



## **MEDIA RELEASE**

### ***'It Is an Employee's Right to Be Heard - Whoever It May Be'***

MUBE expresses its disappointment following BOV's decision to request conciliation with both unions after it repeatedly reminded the Bank on its members' individual claims and Industrial Relations overall.

MUBE reiterates that it is simply abiding by what has been already agreed with the Bank's legal advisor and in representation of BOV who made the proposal during a Conciliation meeting at the DIER's Office in the DIER's presence.

To this effect, MUBE and BOV agreed to the setting up of two Grievance Boards to be followed up by 'activation' of respective procedures. Furthermore, BOV Head of Human Resources management had committed itself to start hearing all pending individual cases by January 31st which to date has not even started. It is not MUBE's fault that the situation got complicated following a letter received from the GWU contesting management's approach towards relations with the MUBE in its representation of MUBE members' individual cases which are being assisted by the MUBE. This concerns pending individual claims, managerial arrears and other individual requests from members of staff who seek representation and assistance from MUBE to which the GWU seems to be objecting to.

Instead of addressing the issue relating to MUBE's claims, in its defence against the GWU's threatening letter, management has chosen to request Conciliation with both Unions.

The bottom line is that MUBE and its members have been collaborative and understanding far too long and cannot tolerate any further delays. Thus, MUBE expects that as a minimum the DIER's office should support and insist on the agreement reached in November 2016 which should see BOV honoring its commitment so we can move on. It is to be noted that MUBE cannot tolerate anymore that our members are treated in such a disrespectful manner.

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