



ALL INDIA BANK EMPLOYEES' ASSOCIATION

Central Office: "PRABHAT NIVAS" Regn. No.2037
Singapore Plaza, 164, Linghi Chetty Street, Chennai-600001
Phone: 2535 1522 Fax: 2535 8853 Web: www.aibea.in
e mail ~ chv.aibea@gmail.com & aibeahq@gmail.com

FORM – L NOTICE OF STRIKE

NAME OF UNION: ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)

NAMES OF ELECTED REPRESENTATIVES

- 1 Rajen Nagar, President, AIBEA
- 2 C.H. Venkatachalam, General Secretary, AIBEA

Dated this day of 26TH October , 2022

The Chairman, Indian Banks' Association, World Trade Centre Complex, 6 th Floor, Centre 1 Building, Cuffe Parade, Mumbai. 400 005	Chief Labour Commissioner (C), Ministry of Labour, Office of the CLC, Shram Sakthi Bhavan New Delhi
To MD/CEOs of CSB Bank, Sonali Bank, MUFG Bank, Citi Bank NA Federal Bank, IDBI Bank, Bank of Baroda, Bank of India, Bank of Maharashtra, Canara Bank , Central Bank of India,	
Copy to: MD/CEO/Chiefs of all Public Sector Banks, private Sector Banks and Foreign Banks	

Dear Sirs,

In accordance with the provisions contained in sub-section (1) of Section 22 of the I.D. Act – 1947, we hereby give you notice that all the members of our Association viz. ALL INDIA BANK EMPLOYEES' ASSOCIATION propose to go on strike on the **19th November, 2022** on the following issues.

Issues and Demands

- Against increasing attacks by managements of various Banks
- Uphold bilateralism, stop unilateralism
- Vacate attacks on employees, unions and our trade union rights
- Stop victimisation of trade union functionaries
- Maintain sanctity of Bipartite Settlements
- Rectify violations of Bipartite Settlements and Bank-level Settlements
- Do not misuse transfers to harass employees
- Abide by provisions of Industrial Disputes Act
- Stop unfair labour practices
- Do not outsource permanent jobs, it is a violation of BP Settlement
- Do not jeopardise jobs and job security of employees.

Why the call for STRIKE ON 19TH NOVEMBER, 2022

Victimisation:

1. In **Sonali Bank**, the General Secretary of our Union has been victimized and terminated from service by the management from Bangladesh in total violation of Bipartite Settlement and Industrial Disputes Act. The reason is that he is an active leader of our State Federation. If provisions of BP Settlement is violated, if Sec. 33 of ID Act is deliberately violated, if Court orders are not respected, **what else we can do than to fight back.**
2. **In Federal Bank**, CC Member of AIBEA and an office bearer of Federal Bank Employees Union has been vindictively dismissed by the management on a flimsy allegation. A minor misconduct is being deliberately blown up as a major misconduct with a view to victimise him. He is a protected employee under the ID Act but management does not care for the same. Without caring for the provisions of law, he has been dismissed from the Bank. The only reason is that this young comrade is an activist of our Union. **What else we can do than to fight back.**

Retrenchment and threat to job security :

3. In **MUFG Bank (Bank of Tokyo)**, the General Secretary and other office bearers of our Union have been retrenched by the management in the name of business rationalization but fresh employees are recruited in their place. **8 employees have been thrown out of the job in an illegal manner.** One fine day at 4-30 PM, management telephonically informed these employees that they stand terminated with immediate effect and were physically forced out of the Bank. Our plea for relocating them to other Branches is refused by the Bank. **What else we can do than to fight back.**
4. In **Citi Bank**, in the name of selling their consumer division business to Axis Bank, the management is attempting to abolish all workmen in this Division and retrench all the clerical staff. Our Union is pleading with the Bank to discuss and sort out the issue but management is refusing to discuss with the Union and thus, the **jobs of our employees are hanging under Damocles sword.** If our job security is threatened, **what else we can do than to fight back.**
5. In **Standard Chartered Bank**, when some of the Cost-to-Company employees joined our Union, they have been victimized and terminated.

Denial of 11th BPS Wage Revision :

6. In **CBS Bank (Catholic Syrian Bank) and DBS Bank (e-Lakshmi Vilas Bank)**, 11th Bipartite wage revision is yet to be given. Employees have observed **13 strikes so far in CSB Bank/Catholic Syrian Bank.** But management is still adamant. **What else we can do than to fight back.**

Refusal of Trade Union Right :

7. In **Bank of Maharashtra**, the management is **refusing to discuss with the duly elected union representatives** in utter violation of Trade Unions Act, 1926. Thus, there is a collapse of IR machinery. Management is forcing the Unions to vacate the Union offices. Bipartite Settlement is wantonly violated and clerks and substaff are transferred out of their stations. Regular jobs are being outsourced in violation of Bipartite Settlement. Unilateral decisions have become the hallmark of the management's attitude. Despite agitations and strikes, the management is persisting with their anti-union approach. **What else we can do than to fight back.**

