



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: 13. 10. 2020

Circular No: GS/ 2020-21/ Nil

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

**Re: Clarion Call against Anti-Workmen
Policy mindset of the Management.**

Dear Comrade,

Members are aware that our Bank had a rich tradition of harmonious industrial relationship. Keeping such tradition in mind, we kept on approaching, pleading and convincing the top management with substantive data/information to have a negotiated settlement of our legitimate demands/ resolution of issues. When we observed that the management has departed from its time-tested industrial relation culture, we were left with no alternative than to take recourse to protest actions against callous attitude of the management towards workman employees in the bank. You are aware that in the light of the commitment from the management and also in deference to the advice of the Chief Labour Commissioner (Central), New Delhi, hereafter referred as the CLC (Central), we deferred our decision to go on strike on 13th December, 2019. The deferment of strike was aimed at creating a conducive atmosphere for bilateral talks to progress. It was also intended to cement the culture of bipartisanship which was the hallmark of industrial relations in the bank. Of course, the management, as per the advice of the CLC (Central), held three rounds of bilateral talks. The last such talk was held on 6th March, 2020. Sadly, a dull or dry response or the U turn of the management in the meeting of the Central Consultative Committee held on 23/24th July, 2020 on these demands forced us to revive the call of strike. We again served a notice of strike dated 19th September, 2020 on the Managing Director & CEO of the bank conveying our disappointment and the decision to go on strike on 5th October, 2020. We had legitimate expectations that the management would come forward to settle demands amicably. Ultimately, the office of the CLC (Central) again intervened and held a joint discussion on 30th September, 2020 in mediation of The Dy. Chief Labour Commissioner (Central) HQ, IR. The Dy. CLC (Central), HQ, IR observed that the delay in addressing the concerns of the Federation has triggered revival of strike and advised the management to discuss and settle the demands bilaterally. Accordingly, bilateral talk was held on 1st October, 2020. The offer made, in bilateral talks, was disappointing. Even, the management reneged on the promises. We, much against our wishes, had to resort to ALL India Strike on 5th October, 2020. All sorts of divisive and disruptive tactics that were adopted by the management to break the strike failed miserably. All attempts of the management to misguide and intimidate our members equally failed. One day Strike (5th October, 2020) was a resounding success excepting some stray incidents here and there. Media was agog with covering the news relating to our Strike. Print/ Electronic media across the nation was full of the stories of the success of our strike.

Needless to mention that we need to be articulated and focused in pursuing our demands/ issues and unleashing a sustained campaign against partisan or anti-workmen policy mindset or callous attitude of the management towards workman employees. We also need to take organizational steps to detoxify workplaces to ensure ease of doing work. We also need to protect "dignity of labour" which is constantly under attack. There is a surreptitious move to enlarge and enrich the duties of clerical staff. Such move is glaringly visible in expanding the duties of HC-II/ SWO "B" and Special Assistant. The pressure is being mounted on clerical staff to perform the jobs which are not envisaged in the Bipartite Settlements.

Contd/ P2



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Page-2

Comrades, we shall be failing in our duty, if we do not confront the threat of privatization that is looming large on our beloved bank. To take the bank out of woods and make the bank fundamentally and financially strong, we need to step up our campaign against unhealthy or wrong business/ lending/credit monitoring/asset recovery/ spending (wasteful expenditure) practices in a bid to better governance standard.

In this background, a virtual meeting of extended "SMALL COMMITTEE" of the Federation was held on 11th October, 2020 to take stock of the developments on our demands and frame appropriate response thereto. The meeting was also attended by all Presidents and General Secretaries of affiliated units. After due deliberations, it has been decided to intensify agitation unanimously. To take the struggle forward, a protest calendar has been finalized. We append below the protest calendar:

Sl. No.	Date/Period	Action Programme
1	From 15.10.2020 to till further instruction	To Withdraw extra cooperation (adherence to Hours of Work and laid down systems & procedures)
2	22.10.2020	To Display Placards by respective unit in front of all Zonal Office followed by Mass Deputation to The Zonal Manager
3	From 2 nd to 7 th November, 2020	To wear Badge along with the use of Black Face Mask/Black Ribbon Band
4	23.11.2020	To stage "DHARNA" by respective unit in front of all Zonal Office followed by Mass Deputation to The Zonal Manager
5	05.12.2020	To stage 'DHARNA' in front of all Zonal Offices followed by Mass Deputation to the ZM
6	11.12.2020	To hold demonstration in all District Headquarters and also in front of all Zonal Offices
7	14.12.2020 & 15.12.2020	Two days "STRIKE" (Notice of Strike to be served in due course)

Note : To take to protest actions subject to observance of COVID-19 Protocol

The discontent is running deep. The settlement of legitimate and genuine demands of members is inordinately delayed. The management is working hard to change the profile of employment in the bank. There is a planned move to reduce clerical headcounts substantially. The overwhelming response to one day's strike is reflective of the anguish of members against management's attitude and approach, anti-workmen policy mindset, partisan policy mindset and the double standard. We believe the management must have gauged the mood of workman employees that was manifested in the protest actions. Since the response of the management is disappointing, we are left with no option than to escalate agitation to a higher scale. Let us move in unison with the conviction, the commitment and the determination to shape our future in a better way in the bank. **We thus call upon you to plunge into action and wholeheartedly work for the success of above protest actions.**

"FIGHT TOGETHER, WIN TOGETHER"

With revolutionary greetings,

Yours faithfully

(Dinesh Jha "Lallan")

General Secretary