



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under Trade Union Act, 1926—Registration No.B-2334)

Registered Office & Head Quarters:

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CIRCULAR NO. 101
TO ALL MEMBERS:

Date: 02.12.2014

ADAMANT IBA Vs. INDOMITABLE BANK EMPLOYEES
RELAY STRIKE STARTS
TOTAL SUCCESS OF SOUTHERN ZONAL STRIKE

We reproduce hereunder the full text of Circular No. UFBU/2014/38, dated 02.12.2014, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

Sd/-
(M.V.MURALI)
GENERAL SECRETARY

"Another round of conciliation held by Shri B.B. Bhatnagar, Dy. Chief Labour Commissioner (Central), yesterday i.e., 1st December 2014 at Mumbai ended in futile despite the best efforts of UFBU and also the Dy. CLC (C) as the IBA remained still adamant with its offer of 11% increase in pay slip components.

At the commencement of the Conciliation, the representatives of IBA played the same old tune of non-affordability of banks as the sole reason for not offering better wages to their employees.

UFBU contended that employees need to be given their due share through reasonable wage revision when the banks are continuously earning huge operating profits and the hard work of bank employees needs to be recognized. UFBU also contended that the reasonable wage revision sought for is just considering the present living conditions as well as in comparison with the wage increase offered in other comparable public sector organisations.

Despite the suggestion of the Dy. CLC (C) to clear the stalemate, IBA informed that they do not have mandate for further increase in their offer. The Dy. CLC (C) adjourned the meeting to 4 p.m. to enable the IBA representatives to have consultations to break the stalemate.

In the conciliation meeting held in the evening, IBA requested for deferment of strike quoting that Government has a positive view in the issue. But, UFBU conveyed that the deferment of strike and the proposal to continue the negotiations would be possible only if there is an improvement in the offer of IBA indicating the positiveness.

Considering the genuine approach of UFBU, even the Dy. CLC (C) suggested IBA to consider the demand of the unions to improve the offer and settle the issue through negotiations, in order to avert the strike, but IBA took rigid stand by conveying that they do not have mandate to go beyond 11% increase in pay slip components.

In the absence of any improvement, UFBU decided to proceed with its Relay Zonal Strike as the conciliation talks were inconclusive due to the negative and unyielding stand of IBA. It is just the casual and careless attitude of IBA that has forced the UFBU to intensify its agitation for achievement of a reasonable wage settlement to the bank employees.

The representatives of the constituent unions of UFBU met and discussed on the need to further intensify the agitation. It was decided that after the conclusion of Relay Zonal Strikes, the representatives of UFBU would meet after proper assessment of impact of Relay Zonal Strikes, areas of improvement required, if any, and decide on further strategies to be adopted in the future action programmes. It was further decided to create awareness amongst the general public and esteemed customers while deciding on further sustained agitation programmes including indefinite strike.

The anguish of the bank employees is visible all over the country and spectacularly displayed by them in the Southern Zonal Strike today covering States of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana and Union Territories of Lakshadweep & Puducherry. Reports are pouring in from all our affiliates in the Zone that huge turnout of bank employees was observed in all the mass rallies, demonstrations, meetings, etc., conducted in the entire Southern Zone by the constituent unions of UFBU.

It is also reported that several leaders belonging to various trade unions fraternity showed their unstinted support to our just cause by their participation in the agitation programmes arranged by the constituent unions of UFBU in different places all over the Southern Zone. The relay strike in Southern Zone is a complete success.

We are happy to note that the support of the media as well as the general public is increasing day by day to the just cause of bank employees. We are thankful to the media as well as the general public for the concern shown towards our cause.

The grand success of one day strike on 12th November 2014 and the Zonal Strike observed by the bank employees in the Southern part of the country should certainly change the head-strong attitude of IBA-Government combine. But, Comrades – We are on the toughest task of waking up the IBA and Government, which are not sleeping but acting as sleeping.

The success shall be ours as it was always – Make the remaining Zonal Strikes i.e., Northern Zone Strike on 3rd December 2014, Eastern Zone Strike on 4th December 2014 and Western Zone Strike on 5th December 2014, a grand and astounding success.

Comrades, the uncaring attitude of IBA- Government combine is not new for us. Like in the past, let us display the strength of our unity to achieve our just reasonable and honourable wage revision, which we richly deserve.

Move Ahead, Comrades – March on with more strength.

Let us prove that we would not succumb to coercive methods at any point of time and would only emerge victorious in all our struggles.”

With revolutionary greetings,

**Sd/-
(M.V.MURALI)
CONVENOR**

NATIONAL CONFEDERATION OF BANK EMPLOYEES :::::::::::::::::::: ZINDABAD !
OUR SOLIDARITY :::::::::::::::::::: ZINDABAD !
OURUNITY:::::::::::::::::: ZINDABAD !