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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. 15/10

Date : 23.06.2010

TO

ALL MEMBERS

**ONE DAY STRIKE ON 1ST JULY, 2010 AGAINST
UNILATERALISM IN THE CIRCLE**

In accordance with the decision taken at the emergency meeting of the Central Committee held on the 22nd June, 2010 at Patna , a strike notice has been served on the Chief General Manager of the Circle (Copy enclosed).

2. Accordingly, all our members are requested to observe strike on Thursday, the 1st July, 2010 to oppose the unilateralism in issues affecting the membership of the Association.

(ANIRUDH AKHAURI)
GENERAL SECRETARY

The Chief General Manager,
State Bank of India,
Local Head Office,
Patna

Dear Sir,

STRIKE NOTICE

We refer to our under noted letters, none of which has been responded to by the Bank:

Sl.No.	Letter No.	Date
1	Assn/Bank/147/2009-10	05.11.2009
2	Assn/Bank/150/2009-10	09.11.2009
3	ASSn/Bank/211/2009-10	13.01.2010
4	Assn/Bank/235/2009-10	25.02.2010
5	Assn/Bank/236/2009-10	25.02.2010
6	Assn/Bank/240/2009-10	25.02.2010
7	Assn/Bank/241/2009-10	25.02.2010
8	Assn/Bank/242/2009-10	25.02.2010
9	Assn/Bank/30/2010-11	14.05.2010
10	Assn/Bank/31/2010-11	14.05.2010

2. Please take notice that the members of the SBI Officers' Association (Patna Circle) working in the Branches and offices of State Bank of India in the States of Bihar & Jharkhand will be observing one day's Circle wide strike on the 1st July,2010;

Opposing:

- (a) Unilateralism in implementation of Circle Transfer Policy;
- (b) Opening of Branches without providing minimum complement of staff;
- (c) Outside influence in transfers/postings;
- (d) Increasing number of cases under Rule 19 (3);
- (e) Vindictive transfers and relieving of Senior Management Grade Officers;
- (f) Holding of Meetings/Seminars on Sundays/Holidays;
- (g) Opening of new branches in extremist affected areas.

Demanding:

- (a) Convening of Administrative Office Negotiating Council, Network Negotiating Council and Circle Negotiating Council meetings at required periodicity;
- (b) Uniform implementation of the Transfer Policy of Scale-I & Scale-II officers;
- (c) Opening of Branches after providing required staff and infrastructure;
- (d) Early completion of proceedings of officers placed under Rule 19(3);

- (e) Disposal of Compassionate grounds Inter Module Transfer applications;
- (f) Provision of Mobile Telephone facility to all officers in Scale-II;
- (g) Proper implementation of HRMS in the Circle;
- (h) Removal of shortage of staff at the Branches;
- (i) Payment of Halting Allowance/Transfer Allowance to officers deputed/transferred to recently opened RBOs;
- (j) Convening meeting of Circle Welfare Committee.

3 .Please note in the event of the issues remaining unresolved, the Association will resort to further organizational actions including strike for a larger period.

4. The statement of cases is annexed.

Yours faithfully,

(A.AKHAURI)
GENERAL SECRETARY
Encl: as above

STRIKE NOTICE DATED 22.06.2010

STATEMENT OF THE CASES

The SBI Officers' Association (Patna Circle) gives hereunder the statement of the case ;

OPPOSING :

(a) Unilateralism in the implementation of the Circle Transfer Policy:

In terms of Circular No.PER/68/93 dated 18.8.1983 , the SBIOA (Patna Circle) entered into a written agreement with the Circle Management wherein the policy for transfer of Officers in Scale-I & II, Inter Module Transfers, transfers on promotion to JMGS - I & MMGS-II, transfer of Lady Officers/Specialist Officers was agreed upon. The Association vide its letter Assn/Bank/145/2009-10 dated 2.11.2009 pointed out the lack of adherence to the agreed transfer policy and urged upon the Circle Management to implement the policy in letter and spirit. The policy provides for transfer of officers during the months of May/June to cause least inconvenience. Orders of a large number of officers who have applied for transfer under the provision of the Transfer Policy have not been approved.

(b) Opening of Branches without minimum complement of Staff:

Due to absence of proper man power planning in the Circle and lacunae in assessing the requirement of staff, Patna Circle has earned the dubious distinction of having number of Clerical Staff lesser than the Officers. There are a good number of branches without proper clerical support. Officers in these branches are forced to perform clerical duties and work on Sundays/Holidays to cope with the work pressure. Instead of providing adequate staff to these branches, the Circle has gone ahead to open new branches without proper infrastructure and a minimum component of staff. We are unable to find serious attempt on the part of the Circle Management to remove the distortion in the Officer-Clerical Ratio.

