



BANK OF INDIA EMPLOYEES UNION, ODISHA

Regd. Office : 98, Kharbela Nagar, Bhubaneswar – 751 001.

E-mail : [boieuorissa @ yahoo.com](mailto:boieuorissa@yahoo.com) Web Page : www.boieuodisha.com

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

Dear Comrades,

ORGANISATIONAL DEVELOPMENTS

The Covid-19 pandemic has overwhelmed the entire world and India also has borne the brunt of the same equally. The vaccine though is in trial by various companies still had to wait for time being. The impact of pandemic on the economy is enormous. The Covid-19 pandemic is causing deep economic harm and could reverse the gains made in the industrial economy over many decades. There is a need to render immediate and sizable support to economy to protect people, jobs and enterprises. Though Government has provided stimulation, it is more towards structural restructuring. There is nothing for the unorganised sector, public spending and employment generation. During this period also Govt. is implementing anti people & pro corporate policies such as Privatisation of agricultural products trade, selling off valuable public sector units, invitation to foreign predatory companies to loot the natural resources, privatisation of defence production and space exploration, etc. all in the name of boosting the economy. Various Trade Organisation including in banking industries also lodged against the anti-people Government policies.

National Banking Scenario:

The Memorandum of Understanding for the 11th Bipartite Settlement was signed on 22 July 2020 & final settlement will be concluded within 90 days. We congratulate the UFBU for this achievement. Already we have circulated AIBEA's detailed circular on MoU. The noted new provisions like PLI scheme, management's contribution at 14% for staff under NPS, encashment of PL for festivals, uniform family pension at 30% without ceiling are welcome improvements in our service condition.

The virtual meeting of central committee of AIBEA was held on 30th July 2020. All expressed their anguish over the Government's attempt to dilute the Labour Laws. Arbitrary notifications by some BJP ruled state government enhancing the working hours was withdrawn, due to massive protest by central trade unions. Central committee also decided to launch appropriate struggle to oppose the attempt to privatise & dilution of capital of Public sector Banks and disinvestment of other PSUs. AIBEA as per its campaign against wilful loan defaulters had published a list of 2426 numbers of defaulters' names who owe Rs.1, 47,350/- crores to the banks on the eve of 51st Anniversary of Bank Nationalisation.

Federation of Bank of India Staff Unions:

During Covid-19 pandemic due to frequent lockdown & quarantine law it is difficult to do the Union activities in full force. Still our Federation was in touch with top management for the implementation of all Covid safety protocols advised by Central & State Govt. in the branches for the safety of health of the staffs. Federation has persistently pursued the demands of Covid safe workplace by series of communication to the management. The Management also issued business continuity plans to various zones with guidelines on Covid safety protocols.

On 23rd July, Central Consultative Committee meeting was held with th HO, Management. The agenda items raised in the meeting are as follows:

1. To have status check of action taken on the promise/ commitment made or assurances given in previous CCC meetings (i. e. from 8th September 2014 to 28/29 November, 2019) and consider effective / urgent steps to deliver on the promises/ commitments made or assurances given within a timeline.

GAP BETWEEN PROMISE AND DELIVERY ON OUR ISSUES

Note on Agenda (1) of CCC Meeting held on 23rd July, 2020 to facilitate quick status check

