

All India Bank of Baroda Officers' Association

(Central Office)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank
(Affiliated to INTUC-INBOC)



CIRCULAR TO MEMBERS NO.17 OF 2018

14th June,2018

Dear Members,

Re: UFBU Meeting held on 12th June, 2018 at Chennai

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A meeting of the United Forum of Bank Unions was held at Chennai on 12th June, 2018, in the background of the successful two days' strike on 30th and 31st May, 2018. The meeting was attended by representatives of all the constituent unions.

The meeting noted that the participation of employees and officers in the All India Strike on 30th and 31st May, 2018, was total and the massive turnout of our members in the rallies, demonstrations and processions was impressive and encouraging. The meeting congratulated the entire rank and file of our unions for making this strike action a stupendous success and as a befitting reply to the paltry offer of 2% hike by the Indian Banks' Association. The meeting reviewed the developments during the course of our agitation including the discussions held before the Chief Labour Commissioner (Central), Ministry of Labour, Government of India, on 28th May, 2018. The meeting observed that despite the clear advise of the CLC (C) to IBA to withdraw the 2% offer and give a revised percentage of wage hike, the IBA did not come forward with any concrete proposal or offer to enable reconsideration of the strike call. The meeting took note that in deference to the observations of the CLC (C), the IBA has written to the concerned Banks to re-examine their decision on restricted mandate to the IBA but the issue still remains as we cannot agree with the fractured mandate. There were threadbare discussions regarding the further course of action to be decided by the UFBU to pursue our Charter of Demands and its resolution.

After full-fledged discussions, the meeting decided as under:

a) Attempts should be made to meet higher authorities like Finance Minister, Secretary, Department of Financial Services, Chief Labour Commissioner (Central), Chairman, IBA, etc., with a view to impress upon them the need to resume the discussions in order to find amicable solution to our demands. It was decided to meet these officials at the earliest to explore the possibilities of an enhanced offer from the IBA in order to take the negotiations forward.

b) In the event of unsatisfactory response from these authorities to resume the talks and to ensure expeditious settlement with adequate increase in wages and satisfactory improvement in service conditions, it has been decided that UFBU will undertake further strike actions during the months of July and August, 2018. The duration of the strikes and the dates etc., will be decided looking to the response of the IBA and the

Government. It was also decided that these strike actions would be further intensified including the need for giving a call for continuous and indefinite strike actions.

c)The meeting further decided to undertake various preparatory programmes preceding the strike actions in order to ensure full mobilization of our members.

d)The meeting observed that the IBA's paltry offer of wage hike is ostensibly due to the losses incurred by the Banks on account of increasing bad loans and consequent higher provisions and write-offs. The meeting reiterated that the wage expenses of the Banks as a ratio to the total expenses has actually declined over the years and hence, denial of fair wage revision cannot be accepted. It was also reiterated that all the Banks without exception have been consistently earning operating profits year after year and in the last five years, from 2013-14 to 2017-18, the total operating profits were Rs.7,12,150 Crores and hence, to plead inability to offer better wage revision is totally retrograde.

e)The meeting felt that the burden on the huge bad loans contributed by the corporate defaulters is sought to be put on the shoulders of the employees, on the one hand and on the Banking public, on the other hand. The meeting took note that all these problems are as a result of the Government pursuing the policies of Banking reforms like privatization, consolidation, appeasement to corporate defaulters, new mechanism to relieve the corporate defaulters from their liabilities under the guise of Insolvency and Bankruptcy Code, FRDI Bill, etc. Hence, the meeting felt that alongside our agitation for wage revision, we should also build up campaign and protest actions against the Banking reform policies of the Government which are harmful to the interests of the banking public.

f)19th July, 2018, marks the commencement of 50th year of Bank Nationalisation. In the background of the increasing attacks on Public Sector Banks and Social Orientation of our Banks, it was decided to observe "Defend Bank Nationalisation Week" from 16th July, 2018 to 21st July, 2018, through observance of week-long programmes like Mass Meetings, Public Meetings, Seminars, Badge Wearing, Demonstrations, Press Release, Postering etc.

g)The meeting observed that recently the Ministry of Electronics and Information Technology has given instructions to the Banks that from July, 2018, onwards, Banks must undertake Aadhaar Enrollment services. Keeping in view that already so many Government schemes are thrust on the Banks leading to avoidable stress on the employees and officers at the branches, the meeting decided that our members will not undertake the job of Aadhaar Enrollment.

h)It was brought to the notice of the UFBU that Mr. Hansraj Ahir, Union Minister of State for Home, had issued instructions to some District Magistrate that annual increment should be stopped for Bank Managers, who have not completed the target to sanction Mudra Loans. The meeting took serious objection to such high-handed instructions and decided to take up the matter with the Government to rescind these instructions.i)The meeting also took note that in continuation of the PCA norms clamped on some of the Banks, recently, the RBI had issued directives prohibiting sanction of loans by Dena Bank and stopping all further recruitments in the Bank. Like any other Bank, the problem of Dena Bank is only on account of the huge Bad Loans and the remedy lies in taking stringent measures to recover these loans from the defaulters. On the other hand, prohibiting sanction of loans by the Bank will choke the Bank to ultimate death. Hence, the meeting took objection to the RBI's action and demanded its immediate review and withdrawal. It was decided to take up the matter with the RBI.Comrades, if our attempts to meet higher authorities to resume the discussions in order to find amicable solution to our reasonable demands of wage revision are spurned, UFBU will come out with the agitation programmes including strike actions in July/August 2018 followed by intensified strike actions to achieve our just demands. Alongside we shall also protest against the banking reform policies of the Government and the hardship the banking clients are put to.

Comrades, Banking Sector is passing through critical times. In order to safeguard the Banks, which represents the hard-earned savings of the people and in order to protect and promote the interest of the workforce in the Banks, strengthening our unions is our utmost priority. Unity and struggles alone will be

the guarantee against these attacks. We call upon all our unions and members to close up their ranks and prepare themselves to meet these offensives and challenges effectively.

With Greetings,

Yours sincerely

(PREM MAKKER)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES