



NATIONAL CONFEDERATION OF BANK EMPLOYEES

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

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CIRCULAR NO.14

Date: 15.11.2021

TO ALL AFFILIATES & MEMBERS

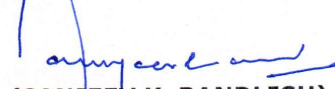
Dear Comrades,

- **Our campaign and struggle against attempts of privatisation of Banks:**
- **Important Pending issues.**
- **Wage Revision in CSB Bank**
- **Adequate Recruitment in Banks**

We reproduce hereunder the Circular No. UFBU/2021/16 Dated the 15th November 2021 issued 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

"A meeting of the UFBU was held on 12.11.2021 at Mumbai. Representatives of all our 9 constituent unions were present.

1. Our campaign and struggle against attempts of privatisation of Banks:

All our unions and members are aware that ever since the Government announced in this year's Budget that two of the nationalised Banks would be privatised, we have been on the path of campaign and struggle against this move. On 15th and 16th March, 2021 we observed a massive 2 days' continuous strike exhibiting our protest against the Government's decision.

Thereafter our unions have continued the campaign through meetings, webinars, obtaining signatures in mass petition to Prime Minister, etc. of course subject to the restrictions obtained in different States due to the pandemic situation and second wave of corona infections. During the last Session of the Parliament held during July-August, 2021, we were preparing to observe strike actions but these programmes were not undertaken because there was no move from the Government side.

Looking to the media reports that the Government may introduce the connected Bills during the ensuing winter session of the Parliament beginning from 29th of this month, the meeting decided that our unions and members should be on the guard and get prepared to observe protest actions as would be warranted including further strike actions.

In this background the following programmes were decided upon:

- a) Carry out all the campaign programmes already chalked out including Mass Petition to Prime Minister and signature collection campaign.**

- b) Dharna to be undertaken in all the States between 29-11-2021 and 4-12-2021 during the Parliament Session (looking to local convenience).**
- c) Dharna before Parliament by UFBU leaders (date to be finalised looking to presentation of any Bill on privatisation of Banks).**
- d) Strike actions to be declared on the Dharna day.**

All our Unions are requested to take note of the above programme and prepare for the effective implementation of the same. Meetings should be organised at various levels to mobilise our members for these programmes.

Important Pending issues:

The meeting, during the discussions, observed that some of the important issues are pending resolution by the IBA. Though one year period has elapsed after signing the wage revision accord, many issues like sanction of stagnation increment, fitment for Ex-servicemen employees, etc, referred by the Banks to IBA seeking clarifications are still pending at IBA level though IBA had been assuring to issue an FAQ on these issues along with their clarifications. Similarly no discussions have taken place on the residual issues. In the same way, discussions have not made any headway on the important issue of updation of pension. There are also other issues related to pension scheme which need further discussion. The issue of repeated higher premium on medical insurance policy for the retirees year after year also needs to be discussed with the IBA. But the meeting observed that IBA has been adopting a non-serious approach on these issues.

Hence it was decided to meet the Chairman of IBA at the earliest and to submit a memorandum to him on the following issues seeking early discussion and expeditious resolution.

- i) All Residual issues
- ii) Updation and other pension related issues
- iii) Medical Insurance Scheme for retirees
- iv) FAQ and clarifications to issues referred by Banks on wage settlement

Wage Revision in CSB Bank:

The meeting deplored the attitude of the management of CSB Bank (Catholic Syrian Bank) in denying legitimate wage revision to the employees and officers of the Bank. Instead of resolving the issue amicably and extending wage revision, the management is resorting to vindictive actions and intimidation. The employees and officers have so far observed 7 days' strike and the meeting conveyed its compliments to the fighting spirit of the employees and officers of CSB Bank. The meeting noted that the United Forum of CSB Bank Unions has given further calls for another 3 days strike by end of December, 2021 and indefinite strike in March, 2022. The meeting decided to extend its solidarity to this struggle in CSB Bank.

The meeting also discussed the issue of pending salary revision of Lakshmi Vilas Bank as the Bank revoked its mandate given to IBA before conclusion of salary revision and its subsequent takeover by DBS and decided to pursue the same.

Adequate Recruitment in Banks

The meeting noted with concern that there is a clear tendency on the part of the Banks to reduce recruitment of staff year after year due to which there is acute shortage of staff in the Banks with the resultant impact on quality of customer service and increased workload on the existing staff. The meeting also noted that there is increasing tendency to outsource the regular and perennial jobs on contract basis. The meeting decided to address a detailed communication to the Government in this regard."
