



# BANK OF INDIA EMPLOYEES UNION, ODISHA

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**CIRCULAR No. 02/2020**

Date : 05.02.2020

To,  
All Members of the Union &  
All Unit Representatives.

Dear Comrades, **Our ongoing struggle against Management.  
Meeting at CLC on 4<sup>th</sup> Feb 2020.**

We are reproducing the message received from federation regarding above mentioned subject.

Yours comradely

( Saroj Ranjan Mallick )  
General Secretary

## **Text of Message received from Federation**

Joint discussion between the management's representatives (GM, HR & AGM, IL) and Federation's representatives held on 4<sup>th</sup> Feb 2020 under mediation of CLC (Central), New Delhi. Issue and demands were discussed in detail. We rejected the rise given in reimbursable quantum of petrol to Award Staff in recent past and requested for respectable increase. As per the advice of CLC, further discussions, at bilateral level, are to take place to narrow down the gap. Next date of conciliation is fixed on 05. 03. 2020 to assess further progress in bilateral talks on all issues/ demands connected with the present industrial disputes.

In between, a meeting of SMALL COMMITTEE of the Federation will take place in Mumbai to decide on next course, if the management does not come forward to give a respectable offer in financial benefits and settle other legitimate demands of ours. we are in midst of campaign, struggle and agitation. Members are called upon to redouble their efforts for intensification of agitation. Members are to give more teeth to our struggle to realise genuine demands. There is no room for complacency at this stage. Be in preparedness to respond to any kind of call of actions at short notice.

In continuation to above facts, we are informing you the detail discussion in the office of CLC. as under:

1. The management informed the CLC that as against the demand of the Federation on recruitment of Award Staff, the management would initiate steps to recruit 4059 clerks and 1521 subordinate staff in FY 2020-21. To this, we demanded of more number of Award Staff to be recruited. More emphasis from our side was given on the shortage of Armed Guards, Sepoys and Safaikaramchari in the bank. We explained to the CLC that according to bank's own estimate in 2017, around 9000 vacancies in subordinate Staff were identified for filling up. But, the management has been postponing it on one pretext or other. Worryingly, the management is embarking on casualisation of work in the cadre. According to the management, steps have either been taken or to be taken to fill up 1507 + 1521 vacancies in subordinate Staff upto March 2021. We pointed out around 5300 vacancies in subordinate Staff cadre still remains for being filled up. We insisted for filling of all vacancies as identified by the management themselves in 2017. CLC (Central) has advised the management to sit with us within the timeframe to reconcile the differences. The management has agreed to it.

2. We pointed out that the enhanced limit of reimbursable quantum of petrol per month to Award Staff ( Special Assistant - 14 litres, Clerks- 10 litres, Sub Staff- 7 litres) is below our expectations and does not address the issue of proportionality / relativity between two sections of employees of the bank. Hence, the issue remains unresolved.

The CLC has advised the management to renegotiate the matter. The management has agreed to the suggestion of the CLC.

\* the demand of introduction of the facility of providing financial assistance for purchase of Furniture & Fixture" in the residence of Award Staff and parity in Health Check Up facility with Officer Employee were discussed in detail. The CLC advised the management to discuss both the issues and resolve them with an open mind. However, the management was found to be taking shelter of absence of this facility in any PSB for Award Staff. The argument of the management is fallacious for the simple reason that perks & perquisites are not common in PSBs. The issues needs to be pressed for in bilateral discussions and through mass actions, if the management sticks to obdurate attitude.

3. The practice followed in engagement of casual workers to get routine jobs of subordinate Staffs done also figured in the discussion. We pointed that the practice followed is illegal and unethical. Additionally, payment of appropriate wages was also an issue in the discussion. The CLC advised the management to look into the issues raised by us and follow legally established procedures.

4. We demand of reimbursement of expenses incurred by Award Staff in either domiciliary treatment or hospitalisation by the bank in first instance and seek reimbursement of medical claim from insurer. In case of any gap in the claim amount and the sanctioned amount, the arrangement can mutually be worked out to recover the amount from the employees. The management was trying to escape by referring to the practices followed in other banks that are parties to the settlement and was completely evasive in shouldering the responsibility. However, upon insistence from CLC, the management agreed to discuss the issue bilaterally and take steps to redress the issues arising out of settlement/ denial of claims.

The above are the gist of discussions that took place in the office of and in the presence of the CLC yesterday.

Comrades, we are committed to bilateralism. But, the management perhaps loves unilateralism. It is our actions that always force the management to return to bilateralism. We are currently engaged in bilateral talks in a bid to avoid industrial unrest in our beloved bank. But, the forces inimical to the interest of Award Staff are working overtime to make our bids fail. Let us not be too much optimistic of the reasonableness that we expect from the management. These forces are seen misleading the top management of the bank. The Award Staff are legitimately entitled to what we are demanding. We can achieve our genuine and legitimate demands by united and determined actions. **Such actions are : a) to adhere to hours of work, b) to follow laid down systems and procedures strictly, c) to withdraw all extra co-operation while at work, d) to boycott all official/ townhall meetings if conducted / extended after prescribed hours of work, e) to follow safety and security norms while transporting cash, f) to keep union functionaries in loop in case of any undue pressure from officers in the branch to deviate from rules/ systems/ procedures, g) to adhere to union's dos & dont's etc. Please observe the above call of actions meticulously.**

Comrades, Award Staff have been denied their rightful share in financial benefits since long. Let us make it a thing of the past. \*This can be done only if we follow the dictum "unity is strength" or "United we stand, divided we fall" .\* Be in readiness to respond to a clarion call. Small Committee is due to take a call and decide on next course. We are committed to oppose anti- workman policy mindset of the management. Let us not forget that fight against discrimination and injustice is never easily won. It has always entailed huge cost and long time. It faces resistance. But, human history is full of evidences to encourage us to unleash relentless campaign and fight against discrimination and injustice for achieving the goal. Such war has always been won by people who are committed to the cause. You all are committed, we know. We are determined to take struggle forward. We will overcome all challenges. We will.

With revolutionary greetings.



Dinesh Jha Lallan  
General Secretary  
FOBOISU