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Circular to All Unit Secretaries / Members:

No. 56 /34/ 2017
2nd November, 2017

Dear Comrade,

CNC MEETING AT MUMBAI WORK LIFE BALANCE

We reproduce hereunder AISBOF Circular No.111 dated 02.11.2017, the contents of which are self explicit.

With Greetings,

Comradely yours,

(D. THOMAS FRANCO RAJENDRA DEV)
GENERAL SECRETARY

CNC MEETING AT MUMBAI WORK LIFE BALANCE

The Central negotiating council (CNC) Meeting with the Management was held on 30th October 2017, at the Corporate Centre Mumbai. The meeting was cordial. The federation had taken up an agenda considering of all major issues confronting the officer's community. Fruitful discussion took place and the management was positive on majority of the agenda items.

2. One major view of the Officers community from across the circles which was reflected by all the affiliates was that 'work life balance' is an important issue that needs to be clinched. Monetary issues are important, but the quality of life of an officer in terms of the time one is able to spend with the family, for the time he devotes for his social obligations is equally important. The federation had been continuously following up this issue and during the past few months, the corporate center had given clear instructions to the circles that officers should not be called unnecessarily to work on holidays and Sundays. Despite that various controllers at the circles were forcing officers to work on holidays continuously, including on important festivals. The issue was raised in all seriousness at the CNC meeting and we are happy to say that the Corporate Centre Management, whose intentions in this regard are on board with that of ours, have issued a Circular on work life balance, as promised by them during our various follow up meetings. The CDO's of all the Circles have also been advised in the CNC meeting not to call officers on holidays unnecessarily. We now appeal to all the officers to ensure that they prioritize and work sincerely to enhance the Banks business, and also to take care of the family/social life/health requirements and have a proper work-life balance. Many instances of premature deaths and health problems amongst officers should be an eye-opener to maintain work life balance. We also appeal to

all the controllers and senior executives to take care of their health and social obligations and ensure that they, as well as their subordinates, have a proper and healthy work life equation by restraining to call officers on holidays for minor and regular work situations. We annex the copy of the Bank Circular herewith.

3. Apart from the above, two announcements that were made in the CNC pertains to approval of two more agenda items i.e.,

- a. Extension of repayment of car loan beyond retirement.
- b. Extension of the Housing loan interest prevailing in SBI to all the E - Associate Bank officers Housing loans, including retirees.
- c. The Circles were also strictly advised to implement the directive of the Corporate Centre on payment of Compensation for the period of Demonetization.

4. On the other major issues on which positive discussions took place and on which the management has agreed to discuss further and take forward the issues are as under:

1. Enhancement of leased rentals in the centres where the rentals have gone up.
2. To ensure implementation of the model transfer policy. In fact on this agenda the Management went out of the way to inform the circle CDO;s that:
 - Transfers have to be officer friendly. Merely because transfer policy is available, an officer should not be thrown out. Transfers should be minimum and help an officer to be more productive in his work. It was also clarified that the new 'Prosper', 'transfer tools' is 'only an assisting tool and cannot be a policy or a decision. It is a mere tool which will provide information to the HR department'.
3. Withholding of increments under running scale and stoppage of stagnation increments for officers refusing/opting out of promotion exercise. It has been decided to discuss further and arrive at a solution.
4. Inclusion of Solar Panel in the Cost of Housing loan project cost. A positive view is to be taken.
5. Inter Circle transfers – The list of pending applications is huge. But the Management wants to clear as much as possible in a smooth manner. We also raised the issue of non-payment of transfer related allowances on ICT as per new Circular, on which the Management advised to revisit the issue and take appropriate decision.
But it was also clarified that this Circular is only applicable to anyone who applies after 1.10.2017 and not the earlier applicants.
6. Repatriation of PO's/TO's of 2013, 2014 will be looked into.
7. It was decided to clear all pending issues of fitment and hold a separate discussion on the issues of 'Personal allowance' and other anomalies.
8. As you are aware, it was our Federation that took up the issue of Disciplinary Procedure improvement and was instrumental in codification of the effect of punishments' – for the first time in the history of not just our Banks but in the entire Industry. This was a major achievement which helps in proper implementation. Now we have taken up the issue of further simplification of the entire Disciplinary Procedure that will help the officer community to work without fear of punishments. The Management is very positive on this issue especially on the issues of segregation of the effect of penalties on promotions from its monetary effect. We also are in the process of designing a fair 'Accountability Policy'.
9. The Medical Officers issue was taken up but need further discussions.
10. We have also taken up the issue of Improvement in Mediclaim for retirees and sought a meeting directly with the insuring agency before the policy is due for renewal.

