

**ALL INDIA BANK OF MAHARASHTRA EMPLOYEES FEDERATION
BANK OF MAHARASHTRA KARMACHARI MAHASANGH
BANK OF MAHARASHTRA KARMACHARI SENA
MAHABANK NAVNIRMAN SENA.
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Date: 19th Oct.2021

**DY CLC MUMBAI INTERVENED
STRIKE DT.21-22 OCT DEFERRED**

Dear Members,

This is to inform you that yesterday on 18th October,2021 United Forum of Maha Bank unions (Award staff) had a meeting with the representatives of Bank of Maharashtra with the intervention of Deputy Chief Labour Commissioner (Central) Mumbai. After protracted negotiations for about five hours by and between the parties in the presence of Dy.CLC, Mumbai it was agreed upon as under:

DETAILS OF UNDERSTANDING

1. To convert all part time sub-staff (PTS) as of the day as sub-staff.
2. To revisit on risk perception of the branches so as to arrive at requirement of security guards by taking into account suggestions of the unions.,
3. To revisit on Manpower planning and assessment of clerical requirement after due discussions with the Union representatives and field staff officers, and clerks from the branches.
4. On administrative transfers, Union and management representatives had divergent views on the interpretation of bipartite provisions and CVC guidelines in this behalf. In view of this it was decided to make a reference to Indian Bank Association for the clarification on interpretation. In the meantime, it was agreed upon by the bank management to address the representations on the aberrations in Head office guidelines in this behalf so as to give redressal. The issue was discussed with specific reference to the zones like Aurangabad and Goa.
5. On the issue of regularization of temporary Parttime Sub-staff Union representatives drew attention of the management representatives to various Awards given by various Central Government Industrial Tribunals, Judgments of various High courts and Supreme Court of India and made out the case for the regularization. The union Representatives also brought to the notice of the management and deputy Chief Labour Commissioner on pending references on the issue before various CGIT/ RLC and emphasized the need to find out solution within the framework of law.

Management Representatives assured that even though bank is intending to outsource the job, interests of existing temporary parttime sub-staff will be preserved and with these benefits such as minimum wages, Provident fund, etc will be extended. But Union Representatives shared their concern that ultimately this

will result in seizing employer-employee relationship with the bank and thus those temporary employees will lose their status and Job security. The union Representatives insisted for the solution to the problem within the framework of law of the land. After protracted discussions, management agreed to discuss on the issue further so as to examine on various options within the framework of law and in the meantime, status quo will be maintained.

JOINT COMMITTEE

In order to carry out discussions further and arrived at final understanding on all the contentious issues, Dy. Chief Labour Commissioner proposed to form committees consisting of representatives from both the side wherein management will be represented by Smt. Mrudul Joglekar, DGM-HRM, Shri. Sujeet Nayak, AGM-HRM, Shri. Praveshkumar, Senior Manager, HRM While Union will be represented by Shri. Dhananjay Kulkarni (AIBOMEF), Shri. Ravindra Joshi (BOMKM), Shri. Anant Sawant (BOMK Sena) and Shri. Manmohan Rajapatil (MNS).

The said committee will meet on 26th October 2021 at 1.00 p.m. at Head office and will continue the discussions there after till discussions are concluded and will submit its report to the Dy.CLC on 29th Oct.2021 being the next date of conciliation proceedings.

INTERVENTION OF MoS FINANCE

On the day, Minister of State for finance (Banking) Hon. Shri. Bhagwat Karad called on Shri. Devidas Tuljapurkar, representing United Forum of Mahabank unions (Award Staff) and informed that he is in Mumbai in a meeting where our MD & CEO Shri. A.S. Rajeev is also present. During the discussions with Shri. Tuljapurkar, Hon. Minister of Finance has involved our MD & CEO, who has consented to address all those issues with an open mind so as to arrive at any amicable solution.

This was followed by a brief meeting of United forum representatives, wherein it was unanimously decided to defer the strike proposed on 21st -22nd October 2021 in view of the positive developments which have taken place with a hope that management will carry forward the discussions in the same spirit so as to arrive at final understanding. It is also decided to withdraw our strike notice only after amicable settlement on all our issues of agitation.

HISTORIC SUCCESS OF STRIKE

We have served strike notice to the management on 31st August 2021. This was followed by joint discussions on 15.10.2021 at Head office which failed. Subsequently there was an online meeting on 26th September 2021 night on the heels of strike, which also ended up with failure and consequent to that 27th September strike became unavoidable. Strike was total successful despite Pressures from the top Management on field functionaries to carry out at least one or two transactions. That was an attempt to create record that branches were not affected due to strike, which was nothing but an illusion that strike was unsuccessful.

It was evident that barring security staff, few probationers and employees who were on long live on account of maternity or serious ailment, Cent percent employees observed the strike. This was unprecedented and historic in its real sense that all the unions despite their differences Joined their hands on the core issue of Recruitment and withstood solidly and marched ahead with total Unity.

After successful strike on 27th September, 2021 Dharna program was organized on 9th Oct.2021 at historic Place Azad Maidan, Mumbai by overcoming hurdles on account of Corona pandemic and restrictions thereof from police authorities. Subsequent to this on 16th Oct 2021 there was another round of discussions between United forum representatives and Executive Director assisted with HRM executives however the same too was ended with failure due to continued rigid approach of management representatives.

SUPPORT FROM POLITICAL PARTIES-LEADERS

During the period, delegation of United forum met Minister of State, Finance, GOI Hon. Shri.Bbhagwat Karad at North block, Delhi, Shri. Anil Desai, secretary. Shivsena and member of Parliament, who received the delegation on behalf of Hon. Shri. Udhav Thakre, Chief Minister, Maharashtra, Shri. Arvind Sawant, Member of Parliament and President Bhartiya Kamgar sena, Shri.Bala Nandgaonkar, Senior leader, Maharashtra Navnirman Sena, Hon. Shri. Ramdas Athavle, MoS, Social Justice & Empowerment, GOI, Shri. Devendra Fadanvis, former Chief Minister of Maharashtra and impressed upon them on our core demand of Recruitment. It's a matter of immense satisfaction that all the dignitaries while endorsing our demands offered their support and assured for their intervention in the matter at appropriate time. Com. C H Venkatachalam, General Secretary, All India Bank employees Association not only supported the agitation, but intervened so as to find the way out when there was stalemate in discussions. United form expresses its gratitude to all of them for their support in carrying forward this agitation.

WE ARE THANKFUL

It is for the first time in the history of Mahabank that all the officers associations operating in bank and SC/ST/OBC Employees Welfare Associations also extended their active support for which United forum is thankful to all of them.

STRIKE DEFERRED- NOT CANCELLED

Friends, the positive developments which have taken place on 18th October 2021 have enabled us to defer the strike, but this is semicolon in our onward agitation and is certainly not the full stop. We have deferred the strike and not cancelled. We need to continue our efforts on and off the negotiating table till we achieve all our demands. United Forum of Mahabank Unions (Award Staff) is aware that this is herculean task and thus we will have to continue our efforts in gaining wider support from all sections of the society. We need to continue to move forward with total Unity and determination, which is our real strength. We are confident that ultimately, we will win in our battle because we have raised voice for entire Mahabank fraternity.

with greetings.

Yours faithfully,



(Dhananjay Kulkarni)

AIBOMEF



(Ravindra Joshi)

BOMKM



(Anant Sawant)

BOMK SENA



(Manmohan Rajapatil)

MNS