



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: 20. 07. 2020

Circular No: GS/ 2020-21/ NIL

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

Re: **FIGHT TOGETHER, WIN TOGETHER**

Dear Comrades,

In continuation of our earlier communication of 08. 06. 2020 to members, we are to inform that we have continuously been urging upon the management to address our concerns on "**covid- unsafe workplaces**" and consider putting in place COVID-19 support schemes for employees. Members are further aware that we have placed a number of issues/ demands with the management for negotiated settlements thereof. Due to outbreak of pandemic, progress on our issues/ demands is retarded. Nonetheless, we have been making our sincere efforts for early resolution of issues/ demands despite the fact that our campaign for that has been thrown out of gear by pandemic. It will be brought back to rail.

In this background, the principal office bearers had a web meet on 12. 07. 2020 and deliberated on evolving pandemic situation and the advantages that the management seems to be taking in postponing/ delaying the resolution of all outstanding issues/demands under the guise of pandemic. After stocktaking, the meeting decided to lodge a protest against **cavalier attitude** of the management.

In our earlier communication of 08. 06. 2020, we called upon members adhere to hours of work, adhere to laid down system and procedures, adhere to terms and conditions laid down in Bipartite Settlements, boycott official/ townhall meetings if held or extended beyond prescribed hours of work , not to participate in any race to become "shining star or star achievers or in any project like star bonding (bonding and engagement)". It is disturbing to note that a few of our functionaries and also members are falling prey to divisive game of the management. It also pains us to observe that members are unconcerned over the attack on the rights of an individual member at workplaces or otherwise. It would be apt to quote John F Kennedy:

QUOTE:

**"The rights of every man are diminished
when the rights of one man are
threatened."**

UNQUOTE.

Contd/P2



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Members are also 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, opaque process of release of buffer amount to meet hospitalisation expenses, non- reimbursement of medical expenses from out of Ex-Gratia Medical Aid for Award Staff, casualisation of work of subordinate Staff, non-payment of appropriate wages to casual workers, growing tendency to violate settlements/ understanding/ transfer policy frameworks etc, we had given the call of protest actions. One of the forms of protest is not to lodge claim of reimbursement of petrol expenses on quarterly basis. Such boycott of quarterly claim has so far been responded to by members successfully barring a few exceptions. Here again, we repeat: **“patience and fortitude conquer all things”**. It would be apt to quote Chanakya here:

QUOTE:

“Never settle for anything less than what you deserve. It is not pride, it is self respect.”

UNQUOTE.”

In the light of forgoing, members are appealed to remain united. Unity is Strength. It enhances bargaining power. The number of infected employees may go up with the pace at which disease is spreading. In the evolving situation, we are left with no alternative than to pursue, inter alia, demand of “covid-safe workplaces” and “covid support schemes” in the bank. To stay safe and stay healthy, we call upon members to observe the following action programmes:

Date	Form of Protest	Demand
24. 07. 2020	Badge bearing	Covid-safe workplace
29. 07. 2020	Delegation to meet ZMs	-do-
27. 07. 2020 to 05- 08- 2020	Submission of petition on-line to the MD & CEO through proper channel	Resolution of all outstanding issues

We are sure that members will rise to the occasion and secure “covid- safe workplaces and “covid-support schemes”. Further, members will act collectively (not individually) for resolution of all outstanding issues/ demands.

UNITE AND FIGHT

With revolutionary greetings.

Yours faithfully

(Dinesh Jha “Lallan”)
General Secretary