Sr. No	Issues/ Demands/ Concerns	Promise/ Commitment	Status
1.	Payment of Ex-gratia amount in lieu of compassionate appointment declined on ground of delay in submission of claim.	Such claims (old cases) would be put up to the Board for reconsideration. (CCC – 08.09.2014 & 09.08.2018)	Not put up to the Board as yet.
2.	Modifications or changes to be carried out in the layout of HRMS module to deliver right based entitlement on time and make it hassle free for claimants/users.	The management agreed to rectify or modify the parameters to align them with the provisions of BPS. (CCC- 08-09-2014; 07.09.2016 & 28.12.2016 &09.08.2018)	Technical glitches still persist. Many of the Suggestions given by us to improve the module are still unattended.
3.	Shifting of BNAM, CDK & ATM from the premises of the bank to outside location	The management agreed to shift them to outside location to provide 24x7 services to users. (07-09-2016 & 10.08.2018)	Not yet done in majority of places. Progress is awfully slow.
4.	Review of cases of harsh and disproportionate punishment awarded to Award Staff and doing away with irregular disciplinary process	The management agreed to revisit the framework, align it with the relevant provision (517) of Sastry Award and redress grievances. (CCC - 04.09.2017 & 09.08.2018)	No progress is made. The grievances remain unredressed. The reworked Grievance Redressal Mechanism is deficient in many respect.
5.	Stoppage of violations of subsisting settlements/ understandings/ transfer policies	The management agreed to eschew violations and further agreed to take corrective actions. (CCC- 08.09.2014 & in subsequent CCC meetings- 04.09.2017 & 09.08.2019)	The commitment or promise is often breached. Blatant violations are on the increase. Corrective actions are not being taken.
6.	Keeping Special Pay Posts unfilled for long	The management agreed to fill up all Special Pay Posts by 31 st March, 2017. (CCC- 07.09.2016 & in subsequent CCC meetings)	A good many number of posts are still unfilled. Extensions after extensions are being given.
7.	Asking/ Compelling Award Staff to sit late to perform duties without payment of OT wages	The management agreed to examine the claims and pay OT wages if the claim is put up to the competent authority. (CCC- 07. 09.2016 & 28.12.2016 & 09.08.2018)	OT wages are denied on one pretext or other. Management's actions are in breach of Settlements/ Awards.
8.	Finalisation of ratio in which the vacancies in JMG-I is to be filled in by way of promotion from clerical cadre.	The management agreed to discuss and finalise the ratio after studying the prevalent practices in different PSBs. (CCC- 07.09.2016 & 28.12.2016).	No follow up action has been taken by the management.
9.	Harmonisation of bank's guidelines with the purport of Hon'ble Supreme Court of India's ruling and resultant IBA's guidelines on encashment of accrued privilege leave to those ex-award staff who are visited with the penalty under clause 6(b) & (d) of the settlement dated 10-04-2002.	The matter would be referred to IBA for clarification. After receiving clarification, the issue would be re-discussed. (CCC -07. 09. 2016 ;28.12.2016 &	Referred to IBA. IBA has not yet responded. The issue is still unresolved.
10.	Re-fixation of Basic Pension of those ex-award staff who superannuated from bank's service on or after 01-11-2012 but before 01-05-2015 and who are entitled to the benefit of notional stagnation increment/s in terms of clause 5 of 10 th BPS.	The management agreed to re-fix their Basic Pension. (CCC- 07.09.2016 & 28.12.2016)	The management has put the instruction to re-fix Basic Pension on hold. It is in breach of mutual understanding.
11.	Discontinuance of practice of hiring Security Personnel from Private Security Agencies to guard bank's branches.	The management agreed to consider our demand. (CCC- 07. 09. 2016 & 28.12.2016	Accordingly, proposal was put up before the Board for sanction of posts of Armed Guards. Steps are yet to be taken to recruit Armed Guards to replace Private Security Personnel.
12.	Implementation of Medical Insurance in letter and spirit and resolution of the issues or the concerns arising out of misinterpretation of the terms and conditions stipulated in 10 th BPS dated 25 th May, 2015.	The matter will be discussed in detail to find out solutions. (CCC- 04.09.2017)	The discussion took place among all stake holders. The minutes of the meeting was drawn. Minutes is yet to be signed by all stakeholders. The issues need to be prioritised and paid far more attention.

