



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

(Regd. Number 9385 )

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**Circular No.: XXVIII/ 2019-20/NIL**

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

## **Our ongoing struggle against Management.**

Dear Comrades,

Members are aware that in protest against denial of due share in financial benefits (perks & perquisites) to Award Staff and also the failure of the management to redress our grievances arising out of shortage of manpower, difficulties in getting reimbursement of medical expenses incurred from insurer (issues connected therewith), casualisation and contractisation of work of subordinate Staff, non-payment of appropriate wages to casual workers, growing tendency to violate settlements/ understanding/ transfer policy frameworks etc, we called upon members to take to protest actions.

One of the protest actions is not to lodge claim of reimbursement of petrol expenses on quarterly basis till we get a respectable and mutually agreed increase. Members spontaneously rightly and resolutely responded to the call and did not lodge claim the reimbursement in the last quarter. Sensing the resentment that is brewing in minds of Award Staff and also the intensity of protests, the management hurriedly revised reimbursable quantum of petrol (Special Assistant- 14 litres, Clerks- 10 litres, Subordinate Staff- 7 litres). \*The rise given as above is below legitimate expectation of members, as the decision of the management does not address the issue of proportionality, relativity and due share. We immediately lodged protest against unilateral decision of the management which also negates our right to collective bargaining\*.

Members are further aware that due to intervention of CLC (Central) and in the wake of our earlier decision to go on strike on 13. 12. 2019, the management had 3 (three) rounds of bilateral discussions with us. Since bilateral discussion has not ended in failure so far, we have not given a fresh call of strike. Rather, we are exploring the possibilities of negotiated settlement on the issues.

\*In this backdrop, it has been felt necessary to continue with the call of boycott of claim towards petrol expenses. Hence, members are advised/ called upon not to lodge claim of petrol expenses either manually or in HRMS until further direction from the office of the Federation. While on the subject, members are also called upon to follow meticulously

other calls of protests like: adherence to hours of work, adherence to laid down system and procedures, boycott of official/ townhall meetings if held or extended beyond prescribed hours of work , not to participate in any race to become shining star or achievers or in any project like star bonding etc. \*

Comrades, the situation is such that it warrants/ compels us to act in unison, lodge collective protests and convey our complete disagreement with the anti- workman / partisan policy mindset of the management. Comrades, unity is strength. United we stand, divided we fall. Let us act in unison and oppose anti- workman/ partisan policy mindset of the management with all resources at our command\*. We will keep you all posted with the developments.

\*Together we can, together we will\*. With revolutionary greetings.

Comradely Yours



(Dinesh Jha 'Lallan')  
General Secretary