



All India Indian Bank Officers' Association



Date: 18 08 2012

Dear Comrades,

Sub: Two days strike on 22nd and 23rd August 2012 – req

We draw your attention to our Circular No.AI/28/2011-2014 dated 08 08 2012 conveying the decision of the UFBU to observe strike action on 22nd and 23rd August 2012 on the following Main Issues and Demands.

- ◆ SETTLE PENDING DEMANDS
- ◆ STOP ARBITRARY GUIDELINES ON HR ISSUES
- ◆ STOP UNILATERAL IMPLEMENTATION OF KHANDELWAL COMMITTEE RECOMMENDATIONS
- ◆ STOP OUTSOURCING OF BANK JOBS
- ◆ STOP BANKING SECTOR REFORMS
- ◆ STOP CLOSURE OF RURAL BRANCHES

It was also communicated that instant / flash strike would be observed if the Banking Laws (amendment bill 2011) is taken up in the Parliament.

With regard to the observance of strike, it is made clear that there is no exemption to any category of officers from participation in the strike. Probationary Officers and Scale-IV Officers have to participate in the strike.

Yet another set of officers who are seeking clarification with regard to participation in the strike are those who are on the verge of retirement and their query is whether their participation will affect their terminal benefits. It is made clear that the participation in the strike will not have any bearing on the terminal benefits. While submitting the salary details to Head Office for calculation of terminal benefits, it is advised that only the details of the notional pay i.e. whole month's pay drawn by the officer but for his participation in the strike has to be submitted.

With regard to the participation in the strike, the following guidelines may please be observed.

- All Officers working in whatever capacity in branches/offices must participate in the strike. Officers attached to training institutions, inspection & audit whether on assignments on tour or at headquarters, also must participate in the strike. Probationary Officers, Officers on probation, trainee officers, officer – trainees, on the job trainees and other categories of officers on training / probation must participate in the strike.
- All Officers irrespective of grades and scales must participate in the strike without any exception (No exemption is available to any category of officers from the strike).
- STRIKE NOTICE: Strike Notice has already been served on behalf of UFBU to Indian Banks' Association, Govt. of India and individual Banks (Managements) and hence the members are advised not to enter to any correspondence with any tier of Management.
- PHYSICAL PRESENCE: There seems to be a mistaken notion that Branch Managers, Heads of administrative offices, In-charges of offices / establishments are to be physically present in front of their respective office premises even during strike observance, either under the plea of taking care of bank's properties or to accommodate operation of keys of front doors / entrance. It is hereby made clear that during strike-observance Branch Managers or for that matter any other officer owes no duty to his bank regarding either the functioning of the branch / office / department or safety of its property. Likewise officers working in small branches need not come to office but must remain at their headquarters (workplaces).

- CUSTODY & CHARGE HANDING OVER: If prior to the day of commencement of the strike, proper relief arrangements are made by the banks' appropriate authorities, those officers who may be required to hand over charge should insist and ensure handing over charge as per rules and due procedure and must obtain a clear certificate to the effect that the charge has been taken in full. However on/after commence of the strike no one should hand over temporary or permanent charge of assignment.
- Members may be on leave are advised to declare to their branch / Office Management that they have participated in the strike or their absence on the strike days to be treated as participation in the strike and correspondingly wage cut to be effected for them as well and also their respective leave account to be re-credited for those strike days.

Please ensure that the strike is total and made as a grand success

With Greetings,

Yours comradely,

T.T.Natarajan
Secretary General