management's move to set off accumulated losses by drawing down quasi capital (share premium account) is unsound business prudence. **Hence, the meeting decided to convey our strong reservation to the management on the issue and lodge protests as and when required.**

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2. Settlement of the demands and resolution of the issues raised in the notice of strike dated 29. 11. 2019 -

Members are aware that we vide notice in Form L dated 29th November, 2019, had given a call to go on strike on 13th December, 2019 in pursuance of demands like: reasonable and respectable increase in reimbursable quantum of petrol, introduction of provision of "Furniture & Fixture " facility at residence of Award staff, improvement in "Health Check Up" facility, recruitment of Award Staffs, shrinking space for career progression, streamlining of the process of claims under " Medical Insurance Scheme", payment of appropriate wages to casual workers, introduction of Muster Roll for casual workers, stop violation of settlements etc. Due to intervention of the Chief Labour Commissioner (Central), the assurances given by the management before the CLC (Central) that the disputes would be discussed and settled bilaterally and amicably, the strike was deferred. The management held three rounds of bilateral discussion. Last such discussion was held on 6th March, 2020. The conciliation meeting was due to be held in the office of the Chief Labour Commissioner (Central) on 17th March, 2020. The conciliation meeting could not take place on the appointed date for the reason that the management sought adjournment on the ground of spread of deadly disease (corona virus). The conciliation meeting was adjourned sine die. Taking advantages of evolving pandemic situation, the management has been delaying and denying the resolution of the disputes. Having regard to the urgency of seeking negotiated settlements of demands/ issues, we wrote to the Chief Labour Commissioner (Central) on 24th August, 2020 demanding immediate mediation of his office and take expeditious steps to bring about settlement of the disputes. We regret to note that the office of the Chief Labour Commissioner (Central) is yet to respond to our letter. **In the facts of the matter, the meeting decided to revive protest actions (including strike actions).**

2. Promotion from Clerical Cadre to Officer Cadre (JMG Scale-1) –

Members are also aware that we have for long been agitating for creation of more space for career progression of Award Staff in the bank. The space of career progression has been shrunk in the bank following the Government's instruction and consequent decision of the Board of the bank. A notice dated 27. 04. 2020 was issued by the management inviting applications from eligible candidates for promotion from Clerical Cadre to Officer Cadre (JMG Scale-1). The number of vacancies was declared by common consent. However, the relevant date for determining eligibility of clerical staff for making applications was unilaterally specified as 01-04-2020. The established practice is to decide the relevant date by common consent. Such practice has been evolved to uphold the spirit of bilateralism and the spirit of the settlement as well. Unfortunately, the management is bent upon breaching the established practice. Members are aware that we requested the management to consider:

- a) the relevant date for determining eligibility of applicants be decided by common consent and re-specified in the notice. Uphold the spirit of bilateralism and sanctity of the settlement;
- b) If for any valid ground, it is undesirable to change the relevant date as specified in the notice dated 27. 04. 2020, give effect of promotion from 01. 04. 2020.
- c) to take necessary measures to bring in transparency in the process of promotion, hold on-line test in secure environment and use an exam software with auto evaluation features to facilitate instant score generation.
- d) to decide on the steps to replenish the clerical strength accordingly.

The meeting decided to oppose unilateralism and lodge protest against violation of Clause 16 of the settlement.

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In the face of the management's cavalier attitude, the meeting resolved to call upon members to take to protest actions. As such, members are called upon to take to protest actions. **Calendar of protest is appended below:**

Date	Form of Protest	Demand
16. 09. 2020	Badge wearing	Stop disinvestment
23.09. 2020 To 30. 09. 2020	Submission of on-line petition to the MD & CEO of the bank	Stop disinvestment of government's equity holdings in bank's capital structure & settle all outstanding issues.
28. 09. 2020	Delegation to meet all ZMs	Settle all outstanding issues/ demands
05. 10. 2020	Full day (stay out) strike (Notice of Strike will be served on the MD & CEO of the bank on 18th September, 2020)	Resolution of / negotiated settlement of all demands

Comrades, time is short. Task is tremendous. Affiliated units are to conduct explanatory virtual meeting on war footing. Use social media to reach out to members to explain the issues involved. Enlist their commitment to the struggle that we are reviving. Advise members not to fall prey to false propaganda spread by anti-federation (anti- AIBEA) forces. Patience and fortitude will lead us to the path of success.

**“Our doubts are traitors and make us lose the good
we oft might win by fearing to attempt”**

**GIVE UP HESITATION
UNITE AND FIGHT**

With revolutionary greetings.

Yours faithfully

(Dinesh Jha "Lallan")
General Secretary