

NATIONAL CONFEDERATION OF BANK OF INDIA STAFF UNIONS

(Affiliated to: NCBE)

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PRESIDENT OFFICE:
C/o **Bank of India**

Jalandhar Main Branch,
Gyan Cottage, G.T. Road,

Jalandhar City-144001 (PB)



GENERAL SECRETARY OFFICE :
C/o **Bank of India,**

Mohini Mansion,
1, Naval Kishore Road,

Lucknow-226001(UP)

Ref. No. NCBISU:GS:2023/01.

Date: 18/01/2023

To,
Chief General Manager (HR),
Bank Of India, Head Office
Mumbai.

Sir,

**Sub: Growing problems due to regular engagement of
Casual/Daily Wage Employees in available
Regular vacancies in branches.**

You are aware that the vacancies of Subordinate Staff have been arising in Branches due to various reasons' viz. Promotion, retirement, death and expansion of branches etc. In absence of regular recruitment in the cadre, the Branch Managers have no other alternative but to engage casual/daily wage employees against the provision in settlements/awards/Acts etc.


Hon'ble Supreme Court in case of Uma Devi Vs State of Karnataka decided in year 2006, the Hon'ble Court has ordered to regularize all those who have worked for ten or more years in regular vacancies provided they have required eligibility for the posts and to stop further engaging casual/daily wage employees in permanent available vacancies. Even some of the Courts including to those of Hon'ble Supreme Court, have ordered/ ruled to regularize all those casual/ daily wage employees who have worked three years or more against permanent vacancies.

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Keeping in view the above legal position, we humbly suggest the Bank as under :

1. Arrange to prepare a seniority list of all the engaged casual/ temporary/ daily wage employees who have been working in permanent vacancies of Subordinate Staff in Branches for years together and arrange to absorb the eligible qualified casual/ daily wage employees on the posts in regular vacancies. A list of remaining persons in the list be kept in waiting to the utilized/engaged in future vacancies.
2. Ensure passing orders to stop engaging casual/ daily wage/ temporary employees in permanent vacancies to stop their further exploitation, and back door entries in employment.

If our above suggestions are considered, the litigation in the subject matter will be checked significantly. Thanking you,


(Y.K. ARORA)
General Secretary

CC: The Executive Director (HR)
Bank of India, Head Office, Mumbai

CC: The Managing Director & CEO,
Bank Of India, head Office, Mumbai.