

STATE BANK OF INDIA OFFICERS' ASSOCIATION
[Chennai Circle]

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Circular to All Unit Secretaries / Members:

No. 56 /28/ 2017
7th August 2017

Dear Comrade,

CALLING OFFICERS TO WORK ON SUNDAYS AND HOLIDAYS

OFFICERS BEING FORCED TO WORK ON SUNDAYS & HOLIDAYS
NEED FOR AN UNIFORM COMPENSATION

We reproduce hereunder AISBOF Circular No.82 & 83 dated 05.08.2017, the contents of which are self explicit.

With Greetings,

Comradely yours,

(D. THOMAS FRANCO RAJENDRA DEV)
GENERAL SECRETARY

We have today sent a communication to the Management on the above subjects. A copy is enclosed. We note to keep our members advised of further developments in due course.

With greetings,

(Y. SUDARSHAN)
GENERAL SECRETARY

Text of Circular No.82 dated 05.08.2017



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

No. 6180/61/17

DATE: 05.08.2017

To,
The Chairman,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Madam,

CALLING OFFICERS TO WORK ON SUNDAYS AND HOLIDAYS

We are extremely thankful to you and to the Managing Director for understanding the issue raised by us and conveying to the respective departments our sentiments. In fact in the last CNC meeting the DMD & CDO had conveyed to the circle CDO's to stop this practice of unnecessarily calling officers on all holidays, Second Saturdays & Sundays which was minuted in the CNC meeting. In fact it was because of your efforts we could get the 2nd and 4th Saturday off, after sacrificing the 1st and 3rd Saturday. But many controllers and executives now consider it a bounty and invariably use such holidays to conduct 'P' review meetings, campaigns, melas, workshops, trainings, regular office work, loan proposal, documentation at RACPC's etc., disrupting the work life balance. What is more shocking is that the officers are threatened in writing, through messages and orally that non-compliance would be viewed seriously, "officers will be charge sheeted", their CDS scores will be dented etc. we are giving copies of few such letters and messages to the CGM HR. Even the latest instruction to call officers for the workshop, issued by 'L&D' Mumbai for the gyanshala is worded threateningly – "Officers will have to relieve themselves": "Disciplinary action will be initiated for non-compliance".

2. On the same day i.e., 6th August 'P' review meetings are also being held in some SBLC's. Infact SBLC's were available on other days also. But a holiday is intentionally chosen. Despite the circle Association taking up the issue, despite the DMD & CDO taking up the issue, there seems to be no respite. Hence we are now seeking your intervention, as the issue has reached alarming proportions.

3. Another issue is that despite our taking up the issue of a uniform compensation for such holiday working in all the CNC's since a couple of years there seems to be a mental block in sorting out the issue. We are told that the circles have to take a call. It has been the practice that when the RBI, the government or the corporate center passes on an instruction to keep open the branches on holidays, the instructions for payment of a common amount was passed on by the corporate Centre since many years. It is not our fault that they have not recorded such instructions. But it is a hard fact. But despite our raising the issue in all CNC's till date no payment has been made for

(a) Working on 25th & 26th March under instructions from RBI (holidays) and 31st March & 1st April when staff were asked to work late and accordingly officers worked upto midnight.

(b) During the period of demonetization, payment was made for 4 days. But officers have worked for almost 40 days, non-stop. Our award staffs were paid overtime but till date payment has been denied to officers.

4. In one pretext or the other officers are made to work continuously. It was 'Jandhan', 'Mudra loan', 'De-duplication', 'NPA recovery' 'Farm loans', 'AOF', 'Audit', Annual closing, Demonetisation and now gyanshala etc. Different verticals take pride in calling officers on holidays thinking that they are the only one calling. But for officers it is all days continuously working. Productivity levels decline. Frustration builds up. It is cruel. Why can't such programs be conducted on regular working days? Madam I hope that our senior executives understand that officer's time also has value. They also have a personal life, they need to take care of family requirements, social obligations etc. Such needs and emotions can't be trampled upon, by high handed controllers aiming at only pleasing their bosses. Therefore we are writing this letter to you with great 'pain' and out of total frustration-echoing the sentiments of the officers of the entire country from JMG'S- I to the highest level of Officers. Many PO's are quitting the

Bank for such inhuman treatment and work pressure. You are aware that in some circles suicides have taken place. Madam, we thank you once again for your timely intervention. Considering the feelings expressed, our officers will attend the programme on the 6th of August, 2017. The CGM has assured us that the top management is equally concerned to put an end to this menace and that in the event of people being called in an emergency, that we would work out a uniform compensation throughout all the circles.