Outsourcing of permanent jobs

Threat to jobs & job security:

8. In **Bank of India**, the management is wanting to **outsource cash movement jobs and housekeeper jobs**. Adequate recruitments are not made. There is an increasing tendency for unilateral decisions affecting the policies and interests of the employees. **What else we can do than to fight back.**
9. In **Bank of Baroda** also, the management has issued instructions to **outsource housekeeper jobs** to contract agencies in violation of the provisions of BP Settlement. They also want to add additional duties to clerical and substaff over and above BPS under the garb of digitalisation. Because Unions are resisting, other issues and demands are not being resolved. Even IR meeting with our All India Union is not being held. **What else we can do than to fight back.**
10. The story is the same in **Canara Bank**. When the Union is demanding filling up of substaff and part time employees vacancies, the **management is insisting on outsourcing these jobs**. Because our Union is refusing to budge, the management is not coming forward to settle other legitimate demands. They are seeking to pressurise the Union. They somehow want to outsource the jobs. **What else we can do than to fight back.**
11. In **IDBI Bank**, management is resorting to **rampant outsourcing** and contractualisation. More than 10,000 contract employees have been employed. Our Union's demand for recruitment of permanent staff is being refused. When, one more option to join Pension Scheme has been extended to all Banks in 2010, till today, the management is dodging the issue. Now, to give a blow to the job security of the employees, there is attempt to sell the Bank to private hands. **What else we can do than to fight back.**
12. In **Central Bank of India**, it has become a Jungle Raj. After six years, the Bank is slowly coming out of the problem and posting profits. Instead of consolidating and going forward, the priority is to attack the employees and officers. Policies were unilaterally changed and officers have been posted to far off places without any reason or rhyme. Even officers who are Caregivers and who are suffering from serious ailments were not spared.

After that, more than 3300 clerical staff have been transferred from **one station to another in total violation of BP Settlement** and bank-level Settlement. Deployment Policy, Promotion Policy and Transfer Policy agreements have been glaringly violated. When Union approached the labour authorities, and they invoked Section 33 of the I.D Act to maintain status-quo, GM-HRD gave written **instructions not to obey the orders of the Dy.CLC/RLC/ALC**, etc.

When the Union went to **Kerala High Court** and the Court clarified that under 8th BPS, management cannot issue rotational transfers from station to another station, **management is refusing to accept it.**

When Unions gave the call for strike, **management signed an MOU** and agreed to cancel the orders. But **they went back** on the commitment. Hence, Unions had to revive the strike call. Again, top management intervened and agreed to amicably resolve the issue. But again management went back. Hence Unions observed the two days strike last month.

Management threatened employees to invoke break-in-service if they join the strike. To defeat the strike, Executive Director instructed Branches to allow Business Correspondents/Bank Mitras to do the work. GM-HRD issued message that **those officers who worked on the strike day will be duly compensated** for their 'hard work' on the strike days. Still strike was success.

After the Strike, management has issued Notice of Termination of Deployment Policy and other Agreements. Management is proposing to unilaterally change the policy for transferring clerks and substaff on rotation anywhere in a State.

Against these attacks the United Forum of Central Bank Unions has already given the call for series of strikes including indefinite strike because of the gravity of the situation and intensity of the attacks of the management. **What else we can do than to fight back.**

Today we are confronted with a situation where there are concerted attacks on jobs, job security, victimisation of leaders, vindictive actions, violation of Settlements, refusing to abide by the laws of the land, etc. in

different Banks. Hence our Central Committee meeting held at Indore decided to respond to these increasing attacks by programmes and strike actions.

Hence, **it has been decided to give the call for All India Strike in all the Banks on 19th November, 2022.**

Agitational Programmes:

26 th Oct. 2022	Serving Strike Notice
31 st Oct. 2022	All Unions to address letters to IBA
1 st Nov. 2022	All our India Bankwise Unions/Federations to forward the AIBEA's Strike Notice to their management
2 nd Nov. 2022	Badge Wearing
3 rd Nov. 2022	Demonstrations in all cities, towns, District HQ
From 4 th Nov. 2022	Display of posters in all Branches
6 th Nov. 2022 - Sun	Twitter Campaign
7 th Nov. 2022	Deputation to GM-HR in all the Banks
9 th Nov. 2022	Badge Wearing
18 th Nov. 2022	Demonstrations in all centres
19th Nov. 2022	ALL INDIA STAY OUT STRIKE

**C.H. VENKATACHALAM
GENERAL SECRETARY**

Copy to :

1. Secretary, Dept. of Financial Services, MoF, Govt. of India
2. Chief Executive, IBA, Mumbai
3. Sr. Advisor- IR & HR, IBA, Mumbai