13.	Reimbursement of cost of artificial aid and appliances to Award Staff who are recruited under PWD category.	The management agreed to consider the request of such employees on case-by-case basis. (CCC- 22.03. 2017)	The claims are not entertained at lower levels in absence of a communication to zones on the permissibility of such reimbursement.
14.	To put in place Standard Operating Procedure (SOP) to deal with situations arising out of unruly / boorish behaviour of customers / visitors at workplaces and holding out of physical threats, committing physical assault, meting out unfair treatment on/to employees at work places	Official guidelines will be issued to deal with such untoward incidents effectively. (CCC – 04.09.2017)	No SOP has so far been put in place to save employees from repeated and routine humiliations and sometimes from physical harm.
15.	To put in place a mechanism to fix accountability for those who are intimidating and coercing Award Staff to deviate from the laid down systems and procedures and also for those who breach the provisions of Awards / Settlements / Bilateral understandings.	The Management wanted the Federation to bring the cases for taking appropriate action. (CCC- 16.03-2018)	The instances of coercion, unfair treatment and intimidation are on the rise. Remedial actions can't be taken in absence of an effective mechanism.
16.	To consider steps for providing Crèche and day care facilities for female employees in the Bank	Management has agreed to provide this facility initially at HO. To be extended in a phased manner to eligible places.(CCC- 16.03.2018)	Management is yet to implement it in real sense.
17.	To make provisions for sanitary napkins at workplaces where female employees are deployed.	Management agreed to examine the issue. (CCC- 16.03.2018)	No progress in the matter.
18	Provision of basic amenities in the branch, proper infrastructure at cash counter, currency chest, review of cramped seating arrangement, lady wash room etc	The management agreed to take appropriate steps. (CCC- 08-09-2014)	HO's instructions are gathering dust in bank's files in zonal offices.
19	To revisit the norms for selection of members on "Internal Complaint Committee"	The management agreed to revisit the criteria for constitution of the committee. (CCC- 16.03.2018)	No progress so far at operational level.
21	To take steps to recruit Sepoy and Safai Karamchari in the bank	The assurance was given that in FY 2017-18, 5943 sub staffs will be recruited	Out of that recruitment of 1507 safai karamchari is in progress

2. To discuss and settle unresolved agenda items of the CCC meeting held on 28/ 29 November, 2019:
3. To discuss and decide on the steps to make workplaces Covid-safe and consider introduction/ extension of Covid financial support schemes (kind attention is invited to our letters dated 30. 03. 2020, 04. 04. 2020, 27. 04. 2020, 20. 05. 2020, 03. 07. 2020 and 17. 07. 2020);
4. To discuss and decide on the steps to resolve the issues or redress the grievances raised vide our letters dated 25. 07. 2019, 29. 07. 2019, 30. 07. 2019 and 27. 08. 2019;
5. To consider steps to put a robust mechanism in place with a view to aligning and / or the process of settlement of claims under the provisions of 10th BPS titled "New Medical Insurance Scheme" and reimbursement of unsettled portion of claims to the Award Staff from out of Ex-Gratia Medical Aid Scheme (Award Staff).
6. To discuss and decide on the desirability of continuance of the stipulation i. e. "once personal overdraft account is closed for any reason whatsoever, the facility will not be granted to members of staff on second occasion (Please refer Branch Circular No. 112/084 date 17. 09. 2018)";
7. To discuss and decide on the reduction of eligible length of service to become eligible to avail of the facility of Conveyance (Vehicle) Loan to Award Staff for purchase of TWO Wheelers and Also Four Wheelers;
8. To discuss and decide on the desirability of continuance of the stipulation in Staff Housing Loan in respect of mandatory revaluation of mortgaged property at specified interval;
9. To consider giving one more option to employees to join "BSBS" on deciding the modalities with all stakeholders.
10. To consider steps for formation of a 'Budlee Panel' to meet the need of temporary nature and/or leave vacancies in Sub-ordinate Staff Cadre. Further, in interim, to consider steps to pay Pro-rata wages reckonable on the basis of the minimum of pay scale of the cadre and other allowances applicable to the cadre to all those who are engaged as casual workers or daily wages workers or temporary workers.

It is agreed that all matters will be settled in time frame manner. Agenda no.3, 5, 6 & 7 was considered favourably. Management informed that issues of earlier decisions like recruitment of more clerks, promotion to officer cadre are underway. Immediate issuance of circulars to ZO for payment of overtime, provision of ladies washroom & provision of sanitary napkins in branch for lady employees was agreed.

