

Ref: ORG/49 /2013

Date: 30.08.2013

The Chief General Manager
State Bank of India
Local Head Office
Circle Top House
No.16, College Lane
Chennai 600 006.

Madam,

STRIKE NOTICE

Please take notice under Sub-Section (i) of Section 22 of the Industrial Disputes Act that, the members of State Bank of India Officers' Association, Chennai Circle working in Branches, Administrative and other Offices of State Bank of India all over the State of Tamil Nadu and the Union Territory of Puducherry will observe One Day Strike on the **16TH of September, 2013**

Opposing

- 1) Stifling of Trade Union Activities
 - 2) Violation of transfer policy norms
 - 3) Victimization of Officers
 - 4) Harassment of Officers
 - 5) Pressurizing Officers to carry out verbal instructions
 - 6) Unilateral Decisions in HR Matters
 - 7) Transfers throughout the year
 - 8) Denial of natural justice in Disciplinary Proceedings
- and

Demanding

- 1) Posting of Assistant Managers(S) under IMT – (RMROs & CROs)
- 2) Holding of Periodical Bipartite Meetings like CNC, etc
- 3) Relieving all the Officers under IMT
- 4) Payment of Personal Allowance to all eligible Officers
- 5) Posting one more Officer to Single Officer Branches
- 6) Adequate Compensation for working on Holidays

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

Yours faithfully,

(D. THOMAS FRANCO RAJENDRA DEV)
GENERAL SECRETARY

Copy to: The Regional Labour Commissioner, Shastri Bhawan Annex, 26, Haddows Road, Nungambakkam, Chennai,

STATEMENT OF THE CASE

1. STIFLING OF TRADE UNION ACTIVITIES:

As per SBI Officers' Service Rules, the Association can hold meetings within the Branch/Office premises. It is elaborated "meetings may, however, be permitted after office hours subject to the condition that no derogatory slogans are shouted and the proceedings conducted in a peaceful manner". The requests of the Association seeking permission to hold meetings at Madurai, Tirunelveli, Trichirapalli, Tanjore and LHO, Chennai have been denied. Thus, it is a clear attempt on the part of the Management to stifle genuine Trade Union Activities of the SBIOA(CC). When the honourable Madras High Court Bench has stated that peaceful demonstration within the premises is a right, refusal of permission to conduct unit meetings is a grave injustice. (Refer our letter No. ORG/42/2013 dated 02/08/2013.)

2. VIOLATION OF TRANSFER POLICY NORMS:

Transfers are bilateral issue and transfer of Junior level and Middle level Officers are governed by Circle Transfer Policy Guidelines. We observe that there have been violations in respect of Inter Module Transfers as under:-

Maximum age ceiling prescribed for Inter Module Transfer is not followed.

The anomalies pointed out by us in the Inter Module transfer 2013 and our suggestion to transfer 24 eligible Officers who have requested for IMT without violation of the Circle transfer policy guidelines remains incomplete.

The issue of repeated BM assignment to Officers even when there are eligible Officers who await the BM assignment and other discriminations in the IMT exercise remain unattended till date.

Even when senior MM II Officers await their turn for BM assignment, Junior JMGS Officers are posted as BMs.

In many cases Officers are transferred out of Branches within a few months violating the norm of minimum 2 years period of stay at a Branch/Office in the name of administrative transfers. Many officers are transferred before completion of 2 years at a Branch. (Refer our letter No. ORG/18/2013 dated 30/05/2013)

3. VICTIMISATION OF OFFICERS

The Management has victimized many Officers by transferring them to far off places without following any of the Transfer Policy Guidelines. In blatant violation of the transfer policy, Officers who are in the last lap of their service with less than a year of left over service and under medical treatment are also transferred. (Refer our letter no. ORG/25/2013 dated 24/06/2013)

4. HARASSMENT OF OFFICERS

Officers at branches are blamed for the growing NPA as if they are the only reason for it and their self respect and the dignity are challenged in review meetings. Officers working at the Branches are under severe strain as there are not adequate manpower to manage the increasing strained assets. The health of the economy and other contributing factors are not taken into account for the increasing NPA and shortage of manpower is not considered before blaming the officers for the NPA. Officers are called for regular meetings at late hours in the evening, which hinders the satisfactory closure of their daily routine at Branches and affects their family life as they are held up till late in the night at such meetings.

5. PRESSURISING OFFICERS TO CARRY OUT VERBAL INSTURCTIONS

Instructions to carry out certain works especially to tackle NPA are mostly given verbally and Officers are forced to carry out the instructions, which are not legitimate. This jeopardizes the interests of the Bank and put the Officers in a difficult position.

