



# STATE BANK OF HYDERABAD STAFF ASSOCIATION

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CIR. No. SA-CO/39/2015

Dated: 23<sup>rd</sup> October 2015

## **ALL THE MEMBERS:**

Dear Comrades,








We reproduce hereunder the **CIRCULAR NO. 27/134/2015/45, dated: 23-10-2015,** issued by our National Organization – AIBEA, for your information.

**With Greetings,**

**Yours Comradely,**

**(R. SREEKANTH REDDY)  
GENERAL SECRETARY**

Dear Comrades,

-  **Imperial Bank vanished long back but imperialism of SBI management surfaces**
-  **Open attack on service conditions of Associate Banks' employees**
-  **Rise as one man to resist the rampage, thwart the ravage**
-  **AIBEA-SSBEA's clarion call to defend our right of collective bargaining and hard-won service conditions**
-  **48 Hours/ 2 Days Strike in Associate Banks on 1<sup>st</sup> and 2<sup>nd</sup>, Dec. 2015**
-  **Strike by AIBEA on 2<sup>nd</sup> Dec. 2015**
-  **Indefinite Strike in Associate Banks by end of Dec. 2015 followed by indefinite strike in all Banks**

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**They want mergers – we want De-linking :** All our units and members are aware that there have been repeated attempts on the part of the SBI management to threaten closure of the Associate Banks and merge them with the SBI unmindful of the fact that it unwarrantedly destabilises the mindset of the employees and creating avoidable anxiety and uncertainty in their minds about the future of their employment and career in their Banks. From AIBEA and SSBEA we have been resisting these moves whenever it has surfaced. In fact the real need is to de-link these Associate Banks from SBI and make them stand-alone independent Banks to enable them to grow and progress to their optimum potential.

**Attack on Collective Bargaining:** Alongside, for the past few years, there has been one more offensive on the anvil. There have been attempts to adversely and unilaterally amend the service conditions of the employees in the Associate Banks. Right of collective bargaining is one of the most significant achievement of AIBEA and it is a hallmark of our glorious movement. But SBI management wants to crush and trample under foot this basic right of trade union.

**Our service conditions are not for sale:** Our service conditions in the Associate Banks have been achieved by AIBEA and governed through the industry-level bipartite settlements as well as by our internal settlement through SSBEA/Bankwise Unions. Today SBI management wants to ignore and negate these settled service conditions and wants to impose the SBI service conditions which are not acceptable to the employees in the Associate Banks.

**Attacks on trade union rights :** Indian Trade Unions Act, 1926 enshrines and guarantees the right of workers to organise themselves into trade unions and outlines the safeguards to protect the right to bargain, negotiate and achieve betterments for the employees. It confers the right of collective bargaining and right of representation. This act was achieved by the trade union movement of India when British imperialism was ruling our country. But strangely today, when imperialism has been driven out and we are a free country, this right of collective bargaining and right of representation is being denied and repudiated by the SBI management.

**Why deny legitimate demands :** Staff housing loan limits have been increased in every other Bank. But the same old limits are continued in the Associate Banks. Why ? Are the employees of Associate Banks any sinners ? Are they second class citizens in the banking industry ? Housing Loan limit has been improved upon for the officers in the Associate Banks but not for the Award staff. Why this discrimination ? Govt. of India has given their guidelines that housing loan limit can be fixed by individual Banks. Whether Associate Banks are out of coverage of Government guidelines ? We demand that housing loan limits of workmen employees of Associate Banks should also be upwardly raised.

**Compassionate ground appointments – Naked discrimination:** Due to the efforts of prolonged agitation by AIBEA/UFBU, a revised Compassionate ground appointments Scheme on the lines of Central Government scheme has been approved by the Government for implementation in all the public sector banks from 5-8-2014. Government informed IBA that they have approved the proposal (i) To open the Compassionate Appointment in PSBs on the lines of Central Government and (ii) Discontinuing the provision of ex-gratia in lieu of Compassionate Appointment in PSBs. Government advised all PSBs to place the Scheme before the Boards of all PSBS and get it approved. IBA vide their Circular dated 14-8-2014 sent the detailed Scheme to all PSBs. But till today, this Government/IBA approved Scheme has not been placed before the Board in the Associate Banks. On the other hand, despite the protest of our unions, a different scheme denying compassionate appointment and providing for Ex Gratia amount has been introduced by the Associate Banks. Since Associate Banks are all Public Sector Banks, the Government approved Scheme should be introduced.

**Do not foist SBI's Career Progression Policy on Associate Banks:** In SBI, there is a separate Career Progression policy which provides for enhanced passing powers, higher level of duties, more working hours and some additional financial benefits. When SSBEA is demanding increase in housing loan limit and implementation of compassionate ground appointment scheme, SBI management is trying to twist the arms of our unions by making their Career Progression policy as a pre-condition for any discussions on any of the issues raised by SSBEA. In SBI, Career Progression policy has been implemented as per the Settlement reached with the Union in SBI. But in the case of Associate Banks, bilateralism is avoided and SBI management wants to unilaterally force their Scheme.

