

UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)
[Affiliated to Bank Employees Federation of India]
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Circular No.14/2022

28.06.2022

To All Members

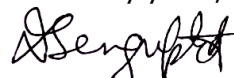
Dear Comrades,

BEFI's Letter to Chief Labour Commissioner (Central)

We reproduce hereunder the full text of Circular No.27/2022 dated 28.06.2022, issued by General Secretary, Bank Employees Federation of India, for your information.

With warm greetings,

Comradely yours,


(Dhisankar Seh Gupta)
General Secretary

Full Text of Circular No.27/2022 of BEFI dt. 28.06.2022

Quote

Dear Comrade,

Letter to Chief Labour Commissioner (Central)

Consequent upon the Conciliation meeting held on 23rd June 2022 in presence of Chief Labour Commissioner (Central), the strike call on 27th June 2022 was deferred.

In the conciliation meeting, the representative of IBA gave commitment to the union leaders that they have fixed 1st July 2022 for holding negotiations/discussions with the union leaders on the charter of demands submitted as well as all residual issues.

Based on the commitment of IBA, the UFBU agreed to defer the strike call for 27th June 2022.

After completion of the conciliation meeting on 23rd instant, we received copy of a letter addressed to UFBU Convener by Senior Advisor (HR&IR) IBA dated 22nd June 2022.

In the said letter, IBA invited UFBU to a meeting in Mumbai on 1st July 2022. All the constituents are invited except BEFI. The IBA representative while intimating the CLC (Central) about holding a meeting on 1st July 2022, resulting deferment of the strike call, did not inform of addressing such letter on 22nd June 2022 inviting the parties to the strike call except BEFI for the meeting.

In this situation, we addressed a letter to the Chief Labour Commissioner (Central) today. The letter appended herewith is self explanatory.

With greetings,

Yours comradely,

Sd/-

(Debasish Basu Chaudhury)

General Secretary

[P.T.O.]

TEXT OF THE LETTER TO CLC (CENTRAL)

(Quote): "You would please find from the records that in response to the strike notice dated 8th June 2022 by United Forum of Bank Unions (UFBU), served to Indian Banks' Association (IBA) & your august office on some issues in pursuance of relevant sections of the Industrial Disputes Act, 1947 containing dates of various programme including strike on 27th June 2022, you were pleased to convene conciliation meeting on 21st June 2022 and followed by another round of conciliation meeting on 23rd June 2022 for discussions on the demands incorporated in the strike notice. It is matter of records that discussions held on 23rd June 2022 resulted in deferring strike on 27th June by UFBU as the IBA agreed to hold discussions with the unions on the demands of the Strike.

The minutes of the day recorded reads, ***Quote*** "the unions wanted some kind of assurance/commitment from the IBA that they are ready for a dialogue with the union leaders so as to enable them to decide on the issue of going on strike or not before considering the deferment of strike. In view of the above, the representative of IBA gave a commitment to the union leaders that they have fixed 1st July 2022 for holding negotiations/discussions with the union leaders on the charter of demands submitted by them as well as all residual issues to which the union representatives agreed."

Unquote

Notwithstanding the "commitment" made by IBA "to union leaders" to hold "negotiations/discussions" on 1st July 2022 on the charter of demands submitted as well as residual issues, it is surprising to note that IBA addressed a letter dated 22.06.2022 to the convenor of UFBU prior to the date of conciliations on 23.06.022 inviting all constituents for discussions on 1st July 2022 mentioning "except BEFI".

You would please find from the records that during the discussions on 23.06.2022, the IBA neither referred to the letter mentioned above, nor made any submissions to the effect of exclusion of BEFI, but commitment made was for holding discussions with all union leaders who were party to the strike call and acted in combination under UFBU.

The strike call was given by a body of unions under UFBU representing the workmen. The decision to defer the strike call was taken collectively and unanimously by the representative of unions in considerations of commitment made by IBA; the commitment made by IBA did not indicate in anyway the exclusion of our organization, i.e. BEFI. In our considered opinion the acts of IBA by excluding BEFI for discussions to be held on 1st July 2022 would amount to departure from the commitment made in a conciliatory forum, encroachment upon the solemn obligations of your office under section 12 of the Industrial Disputes Act 1947 and right of our organization that is indivisible with other organizations that called strike as being constituent units of UFBU. It is not the charity of IBA but it is the right of our organization to be the party of such bilateral discussions as we had been with the infallible right to agree or disagree with the proposal of the management.

We would request you to be pleased to ensure the rights of our organization to represent along with other constituents units of UFBU in the bilateral meetings with IBA as per commitment which resulted to deferment of the strike call on 27th instant." **(Unquote)**

Unquote