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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. **42**/2011

DATE : 21.11.2011

TO,
ALL MEMBERS

**CONGRATULATIONS
UNDERSTANDINGS REACHED – STRIKE ACTION WITHDRAWN**

We quote hereunder the text of **AISBOF Circular No. 103 dated 16.11.2011** on the captioned subject, the contents of which are self-explicit.

Text

"Please refer to our Circular No.101 Dated 05.11.2011.

2. In view of the appeal made by the Management representatives and to guard the image of the Bank in the present context, we took a decision to defer the strike action on 5th November 2011. Subsequently, the discussions with the Management representatives continued on 15th November 2011 at Corporate Centre, Mumbai. A broad understanding on some of the strike issues has been reached. The following is the gist of the understandings:

- i)** Fitment Formula will be finalised within a fortnight.
- ii)** The JMGS-I Officers of 2007 and 2008 batches posted outside the Circle will be repatriated to their parent Circles, during 2012 and 2013 respectively. Efforts will be made for repatriation of both batches in 2012.
- iii)** Inter Circle Transfer Policy for SMGS-IV and V officers will be put in place. We will provide suggestions.
- iv)** For working on weekly off and holidays, suitable compensation, in addition to compensatory off to take care of additional expenses incurred towards transportation, lunch, out of pocket expenses etc, will be finalized shortly. Similarly, for late sitting, out of pocket expenses will be suitably revised.
- v)** The Circle Managements have been advised by the Corporate Centre, to hold periodical structured meetings with the respective Circle Associations, regularly, at stipulated intervals.
- vi)** A fair compensation formula to the dependents of the deceased

officer is under process. The penury norms will be reviewed.

- vii)** Revision of pension of 7th Bipartite retirees will be followed up with the Government for early settlement.
- viii)** Enhancement in housing loan ceiling will be taken up with the Government.
- ix)** Revision in ceilings on conveyance Reimbursement on certificate basis is under consideration.
- x)** A review of Debarment /Sealed cover policy, interpretation of the penalty, independence of the enquiry officers etc., will be attended on priority basis. Instructions are issued to the Circles to avoid retirement under SBIOS Rule 19(3). A committee has been constituted to look into the other related matters
- xi)** A separate meeting with the ABOA was held on 11th November 2011 to discuss on their demands. The bipartite meeting with the ABOA representatives and Associate Banks' Management representatives will be held shortly to reach an amicable settlement on their issues.

3. The other issues will be pursued by us at appropriate level. The management representatives assured that, bilateralism will be respected and Federation will be taken into confidence on all HR matters. They requested the Federation to restore normalcy and continue their support to the Bank to improve the productivity, profitability and to retain premier position.

4. Keeping in view the critical position and image of the Bank, we will continue our support to the Bank to retain 'numero uno' position in the industry. Accordingly, we have decided to withdraw the deferred strike action and to restore normalcy.

5. Comrades, the Federation has come out with flying colours once again in restoring bilateralism on HR issues in the Bank. This could not have been possible but for the unstinted support extended by our comrades, to all action programmes. We congratulate and complement each one of you, in standing with the Federation as hitherto.

6. We shall keep you advised of the developments in due course."

With warm greetings,

(ANIRUDH AKHAURI)
GENERAL SECRETARY

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