

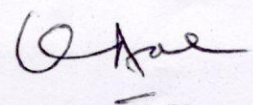
**CONCLUSIONS AT THE MEETING BETWEEN THE NIGERIA LABOUR CONGRESS (NLC) AND NIGERIA EMPLOYERS CONSULTATIVE ASSOCIATION (NECA)/ REPRESENTATIVES OF BANKS ON THE ISSUES OF RETRENCHMENT AND NON-UNIONISATION IN THE BANKING INDUSTRY HELD ON WEDNESDAY 29<sup>TH</sup> JUNE, 2016 AT THE NLC SECRETARIAT LABOUR HOUSE, ABUJA**

The following issues were tabled for discussion:

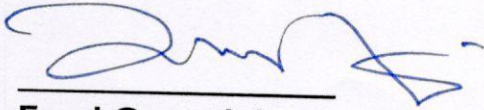
- (a) NLC's Ultimatum to selected Banks (First Bank, Diamond Bank, Fidelity Bank, FCMB, Eco Bank, and Skye Bank) and threat of Industrial Action;
- (b) Unionisation in the Banks.

After an exhaustive discussion, both parties agreed as follows:

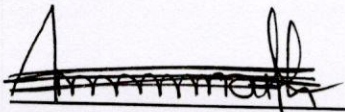
- a) NLC would suspend the picket action on account of the facts presented
- b) There will be an in-focus meeting (between NLC/NECA and NUBIFIE) with Diamond Bank to resolve the peculiarity of its own disengagement.
- c) FCMB should meet with NUBIFIE to fulfill the legal requirement of discussion with the union on the retrenchment it carried out.
- d) On Companies where unions are collecting "protection fees" without having unions on ground, the unions should ensure that they set up their branches in the said banks within 30 days from the date of the meeting;
- e) On Banks without unions, the NLC graciously heeded Employers' appeal that the issue be discussed at a tripartite meeting involving the Ministry of Labour. Hence, it will suspend its planned picket action.



**FOR NECA**



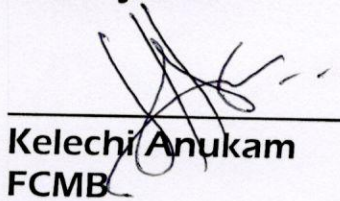
**Femi Omoniyi**  
**First Bank**



**Hedima Manasseh**  
**Skye Bank Plc**



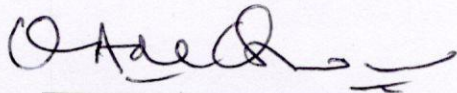
**Eloka Orunbo**  
**Fidelity Bank**



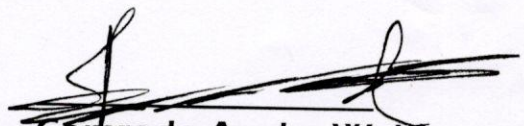
**Kelechi Anukam**  
**FCMB**



**Emimah Pelem**  
**Eco Bank**



**O.A. Oshinowo**  
**Director General, NECA**



**Comrade Ayuba Wabba, mni**  
**President, NLC**