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स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन  
**State Bank of India Officers' Association (Patna Circle)**

All Letters to be  
Addressed to the  
General Secretary

Regd. No. 1872 of 1975  
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building  
West Gandhi Maidan  
Patna - 800 001

CIRCULAR NO. 35/2011

DATE : 25.10.2011

TO,

ALL MEMBERS

**TWO DAYS COUNTRYWIDE STRIKE ON 8<sup>TH</sup> & 9<sup>TH</sup> NOVEMBER, 2011 TO OPPOSE  
UNILATERALISM IN THE BANK**

We quote hereunder the text of AISBOF Circular No.95 dt. 24.10.2011 on the captioned subject, the contents of which are self-explicit.

TEXT

“Our patience has been construed as weakness by the Management of the State Bank of India. It has become a fashion to ignore the sentiments of the Federation on all vital issues. Our observations with regard to BPR, be it the restoration of erstwhile DGM Modules, or the LCPC's or setting up or more RACPC's ,our timely suggestions on CBS, on outsourcing ,NPA Management ,implementation of various initiatives of the Bank or on all HR matters , and certain micro and macro level policy matters of the Bank have proved us right and stood the test of time in the long run. All these have been suggested by us keeping the interests of Bank and its human resources uppermost in the mind, as we believe that we are partners in progress of the Bank. We have been proved right, a number of times and on innumerable occasions. But, unfortunately the management is yet to take us into confidence. The bilateral issues have been converted as unilateral by the Corporate Centre management. They have gone to the extent of branding us as outsiders, in one of their communications. This has hurt us. The time tested disciplinary rules have been thrown to the winds. Penalties are being imposed on arbitrary grounds and 'Administrative Warnings' are issued to Officers for communicating directly with the HR dept executives with a view to help a few favoured ones and to accommodate external influence on Service matters such as transfers. The consultative process with the Association /Federation is given a go by. Some of the executives have declared autonomy and have started implementing their own ideas. Their preaching and practicing on discipline are different and they hold even the silliest and most insignificant information to their chest. They never consider us as partner in progress worth being taken into confidence. It has become a routine for them to quote Service Rules on all ordinary issues and threaten the officer and also the controllers. The inter circle transfer of SMGs IV and V is used as a tool to harass the officers. Some of the executives have become allergic to "AISBOF" and conveniently ignore to recognize its efforts and positive role in the implementation of the improvements in the service conditions. Efforts are being made to de-unionise the officers through open favours and punitive actions.

**2.** Rule no 19(3) of SBI Officers Service Rules is invoked on the last day of the retirement, putting the retirement of an officer, who has contributed the productive years of his life for the Bank, into jeopardy, and pushing his family virtually into the roads in an undignified manner. Disproportionate penalties are levied on procedural lapses. Promotee Officers are drawing lower salary on promotion, as fitment formula on promotions has become the last priority for Management. As early as on

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12<sup>th</sup> December 2005, an understanding was reached on self lease facility, to be finalised within a month's time. Till to-day no efforts have been made by the management to resolve the issue. Neither compassionate appointment nor cash compensation is provided to the dependents of the deceased officers due to the unrealistic 'penury norms' followed by the Bank. Officers are forced to work on Sundays and holidays without proper compensation. There is no defined working hours for officers. As against a demand of 5-day week, 7 day banking is being proposed. The officers of Associate Banks were extended similar perks of SBI officers from time immemorial. The practice has been given a go by. Periodical meetings and structured forums at circles, as decided bilaterally, are not held. Bipartite Meetings at Associate banks are called once in a year as against quarterly intervals. Circle Negotiating/intervals Committee, Net Work Negotiating Committee meetings are not organised periodically at circles. Transfer policy norms are violated at the whims and fancies of circle authorities. Officers are harassed in the name of ATM cash outs without understanding the genuine reasons. Adequate security is not provided at banks. Repatriation of officers to parent circles are not effected on completion of the term. When there is an acute shortage of officers in all circles, management has declared that, there are excess officers in the bank. Ironically, they have also ordered conduct of staff audit at circles, simultaneously, to know the manpower requirement. They may end up with reduction of officers at branches. In Bhopal Circle, because of the work pressure, due to shortage of officers, four officers have committed suicide in a period of three years.

**3.** The Office Bearers are targeted with an intention to destabilize the Association /Federation. Our repeated reminders and requests through all forums have not yielded the desired results. We are noticing a different trend in the management of the human resources in the Bank. Any further delay in not responding to the instigative actions of the management is fraught with great risk of minimizing the role of Association/Federation and pushing them into insignificance in near future. We cannot be a mute spectator. We have faced a number of such situations earlier and the, game plan of a few vested interests, will not be allowed to succeed in destabilizing our work force. The officers are toiling day in and day out to meet the targets and to satisfy the customers. The officers are forced to flout the laid down rules to serve the customers, because "Work to Rule' attitude will bring the functioning of the Bank to a stand still. Despite continuous provocative actions from the corporate centre Management, we have maintained good industrial relations, in the overall interest of our mighty Bank and with a genuine intention to maintain our premier position in the Banking Industry. But, we are now pushed to the wall by the Management and are left with no other alternative than to react.

