



# STATE BANK OF HYDERABAD STAFF ASSOCIATION

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**CIR. NO. SA-CO/ 47/2015**

**DT: 31.12.2015**

**ALL THE MEMBERS:**

**Dear Comrades,**

We reproduce hereunder the CIRCULAR NO. 27/142/2015/53, dated: 30-12-2015 issued by Our National Organization – AIBEA and SSBEA for your information.

With Greetings,

Yours Comradely.

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

Dear Comrades,

**Our call for All India Strike on 8th January, 2016 – Conciliation meeting held today by CLC, Delhi – Managements of Associate Banks persisted with their illegal stand and rejected CLC's advise to put on hold the implementation of CPS and to find amicable solutions – Hence conciliation was fruitless – Go ahead and make the strike a total success.**

When all our units and members are getting prepared for the proposed All India Strike on 8<sup>th</sup> January, 2016, Chief Labour Commissioner, Ministry of Labour, Government of India had called for a conciliation meeting today in his office in Delhi. Mr. Anil Kumar Nayak, CLC himself held the conciliation meeting in his chamber. Representative of the Ministry of Finance also participated in the meeting besides representatives of the IBA and managements of the Associate Banks.

AIBEA was represented by Com. C.H. Venkatachalam, General Secretary, Com J.P Sharma, Vice President, Com. N Venugopal, Vice President, Com D.D Rustagi, Joint Secretary, Com. S.K Gautam, Joint Secretary, Com. Mahesh Mishra, Chairman, SSBEA, Com. K.S Krishna, General Secretary, SBTEU and other leaders from our units in the Associate Banks.

We submitted to the CLC that in the conciliation meeting held on 23-11-2015, in response to the appeal of the Dy. CLC, we agreed to defer our strike call and management had agreed to defer the implementation of CPS and hold talks with SSBEA. But unfortunately in the discussions held on 3-12-2015, the managements refused to negotiate and insisted on implementation of the CPS. Hence the talks failed and the AIBEA was compelled to revive the strike call and hence the proposed strike on 8<sup>th</sup> January, 2016.

We also pointed out to the CLC that even Government/IBA guidelines on compassionate ground appointments and sanction of enhanced housing loan to staff are not deliberately implemented by the managements of Associate Banks to coerce the employees to accept the untenable terms of CPS.

We further pointed out that the action of the Associate Bank managements in unilaterally implementing the CPS is clearly illegal and violation of the Bipartite Settlement signed by IBA and AIBEA in 25-5-2015.

We drew the attention of the CLC that the package of CPS includes higher passing powers and additional duties, increased working hours, enlarged mobility, abolition of the cadre of permanent sweepers, outsourcing of jobs, etc. which are not contained in the industry-level Bipartite Settlement and hence not acceptable to us.

The representatives of Associate Banks complained to the CLC that SSBEA has not come forward with any concrete suggestions for the past four years and hence they have gone ahead with the implementation of CPS to which it was befittingly pointed out by us that as early as in 2012, a mutually accepted solution was worked out between SSBEA and the Associate Banks but the same remains in cold storage because of the management and hence SSBEA/AIBEA cannot be blamed.

We pointed out to the CLC that the Associate Banks are legally bound by the industry-level bipartite settlement as the managements have given clear mandate to the IBA to be governed by the same and altering service conditions that are contained in the industry-level Settlement is not permissible at their level without the consent of the parties concerned. We also stated that the action of the management is a violation of the settlement which is illegal and unfair. We alleged that the action of the managements is mala fide and aimed at dismantling bipartism and collective bargaining rights of the trade union.

We also informed the CLC that IBA, having signed the Settlement on behalf of the Banks based on their mandate, cannot remain a spectator when the terms of the settlement are violated by any of the Banks and has to play its role to ensure proper implementation as otherwise it would lead to chaotic situation and result in serious industrial disputes and conflicts.

After listening to the views and contentions of both the sides, the Chief Labour Commissioner opined that any change in the service condition of the Settlement is to be undertaken in consultation and discussion with the trade union.

**CLC also advised the management of Associate Banks that the implementation of the CPS be put on hold and find amicable solutions through mutual discussions. While AIBEA and SSBEA agreed to this suggestion, unfortunately and regrettably, the management of Associate Banks did not agree.** Hence, the conciliation failed to yield any positive outcome. In view of the adamant attitude of the management, the meeting was fruitless.

**Hence we call upon all our units and members to go ahead with all the programmes and implement the 8<sup>th</sup> January strike successfully.**

With greetings,

Yours Comradely



**C.H. VENKATACHALAM  
GENERAL SECRETARY**



**MAHESH MISHRA  
CHAIRMAN  
STATE SECTOR BANK EMPL**



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