

# (Registered Under Trade Union Act, 1926 – Registration No. B-2334) Registered Office & Head Quarters:

Post Box No. 528, State Bank of India Buildings, Bank Street, Koti, Hyderabad-500095

CIRCULAR No.03

Date: 31<sup>st</sup> March 2011

TO ALL MEMBERS

> UFBU'S CLARION CALL
> FIGHT BACK INCREASING ATTACKS ON BANKING SECTOR AND
BANK EMPLOYEES/OFFICERS
> RESIST RETROGRADE BANKING REFORMS
> REPULSE ATTACKS ON JOBS AND JOB SECURITY
> BUILD UP AGITATIONS AND STRUGGLES
> GET READY FOR ALL INDIA BANK STRIKE

We reproduce hereunder the full text of UFBU/2011/Circular No.1 dated the  $26^{th}$  March 2011, issued by Convener, United Forum of Bank Unions, the contents of which are self-explanatory.

(M.V. MURALI)
GENERAL SECRETARY

"A meeting of the UFBU was held at New Delhi in AIBEA office on 25.3.2011. Com. Milind Nadkarni (President, NCBE) presided over the meeting.

After observing a minute's silence to pay homage to the thousands of people who had lost their lives in the recent tsunami-earthquake in Japan, the meeting took up for discussion the current developments in the Banking Industry and our various pending issues and demands and the steps to be taken thereagainst.

#### 1. BANKING SECTOR REFORMS:

The meeting was concerned to note that the Government was taking all-out steps to implement their reforms agenda in the Banking Sector. Bills have been introduced in the Parliament to facilitate consolidation and merger of Banks, to allow more FDI in Banks, to allow proportionate voting rights to investors by deleting Section 12 (2) of Banking Regulations Act, exempting Banking Sector from the purview of Competition Commission to speed up merger processes, etc. The meeting noted with grave concern the decision of the Government to issue licences to industrial and corporate houses to open more Banks in the private sector. In the public sector, the Government wants to close down our Banks in the name of consolidation but at the same time in the private sector, they want expansion by allowing more Banks. Social role of public sector banks is sought to be diluted and micro financing is being virtually handed over to private hands who are exploiting and looting the gullible poor with usurious interest rates.

## 2. PRIVATISATION OF BANKING AND OUTSOURCING OF BANK JOBS:

The meeting also took note of the Government's announcement in the recent Budget proposing to extend banking services to 73,000 villages by employing private business correspondents. This would mean that normal banking services would be handed over to private hands and regular banking jobs would be outsourced. Already perennial and permanent jobs are being outsourced to contract agencies instead of employing regular employees. This is very serious challenge to our jobs and job security.

# 3. ATTEMPTS TO IMPOSE ANTI-EMPLOYEE RECOMMENDATIONS OF KHANDELWAL COMMITTEE:

The meeting took exception to the open attempts being made to somehow implement the retrograde recommendations of Khandelwal Committee. There are reports that the Government has advised the Banks to move towards incentive based variable pay for officers to "reward the performers" and deprive others. The meeting decided that the anti-employee recommendations of Khandelwal Committee should be fought out tooth and nail.

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### 4. SETTLE PENDING DEMANDS:

The meeting observed that the IBA and the Government are adopting a casual approach to the genuine issues of the Bank employees and officers.

- Even though IBA and UFBU had finalized a revised scheme on compassionate appointments/financial compensation to the families of employees who die in harness, the Government has not cleared the same for implementation and for months together the issue is pending.
- While business volume in the Banks has gone up manifold and workload on employees and officers has increased enormously, adequate recruitment are not being made. The impending large-scale retirements in the next few years would further aggravate the shortage and warranting timely recruitment of sufficient number of staff. Nearly 150,000 vacancies remain unfilled in the Banks. But the present recruitments in the Bank are not matching the requirement.
- Further the recruitment process is privatized and handled by private agencies. Hence the meeting demanded adequate recruitments and revival of BSRBs.
- Pension related issues like updation of pension, 100% DA for all pensioners, increase in Ex-gratia for pre-1986 retirees, extension of improvements in pension scheme as done for the Government employees under the 6<sup>th</sup> Pay Commission, etc. are kept pending and amicable resolution is being denied.
- Uniformity and improvements in staff related loan schemes like House Building Loan, Vehicle Loan, Festival Advance Scheme, Allocation to Staff Welfare Scheme, etc are being denied leading to discrimination from Bank to Bank.
- Bank Officers are being denied in the basic service condition of a properly defined regulated working hours subjecting them to age-old draconian British Rule of 24 hours servants. Even in the case of workman employees working hours are being rampantly violated in the absence of adequate provision of manpower.
- Pending demands like introduction of 5 days Banking per week are not being settled with earnestness.
- It has been reported that Government has sent arbitrary instructions to the Banks not to allow any additional benefits to the staff without specific approval from the Government, totally diluting the autonomy of the Banks.

Having regard to all these issues and background, the meeting came to the conclusion that an agitation should be built to focus the issues. In view of the impending elections in some of the States during the month of April, 2011, the meeting decided as under:

- 1. To build up powerful campaign, agitations and struggle on the above issues and demands.
- 2. To hold an All India Convention in Delhi in May 2011 followed by agitational programmes, State level Dharnas and a Dharna before Parliament.
- 3. To organize All India Bank Strike during monsoon session of the Parliament.

### Comrades,

- AWAIT THE DETAILED PROGRAMME.
- AWAIT THE CALL OF UFBU.
- PREPARE FOR THE STRUGGLE.
- GET READY FOR THE STRIKE ACTION.