



# STATE BANK OF HYDERABAD STAFF ASSOCIATION

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Dated: 9<sup>TH</sup> November 2015

## **ALL THE MEMBERS:**

Dear Comrades,

We reproduce hereunder the **Circular Letter No.27/162/2015/57, Dt: 7-11-2015**, issued by our National Organization – AIBEA for your information.

**With Greetings,**

**Yours Comradely,**

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

Dear Comrades,

## **INCREASING AND MASSIVE RESENTMENT AMONGST ASSOCIATE BANK EMPLOYEES – MANagements GO BERSERK – ARE THEY LOSING THE TRACK ?**

We are sure that buy now all our units have begun the preparations for the ensuing struggle against the blatant violation of Bipartite Settlement by the managements of Associate Banks at the behest of SBI management. Even though the Career Progression Scheme (CPS) has been forcibly adopted in their Board meeting/Committee meeting despite the protest and walk out by our Workman Directors, it is clearly emerging that employees in the Associate Banks are resenting the way the managements are moving in the matter.

The participation of the employees in the protest programmes are enthusiastic and spontaneous. Even the young and new employees have understood the implications of the sinister move of the managements. The programme of mass memorandum by all employees in the Branches is being implemented successfully. Management is witnessing the mood of the employees. Instead of coming to terms with the realities, call the unions for discussion to resolve the issue amicably, the managements are losing their track.

Communications are being published in the intra-net of the Associate Banks covertly accusing the unions of misleading the employees but the employees after going through these communications feel that actually management is misleading them. Their reactions through the social media clearly show that managements' communication and efforts have become counter-productive. Managements have

obviously misjudged the employees and underestimated them that they can be enticed, lured and allured with some economic benefits to accept retrograde service conditions.

Managements have become obsessed with the CPS and are acting over-zealously. Recently, in the last week, recruitments have taken place in the Associate Banks. Besides adding a condition in the Appointment letters that CPS will automatically apply to them, even threatening and unwelcome clauses have been added.

One Bank (SBT) has added a clause in the Appointment Letter that the new employees are liable to be terminated at the sole discretion of the Bank without assigning any reason but with one month's notice of salary ! First of all, we do not know who has given the management such power to terminate the employees. It is neither provided in the Awards nor in the Bipartite Settlement. We are in 2015 and not in pre-Union days. It is nakedly intimidating, obnoxious and illegal. It is highly deplorable that a public sector Bank is behaving like this.

Similarly, appointment orders are given to the new employees designating them as Junior Associate (Customer Support and Sales). As per the internal Agreement, the designation should be Single Window Operator-B with a Special Pay of Rs. 820 plus DA, etc. But in addition to giving to different designation, the Special pay payable has been fixed at Rs. 330. Thus, the implementation of the CPS has started with drastic reduction in salary for the new employees.

Instead of welcoming these young employees into the Bank and encouraging them, these measures have actually dampened the spirits of the youngsters.

The crux of the issue is right of collective bargaining and obligations under law. Bipartite Settlement is binding on the Associate Banks. They cannot violate it just like that. SBI service conditions are not automatically extendable to Associate Banks. SBI is a big Bank, no doubt. But it does not give any right to them to transgress law. We have already addressed a letter to the IBA that if any Bank will deliberately undermine the Bipartite Settlement or violate it, AIBEA will not hesitate to re-open the Settlement.

Comrades, it is no longer an isolated issue of the Associate Bank employees. It is a direct challenge to our right of collective bargaining, against bilateralism, against AIBEA and all that our great leaders have achieved for us all these seven decades.

**Rise up, it is time to fight back. March on to 48 hours strike in Associate Banks on 1<sup>st</sup> and 2<sup>nd</sup> Dec. 2015. March to All India Strike in all Banks on 2<sup>nd</sup> Dec. 2015.**

With greetings,

Yours Comradely



**C.H. VENKATACHALAM  
GENERAL SECRETARY**