**Why we do not accept SBI Career Progression Policy ?**

- Increase in working hours by one hour ( 39 hours to 45 hours)
- 7 day banking, shift system and round the clock banking
- Outsourcing all manual jobs like sweepers, peons
- Increased passing powers for Clerical staff at par with officers
- Periodical transfers in clerical/substaff cadre every 3 years like officers and posting only rural/semi-urban centres.

**SBI is not the owner of Associate Banks:** SBI is a major share- holder in the Associate Banks but this does not mean that SBI is the owner of the Associate Banks. Associate Banks are all separate entities and are part of the public sector banks in our country. But Government guidelines are not being implemented whereas illegally SBI service conditions are sought to be implemented. 'Ye thana sahi nahin chalegi'.

WHAT WE DEMAND	WHAT WE OPPOSE
<ul style="list-style-type: none"> <li>• De-link Associate Banks from SBI</li> <li>• Autonomy for Associate Banks</li> <li>• Negotiations on the demands of SSBEA</li> <li>• Implementation of Govt. approved Scheme of compassionate appointments</li> <li>• Fair increase in quantum of staff housing loan</li> </ul>	<ul style="list-style-type: none"> <li>• Closure of Associate Banks and merger with SBI</li> <li>• Dictation of SBI management on service conditions of employees in Associate Banks</li> <li>• Unilateral approach of SBI management</li> <li>• Denial of collective bargaining and trade union right of representation</li> <li>• Outsourcing of regular jobs</li> <li>• Abolition of part time sweeper posts</li> </ul>

**Down with SBI imperialism:** But instead of coming forward to negotiate with SSBEA and our unions, recently SBI management has sent a fiat to all Associate Banks instructing them implement SBI Career progression policy. This means that SBI management does not care for bilateralism, does not believe in discussions with the union, does not want to abide by law, does not respect bipartite settlement and wants to move unilaterally, arbitrarily, discriminatingly, illegally and dictatorially against the interest of the employees of Associate Banks.

**Get ready for agitation:** In pursuance of our recent General Council decision, a meeting of the leaders of SSBEA was held today in Chennai and looking to the grave

attacks and serious developments, it has been decided to re-launch our agitation as under:

### OUR DEMANDS:

- *De-link Associate Banks from SBI*
- *Do not curb trade union right of representation*
- *Vacate attacks on trade union in SBBJ*
- *Extend compassionate appointment scheme as per Government guidelines.*
- *Increase quantum of staff housing loan.*
- *Recruitment of sub staff and part time employees*
- *Resolve pending demands*
- *Do not impose SBI service condition and career progression in Associate Banks*

### PROGRAMMES:

From 26 <sup>th</sup> Oct. 2015	Extensive meetings by all State Federations and AIBEA
From 1 <sup>st</sup> November, 2015	Display of posters before all bank branches
26 <sup>th</sup> to 31 <sup>st</sup> Oct. 2015	Workman Directors of Associate Banks to submit Dissent Letters if the Agenda comes before EC Meeting/Board meeting
26 <sup>th</sup> October, 2015	Lunch time demonstration before HO, SBM in Bangalore
27 <sup>th</sup> October, 2015	Lunch time demonstration before HO, SBH and SBT in Hyderabad and Trivandrum
30 <sup>th</sup> October, 2015	Lunch time demonstration before HO, SBP in Patiala
31 <sup>st</sup> October, 2015	Lunch time demonstration before HO, SBBJ in Jaipur
3 <sup>rd</sup> November 2015	Submission of Memorandum by all employees to Branch managers in all Associate Banks
4 <sup>th</sup> November 2015	Mass Demonstrations by State Federations/SSBEA in all centres
17 <sup>th</sup> November, 2015	Black Badge wearing
24 <sup>th</sup> November, 2015	Dharna before all Head offices of Associate Banks and in all State capitals
30 <sup>th</sup> November, 2015	Mass Demonstrations by State Federations/SSBEA in all centres
1 <sup>st</sup> and 2 <sup>nd</sup> December, 2015	All India strike in all Associate Banks
2 <sup>nd</sup> December, 2015	All India Strike in all Banks by AIBEA
End of Dec. 2015	Indefinite Strike in Associate Banks to be followed by indefinite strike by AIBEA in all Banks

Comrades, a serious situation has emerged before us. Bilateralism is given a go-bye. Unilateralism is sought to be made the rule. Law is ignored. Trade Union rights are overlooked. There is no option for us than to fight back the attempts of the SBI management.

Let us move and plunge into action. Let us unite and fight.

With greetings,

Yours Comradely

  
**C.H. VENKATACHALAM**  
**GENERAL SECRETARY**

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