

MEMORANDUM

Dated: _____

From:
Sri _____ (employee Name)
Designation _____,
State Bank of Hyderabad,
_____ Branch,
Dist:
Mobile No. _____

To,
**The Managing Director,
State Bank of Hyderabad,
Head Office,
Gunfoundry,
HYDERABAD.**

Dear Sir,

FORCIBLE IMPLEMENTATION OF CAREER PROGRESSION SCHEME

I understand that, the career progression scheme which is part of the service conditions of the employees of the State Bank of India is extended to the employees of Associate Banks. I also understand that it has been approved by our Bank's Executive Committee despite opposition and the dissent marked by the Workmen Director and also several valid observations made by the Directors.

1. The career progression scheme was an agreement between the State Bank of India and the Staff Federation.
2. Neither our Union, or SSBEA or AIBEA, (the parent organization to which we are affiliated) are a party for this agreement.
3. Our service conditions are governed by Awards and Settlements (with IBA) that are in force, latest being 10th Bipartite Settlement.
4. As a member Bank of Indian Banks Association, and having authorized the Indian Banks Association to negotiate and decide on its behalf on the issues of wage revision, service conditions etc, for its employees, our Bank is also a party for all the agreements that are in force and therefore, cannot violate the agreements.
5. The duties and responsibilities and the designations are agreed and decided in the Bipartite Settlement / SSBEA agreement / Bank level agreements, for which our Union and the Bank is a party.
6. The unilateral implementation of career progression scheme is illegal and in violation of the law of the land, as the Bipartite Settlement is signed under ID act.
7. The unilateral approach shown by the Bank is not only an attempt to defeat the bilateralism, but also will lead to unwarranted problems / disputes in the Bank.

Although, the E.C. has approved the scheme, I would like to submit that since it is against all norms and ethics, I refuse to accept this scheme as part of my service conditions and therefore I reject the same.

Lastly, I once again request you to have a discussion with my parent union and resolve the issue.

Thanking you,

Yours faithfully,

(_____)
Signature

