

ALL INDIA
RESERVE BANK
EMPLOYEES ASSOCIATION
13,NETAJI SUBHAS ROAD,KOLKATA-700 001

PHONE:(033)2210-4136
2230-9232
2243-9079
Fax No. (033)2231-0885
E-mail: airbea @ vsnl.net

Circular Letter to all Unit Secretaries

No. 1 / 2014

1st January 2014

Dear Friends,

Organisational tasks – Post-Conference

AIRBEA wishes you, the entire membership and all our colleagues a very **Happy New Year 2014**.

The New Year comes with many challenges, both external and internal, as well as many possibilities. Challenges we have to face and overcome; possibilities we have to realize. We have to resolve accordingly.

However, only resolutions will not do. We have to put them in concrete shape. For that we have to understand our strengths and weaknesses, opportunities before us as well as our threat perceptions. We have to concretize. We have to buildup our Association set-up accordingly.

Our strength lies in our long legacy, our experiences, our fraternal relations with others, our connectivity. These give us moral strength. We are slowly coming out from the most adverse situation. We faced the most serious challenge; but we survived. That has begotten us and restored in us a sense of confidence which was almost eroded. From a crucible of fire, we have emerged mentally stronger. That found reflection in our last Conference; that finds expression in our present day activities in many centres. This is welcome. All new entrants in two batches have joined our units. This would not have happened if our comrades were not active.

Our weaknesses are there, but given our best organisational efforts those can be overcome gradually. (1) Our numerical weakness still. Even after new entrants joining us, our strength may be at best 20% of RBI workforce. This puts us under a lot of strain as regards independent mobilization of our members, which is, however, the guarantee for success of any programme, independent or collective. Our limited number of activists have, therefore, to be much more active and connect with everyone almost every day.

(2) New entrants have become our members, they may have a sense of gratitude towards us for they must have been made to realize by now that their entry in RBI has been possible by our relentless efforts only. Our comrades are looking to their requirements at entry points, which they acknowledge and appreciate. But, they have still to be integrated with us, they have to understand by their own experience what a trade union is and how that is important for their own interests too. Their perceptions, mostly, and the perceptions we had when we joined the Bank, emphasis on relative importance of individualism and collectivism may widely differ. A section of the management everywhere is actively engaged to dissociate them from collectivism. To associate them is the biggest challenge before us. We have to be in constant touch with them, inside office, in the staff quarters, outside also, if necessary and if possible. In the class we belong to personal equations do matter; so we have to develop a relationship at personal levels. This is very difficult, but there is no short cut. History of our Association, our struggles on issues have to be lucidly explained to them patiently. Enough materials have been sent to units in different spells to prepare one such, unit wise, with some specific instances of the unit concerned. They have to be constantly pursued to take part in collective activities, Association, Sports Club, Co-operative. We have to plan out innovatively various programmes to engage them in, encourage them to join, e.g., cultural competition, debates on issues of importance with trade union orientation. We have to independently organize May Day, Women's Day from a trade union approach, some cultural day etc. There are locally prominent trade union / mass organization leaders, academicians with proper outlook who can be invited on such occasions. In short, there should be activities all the year round. Association circulars / materials should be ensured to be read, e.g., the General Secretary's report is being printed. Identify beforehand to whom you will distribute the Report who must read it and then unit can have an interactive session with them— our

Report is an educative document dealing with relevant topics – RBI situation / banking industry in particular. This will be some sort of self-education / trade union class. And place your indent to All India accordingly. Printing is costly, so your indent must be properly utilized and not wasted.

In short, we have to innovatively experiment. We must not despair at the thought that the task is difficult and we are not getting adequate response. Somewhere, it is reported, new comers are totally reluctant to take part in any collective activity. But, we must persevere. If we fail, there will be a gap-within, which will be difficult to bridge later. We must get some activists from them, otherwise the gap will be wide – when other fresh entrants come.

3) Association meetings should be held regularly and everything discussed in a cordial manner. No groupism should be entertained. We must work unitedly. Our tasks are many. We can hardly afford to quarrel amongst ourselves over small matters.

4) Centres, particularly where our All India Office-bearers are located, must install FAX machines immediately for quicker and confidential communication.

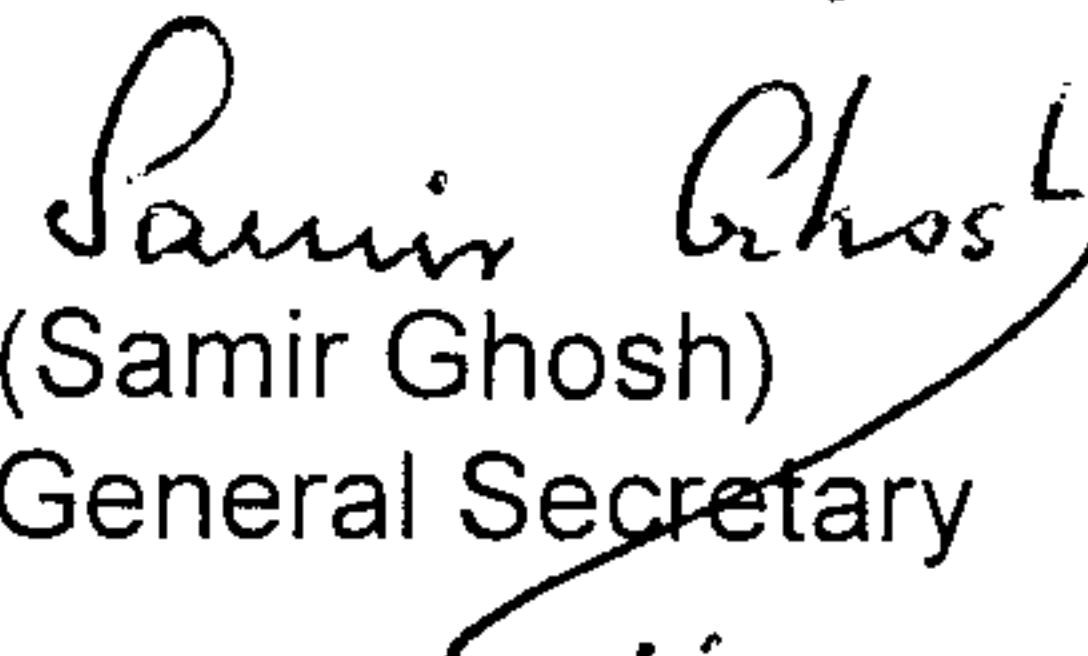
Incidentally, big/medium units were advised to circulate AIRBEA circular on Conference widely, to everyone and translate lucidly in local language. Excepting Lucknow, Hyderabad and Kolkata local translation have not yet reached AIRBEA office.

Our opportunities are that today we are more united at the unit and All India level. The internal mutual relationship is excellent. We share a more or less common perception. That is definitely a plus point. The United Forum experimentation is going on, may be not with same emphasis everywhere, but at the central level relationship is good.

Threats will come if we fail to play our role. But we must not fail. Let us experiment and see how we succeed. We may review periodically.

With greetings,

Yours fraternally,


(Samir Ghosh)
General Secretary