



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

CIRCULAR NO.10

Date: 14.05.2020

TO ALL AFFILIATES & MEMBERS

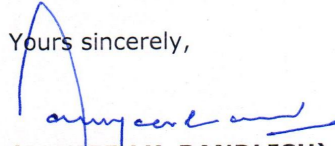
Dear Comrades,

**TREATMENT OF ABSENCE FROM OFFICE UNDER LOCKDOWN-
SPECIAL INCENTIVES TO BANK EMPLOYEES/OFFICERS DUE TO COVID-19:
NEED FOR UNIFORM GUIDELINES TO BANKS**

We reproduce hereunder the contents of letter No. UFBU/2020/07 Dated the 14th May 2020 addressed to The Chief Executive, IBA, Mumbai by Com. Sanjeev K. Bandlish, Convenor, United Forum of Bank Unions (UFBU), for information of all affiliates and members.

With revolutionary greetings,

Yours sincerely,



(SANJEEV K. BANDLISH)
GENERAL SECRETARY

"As you are well aware, in the present lockout circumstances and severe transport restrictions, many employees/officers have not been able to attend their offices and branches even though they very much wanted to attend their offices. Similarly, there have been different guidelines from different Banks in different States about attendance of employees/officers based on decisions of local SLBCs.

2. In some places, all employees/officers have been asked to attend, in some places 50% of staff is asked to attend, in some cases only 33% of the staff is required to attend. Similarly they are asked to attend on alternate days, roster basis, some have been asked to work from home, some employees/officers with physical disabilities, pregnant women employees, lactating women employees, employees with serious ailments, etc. have been exempted from attending office.

3. You are aware that in many places curfew has been imposed and bank staff even with passes were/are not allowed to travel. Similarly in Containment Zones, staff have not been allowed by the local authorities to move out of their residential areas and such employees/officers have not been able to attend offices.

4. Equally, there are number of employees/officers who depend on local public transport to attend office could not attend since public bus and train services have been withdrawn. Similarly, many employees/officers are not in a position to reach their offices because of the restrictions imposed by the state government where interstate/inter district movement has been stopped by them due to sealing of state /district border.

5. There are also employees/officers who were on leave prior to lockdown announcement and due to sudden declaration of lockdown and restrictions on movement, they are stuck up in various places and are not able to return to their place of work. In some Banks, such employees/officers have been allowed to work in nearby branches but not in all Banks.

6. We are also observing that there are different guidelines from different Banks for treatment of the absence of the employees/officers in the present unusual and extra-ordinary circumstances which are beyond the control of the staff.

7. Similarly, different Banks have come out with different incentives for working during this pandemic period and insurance cover for the employees/officers who are doing the national duties even in this period of crisis and are working like CORONA WARRIORS whereas some Banks are yet to come out with any such incentives for their staff whereby discouraging employees/officers of such Banks whereas employees/officers of all Public Sector Banks are doing yeoman service to the Nation and its citizens. So, to keep the morale high of all the Bank employees/officers, we need to come out with a common scheme so that a sense of discrimination do not come in their way of working.

8. It would be appropriate and proper that the matter is discussed with UFBU by the IBA so that a common set of guidelines can be given to all the member Banks.

9. We request IBA to arrange a meeting for this purpose, of course, after restoration of normalcy.

Thanking you,”

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