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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. **39**/2012

DATE : 30.11.2012

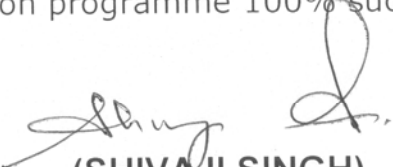
TO,
ALL MEMBERS

**ATTACK ON TRADE UNION LEADERS
FOR LEGITIMATE TRADE UNION ACTIVITIES**

We enclose the text of the AISBOF Circular No.81 dated 29th November, 2012, contents of which are self-explicit.

2. You are requested to make the agitation programme 100% successful.

With warm greetings,


(SHIVAJI SINGH)
GENERAL SECRETARY

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



ALL INDIA STATE BANK OFFICERS' FEDERATION
(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)
State Bank Buildings, St. Mark's Road, Bangalore – 560 001

CIRCULAR NO.81

29th November, 2012

TO ALL OUR AFFILIATES/MEMBERS:

ATTACK ON TRADE UNION LEADERS
FOR LEGITIMATE TRADE UNION ACTIVITIES

Our patience has been construed as weakness by the management of State Bank of India. It has become a fashion to ignore the sentiments of the Federation on all the vital issues. Particularly non convening of structured meetings at all levels and initiation of disciplinary proceedings against the leaders of the Federation for organising genuine trade union activities. This justified reaction from the members was received grudgingly by the Management. In our attempts to resume normal relations, we sought an appointment with the Chairman, to meet him in a delegation and to express our anguish over these developments. Upon the request of the Federation, a meeting was convened on 4th October, 2012 at the Corporate Centre. The meeting was attended by the General Secretaries of the affiliates and from the Management side the Chairman, Managing Director, DMD & CDO, all the CGMs of the Circles apart from the HR & IR Dept. officials. The Chairman was on the offensive and had no time to accept our explanation of the position and was only harping on the issue of November, 2011 strike. The leadership of the Federation maintained its composure and was interested only in resolving the matter amicably. The meeting ended without any resolution of the issues. The Federation leaders on their part exercised extra ordinary restraint, displayed maturity and responsible attitude despite provocation.

- 2. All General Secretaries of the Circle associations were issued with letters advising that by holding Lunch hour demonstrations they had*

disturbed the peace within the Branch premises and hindered the Bank's work on 28.08.2012. The letter concluded asking them to desist from such action in future. The management again served a letter to all the General Secretaries of the Circle Associations on 22nd September 2012, this time, stating that they had not received any reply for their earlier letter dated 28.08.2012, and stated that the General Secretaries had violated provisions of Sec 36 AD of Banking Regulation Act 1949 and the Bank was constrained to take appropriate action as required. In the meanwhile, on 27.9.2012, the circle authorities had gone ahead with serving of Charge Sheets on both the President and General Secretary of the Circle Associations stating that they had all violated the Service Rules of SBI Officers and they are being proceeded against under Section 68 of OSR.

3. *Again without any provocation, on 8th October 2012, the Chairman addressed the entire employees of the Bank through Video Conferencing and webcast regarding the recent developments and continued his slanderous campaign against the Federation exhorting the officers to decide for themselves. All along, despite extreme provocation, the Federation had not done anything to aggravate the situation. This is only because of the care and concern it has for this mother called State Bank of India. In order not to cause further damage to the already dipping fortunes of the Bank the Federation leadership thought it fit to restrain the emotions of the members and try to resolve the issues through discussions and negotiations. This Bank has been built brick by brick by the blood, sweat and tears of our beloved members and we will not allow this edifice to be destroyed.*

4. *We were also shocked to observe the haste and manner with which the charge sheets have been served in respect of Com.K.D. Thoakar, Mumbai Circle General Secretary who was attending a felicitation meeting at Aurangabad by sending the officials by Air. We have also received reports from certain Circles that the officials have visited the residence of office bearers and handed over the charge sheets to the members of the*

family. It was obvious that the sole purpose of issuing the charge sheet in an indecent haste was to retire Com. Thaokar, the General Secretary of our Mumbai Circle under OSR 19 (3). Our senior Com Thaokar's sacrifice towards Federation cause will always be remembered.

5. To add insult to injury two of our senior leaders Com. Sameer Banerjee, President of our Bhopal Circle Association and Com. L.K. Mishra, President of our Bhubaneswar Circle Association who are to retire from the active services of the Bank on 30th November, 2012 even though the explanation for the charge sheet has been submitted 1½ months back have been placed under Rule 19(3) of SBIOSR. Notwithstanding this the enquiry proceedings have been initiated against them for having conducted demonstration on 28th August, which was nothing but a democratic right of a Trade Union as enshrined in the Constitution.