11. The issue of ATM Loading on Holidays came up and we were informed that all the Circles have been advised to go for vaulting facilities for the CIT's.
12. The issue of PF loans to all the E-Associate Bank Officer's was taken up and we need to follow-up the same.
13. The various issues pertaining to Sportsmen and denial of time off permission for tournaments came up for discussion and the Management agreed to convey to the circles appropriately.
14. As you are aware, in various circles, Penalties by RBI on account of issues during Demonetisation are being passed on to the officers concerned. We raised this issue very strongly and we have been asked to give the details of such debits. Since Demonetisation, was an extraordinary situation, the officers should be protected. We note to follow up the same.
15. On the issues of CDS, it has been decided to convene a separate meeting to sort out the issues. Meanwhile, suggestions on improvements in CDs, and its lacuna/short comings should be immediately forwarded to the Circles leadership.
16. On the issue of pending appointment of Officer-Director, the Management informed that the matter has been taken up with the Department of financial services (DFS).
17. We very strongly took up the issue of RMRO's, CRE (RB), ME's, PO(RB), their conversion, career and transfer issues. Further discussions are to be held on these issues.
18. We made suggestions on the Compassionate Appointment Scheme for which the Management informed that they are looking into the same positively.
19. We have also taken up very strongly the issues pertaining to 'Cross Selling' and 'mis-selling' and the hyper reactions of controllers and executives in ensuring that officers do only cross selling at the cost of Banks other business. Management said that it was a serious issue and that they would look into it.
20. We have also made it clear that the issue of Mandate for all scales is an issue on which there can be NO COMPROMISE and that the Federation/AIBOC and the Officers Organisation are going all out to ensure that there is no discrimination between officers of all scales. We would also like to assure our officers of Scale IV and above that all the interests of theirs would be taken care during the wage negotiations. As they are an integral part of the Federation/Associations since the formation of the AISBOF in 1965 and have been a part of the journey and all the benefits/perks/promotions, protection in Disciplinary matter and other benefits, there is need to stand together to strengthen the Fabric of the Association and Federation 'Divided, we fall'. Therefore, let's stand through thick and thin and continue the journey forward. We welcome suggestions from comrades in strengthening their Bondage.
21. We have also informed that the issue of Shortage of Officers need to be sorted out. Officers have to be posted as per 'Categorisation'. The single Officer Branches should be strengthened through posting of another officer, where the business levels have increased.
22. You are aware that because of the efforts of the Federation and Management the 5th & 7th Bipartite Retirees issues got sorted out. Apart from the above, we have taken up the issues of:
 - a) Anomalies of 6th Bipartite Retirees.
 - b) Improvement in Commutation Formula.
 - c) 50% of last drawn pay as Pension.

At the Industry level we have taken up the issues of Family Pension and 100% DA neutralization for pre 2002 retirees.

23. We have demanded strict implementation of the Vacation Policy which the Management has agreed. In case of denials by controllers members may contact the circle leadership.

4. Apart from the above, many other issues of bilateral nature and Industrial Relations Problems at some specific circles were taken up with the Corporate Centre Management. The CDO's of the Circles were a part of the CNC meeting and hence we hope that the IR at Circles would improve and a positive approach would be there. We have told the Management that the Circles should respect the decisions taken at the CNC and implement all the understandings appropriately.

5. Issues once resolved, new issues will crop up and our fight and journey to sort out the same will continue. Our appeal to all the comrades is to have faith and firm conviction about the inherent strength of the Federation and rally round the organization. Further,

- 1) Let's work sincerely for the Bank as the Banks is like a 'Mother' and in the growth of the Bank lies our welfare.
- 2) Let's follow systems and procedures properly, as we have no right to violate the same. If one indulges in mal practices, apart from the Banks image, it is the family of the officers who suffers. Therefore, please uphold the dignity of the organization.
- 3) Maintain a proper work life balance and enjoy your holidays. Take care of your health and family. Health is important.
- 4) Appeal to all the Scale IV and V officers is that you are all part of the family. Let's remain together. Ups and downs will be there. But being together helps. You have built the Associations and the Federation. Please strengthen it. The IBA is an Association of Banks; the united nations is an association of Nations. IAS Officers, Judges have Associations. History has taught us that if we stick together we survive. We are now seeing the emergence of Trade Unions in Software Industries because of exploitation and hire and fire.

6. An appeal to all the PO's and youngsters is to know and understand the glorious history of the Circle Associations, Federation, the AIBOC, the UFBU, who are the pioneers in the Trade Union Movement and be a part of the future leadership.

7. Please therefore – work sincerely for the Bank, strengthen the Circle Association and Federation through positive suggestions and participation.

LONG LIVE OUR UNITY. LETS MARCH ON

With greetings,

Sd/-
(Y. SUDARSHAN)
GENERAL SECRETARY

