



Fiji Bank & Finance Sector Employees Union

(Advocating for Workers in Fiji for over 45 years)

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Newsletter



What's Inside

Why should you as a member be interested in the Union's plans

page 3

Vacancies:

- (A) *Vanua Levu Branch Treasurer*
- (B) *Fiji Development Bank (2 Positions)*
- (C) *Sugar Cane Growers Fund*

(Promote Women to Leadership positions)

From the National Secretary Anit Singh's desk:

BULA and greetings to all members of the Union. It is a pleasure to write my first newsletter as your National Secretary and report on the Union's recent activities and future plans.



Anit Aunendra Singh

The SGM & 52nd AGM & 11th Annual Delegates Conference held on the 20th February 2021 was a success. My position as your National Secretary was confirmed together with the positions of Executive Council members and Office Bearers for 2020 - 2022.

I was delighted to meet more than 150 of you present on the day and I feel honoured to have been given a very warm welcome to the FB&FSEU family.

I salute the Union's Executive Council for the dedication they are showing to move this Union in a new direction with new visions. I am confident that with a united effort we will strive to achieve the best for all our members.

I am tasked to put plans in place to take the Union forward in a
Continued on page 2

From Cover Story

new direction with new visions. Accordingly, my focus will be on the following:

Research

Undertake critical research into the workplace changes that are currently happening or are likely to happen as a result of Employer reactions to the prevailing pandemic/economic climate and challenges faced by the Banking/ Financial Industry in Fiji and Internationally.

Carry out a SWOT analysis for the Union and develop strategic plans to ride the wave in these trying times - without losing out on any of our past benefits and gains in our Collective Agreements, is an important and essential undertaking.

COVID19 is not an excuse nor a reason to compromise on past gains.

Unions always have a particular slant in their perspective – which are worker bias (and naturally so). All management models, systems, ideas and philosophies are to be critically examined, analyzed and at times aggressively resisted.

Research on all current terms & conditions, benefits and remunerations for members will enable us to ensure all members share similar benefits across the industry.

Representation, Memorandum of Agreements (MOA), Improvements to terms and conditions of Employment

Signing modest Memorandum of Agreements (MOA) with employers where members are



not presently covered by MOA's. Improvements can be negotiated and added in the coming years.

Where agreements are due to expire this year, we will commence negotiations well before expiry dates, with submissions of our 'log of claims'.

For fruitful negotiations for fair terms and conditions of employment, your remunerations and COLA with your Employer, our Union needs Collective Strength.

We are as strong as the percentage (%) of our membership in any Bank or Financial Business. Your Employer pays greater respect and commitment to your Union if greater numbers of their Employees (you) are our members.

We also resent free-riders (non-members) enjoying our hard work.

Certain Laws have now clipped our wings a bit. And certain Employers have taken undue advantage of the same. Some are ignoring their Collective Bargaining obligations with our Union. However, your Union will make concerted efforts in reengaging these Employers in discussions and towards Collective Bargaining.

We need to minimize personal grievance cases reaching Tribunal for determination. Your support on good work practices will assist the Union to achieve this aim.

Adopting a zero-tolerance stance towards sexual

harassment and/or bullying at workplaces.

If you steal and commit fraud the Union will not support you.

IT Revamp & Digital Presence

Revamp the Database at the Secretariat in order to enhance our membership record keeping with timely reports to Executive Council.

Develop our Union Web / Blog site which will have many practical advantages including conveying messages to the membership promptly and efficiently. No more need for costly newsletters.

Also, we'll all feel PROUD and CONFIDENT that we have an effective and interactive website.

Training and Development

For more effective and efficient delivery of our services to our membership at their various workplaces, appropriate training programs will be organized for our floor liaison officers and Executive Council members.

Educate selected group to understand what their roles are so as to enable them to handle workplace grievances on site, learn about the Employment Relations Act and how to be an ethical responsible officer of our Union.

These will be conducted in Suva, West and North.



Why should you as a member be interested in the Union's plans

To know current membership benefits and assist you: - committee members Leah Wickham, Faizal Hussain, Rajneel Maharaj, Ravneel Chand, Setariki Nuku, Sitiveni Tabua, Epeli Rabua, Usa Kalim and Jainendra Govind as co-chair

Send in your proposals on what else you should get from the investments that have been made possible from your subscriptions paid to the union.

Union provides benefits for Retirement, Death, Disaster Relief/Assistance and proud upon sporting representations of our country at National Levels.

To get Union's assistance during natural disasters.

Recent TC's Yasa and Ana caused damage to a few members household items, farms, houses and vehicles.

This committee met on 4th March to assess the forms received to determine amount of assistance to be given to affected members. In the absence of policy guidelines for disaster assistance amounts to be paid the committee categorised the applications in various groups according to damages. Payments will be done as soon as account numbers are taken from those affected.

To be part of the Union's Constitution Review with Committee members - Epeli Rabua, Asesela Volavola, Raman Deo, Pita Mow, Jainendra Govind, Ravneel Chand and Elenoa Cavu & Nimesh Raniga as co-chair

Union's Constitution was last reviewed in 1996 and the present review is timely to reflect on industry and legislative changes that have occurred over time. Trade Union Act has been repealed and replaced by Employment Relations Act (ERA). Trade Union elections are conducted by Fijian Elections Office (FEO).

Per Constitution Rule 34 we invite members to send in motions on which rules you feel should be revised.

Motions to be sent on the attached form signed by 5 financial union members. Closing date for Motions is at least 21 days before the AGM.

Voting on motions will take place at the next AGM tentatively set for 21 and 28 August 2021 for the Branch AGM and main AGM respectively.

To have a say in what you should get out of your Investment with committee members - Matia Tuisawau, Ritesh Joseph, Usa Kalim, Raman Deo, Epeli Rabua and Jainendra Govind as co-chair.

Send your ideas and proposals on how you as a member should benefit more from our union's investments. Deadline is 31 March 2021.

The best proposals will be taken up to the AGM for endorsement.

To have the best decisions made for you on Industrial matters affecting you as a worker by your: **Industrial Relations Committee members:** - Elenoa Cavu, Ashneel Saagar, Nimesh Raniga, Epeli Rabua, Pita Mow, Tamaue Taraivosa, Pranish Nand and Ravneel Chand.

These decisions will be for just and fair terms and conditions of employment and for fair and unbiased representation for member grievances

They will ensure that your union does not condone dishonest and fraudulent practices at workplaces and that a zero-tolerance stance is taken by the Union towards sexual harassment and/or bullying at workplaces.

To be part of the Improvements to AGM Format with committee members: -Elenoa Cavu, Leah Wikham, Matia Tuisawau and Wilbur Qumi

Send in your ideas and assist this committee to make our next AGM an exciting experience for all of you, especially for those members who have not attended any AGM's before. Let's all wait for all the exhilarating preparations for the next AGM .

Where, When, how will all be revealed soon. I can't wait to hear their plans. - Can you?

Credit Union

AGM will be held on Tuesday 16th March. Investments are getting good returns. Members are given dividends if profits are made. Join NOW if you are not a member.

Anit Aunendra Singh
National Secretary



Thank you – Peace, Unity and Solidarity!