6. Hitherto, the Bank has rarely invoked SBIOSR 19(3) only where the allegations of defrauding the Bank, exposing the Bank to grave risk or misuse of official position.

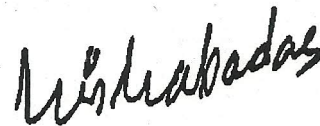
7. The 2nd meeting of the 26th Executive meeting of the Federation had discussed in detail the prevailing industrial relations in the Bank and had unanimously decided to launch an agitation from 30th November, 2012; the day when the two senior leaders would be retired under the draconian rule of 19(3). This prolonged agitation is taken up not demanding any monetary benefits for our members but only to protect the self respect and dignity of more than 80,000 officers of State Bank from the onslaught of the management and this frontal attack on the legitimate Trade Union Rights. The action programme is given below which we request all our affiliates to follow in letter and spirit and ensure that the agitation programme results only in the protection of the hard fought Trade Union Rights.

a) Massive peaceful demonstrations in the evening after office hours on 30th November 2012 in front of all LHOS/AOs/Zonal Office/RBOs

condemning the adamant attitude of the Management in victimisation by use of the draconian rule of 19(3).

- b) Wearing of black badge on 30th November 2012 in protest.*
 - c) Work to Rule with effect from 01st December 2012.(detailed circular will follow) culminating in a strike call after due consultations among the senior leaders.*
 - d) Representation to MPs/Dharna/Relay hunger strike at Delhi and Mumbai after permission for the same is obtained from the competent authorities.*
- 8.** *All affiliates are requested to implement the action programme in full and solicit the support of the fraternal organizations and also all the UFBU constituents in the area.*
- 9.** *Challenges are many, challenges are serious and real and we are sure that we will meet these challenges in right earnest. We assure you on behalf of this Federation that we will go the extra mile in our efforts to bring peace, happiness and prosperity to our Bank and to our beloved members. We assure you that at all costs the dignity and self respect of our beloved members shall be protected. Let us all be aware of the dangerous threat that we face and let us thwart all the attempts to weaken the Officers' movement. Let us be prepared for a long struggle ahead to protect our hard earned Trade Union Rights.*

With Revolutionary Greetings,



**(D.S RISHABADAS)
GENERAL SECRETARY**

GUIDELINES FOR OBSERVING THE ACTION PROGRAMME:

- 1. Our members should adhere to the strict timings of the working hours.**
- 2. No late sitting on any account even if compensation is offered by the Bank.**
- 3. No working on Sundays and holidays even on compensation.**
- 4. Not to attend meetings/seminars/training programmes on Sundays and Holidays even if compensation is offered.**
- 5. To attend loan melas and camps on working days only.**
- 6. Cash department procedure to be strictly adhered to.**
- 7. Currency chest branches linked to CACs to ensure that cash delivery or pick up is finished within the regular working hours.**
- 8. Cash Officers and Managers Branch Operations to ensure that they follow the laid down systems and procedures with regard to cash department procedures and accounting principles are to be followed in letter and spirit.**
- 9. At no cost should any officer exceed the sanctioning powers as per the laid down guidelines.**
- 10. No cash loading in ATMs on Sundays and holidays.**
- 11. Cash loading in ATMs to be done with only required proper security personnel.**
- 12. To attend to ATM faults or repairs on working days only.**
- 13. Strict following of laid down rules and procedures for NPA classification.**
- 14. NPA status not to be changed at any cost without proper written instructions from the Controllers.**
- 15. To insist on written instructions of Controllers on NPA classification.**

- 16. Not to change holiday period or moratorium period for ETL and Agri. Segment loans after sanction of such loans if the original sanction does not contain any such covenants.**
- 17. At CCPC strictly adhere to timings and if no staggering of working hours and shift system has been agreed upon, the officers to work to timings of General shift only.**
- 18. Officers authorizing cheques at CCPC for payment to ensure that instruments without specimen signature availability in system are not passed for payment, to avoid frauds and misuse of the system by fraudsters.**
- 19. In CTS grid based system (New Delhi and Chennai) officers not to work beyond agreed working hours to receive the truncated files from NPCI.**
- 20. Technical verification of instruments in CCPC to be followed in letter and spirit.**
- 21. At Credit processing cells (RACPC/SMECCC/RCPC etc) all officials to strictly follow the role manual.**
- 22. Officers reporting at new assignments to ensure proper handing over and taking over as per laid down systems and procedures.**