



ALL INDIA BANK OFFICERS' ASSOCIATION

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To:

ALL UNITS / STATE COMMITTEES

Comrades,

STILL A LONG JOURNEY AHEAD

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Trade unions are instruments for social change. It has been an established fact that in the Banking Industry, the trade union established in the river banks of Hooghly on 20th April 1946, brought tremendous changes in the Financial world. Our Nation was built by the Public Sector undertakings ably supported by the Public Sector Banks during the fifty-two years of consistent and constructive cooperation to the development.

2. The developments during the seven and half decades of the Organizational Journey, important lessons were learnt. Failure of private entities in the Kerala State triggered the demand for Nationalization of Private Banks. The service conditions of the Bank employees spread over the country were forced to be unified before the tribunal hearing at the Financial Capital of the Country. Judicial intervention in reduction of Pay in a Bank in the State Bengal gave rise to a Strike Call to establish the resistance movement and also termination of the leader and terming the Strike Call as illegal. The State power directly intervened to curb the right to strike. The result of the Strike was emergence of a leader par excellence. The foreign Bank management lost one of the best bank employee but Nation got one of the best Parliamentarian for a decade. One of the recognized and identified leader was **Com.Prabhat Kar**. The call for the halt of tribunalisation was demanded and achieved through conclusion of negotiated settlement by the first bilateral understandings between the workers' representatives and owners of the Private banks through IBA on 19th October 1966.

3. For giving true expression of collective dissenting voice against the unfair labour practices, **Com.H.L. Parvana**, an officer by designation was dismissed by the erstwhile private entity Punjab National Bank. He fought very many battles to secure the recognition for the trade unions in our Industry relentlessly. The remarkable one was the reinstatement of the employees numbering more than 150 in 1961 after nine years of struggles in the tribunals. He was one who was instrumental in synchronizing the demand of Nationalization of Banks with the political approach of the then ruling party and the made tremendous efforts to win the demand, the dream came true. A political turmoil was set in motion by the timely move of the trade union.

4. **Com.H.L.Parvana**, with broad social outlook of making the banking available to common man of this country did pilot the concept of workers participation through appointment of Workmen Directors in the Banks' Board, which was made as a part of the BR Act 1972. He was the one to sow the seed of thought process of Credit plan as well as the development of the society to have the credit available to lower segment of the society. The bank employees' movement received a body blow on his untimely demise On 18th April 1975. He was hardly 52 years of age.

5. Our Nation had the bitter experience of the Emergency in the last week June 1975. The organization and also leaders of the organization, who were respected by the ruling dispensation in 1969, were subjected to harassment and humiliations. As the saying goes, **TRUTH SHALL PREVAIL**, late **Com.Prabhat and Com.D.P.Chadha**, were given a clean chit by commission appointed to go into the details of emergency excesses.

6. The volume of transactions handled by the Banks by human hands was huge. The transformation exercise in the working system in the Banks were in active consideration by the unions and Banks. It was the leadership of **Com.D.P.Chadha**, the President of AIBEA, who was the architect of introducing, restrict use of technology through a negotiated Settlement.

7. The much-debated issue of **Cradle to Grave**, i.e. Pension in lieu of Provident Fund, demanded by Late **Com.P.K.Menon**, the then President of AIBOA was ultimately accepted by the organization after examining the issue by two committees appointed by AIBEA. The understanding gave rise to different perceptions and the divided house was once again visible as that of 1978 - Restricted DA Compensation through Boothalingam Committee Recommendations.

8. The fifty years of the organization saw the attack on wages due to mismanagement of the three banks, in the background of income recognition norms of loans. 30th November, 1996, saw the first step of foundation of all the unions coming together on the same platform paving way for formation of UFBU to fight against the policy of the Liberalization, Privatizations and Globalizations.(LPG).

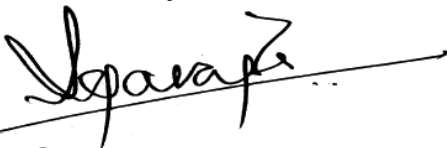
9. The attacks unleashed by the Government at that point of time of 24 parties combinations at the centre, recommended for closures of three banks, on account of inability to provide capital infusion from the Central Government. The instant struggle launched by **Com.Tarakeswar Chakraborti**, the tallest leader of the movement, was a remarkable one. Not only halted and aborted the recommendations of CII, but also achieved the wage revision on 14th December 1999 at the dead of the night at Mumbai. The situation made the individual bank wise unions to address the crisis within the Institution. One of the best model of revival of the Bank in the current history of Banking was Indian Bank.

10. Subsequent to above remarkable performance, the leadership in a collective form added the benefit of another option of Pension i.e. 3,30,000 were provided with the social security cover after 17 years from the first settlement, providing introduction of upgraded technology etc. To quote:

“ No matter how tall your sky scrapers, how big your market share or how Global your Organization, when the paradigm shifts, everyone goes back to zero. Your past success guarantees nothing in future. Toyota put General Motors back to Zero. Dell did it to IBM. Wal-mart did it to Sears, the Japanese to Swiss.”

11. The current struggle against the re-privatization of Public Sector Banks is the firm agenda of the Government at the Centre. Hence the journey to retain the Public Sector Character a long journey. Let us cherish the achievements made by AIBEA in its 75 years existence and prepare for a bitter struggle to retain the rights won and also serve and discharge our national duty.

Yours comradely,



**/S.NAGARAJAN/
GENERAL SECRETARY**

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**(Suresha Hegde S.)
GENERAL SECRETARY**