



STATE BANK OF HYDERABAD STAFF ASSOCIATION

CENTRAL OFFICE: GUNFOUNDRY, HYDERABAD-5001 Regn. No.269
Phone: 040-23387262, 300, 396, 217, 23387696 040-66661941 Fax: 040-66661941
e mail sbhsahyd@gmail.com – website – www.sbhsa.org

CIR. NO. SA-CO/ 46/2015

DT: 14.12.2015

ALL THE MEMBERS:

Dear Comrades,

We reproduce hereunder the CIRCULAR NO. 27/140/2015/51, dated: 14-12-2015 issued by Our National Organization – AIBEA and SSBEA for your information.

With Greetings,

Yours Comradely.

(R. SREEKANTH REDDY)
GENERAL SECRETARY

Dear Comrades,

- ✓ **Attacks on service conditions and attempts to bypass collective bargaining in Associate Banks continue**
- ✓ **Our efforts to resolve the issues through bilateral talks not yielded results**
- ✓ **Management adamant to impose SBI service conditions in Associate Banks in violation of Bipartite Settlement**
- ✓ **Govt. guidelines on staff housing loan, compassionate appointments, etc. not being honoured.**
- ✓ **Revival of agitation, the only way**
- ✓ **OBSERVE ALL INDIA BANK STRIKE ON 8TH JANUARY, 2016.**

All our Units and members are aware that there is consistent attempt on the part of the managements in the Associate Banks to impose SBI service conditions in violation of the existing Bipartite Settlement. In the name of implementing Career Progression Scheme, the effort is to increase working hours, expand mobility, burden additional duties and powers on employees, freedom on outsourcing, abolition of entire sweeper posts, etc. We have been opposing these attempts since they are anti-employee in nature. But managements have been trying to impose these retrograde service conditions in violation of the existing bipartite settlement. Unmindful of our protests, the SBI scheme was got approved in the Board meetings. Attempts were afoot to unilaterally implement the Scheme in the Associate Banks.

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Earlier on 4th June, 2015, we observed a total strike in all the Associate Banks expressing our protest against this illegal move. Our All India strike on 24th June was deferred since Chief Labour Commissioner desired that the issue should be escalated to the higher authorities in the Government. We have taken up the matter with the Finance Minister and Labour Minister, but in the meantime, the SBI/Associate Bank managements have been moving unilaterally in the matter. Hence we had given the call for strike on 1st and 2nd December, 2015. In the conciliation meeting, the Dy. CLC advised both sides to resolve the issues by discussions and both sides not to precipitate further. Hence we suspended our agitation and deferred our strike call when management agreed to defer the implementation of the CPS and hold bipartite discussion with SSBEA on 3-12-2015.

In the Bipartite meeting held on 3-12-2015 our representatives tried their best to find amicable solutions by making reasonable offers to resolve the issues. But managements stuck to their adamant stand and insisted on going ahead with the implementation of the CPS. Hence it has become necessary to revive our agitational programmes and we call upon all our units to observe the following programmes.

FROM 15TH DEC. 2015 UPTO 6TH JAN. 2016	MASS MEETINGS, AREA MEETINGS, EXPLANATORY MEETINGS, ETC. AND POSTERING CAMPAIGN IN ALL BRANCHES
15TH DEC. 2015 - TUESDAY	STRIKE NOTICE BY AIBEA ON IBA
22ND DEC. 2015 - TUESDAY	MASS DEPUTATION TO MANAGING DIRECTORS OF ASSOCIATE BANKS TO HAND OVER COPY OF STRIKE NOTICE
30TH DEC. 2015 - WEDNESDAY	STATE FEDERATIONS TO ORGANISE DEMONSTRATIONS BEFORE HEAD OFFICE OF ALL ASSOCIATE BANKS
5TH JAN. 2016 - TUESDAY	BADGE WEARING ALL OVER INDIA AND DHARNA IN ALL STATE CAPITALS
7TH JAN. 2016 - THURSDAY	DEMONSTRATIONS AT ALL CENTRES
8TH JAN. 2016 -FRIDAY	ALL INDIA STRIKE IN ALL THE BANKS

Comrades, it appears that the managements are taking our reasonable approach as our weakness. They feel that employees rights can be purchased. They are ignoring all our efforts to resolve the issues amicably. This cannot be countenanced and stomached by any trade union.

The implications are serious and dangerous. Collective bargaining is at stake. Bipartism is being questioned. Trade union rights are being challenged. Hence we are back into struggles. Go ahead and implement the programmes successfully.

With greetings,

Yours Comradely


C.H. VENKATACHALAM
GENERAL SECRETARY

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