



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(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. 39
TO ALL MEMBERS

Date: 10.07.2012

- ▽ **UFBU MEETING HELD ON 06-07-2012 AT CHENNAI**
- ▽ **GO AHEAD WITH THE 2 DAYS STRIKE ON 25/26-7-2012**

We reproduce hereunder the full text of UFBU Circular No.14, dated the 7th July 2012, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

(M.V. MURALI)
GENERAL SECRETARY

“A meeting of the UFBU was held on 06-07-2012 at Chennai. Com. Ramesh Babu (President, BEFI) presided over the meeting.

1. Khandelwal Committee recommendations: There were detailed discussions on this issue and all the constituent unions submitted their viewpoints. The meeting observed that the main thrust and core recommendations like bank-specific wage revision, wages linked to performance, variable pay as a major component of our wage, cost to company concept total freedom to outsource permanent and core jobs, prescription of higher minimum qualification for recruitments, adverse staff ratio, high level of direct recruitment of officers, etc. are retrograde and are meant to destabilize the service conditions achieved by trade unions through bitter struggles and hard bargaining in the past. The meeting further noted that the unilateral guidelines being issued by the Government on various HR issues and the attempts of the bank managements to implement these guidelines through administrative measures are nothing but a naked attack on our rights of collective bargaining. The meeting hence decided as under:

- i. We must oppose these recommendations of Khandelwal Committee Report*
- ii. We must oppose all attempts of unilateral implementation of these recommendations*
- iii. Bilateralism in HR issues should not be allowed to be meddled with.*
- iv. Any change in HR policies should be discussed with the trade unions either at the industry level or at bank level as the case may be.*
- v. Besides our opposition at the UFBU level, any unilateral action on HR matters in the garb of Khandelwal Committee recommendations should be opposed at the bank level also.*

All unions are requested to take note of these developments and be guided accordingly.

2. Wage Revision: Taking note that the present wage settlement will come to an end by October this year and revision of wages is due from November, 2012, the meeting decided that this time also, the UFBU should move together to thwart the hurdles and difficulties that are expected to come in our way of achieving adequate wage revision for bank employees and officers. The meeting decided that after the constituent unions finalise their views on the charter of demands, common approach would be taken to work out common charter of demands for employees and officers respectively and to present the same jointly to the IBA by the end of August, 2012.

3. Current struggles: The meeting took for review the implementation of the current agitational programmes so far. After discussions it was decided that all out efforts should be taken to step up the tempo of our agitation and resolutely move towards the strike since the IBA has chosen to remain indifferent to our demands and issues. The meeting decided to go ahead with the serving of the strike notice on IBA and called upon all unions and members to implement the programmes and strike action successfully.

4. Com. P.K. Sarkar, President, AIBOC elected as Convenor of UFBU: Further to the discussions held in our last meeting, the issue of convenorship was taken up in this meeting and it has been decided that Com. P.K. Sarkar (President, AIBOC) will be the Convener in the place of Com. G.D. Nadaf who has since retired from the Bank service. The meeting also decided that functional aspects of UFBU would be discussed and finalized at the earliest to further strengthen the unity and cohesion of UFBU in the context of the increasing attacks and challenges on the trade union movement in general and in Banking Industry in particular.

5. Address for communication: Units are requested to take note of the following change of address for communication:

**Convenor, UFBU
C/o All India Union Bank Officers' Federation,
Union Bank of India,
No.15, India Exchange Place,
Kolkata: 700 001.**

**Tel No.: 033-22205788
Fax No.: 033-22305788
Mobile No.: 9830075940"**

**NATIONAL CONFEDERATION OF BANK EMPLOYEES :::::ZINDABAD!
OUR SOLIDARITY:::::::::::ZINDABAD!
OUR UNITY :::::ZINDABAD!**