5. Hope this is soon conveyed by the HR department to circles and the circles adhere to it in all seriousness, since this is going on for many years. We also would like to lend a helping hand in stopping this practice and hence we are conveying to our officers across the country that no officers will from the next Sunday/holidays be forced to work and attend office on Sundays and holidays. Please inform the HR department to concretize the uniform amount immediately after discussing the issue with us.

6. **This brings us to a very important fact which was in practice for many years but has since been discontinued. Earlier all the decisions which were taken-up by the various departments/ verticals either at the Corporate Centre or at the Circles having an HR Angle/Dimension, used to be referred to the concerned HR Department at Corporate Centre/Circles.**

7. **Of late, this has been given a go by leading to the HR department being unaware of many directions from other verticals concerning officers. This leads to confusion and conflict of interest as the HR department is responsible for implementation of various Circular Instructions regarding HR Polices and Bi-partite understanding and agreements. Therefore we request you to please ensure that any instructions in future having HR angles from any of the verticals be referred to the HR Department at Corporate Centre / Circles before implementation of the same.**

8. We also request you that the many pending HR issues highlighted in the CNC meeting be addressed, like enhancement in leased accommodation rentals, enhancement in furniture allowance, fitment & personal allowance related issues, issue of mis-selling and incentives on cross selling which has over shadowed all other works and Banks main activity, and other issues listed in the CNC agenda.

9. We once again thank you for your timely intervention and efforts and hope you will appreciate and understand our sentiments in expressing our feelings strongly. Hope we will also not be blamed or our officers will not be harassed at circles, for not attending office on holidays from the next week onwards.

Thanking you,

Yours faithfully,

(Y. SUDARSHAN)
GENERAL SECRETARY

Text of Circular No.83 dated 05.08.2017



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

No.6180/62/17
DATE: 05.8.2017

The Chief General Manager (HR)
State Bank of India,
Corporate Center,
MUMBAI.

Dear Sir,

OFFICERS BEING FORCED TO WORK ON SUNDAYS & HOLIDAYS
NEED FOR AN UNIFORM COMPENSATION

With reference to the above, we thank you for your efforts in understanding and attempting to sort out the issue of officers being called on the 6th of August 2017 and on most other holiday's /Sundays/ Saturdays. We have addressed a communication to Chairman in this regard, thanking her for her efforts and the positive role of the MD in understanding the issue.

2. As discussed, we request you to convey to the circles not to call officers on Sundays & holidays in future. Any such programmes may be held on working days. Training and reskilling is not a new phenomenon and was being done since decades in our Bank on working days. If there is no space and time available on working days then there is a need to address the issues without disturbing the holidays. Officers being called for 'P' reviews, cross selling meetings, melas etc., by controllers on holidays is an unhealthy practice. We hope that circles will

strictly adhere to the instructions of corporate centre. The earlier communication in the CNC meeting held at Mumbai has had no effect on the Circles.

3. In an emergency when officers are required to work on a holiday, please fix a uniform amount immediately so that there will not be an IR issue or disruption of work at the Circles. This is important else will definitely have issues at Circles, which will ultimately affect industrial relations. Officers should not be blamed in such situations as the issue is very old and "officer's time also has value."

4. We also request you to ensure that the payments for working on March 25th & 26th, 2017 (holidays) and 31st March and 1st April, 2017 (extended working hours) is paid. Also the compensation for the officers who worked for more than 30 days during the period of demonetization is pending. Please ensure early payment as long time has passed by.

5. In order to help in implementing the sentiments of all, we are conveying to all our affiliates and officers that they will attend any programme on 6th August and during this week. But we are also conveying that from the next week onwards they will not attend such calls to work on Holidays under any circumstances.

6. We have also taken-up the matter / issue with the Chairman that all **instructions in future having HR angles from any of the verticals be referred to the HR Department at Corporate Centre / Circles before implementation of the same to avoid conflict of interest in respect of HR Policies and Bi-partite understandings and arrangements that we have with the HR Department at Corporate Centre/Circles. As, for the Federation/Circle Association, the HR Department is a one stop contact point.**

7. We shall be sending you the details of all letters / communications through whatsapp/SMS etc., written by the controllers asking officers to come on Holidays/Sundays. We request you to take-up such issues with the Circles.

8. Please initiate and arrive at a solution for officers being called to work in case of exigencies in the form of a long term, solution, including an uniform monetary compensation immediately. We hope that our sentiments will be understood in the right spirit as we are taking such a decision after waiting for more than three years and after many CNC meetings.

Thanking you,

Yours faithfully,

(Y.SUDARSHAN)
GENERAL SECRETARY