

# **UNITED FORUM OF CENTRAL BANK UNIONS**

**( AIBEA, AIBOA, INBEF, BEFI, NOBW )**

- ALL INDIA CENTRAL BANK EMPLOYEES FEDERATION
- ALL INDIA CENTRAL BANK OFFICERS ASSOCIATION
- ALL INDIA CENTRAL BANK EMPLOYEES CONGRESS
- CENTRAL BANK EMPLOYEES FEDERATION OF INDIA
- ALL INDIA CENTRAL BANK WORKERS ORGANISATION

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**TO ALL OUR UNITS AND MEMBERS: 2023/1**

**29-11-2022**

Dear Comrades,

**Management goes berserk**

**Decides to attack employees and Unions, again**

**Scraps Promotion Policy Agreement**

**Introduces unilateral Policy on promotions**

**Violates Industrial Disputes Act**

**Violates Promotion Policy Agreement**

**Ignores Supreme Court judgements**

**Substaff promotees to be posted anywhere as per Sastry Award, 1952**

**Harassment of officers aggravated**

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**To oppose anti-employee, anti-officer, anti-trade union approach  
of Central Bank of India management**

**UFCBU decides to launch agitation again – Get Ready  
Get ready for STRIKE**

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All of us are aware that last year when the management of our Bank issued transfer orders in violation of existing agreements and provisions of Bipartite Settlement to nearly 4000 clerical staff in the name of periodical rotation, and forcibly relieved them ignoring the provisions of I D Act, we gave the call for strike on 30<sup>th</sup> and 31<sup>st</sup> May, 2022. During the agitation, on 24-5-2022, management signed an MoU and agreed to review and cancel all the inter-station transfers as per the existing Settlement. Hence, our strike was deferred. But management did not implement this MOU. Even the decision of Kerala High Court was ignored.

After waiting for few months hoping that management will change its approach and having failed in that, we again gave the call for strike on 19<sup>th</sup> and 20<sup>th</sup> September, 2022. During the conciliation meeting, the then GM-HRD asserted that management has all powers transfer any employee anywhere. But in the last minute on 18<sup>th</sup> Sept. evening, top management (MD and 2 EDs) held discussions and agreed for an amicable solution. But within an hour, management went back on this and hence the strike was observed.

Management tried their best, adopted all unfair labour practices, intimidated and threatened employees, Executive Director openly instigated the Bank Mitras to come inside the Branch and do the work, GM-HRD issued circular that officers who attend the Branches (anyway there was no call for strike by officers) on the strike days will be suitably rewarded. But despite all these, the strike was a total success. Yet, the management remained adamant.

Hence UFCBU gave further programmes including 90 Regional Strikes from 22-11-2022. AIBEA gave the call for strike on 19-11-2022. In this background, our management held discussions with us on 15-11-2022 and agreed to cancel a part of the orders and further modifications to be discussed by working out new norms. On 19-12-2022, the management discussed the issue and suggestions were given from our side. But management did not proceed in the matter.

Instead of sorting out the issue, on 15-2-2023, management terminated all the 35 Settlements with AICBEF. After protest, management held discussions on 18-3-2023 and 6-5-2023 when again suggestions were given to sort out the issues. Management again did not proceed in the matter.

On 27-10-2023, management proposed to AICBEF changes in the promotion policy with 70% Direct Recruitment of officers and only 30% for internal clerical promotions. They also proposed that substaff promotees should be posted anywhere as per Sastry Award of 1952.

In transfer policy, they proposed that substaff and clerks should be rotated anywhere in the State as per Sastry Award 1952. They also proposed to ban inter-State request transfers.

On these proposals, there was a discussion with AICBEF on 16-11-2023 and while rejecting these anti-employee proposals, AICBEF suggested some workable norms. Management agreed and signed the minutes also.

But to our shock and surprise, on 20-11-2023, management issued their circular informing that the Board of Directors have approved the Promotion Policy as unilaterally decided by the management. It is learnt that the management proposal was sent to the Directors by circulation on 10<sup>th</sup> and their consent was received on 15<sup>th</sup> November. Management has now issued their circular on promotion process based on this unilateral and Board approved Policy.

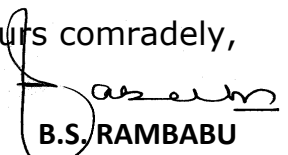
**This is a dangerous development that without caring for the legal procedures, management is moving unilaterally.** Hence an urgent meeting of the United Forum of Central Bank Unions was held yesterday night through Google Meet. The meeting took stock of these developments and observed that management has not changed its anti-employee, anti-officer and anti-trade union approach. The harassment of officers is also increasing day by day. Hence it has been unanimously decided to revive our agitational programme including strike actions

The details of the programme will be chalked out and informed shortly. Comrades, while we want to resolve the issues amicably in the interest of our Bank and harmonious industrial relations, the management is bent on adopting a hostile, unfair and unilateral approach and foisting this agitation on all of us. **We will accept the challenge and fight back.**

Get ready comrades.

With greetings,

Yours comradely,



**B.S. RAMBABU**  
CONVENER

**GEN. SECRETARY, AICBEF**