



STATE BANK OF HYDERABAD STAFF ASSOCIATION

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TO
ALL THE MEMBERS:

Dear Comrades,

We reproduce hereunder the Cir. No. SSBEA/GS/2014/15, dt: 26.12.2014, issued by General Secretary, SSBEA for your information.

With Greetings,

Yours Comradely,


(JAGDISH M BHAVTHANKAR)
GENERAL SECRETARY

CIRCULAR LETTER TO ALL UNITS OF SSBEA

Dear Comrades,

EXECUTIVE COMMITTEE MEETING OF SSBEA ON 21st December 2014 – DECISIONS

Members are aware that the last Bipartite meeting of SSBEA with State Bank of India management was held on 21st June 2012 at Chandigarh. Wherein the issue of extending cost of reimbursement of petrol was discussed and a subcommittee was formed by the State Bank of India to recommend on a separate career progression to employees of Associate Banks which also involved extension of reimbursement of cost of petrol. The subcommittee had submitted its recommendations. However, State Bank had not given any cognizance to the subcommittees report.

Subsequently, State Bank had tried to implement the career progression, as available in State Bank of India. The SSBEA had refused this offer for the reason that it involved mobility of employees at the discretion of the management at regular interval, outsourcing of certain jobs as done in State Bank, and inadequate compensation to the Special Assistants at senior level who have to perform the duties of the JMGS – I with one hour extra work.

Recently, we had submitted fresh demands to State Bank of India and requested them to convene a Bipartite meeting accordingly State Bank Management had fixed the Bipartite meeting on the 22nd December 2014 at Bengaluru. The Agenda given by us for discussion in the Bipartite Meeting is under:

1. Review of the earlier Bipartite Meeting.
2. Increase in quantum of Housing Loan.
3. Waiver of Maintaining Fixed Deposit as Security for the Housing Loan, when the repayment is extended up to 70 years of Age.
4. Repayment of Housing Loan after retirement up to the age of 75 years as available in SBI.

5. Increase in quantum of Car Loan.
6. Conveyance allowance to Award Staff by reimbursement of cost of petrol.
7. Enhancement of Over Draft / Demand Loan to Award Staff and also extend the same facility to the employees coming under New Pension Scheme.
8. Review / revise the promotion policy of Clerical and Subordinate Staff (OBC to be included).
9. Scholarship scheme enhancement in the quantum for both day scholars and boarders.
10. Enhancement in Canteen Subsidy.
11. Reimbursement of cost of root canal treatment, Glucometer, B P apparatus etc.
12. Improvisation in reimbursement of Medical Expenditure (Hospitalisation).
13. Eligibility for voluntary retirement with 15 years of service – Pension regulation to be amended in Associate Banks.
14. Compassionate appointment scheme approved by Govt of India to be introduced in Associate Banks.
15. Incentive scheme to meritorious Children of employees.
16. Extension of Two Wheeler Loan to Award Staff on confirmation and also enhancement of the loan up to Rs.1.00 lac.
17. Medical Benefit Scheme for Retired employees – it is requested for:
 1. Inclusion of Widow Spouse.
 2. Increase in cost of Domiciliary Treatment from 1%.
 3. Inclusion of employees opting for VRS.
18. Restoration of Computer Loan.
19. Reimbursement of monthly Mobile bills to all the employees.
20. Revision of Annual Health Check-up.
21. Life Insurance Cover under Group insurance scheme to staff introduced in SBI to be extended to Associate Banks.
22. Introduction of conveyance allowance to Deaf and Dumb.
23. Recruitment of Award staff in Bank – language of the state should be made mandatory for better customer service.
24. Enhancement of Entertainment expense to Special Assistants and uniformity in all Associate banks.

The State Bank Management, having given us the date for the Bipartite Meeting, unilaterally cancelled the meeting for some flimsy reason. However, the Bipartite Meeting fixed for Officers (ABOA) went on as scheduled. Even the benefits like enhancement in quantum of Housing loan was extended to them.

The Executive Committee discussed the developments, in detail and deplored the action of State Bank Management in calling off the Bipartite Meeting for reasons best known to them for which SSBEA forum was in no way connected. The committee also felt that the action of State Bank management in calling off the meeting was done in haste. However, we cannot keep quiet without pursuing our demands. Moreover, the way the meeting was unilaterally cancelled, was quite insulting to the SSBEA forum.

After elaborate discussion the executive committee decided to pursue our demands with our respective managements, as State Bank failed to discuss these issues and also go in for agitational programmes, including a day's strike. The committee also decided to pursue the following agenda.

1. Demanding implementation of the Sub-committee recommendations, wherein both the management representatives and the union representatives were parties to it. The sub-committee in its recommendation has taken care of issues like:

- a. Empowerment to clerical staff with career progression.
- b. Reimbursement of cost of petrol to both clerical and subordinate staff.
2. Enhancement in quantum of housing loan.
3. Enhancement in overdraft limits.
4. Extending overdraft facility to employees coming under New Pension Scheme.

The action programme decided by the committee is as under:

1.	02.01.2015	Letter to the respective managing directors demanding extension of the benefits above.
2.	15.01.2015	Demonstration in front of the Zonal offices, Head office and all major centres
3.	28.01.2015	Mass Dharna in front of Head office.
4.	23.02.2015	Strike.

All members of Associate Banks are requested to carry out the programmes successfully. We have to defeat the unilateralism and the partisan attitude of the State Bank management towards the employees of Associate Banks and in particular towards the clerical and subordinate staff.

With fighting greetings,



**(N VENUGOPAL),
General Secretary**

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