



# **Federation Of Bank Of India Staff Unions**

(Regd. Number 9385 )

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**Circular No.: XXVIII/ 2017-18/NIL**

**All Office-Bearers, EC Members,  
General Secretaries Of Affiliated Units  
And Members.**

**Extended Meeting of Office Bearers held at  
Goa on 27<sup>th</sup> January, 2018  
resolves to create mass awareness  
and unleash sustained campaign**

Dear Comrades,

An extended office bearers meeting was held in Goa on 27<sup>th</sup> January, 2018 to consider steps to take the resolve of highest collective decision making body (Triennial General Body) forward, unleash sustained campaign to seek course-correction in business and management practices and sensitise rank-and-file on the need to defend accrued rights that are under calculated attacks. To kick off discussion, a snapshot of what triggered Reserve Bank of India (RBI) to place our own bank under Prompt Corrective Action (PCA) framework was presented by the undersigned. The deliberations centred around the suggestions given by us to the management on how to better governance of the bank and the failure of the management to recognise the need of course-correction in business and management practices. The meeting was of considered view that had the management of the bank paid heed to the suggestions given by us, our bank would not have been subjected to PCA framework. In this view of the matter, the meeting unanimously resolved to intensify campaign for course-correction in business and management practices.

The meeting also took stock of organisational activities at base levels. The need was felt to walk extra miles to galvanise the organisation and catalyse participation of members in the movement. To achieve this end, it was decided to undertake extensive campaign by using social media platform, holding cluster-wise meeting, interacting with members, exchanging views, sharing thoughts, sensitising them on the dangers that are looming large, articulating their aspirations and preparing them for sustained struggles.

The meeting, after due deliberations, expressed its deep shock and anguish over increasing attacks on the rights and privileges of Award Staff in the bank. The shock and anguish got compounded with the visible anti-workman policy mindset of the management. The anti-workman mindset is reflected in keeping large number of vacancies in subordinate staff and clerical staff cadres unfilled, keeping Special Pay posts unfilled for long, denying rightful claims on flimsy grounds and compelling Award Staffs to bear excessive workload. To top it all, Award Staffs are coerced, intimidated and harassed for not submitting to the whimsicality of the superiors. Regrettably, senior executives are found to be complicit in whimsicality of branch heads. HR department in almost all controlling offices is plagued with sloth and inefficiency. The commitments made by the management are not fulfilled. Violations of the Settlements/ Policy Frameworks are the order of the day. In this view of the matter, the meeting resolved to launch agitation to protect and promote rights of Award Staff.

To take the decision of the meeting forward, an "Action Committee" has been constituted to finalise the format of campaign/ protest actions and steer the movement. The action Committee consists of the President, the Working President, the General Secretary and all six Deputy General Secretaries. In the meantime, the meeting authorised the undersigned to direct affiliates to go on campaign mode pending finalisation of campaign and protest calendar. Initial direction has been given to affiliates through SMS. The affiliates, we believe, must have set the campaign in motion in their respective geographies and got down to the task of creating awareness among rank-and-file and sensitising them on dangers that are looming large..

To finalise format of campaign and protest actions, the "Action Committee" met in Mumbai on 22<sup>nd</sup> February, 2018. After detailed deliberations, the following action programmes have been chalked out by the "Action Committee":

- **Mass deputation to all Zonal Managers - 6<sup>th</sup> March, 2018**
- **Mass Deputation to all NBG- GMs - 15<sup>th</sup> March, 2018**
- **Delegation to meet MD & CEO - in last week of March, 2018**
- **Extensive campaign to create awareness among members including sensitisation on mounting attacks- to be compulsorily completed by March, 2018.**

Accordingly, affiliates are called upon to organise and give mass deputations as above to seek course correction in business and management practices, to seek a mindset of empathy, demand delivery on promises, stop violations of Settlements/ mutually agreed policy frameworks and stop intimidating or coercing Award Staff at workplaces to deviate laid down systems and processes.

In execution of campaign and protest actions, we may have implementation challenges. To address implementation challenges, we need to reach out to members, explain issues to them, mobilise them in large numbers, tighten loose ends in the organisation and intensify the campaign. Let our campaign become a mass movement.

Please forget not that the success lies in the unity, the commitment to the cause and the determination to continue to raise collective voice against unhealthy practices, wrongdoing, discrimination, injustice and unfair treatment on the part of superiors. Let us build a firewall to prevent intrusion into our rights, privileges and dignity at workplaces. Let there be no laxity in making above campaign and protest actions successful.

Wish you and your loved ones a VERY HAPPY HOLI.

Comradely Yours



(Dinesh Jha Lallan)  
General Secretary