Our Organisation: The first meeting of the small committee of the Union was held on 26 July 2020. The participants of the committee discussed about the issues to be taken up in the forthcoming ZCC meetings of both the Zones. The committee also recorded the overwhelming response on the demand/ protest actions on 'Covid Safe Workplace by our members and units'. The badge wearing programme on 24 July 2020 was successfully observed by all our members. As advised by our federation a memorandum on the demand would be submitted to both the Zonal Managers urging strict compliance of Covid safety guidelines by branches. It was also decided to examine introduction of a code of conduct while interacting in social media by the members.

ZCC was held on 4th Aug and 6th Aug for Bhubaneswar and Keonjhar zone respectively. Agenda as given by us was discussed in details and management assured to work on all demands and issue suitable instructions to the branches. We had discussions as follows:

1. Renovation of Staff Quarters at Rourkela and Bank's Own Premises at Barbil. Formation of Licensing Committee and its functioning (Rourkela Staff Quarters).
2. To settle claims of travelling expenses and consider reimbursement of additional cost of travel in case no transport facilities was provided to ferry employees during lockdowns.
3. To continue to allow employees to work at branch/office other than parent branch until public transport facilities are back to normal.
4. Employees with comorbidities, Divyangjans and Pregnant Female employees are exempted from duties. Respective branch/office may be advised to treat him/her on duty leave.
5. Leave of absence of those employees who could not attend duties due to withdrawal of public transport during lockdown as Special Leave and also to consider leave of absence of those employees who could not attend duties due to perimeter control on movement of people in or out of red/containment zone/hotspot. (Kabita Soren, Rourkela Branch, PF No. 196917)
6. To reimburse the cost of COVID-19 diagnostic test to employees as a gesture.
7. To maintain a minimum distance of 6 feet between two employees in the branch/office in compliance of SOP put in place by Govt. of India.
8. To ensure sanitization of branch/office premises, frequently touched places such as electric switches, door knobs, hand rails, washrooms, furniture and fixtures at regular intervals.
9. To supply face masks, hand gloves, sanitizer and protective tools to employees at work.
10. To take measures to streamline reimbursement of medical expenses under Health Insurance Scheme and bring in transparency in release of corpus to meet medical expenses.
11. To take steps to reopen all declined claims of medical expenses by insurer and reimburse the expenses under Ex-Gratia medical Aid Scheme.
12. Recruitment of Armed Guards, Sepoy, Safai Karmachari cum Sepoy.
13. Periodical Job Rotation at Branches.
14. Filling up the vacancies of Head Cashier-II, SWO-B, Spl.Asst.
15. Intimidation by Customers to our workman employees (Niali Branch) - Notice Board displaying Sections of IPC for hampering public services and misconduct with public servants should be displayed in all branches.
16. Provision of AC – Bhadrasahi Branch.
17. Renovation of Toilet/ provision of ladies Toilets – Ghasipura / Keonjhar. Renovation of Tambakhuri Branch.
18. Requirement of counting and fake note detecting machine at Suakati, Raisuan, Sambalpur, Brajarajnagar, Koraput, Sunabeda, Nawarangpur Branch.
19. Additional cash counter due to huge rush – Poda Astia, Bancho, Suakati , Niali Branch.
20. Shifting of Boula, Dighi, Ravanapalaspal, Turigadia Branch premises.
21. Inter Zone / Intra Zone Request Transfer of Clerical Staff.
22. Requirement of Pass Book Printer – Dhankauda, Old Town Branch.
23. Supply of Cash Receipt Printers to branches.
24. Payment of Overtime wages of Chitalo & Bahugram.

Comrades, we are passing through a very extraordinary situation. The Covid -19 pandemic is causing lot of hardship physical & mentally. During this period some of our comrades from Ganjam & Khordha Districts are tested positive. All are doing fine. Nothing is alarming on their health as of now. But as long as there is no discovery of vaccine we all should follow strictly all Covid-19 guidelines and precautions to protect ourselves so also our colleagues, our families.

With greetings

Yours comradely



(Saroj Ranjan Mallick)
General Secretary