



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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**TO OFFICE BEARERS/STATE FEDERATIONS
ALL INDIA BANKWISE ORGANISATIONS/ ALL UNIONS**

Dear Comrades,

**Our Strike Notice on our demand for adequate recruitments
and against outsourcing of regular jobs
Conciliation meeting held before CLC, Govt. of India**

As a result of our strike notice and amidst enthusiastic preparation of the various programmes, Shri. Remis Thiru, Chief Labour Commissioner, Ministry of Labour, Government of India had called for a conciliation meeting yesterday afternoon at his office in Delhi.

Along with him, Shri. O.P. Singh, RLC (HQ) and Shri Kumar Amrithesh, ALC (IR) were also present. From the Finance Ministry, Shri. K B Nayyar, Dy. Secretary, Dept. of Financial Service was also present. IBA was represented by Shri. Gopal Murali Bhagat, Dy. Chief Executive.

From the various Banks, senior officials from Bank of India, Bank of Baroda, Bank of Maharashtra, Canara Bank, Central Bank of India, Indian Bank, IOB, PNB, Punjab & Sind Bank, SBI, UCO Bank, Union Bank of India, Federal Bank, IDBI Bank, and Karur Vysya Bank participated in the conciliation meeting.

From our side, besides Com. Rajen Nagar, President and the undersigned, leaders of some of our units participated in the meeting.

We explained our demands in detail and the reason for the strike call. We pointed out that in the recent years, due to inadequate recruitment, the number of clerical staff has drastically come down resulting in undue workload on the existing staff and affecting satisfactory customer services. We explained the difficulties faced by the employees where they are being denied sanction of leave due to shortage of staff in the Branches. We also drew their attention to the increasing instances where due to inadequate staff, customers are unable to be attended properly and the employees have to unnecessarily face the wrath of the irritated customers even though employees are not at fault.

We also pointed out that there is virtual unannounced ban on recruitment of substaff and part time staff because of which the managements are employing large number of persons on temporary, adhoc and casual basis, etc. without paying them proper wages. In some of the Banks, these vacancies have been outsourced to contract employees even though the same is illegal and unfair.

We also pointed out that while the number of officers are increasing in the Banks, more often than not, they are compelled to sit in the counter to do routine clerical work defeating the purpose for which they are recruited.

After a lot of deliberations, we suggested that some **broad uniform policy guideline on manpower assessment and recruitment should be formulated at the IBA level and IBA agreed that since the issue is in our charter of demands, it can be discussed therein.**

We also brought to the attention of the CLC that while there is a limited in the provision in the bipartite settlement only on outsourcing of IT related services, the managements are resorting to outsourcing regular jobs in the guise of RBI guidelines notwithstanding the fact IBA has taken up this issue with the unions for bilateral discussions and resolution. After discussion **it was advised by the CLC and agreed by the managements to maintain status quo** i.e. no further outsourcing of any activity by the Banks and the issue is to be resolved at the IBA level.

We complained to the CLC that some of the managements have developed the tendency to violate the settlements and provisions of Industrial Disputes Act and the **CLC advised that all the Bank managements have to strictly abide by the Settlements and ID Act.**

In view of these developments in the conciliation meeting, and pending further discussions on our demands, CLC and IBA exhorted AIBEA to reconsider our strike call. After consultation, we agreed **to defer our Bankwise strike actions from 4th to 11th December, 2023 and Statewise strike actions from 2nd to 6th January, 2024 (our call for All India strike on 19th and 20th January, 2024 stands).** Accordingly, the conciliation proceedings have been adjourned to 12th January, 2024.

Comrades, these developments could take place only because of the overwhelming and enthusiastic response of our unions and members, particularly to the campaign programmes undertaken by us. We thank all our units and members for the same.

But the process has only started and we have to further pursue our demand for adequate recruitments. After we have started our agitation, some of the Bank managements like Bank of Baroda, Indian Bank, Canara Bank have agreed to place their Indents with IBPS/increase the Indents for recruitment of clerks. But there is shortage of staff in every Bank. While we pursue the issue at IBA level, we should also pursue the matter in every Bank.

With greetings,

Yours Comradely,



**C.H. VENKATACHALAM
GENERAL SECRETARY**