(c) Outside influence in transfers/postings:

In terms of Circular Letter No. CIRDO/LHO/HR/01 OF 2009-10 dated 7.4.2009 and Rule 57 of SBI Officers employees have been advised not to bring in political or outside influence, including that of Directors of the Bank, upon any superior authority. However, in case of officers, it has become a routine feature for transfer orders being issued at the behest of outside influence and in the process such activities on the part of the officers are increasing.

(d) Increasing number of cases under Rule 19 (3):

During the last year, quite a number of officers, a few days prior to their superannuation from Bank's service have been placed under Rule 19(3) depriving them of retirement benefits and placing them in great discomfort. No attempt is visible on the part of the Disciplinary Authorities in ensuring early completion of the cases and some instances are also there of intentional delay on the part of the Disciplinary Authority after submission of the Enquiry Report.

(e) Vindictive transfers and relieving of Senior Management Grade Officers

It was pointed out to the SBI Officers' Association (Patna Circle) by the Management in the CNC meeting on the 13th Feb. 2010 held at Jamshedpur that officers who have either completed their stay or are likely to be transferred will be advised in advance. Recent orders issued by the Circle Management Committee mentions the date of relieving which is against the assurance of the Management. Some of the orders also prima facie seem to be vindictive as officers from one remote district at one end of the Circle have been posted to another remote district at the other end of the Circle. A few officers who have put in only a few months at their present centre have been shunted out without their consent. Similarly, a few of such officers have been favored by being brought out to larger centres, thereby leading to a sense of frustration amongst the officers community in the Circle.

(f) Holding of Meetings/Seminars on Sundays/Holidays;

SBI Officers' (Patna Circle) had requested the Circle Management for issue of necessary directives to the controllers of the Branches not to hold meetings/seminars on Sundays/Holidays so that officers can have a stress free and better quality of life. The situation has worsened and calling upon officers to perform duties on all the seven days has become a norm, rather than an exception.

(g) Opening of new branches in extremist affected areas:

SBI Officers' Association (Patna Circle) had vide its letter No. Assn/Bank/241/2009-10 dated 20th Oct. 2009 approached the Bank Management pointing out the sense of fear and insecurity among the officers posted in extremist affected areas. The recent branch expansion initiatives of the Circle Management has increased the number of Branches in extremist affected areas putting the lives of a number of officers at risk.

DEMANDING:

(a) Convening of ANC, NNC & CNC

In spite of repeated requests of the SBI Officers' Association (Patna Circle), the Circle Management has failed to convene Administrative Office Negotiating Council and Network Negotiating Council meetings. The Circle Negotiating Council meetings are also not being held at the required periodicity.

(b) Uniform implementation of the Transfer Policy of Scale-I & Scale-II officers:

The SBI Officers' Association (Patna Circle) vide its letter No. Assn.Bank/150/2009-10 dated 9th Nov. 2009 had requested the Circle Management to ensure uniform implementation of the Transfer Policy of Scales –I & II officers in the different Administrative Offices. The Management has not yet responded to the request and different system is being followed in different Administrative Offices.

(c) Disposal of Compassionate grounds Inter Module Transfer applications:

Applications made by the officers for Inter Module Transfers on compassionate grounds are not being serially recorded and are kept pending for months together. SBI Officers' Association (Patna Circle) demands urgent decision on the request of the officers and also proper recording of such applications.

(d) Provision of Mobile Telephone facility to all officers in Scale-II:

The issue of providing Mobile Telephone facility to all officers in Scale-II is pending a decision since more than 6 months, leading to a lot of resentment as this facility is available to officers Scale-II in a number of Circles.

(g) Proper implementation of HRMS in the Circle:

SBI Officers' Association (Patna Circle) had vide its letter No. Assn/Bank/221/2009-10 dated 13th January, 2010 requested for the intervention of the Circle Management for redressal of the problems being faced by the officers in HRMS. Some of the issues still remain unresolved.

(h) Payment of Halting Allowance/Transfer Allowance to officers deputed/transferred to recently opened RBOs:

After shifting of the Regions on locale, an understanding was reached that services of officers who have not completed their tenure at the Administrative Office headquarters would be returned back and during the period of deputation to the RBO they would paid Halting Allowance. Other officers would be treated as permanently transferred and would be eligible to facilities linked to Transfer. This issue again remains un resolved.

(i) Convening meeting of Circle Welfare Committee:

SBI Officers' Association (Patna Circle) demands immediate convening of the meeting of the Circle Welfare Committee which meeting was not called during 2009-2010.

(A.AKHAURI)
GENERAL SECRETARY