



STATE BANK OF HYDERABAD STAFF ASSOCIATION

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CIRCULAR NO. SA-CO/23/2015

Dated: 22nd June 2015

ALL THE MEMBERS:

Dear Comrades,

We reproduce hereunder the **CIRCULAR NO. 27/ 113/2015/24, dated: 22nd June, 2015**, issued by SSBEA and our National Organization – AIBEA, for your information.

With Greetings,

Yours Comradely,

(JAGDISH M BHAVTHANKAR)

GENERAL SECRETARY

Dear Comrades,

- **SBI management persists with anti-Associate Banks approach, insists on illegal stand on right of trade unions, refuses to implement Govt. guidelines on Compassionate appointments and enhancement in staff housing loan**
- **Our efforts to find amicable solution thwarted by SBI management**
- **AIBEA decides to take up the issues with higher levels in the Government**
- **In the meantime, 24th June Strike by AIBEA/SSBEA postponed**

We confirm having sent the following SMS to all our units this morning

“ Despite all efforts by AIBEA and SSBEA to work out amicable solution during conciliation and bilateral talks, sbi management maintains their illegal, unfair and anti-associate banks attitude. AIBEA has decided to take up the issue at higher level in govt. In view of this it is decided to postpone the strike of 24th June. Cir follows / CHV AIBEA ”

In the last round of conciliation meeting held by the Chief Labour Commissioner on 10th June, 2015, it was agreed by the SBI management that an informal meeting would be held on 13th instant without any pre-condition but **SBI management went back on this agreed decision** and stipulated their condition with the result, the meeting did not take place. Thereafter, an official bilateral meeting was held on 18th instant and our SSBEA leaders participated in the meeting. In this meeting, called to discuss our demands, the **SBI management insisted on withdrawal of strike and accepting the SBI career progression policy as a pre-condition** to talk further on our demands. SBI career progression policy includes outsourcing, higher passing powers and extra working hours. Hence this meeting also did not yield any positive result.

In this background, the Chief Labour Commissioner held one more round of conciliation meeting at Delhi on 19th instant. AIBEA/SSBEA representatives participated in the meeting. In this meeting also we offered to work-out mutually acceptable proposals by which the strike can be averted and discussions can be taken forward. But unfortunately, SBI management against insisted on their conditions.

Trade union right denied in violation of law of the land : On trade unions' legal right of representation, though there are clear provisions in the Indian Trade Unions Act, though there are judgments of the High Court/Supreme Court, though there are communications from the Finance Ministry to the SBI management, they were adamant and persisted with their illegal stand to deny the right of representation to duly elected leaders.

Compassionate appointments denied in violation of Government's decision : Similarly, even though the Government has issued their uniform guidelines to all the public sector banks including the Associate Banks on extending the Government's scheme on compassionate appointments, the SBI management insisted on restricting the compassionate appointments only in few cases which is against the guideline of the government. Despite our attempts to explain and persuade, the SBI management insisted on their standpoint, in violation of the Government guidelines achieved by AIBEA/UFBU after a decade of struggle and strikes.

Government's guidelines on Staff housing Loan violated: Earlier, Government was issuing uniform guidelines to all the PSBs on staff housing loan limit. In 2014, Government has advised all PSBs to decide on enhancement in housing loan limits at bank-level. In SBI and many other Banks, the staff loan limit has been increased. But, this genuine demand is being denied in Associate Banks by the SBI since the unions have their reservations about accepting the SBI's Career Progression Policy !

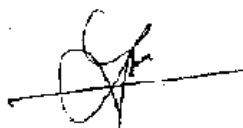
Bipartite Settlement being violated: Our Bipartite Settlement does not provide for departmental action to be taken after the retirement of an employee. But in SBBJ, the management is violating the Settlement and trying to take action and stop the pension of our leader with scant respect for the Settlement.

Need to escalate the issues to the Government level: We tried our best to convince the SBI management to see reason and come forward to settle the issues amicably but they have chosen to be adamant and are pursuing a policy detrimental to the employees of the Associate Banks. They want to foist their conditions. Government's guidelines are not being respected. Settlements are not being respected. Hence a situation has arisen for AIBEA/SSBEA to take up these serious concerns and issues with the higher authorities in the Government.

Strike postponed: Hence it has been felt necessary to postpone the proposed All India Strike on 24th June, 2015 and to meet the Government in this regard before we intensify our struggles. Accordingly we inform all our units and members that the proposed **strike stands postponed to a later date.**

With greetings,

Yours comradely,



**N VENUGOPAL
GENERAL SECRETARY
SSBEA**



**C.H. VENKATCHALAM
GENERAL SECRETARY**