

THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Dear Comrades,

AGITATIONAL PROGRAMME **"DRIPPING WATER HOLLOWS OUT STONE,** **NOT THROUGH FORCE BUT THROUGH PERSISTANCE"**

We reproduce hereunder the contents of Circular No. 2014/74 of date on the captioned subject issued by Com. Harvinder Singh, General Secretary, AIBOC for your information, circulation and implementation.

QUOTE: Please refer to our various Circulars issued on the agitational programme, keeping you updated about the progress in implementation, on the basis of reports received from various Affiliates / State Committees. We appeal to all our Affiliates/ State Committees to keep a continuous follow up and vigil over the implementation so that there does not remain any weak link in our strong chain of militancy.

As advised earlier, the next step in our agitational programme is 'Press Meet at all State Capitals and major centres' for releasing of 'Press Note' sent by UFBU. We are enclosing, herewith, the contents of the Press Note and request to ensure uniformity in the text so that there remains no confusion on account of variations. Please get the contents translated in regional languages for publishing in leading local Newspapers. We request all our Affiliates to start contacting journalists/ media persons/ influential persons to make sure that the Press Releases are printed in leading newspapers across the country on 30th October, 2014. 30th October, 2014, has to be observed as 'All India Protest Day' by Badge Wearing and demonstration / rallies at all centers. Thereafter, the centralized demonstration is to be held on 11th November, 2014, at all centers followed by 'All India One Day Protest Strike' on 12th November, 2014.

Comrades, since there is a long gap in observing the protest strike, we have to devise methods and strategies for an unimpeded agitation programme with escalating pace. In this context, we would like to mention mail received from Com. C. Rajkumar, Sr. Vice President, AIBOC, supplementing the need to take stock of the implementation level by regularly monitoring. The communication is quoted below:

"It is time we took stock of our sticking to office hours of the Bank. Many affiliates are yet to implement it in full. The matter can be followed up by the affiliate if they want by contacting their Core Banking dept to see the log out time. In our Bank we are conducting daily demonstrations in front of HO and from yesterday have started in one ZO and will be further

extended to other Zonal Offices as well. It gives a message to the members and the Management. It is also helping us keep the morale of members high. It is a long way to November 12th. How else can we sustain the momentum? Please introspect.”

Com. Suresh Thampi from Kerala State Committee has sent the reports that the AIBOC District Committee are visiting branches and controlling offices every day evening in small groups to ensure that there is no dilution in adhering to working hours call. Likewise, Com. Sanjay Das, the State Secretary of West Bengal Unit has advised that they got leaflets printed for distribution to different Affiliates for onward distribution to the customers to make them understand the reason for our agitation. A team of members are entrusted with the job of frequent telephone call to the branches and verification of day end in Finacle. Comrades, we really appreciate the strategies devised which give desirable boost to serve our purpose. We may emulate any of the aforementioned strategy or explore innovative ideas to boost our agitational programme, through discussions, and make it a huge success, so that tremors of our resolve to fight against oppressive and unjust attitude are felt by the concerned authorities.

We are happy to inform that one of the Award Staff Union, NUBE, which is not part of UFBU, has agreed to participate and implement common call of the UFBU. Comrades, let us stay together with an iron like determination to stay firm to common grounds and not to deviate from the common path of struggle to achieve our just and fair demands and we are sure the success will welcome us as we cross the bend of the path, hand in hand !

UNQUOTE

With revolutionary greetings,

Yours sincerely,



(HARVINDER SINGH)
GENERAL SECRETARY

P R E S S R E L E A S E

All India Bank Strike on 12th November 2014
Relay Zonal Strikes from 2nd to 5th December 2014
DEMANDING IMMEDIATE SETTLEMENT OF WAGE REVISION

Wages and service conditions in the banking sector are governed by the industry-level bipartite settlements signed between the Indian Banks' Association (IBA) and the workmen unions and officers' associations operating in the banking industry. All the banks which have given mandate to IBA to negotiate on behalf of them are parties to the settlements. United Forum of Bank Unions (UFBU), representing five workmen unions and four officers' associations, is currently negotiating with IBA for revision of wages to bank workmen/officers.

The wage revision for bank employees is due from 01.11.2012 subsequent to the expiry of the last Bipartite Settlement on 31.10.2012. The common charter of demands, separately for workmen and officers, were submitted by UFBU to IBA on 30.10.2012 i.e., before the expiry of last bipartite settlement.

UFBU has been requesting, since the start of negotiations, for a time-bound approach to hold the negotiations on its demands and for conclusion of wage settlement within a reasonable time. But the recalcitrant and callous attitude of IBA has inordinately delayed the negotiation process and there is no significant progress in the wage negotiations despite a lapse of nearly two years' time. The formal negotiations have started in February 2013 and around 13 rounds of discussions have so far taken place between IBA and UFBU resulting in hardly one round of discussion every two months.

IBA is quoting the reason of non-affordability of banks and is stubborn in its offer of 11% increase in pay slip components, as against the demand of UFBU for a respectable settlement with due consideration of the difficulties that are faced by the employees on account of high rate of inflation, which has eroded the salaries of the employees to a great extent.

Bank employees, workmen and officers, have been performing well despite severe stress due to substantial increase in workload in the banks due to inadequate staff strength and on account of opening of many branches under Financial Inclusion and so on. Bank employees never lagged behind in the successful implementation of all Government sponsored programmes/schemes, including the recently implemented Prime Minister's Jan Dhan Yojna. In spite of their wholehearted support in implementation of the Government schemes announced from time to time even at high discomfort levels, the bank employees are not being comparatively paid adequately.

Even though the UFBU has shown its willingness to adopt a flexible approach in order to finalise the settlement expeditiously, the same is not being reciprocated by IBA. Thus, once again, bank employees are pushed to the path of agitation and struggle. In the said circumstances, **DEMANDING IMMEDIATE SETTLEMENT OF WAGE REVISION FOR BANK EMPLOYEES**, it has been decided by UFBU to observe **ALL INDIA ONE DAY PROTEST STRIKE ON 12TH NOVEMBER 2014** and **RELAY ZONAL STRIKES AS UNDER**:

02.12.2014	Southern Zone consisting States of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telengana and Union Territories of Lakshadweep and Puducherry.
03.12.2014	Northern Zone consisting States of Chattisgarh, Haryana, Himachal Pradesh, Jammu & Kashmir, Madhya Pradesh, New Delhi, Punjab, Uttar Pradesh, Uttaranchal, Rajasthan and Union Territory of Chandigarh
04.12.2014	Eastern Zone consisting States of Bihar, Jharkhand, Odisha, Sikkim, West Bengal, North Eastern States and Union Territory of Andaman & Nicobar Islands
05.12.2014	Western Zone consisting States of Goa, Gujarat, Maharashtra and Union Territories of Daman & Diu

We sincerely regret the inconvenience to the esteemed customers / general public on account of strike by bank employees and appeal for their moral support to our just cause as the demand of bank employees for adequate wage revision is not only genuine but also most deserving.