



## ALL INDIA BANK OF MAHARASHTRA EMPLOYEES FEDERATION

(Affiliated To All India Bank Employees Association)

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### **MANAGEMENT IS CROSSING THE LINE** **RAISE VOICE- RAISE FIGHT**

Comrades,

Since beginning, Mahabank employees were organized under the banner of AIBEA and hence, since then AIBEA is majority union in the bank. In 1966 for the first-time industry wise settlement was signed by AIBEA, which is popularly known as first bipartite settlement. It was beginning of bipartisan in banking industry, which was followed in our bank also. Bank management used to sign minutes settlements on all the issues concerning service conditions and facilities being extended to the employees. During the period bank extended space for union office, initially at Mumbai, Pune, and Nagpur.

In our bank during 1981 all the three unions affiliated to AIBEA came together and formed All India Bank of Maharashtra Employees Federation. In view of fast expansion of the bank within state of Maharashtra AIBOMEF leadership took conscious decision to decentralise the functioning of the union and decided to form separate unit for Solapur & Marathwada, Bank of Maharashtra Employees Union, Aurangabad for Nasik & Khandesh, Bank of Maharashtra Employees union Nasik, for Western Maharashtra and Konkan area, Bank of Maharashtra Employs Union Kolhapur.

Consequent upon formation of those units, bank extended space for union office in banks premises at the headquarter of those respective units. As bank expanded beyond the boundaries of the state of Maharashtra, Bank of Maharashtra Employees union MP for Madhya Pradesh & Chhattisgarh, Bank of Maharashtra employees Union Kolkata for West Bengal, Bihar and Northeast area was formed. This decentralization process was taken forward by forming Bank of Maharashtra Employees Union Andhra Pradesh and Bank of Maharashtra Employs Union Gujrat in the year 2012 & 2014.

During the period of last seven decades, on several occasions Industrial Relations between management and union were strained. They were severed but ultimately both the parties used to reconcile and come on negotiating table to settle the differences on all those contentious issues so as to evolve understanding and bring normalcy and peace. At no point of time intentions of each other were doubted. During the period bank had gone through turbulences and challenging situation on several occasions. In recent past in 1992-93 consequent upon introduction of prudential norms and a new accounting standard, bank had book the losses. At the time post of Chairman & Managing Director and Executive Director was vacant. At the

time union took a lead and moved forward by taking all the unions on board and thus Bank of Maharashtra was first to turn around.

Once again the crisis was repeated in 2017 -18 when bank had booked huge losses consequent upon asset quality inspection at the instance of the then RBI Governor. All the unions came together and moved forward resultantly once again it was Bank of Maharashtra who was first to turn around from loss to profit making bank and was first to come out of prompt corrective action restrictions imposed by RBI.

At the time Managing Director and Chief Executive Officer, Executive Director and Zonal Manager Pune city zone were put behind the bar for no fault on their part. There was panicky and apprehension of run on the bank since media had given bad publicity. At that juncture union immediately jumped into action and within 24 hours, media had to take U turn. All the unions together stood in unison and fought out the battle and thus situation was brought under control within a week's period and thereafter bank could overcome the crisis.

As a union, we were on forefront to raise our voice of dissent against the then chairman Mr. S.C. Basu, Mr. Narendra Singh and always were consistent in opposing malpractices, misdeeds and corruption, and scandals. As a union we feel that we have a role of watchdog to protect the interest of the bank, banking and above all nation too and precisely present management is averse to our this role and has taken advantage of the situation of cavity of employees representatives on the board of directors of the bank.

Initially bank came out with Board approved IR policy going beyond the provisions of Indian Trade Union Act thereby prohibiting elected representatives of the union to participate in IR forum with an alibi that they are superannuated. This was followed by go away with bipartisan on all the issues concerning staff on which till then bank was entering into settlement. Now bank management with an alibi of paucity of space, is forcefully evicting union offices which they are occupying since several decades.

This was the period during which much was being said on merger and privatisation of Bank of Maharashtra but we feel contended that by this time we could succeed in avoiding both the eventualities merger and privatization. This was followed by medical emergency of Corona when we all were busy in saving our own lives and thus, we did not give priority to the industrial relation issues but our calm and restrain has been misconstrued as weakness by the management. Clandestinely management, extended various economic benefits to the employees thus to allure them and thus to isolate unions from their membership but thanks to undoubted loyalties of the membership.

Thereafter management resorted to administrative transfers of clerks, including special assistant and sub-staff to create instability, uncertainty, and fear psychosis in the minds of award staff. The management is further harassing and torturing staff by not providing adequate staff and asserting for so-called zero tolerance policy but notwithstanding

above arm-twisting tactics, membership continued to stand by the unions and thus we are able to raise the fight against management's ill-conceived policies.

On the above background United Forum of Mahabank unions has decided to revive the agitation and pursue our demands with full strength at its command and with new vigour. United forum of Mahabank unions will come out with agitation program at any time.

In the meantime, All India Bank of Maharashtra Employees federation core committee has decided to launch an agitation on the issue of union office. This program will be implemented in all the branches in the zones coming under Bank of Maharashtra employees, union, Aurangabad, Bank of Maharashtra Employes Union Nagpur, Bank of Maharashtra Employees Union Pune and zones from Maharashtra under the control, areas of Bank of Maharashtra, Employees Union, Mumbai namely Mumbai North, Mumbai South, Thane & Navi Mumbai Zones. The agitational program is as follows.

- **5th January 2023 -protest day.** On the day Membership will work by wearing black badges.
- **12<sup>th</sup> January 2023 -Mass deputation** to the Zonal Manager, coming under those areas and followed by those demonstrations at the close of hours.
- **16<sup>th</sup> January Protest Strike-** by the membership under the command area of BOMEU Aurangabad, BOMEU Nagpur, BOMEU Pune and BOMEU Mumbai (zones from Maharashtra only).

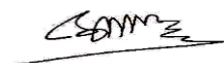
Comrades, the great Indian constitution has given us freedom of speech and expression. Indian constitution has given us right to form a union. Indian constitution has given us right to have peaceful assembly to express and last ut not least Article 43A of the constitution provides for workers participation in the management. Besides this, Indian Trade Union Act, as also Industrial Disputes Act gives us rights, immunity, and privileges, which the present management cannot snatch away from us.

This agitation is to bring it to the notice of management that they should operate within their limits. We are on agitation to defend our rights and privileges. We will march ahead by following provisions of law of the land and will pursue our demands with peaceful means. Rest assured; we are on principles based on,

***Truth which can be harassed but cannot be defeated.***

with greetings.

Yours faithfully,



**General Secretary**