

Ref.No.: BOISU/GS/015/2019

Date: 03-10-2019

Shri N.Damodharan,  
Executive Director-HR  
Bank of India, Head Office, Mumbai.

Dear Sir,

### MEMORANDUM

We under the banner of BANK OF INDIA STAFF UNION affiliated to NCBSU-NCBE strongly protest against depriving award staff of due share in perks and perquisites. The recent decision to increase the quantum of petrol by 2 liters and 1 liter per month for clerical and sub-staff respectively is totally irrational and unjustified. We may point out that there is no reasonable increase in petrol expenses which were introduced in 2015 vide HO Circular 109/93 dated 14-07-2015, cleaning materials/ newspapers in 2012 vide HO Circular 106/83 dated 03-09-2012. Moreover, reimbursement of adequate entertainment expenses / furniture and fixture for all is yet to be considered.

2. We refer to para 2 of your Circular letter 113/122 dated 25-09- 2019, which reads as under:-

**“THE JOB ROLE AND WORK OF CLERICAL AND SUB-STAFF MEMBERS HAVE UNDERGONE CHANGES SINCE THE PAST FEW YEARS REQUIRING OUTDOOR DUTIES LARGELY ON ACCOUNT OF RECOVERY OF NPA & WRITTEN OFF ACCOUNTS, CREDIT MONITORING SUCH AS FOLLOW UP OF SASCL ACCOUNTS, GARNERING RAM BUSINESS, CASA MOBILISATION, OPENING OF NEW SB & CD ACCOUNTS AND KYC COMPLIANCE.”**

We request you to kindly read again this para 2 and justify that your decision to give 2 liters/ 1 liter petrol is rational and unbiased. This clearly shows your anti-workmen and partisan attitude. The management instead of narrowing down the gap between two sections of employees i.e. award staff/officers, gave step motherly treatment to award staff members by depriving them of their legitimate right to benefits.

3. By your decision to deny due share to award staff, you have totally overlooked the contribution of award staff in the growth and development of Bank. It seems that AWARD STAFF MEMBERS have no place in the working of BANK OF INDIA, hence victim of partisan attitude of management.

4. Under the given circumstances, award staff members have been left with no other alternate than to REFUSE ACCEPTING YOUR CHARITY OF 2 LITERS/1 LITER PETROL. Your action has sent a wave of utter despair, pessimism, agony, resentment and but not in the minds of award staff members.
5. Your decision to ignore the sentiments of award staff will definitely effect the working of Bank and award staff will have to resort to agitation path to realise genuine and legitimate demands.
6. We once again seek your indulgence to resolve the issue in a peaceful manner in the interest of smooth and harmonious INDUSTRIAL RELATIONS.

Regards,

Yours faithfully,

( )  
GENERAL SECRETARY

C.C.:--

1. Shri Atanu Kumar Das, Executive Director, Bank of India.
2. Shri Chaitanya G. Chintapalli, Executive Director, Bank of India.
3. Shri I.C.Mishra, General Manager-HR, Bank of India.
4. The General Secretary, National Confederation of Bank of India Staff Unions (NCBISU)