**4.** Hence, Executive Committee of All India State Bank Officers' Federation in the meeting held on 20<sup>th</sup> and 21<sup>st</sup> Oct. 2011 at Patna, after due deliberations, has come to the painful decision of observing Two days strike in the Bank on 8<sup>th</sup> and 9<sup>th</sup> November 2011. The notice of the strike is enclosed. Following are the action Programmes:

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|----|---|---|
| a. | Demonstration before Corporate Centre/<br>LHOs/ZOs/ROs/Adm Offices and<br>Corporate Center establishments | <b>28<sup>th</sup> Oct. 2011</b><br><b>&amp;</b><br><b>3<sup>rd</sup> Nov. 2011</b> |
| b. | Work to Rule and not attending office on<br>Weekly off's and Holidays from                                | <b>28<sup>th</sup> Oct. 2011 onwards</b>  |
| c. | Submissions of Memorandum<br>to Circle CGMs   | <b>03.11.2011</b>   |
| d. | Two Days Countrywide Strike on  | <b>8<sup>th</sup> &amp; 9<sup>th</sup> Nov. 2011</b>                                |
| e. | Longer period of Strike ,<br>During the month of December 2011.   |   |

**5.** Comrades, many a battle we have fought, not a single we have lost. Some of the issues of the strike are of the nature 'now or never'. We have to take our legitimate demands to a logical end. The time at our disposal is very short. All our action programmes shall be carried out by our members with full vigour. Any attempt by the management to victimize our members will be answered by us befittingly."

*With warm greetings,*

**(ANIRUDH AKHAURI)**  
**GENERAL SECRETARY**

OUR UNITY : ZINDABAD-ZINDABAD  
S.B.I.O.A. : ZINDABAD-ZINDABAD

No.6032/199/11

Date:24.10.2011

The Chairman,  
State Bank of India  
Corporate Centre  
Madame Cama Road  
Mumbai -400 021

Dear Sir,

**STRIKE NOTICE**

Please take notice under Sub-section (i) of Section 22 of the Industrial Disputes Act, that, the members of All India State Bank Officers' Federation consisting of Fourteen Circle Affiliates working in Branches and Administrative and other Offices of State Bank of India all over the country, will observe, two-days country –wide strike on 8<sup>th</sup> and 9<sup>th</sup> November, 2011.

**OPPOSING**

- i) Unilateral decisions in HR matters.
- ii) Harassment of officers through vigilance proceedings invoking Rule 19 (3) and imposing disproportionate penalties.
- iii) Harassment to the officers in the name of ATM cash outs.
- iv) Violation of transfer policy norms.
- v) Misinterpretation of Service Rules.
- vi) Violation of Inter Circle Transfer norms for SMGS –IV and V officers.

**DEMANDING**

- i) Allotment of own houses on lease to officers.
- ii) A fair Fitment Formula on Promotion from clerical cadre to officers cadre.
- iii) Repatriation of JMGS-I to Parent Circles.
- iv) Bilaterally settled transfer and ICT policies for officers up to SMGS-V
- v) Defined working hours to officers.
- vi) Adequate compensation for late sitting and working on Holidays and weekly off days.
- vii) Periodical Bipartite meetings in Circles /NWs/Modules/Associate Banks.

- viii) 5 day week
- ix) Compassionate Appointment /Fair compensation Formula.
- x) Revision of Pension for 5<sup>th</sup> and 7<sup>th</sup> Bipartite Retirees and Revision in commutation formula.
- xi) Updation of Pension scheme.
- xii) Enhancement of staff Housing Loan Ceiling.
- xiii) Revision of conveyance reimbursement scheme.
- xiv) Review of Disciplinary Procedures / Debarment Policy /Sealed Cover procedures, interpretation of penalty etc./ independence of Enquiry officers.
- xv) Extension of revised service conditions available in SBI to Associate Banks officers.

2. Please note that, in the event of issues remaining unresolved, the Federation will resort to further organisational actions, including strike for a longer period.

Yours faithfully



(G.D.NADAF)  
GENERAL SECRETARY

**Copy to:** 1. The Chief Labour Commissioner (Central) Government of India, Shram Shakti Bhavan,  
Rafi Marg, New Delhi -110 001

2. The CGMs of all Circles

For information and necessary action.