



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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**To Office Bearers, State Federations and
All India Bankwise Federations, All Unions**

Dear comrades,

**Continue the struggle
Fight back injustice and discrimination
Don't allow those dark days to come back**

As all of us have observed, the Strike action yesterday, 11th September was a splendid success. We congratulate all our Unions and members for this unity and conviction to respond to the call of the Union. It was a remarkable manifestation of unity and determination. All the Unions under the banner of UFBU have moved together and hence the participation in the strike was overwhelming.

On the face of it, the strike was on the demand for implementing the commitment given in the Settlement in March, 2024 on introduction of 5 days banking and keeping the unliteral PLI scheme in abeyance and for bilateral modification of their scheme. But it is important to understand the fundamental issues involved behind these demands.

Our beloved AIBEA was born 80 years ago precisely to fight against exploitation, injustice and discrimination meted out to bank employees in those days by the bank managements. Everything was decided by the managements unilaterally. There was no one to question because there were no unions. Those who dared to raise their voice were victimised and any attempt of protest was silenced by threat and intimidation. Those were the days of jungle law.

Slowly bank employees realised that silence was no solution. By observing other sections of the workers, they slowly got emboldened. Some courageous youngsters took the lead here and there. Bank employees started to think about trade unions. Ultimately decision was taken to found AIBEA to fight against exploitation and injustice.

Today it is a long story of continuous efforts and struggles that has taken all of us to where we are today. Unions are today recognised, we have the right to collective bargaining, bipartite settlement, better wages, job security, etc. This is our glorious story and journey.

But what do we see today. There is a challenge from the Government. What has been agreed by IBA two and a half years ago to introduce 5 days banking is still kept pending, questioning the sanctity of the negotiations and the agreement reached. What is the meaning of the Settlement if it is not implemented?

Same is the case in the issue of PLI. When the PLI scheme was introduced in 2020, in the negotiations we emphatically informed the IBA that we can work out a PLI scheme only if it is not based on individual performance of the employees and officers. This was agreed to by the IBA and accordingly the settlement provides for uniform number of days of PLI in a Bank from housekeepers to General Managers.

Thus the crux of the scheme was and is uniform incentive for all in a bank. This was broken by the Government in their unilateral PLI scheme. Under their PLI scheme scale 4 officers and above will get PLI based on individual performance and efficiency. While 95% of the employees will get uniform incentive, the Executives will get disproportionately higher Incentive. The bilateral PLI scheme has been overlooked and overtaken by the unilateral formula of the Government. This is a disturbing trend.

When the dispute on PLI was seized into conciliation, the provisions of law to maintain status quo was thrown to dustbin. The discriminatory PLI was forcibly disbursed creating division amongst employees and officers. In this case also, the Joint Note signed between Unions and IBA has been violated. What is the sanctity of the Joint Note signed by all Officers Unions as well as by IBA?

The united voice of UFBU has now ensured retreat by the Government. The scheme is now kept in abeyance and advised to be sorted in bipartite discussions. But the attempt by the Government has to be taken note of.

Even here, the Government wanted to undermine the UFBU by meeting BMS on this issue one day before the conciliation meeting and informing the press about the same. The idea was clearly mala-fide - to denigrate and belittle UFBU in the eyes of common bank employees.

Unilateralism and discrimination – they are showing their ugly head. Bilateralism is sought to be bypassed. Government is nakedly foisting injustice. Government is trying project its pet union. Even IR Code is violated. Clock is sought to be reversed. Yes, these are serious challenges.

Already we have challenges like their agenda to privatise Public Sector Banks, sell our private banks to foreign investors, allow private investors in RRBs and Co-op. Banks.

When all these challenges are confronting us, we have only one choice. Fight back.

With greetings,

Yours Comradely,



**C.H. VENKATACHALAM
GENERAL SECRETARY**