



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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GS/ 3/ 128 /24

5th September 24

To,

All Office Bearers & Units.

Dear Comrades,

Sub: Carry out Joint Campaign with AIUBOF to Save Our Bank!

Defeat Unilateralism & Defend Bilateralism.

Prepare the membership for struggles ahead.

Subsequent to our Virtual meeting of extended Office bearers held on 29th August 24, a Joint Meeting of AIUBEA & AIUBOF was held on 2nd Sept 24. Our office bearers and CC members as per decision of extended OB meeting attended the joint meeting. Com Dinesh Sharma our Assistant Secretary who happened to be in Bengaluru for his personal visit was since available in the city was also permitted to attend the meeting. The joint meeting after through discussions spread over for more than 6 hours decided to jointly take up 20 issues identified in the meeting & also to launch joint agitation to achieve the same. Already we have circulated the resolution adopted in the joint meeting and the letter addressed to MD & CEO & the issues.

All our Units & members are aware that AIUBEA & AIUBOF are taking up the issues affecting employees & officers respectively, with the Bank Management and had been pursuing the same in IRM Meetings & in all other available forums. The issues have been patiently pursued by placing the justifications on all the issues with an expectation that management would resolve them amicably. Few demands of ours also pertained to temporary & casual employees that had been inherited due to merger of Corporation Bank & Andhra Bank. Unfortunately, management had been dragging the same by assuring to resolve but without taking any steps. In the meantime, Bank came out with its certain initiatives and looking to the inadequacies found in such initiatives we submitted our valid inputs & value additions to make them more robust. But Bank did not heed to the same. Our request to revive the Business Development Council to involve majority Unions in strategizing the Bank's efforts to reach its business goals & target were blatantly brushed aside. However, despite all above, we pursued all these issues with a hope that Bank management will resolve the same by upholding the established bilateralism prevailing & followed in the Bank for last many decades so as to ensure better industrial relations in the Bank.

Unfortunately, the Bank management during last 2 years has been attempting to move unilaterally in many matters. In case of business models & processes Bank has been devising and implementing the same by engaging consultants but without even bothering to test them to identify the inadequacies the Models & processes were carrying and address the same. Our views and suggestions that could have made these initiatives more customer oriented & employees friendly have been ignored. In HR

front, it is trying to unsettle the settlements & policies that have been settled by us through bilateralism & negotiations. Our advises to adhere to settlements & policies and avoid violation besides seeking to enforce compliance at all levels have not been listened to. Adapting to materialistic outsourcing and putting the Bank in to grave risks, procuring businesses through individual & corporate DSAs with no control over them, aggressive pursuing of 3rd Party products leading to erosion of deposit base & above all conducting VC meetings to admonish & threaten field functionaries to drive business are the orders of the day. In the process Bank silently encouraged sycophancy & wasteful expenditure leading to apprehensions & doubts over the manner in which the hard-earned money of the Bank is being spent. All these led to inconsistent efforts leading to deterioration in business, clientele base, stagnating growth and drop in market capitalisation etc. Whenever questions were raised on management's wrong policies attempt to undermine the majority union was adopted to promote minority unions.

In the above background, both the organisations representing 90% of the workforce in the Bank met on 2nd Sept 24 and took stock of the situation prevailing in the Bank and the future growth prospects of the Bank. The meeting after elaborate & serious discussions by having inputs & suggestions from participating leaders from both the Unions adopted the unanimous resolution to take all actions to save our Bank. The meeting also decided to take up common issues that require immediate resolution to put the Bank on the path of growth & progress. As per the decision of the resolution, the issues identified were forwarded to MD & CEO with Copies to board members to sensitise all the layers of top management. The joint letter, resolution and issues were also circulated among the Units & membership. We have put the Bank management on notice to hold discussions with us to resolve the issues with in 10th of September failing which we shall launch agitation including strike to highlight our genuine demands among all the stake holders.

All our units should hold joint meetings at all levels to propagate the issues and also the approach of the Bank among employees & officers and common public. The egoistic approach of top management, its unfair labour practices to divide the workforce by pampering minority unions , its deliberate attempts to ignore agreed settlements & policies & its unilateralism in deciding various policies and how all of them are affecting the Bank seriously had to be explained. Our campaign on our agitation and actions are mainly aimed for saving our beloved Bank from losing its position in the industry in near future with deteriorating business & advantages in near future. Our act is nothing but patriotic as we are saving our Bank to put it in the right path to move forward with its head held high to reach its deserving position.

March on with Unity, prepare for the struggles ahead and victory will be ours.

With regards,

Yours Comradely,



(N. Shankar)
General Secretary