6. UNILATERAL DECISIONS IN HR MATTERS.

Bipartite negotiation and mutual consultation between the Management and the Association has been recognized, accepted and implemented in the Bank and the Circle since 1965 in order to strengthen the IR fabric of the Bank. Management had considered the Association as a partner in progress and used to share the concerns, constraints and implementation of new policies and initiatives so as to enable the Association to give positive feedback for better implementation of the same.

With regard to HR matters, the Association has a right to know, understand and suggest improvements in all HR matters. These are bipartite in nature. However, of late, attempts are made to take unilateral decisions by the Management in all HR matters. Association is treated like an outsider by the Bank and the issues concerning HR are held close to the chest by the Management. With regard to transfers, no violation of agreed norms is acceptable.

Categorisation of posts and Branches has been kept as a secret. Seniority list of Officers has not been provided. Both these issues were raised in the last CNC meeting but till date no effort has been taken to provide the same. Hence, we oppose all such unilateral decisions on HR matters detrimental to the interests of the Officers. (Refer our letter no. ORG/14/2013 dated 15/05/2013)

7. TRANSFERS THROUGHOUT THE YEAR

It has become a practice to carry out the transfer exercise throughout the year, little realizing that the Officer has a family and children. Most of the time the education of the children get disrupted when they are transferred in the middle of the academic year. Getting admission at quality Schools for their children also becomes difficult. The Association had been for long demanding that transfer of Officers has to be completed within June of every year.

8. DENIAL OF NATURAL JUSTICE IN DISCIPLINARY PROCEEDINGS

The vigilance guidelines regarding initiation of disciplinary proceedings states that no disciplinary proceeding will ordinarily lie against any official for any lapse not detected within two successive internal regular audits/ inspections of the same account or 4 years from the date of event, whichever is later is not followed and cases are initiated against Officers even after 5-6 years. Appeals submitted by Officers have been pending for long periods of time and the punishments meted out are highly disproportionate and harsh and hurt the morale of the Officers leading to frustration. Blatant violations of procedures of domestic enquiry are evident leading to denial of and delayed justice.

DEMANDS

1. POSTING OF AM(S) UNDER IMT

In the case of Specialist Officers(RMROs), though the Module Surrender has been done a couple of months ago, their eventual posting to Branches has not yet been finalized even till date. One of the Officers transferred under IMT 2012 has not yet been relieved. This uncertainty of transfers affects the harmonious family life of Officers. (Refer our letter no. ORG/35/2013 dated 17/07/2013 and ORG.45/2013 dated 14/08/2013)

2. HOLDING OF PERIODIC BIPARTITE MEETINGS

Bipartite forums and structured platforms were created with an intention to sort out IR/HR issues at various levels and create a congenial industrial relations atmosphere.

It is also a forum to mutually interact and share and appreciate each other's concerns. As the Association is a conduit, cushion between the members and the Management and act as catalysts, there is bounden duty on the part of the Management to maintain the sanctity of various structured forums. But to our dismay the Circle Negotiation Council Meeting has not been held for more than 15 months despite our repeated demand to convene the CNC. We, therefore urge upon the Management the need to hold periodical bipartite meetings. (Refer our letter no. ORG/06/2013 dated 26/03/13, ORG/15/2013 dated 15/05/2013 and ORG/25/2013 dated 24/06/2013.)

3. RELIEVING ALL THE OFFICERS UNDER IMT

The Inter Module Transfer orders were released more than 3 months back, but some of the officers who were transferred under IMT have not yet been relieved even after 3 months. All the Officers under IMT have to be relieved immediately. (Refer our Letter No.OrG/30/2013 dated 07/07/2013)

4. PAYMENT OF PERSONAL ALLOWANCE TO ALL ELIGIBLE OFFICERS.

Payment of Personal Allowance to Officers in JMGS I who had actually/notionally reached maximum of clerical pay wef 01/11/2002 was introduced vide circular no. CDO/P&HRD-IR/65 dated 07/02/2007. It also contains a clause to take care of inter-se anomaly. A clarification to pay the allowance to Officers who were promoted before 01/11/2002 also was issued by Corporate Centre vide letter no. CDO:IR:SPL:610 dated 17/03/12. The Allowance claimed by many of the Officers has been pending at all controlling Offices including LHO. The allowance has to be paid to all eligible Officers immediately. (Refer our Letter no. ORG/20/2013 dated 08/06/13.)

5. POSTING OF ONE MORE OFFICER TO SINGLE OFFICER BRANCHES AND STOP OPENING OF BRANCHES WITHOUT TWO OFFICERS.

The number of Single Officer Branches at the Circle has been increasing steadily. The difficulties of Single Officer Branches in canvassing business and following up loans and advances are well known to the Bank. Many of these Single Officer Branches have crossed the 10 crores business mark and some have crossed even 100 crores. Officers of these Branches find it difficult to avail even a day's leave incase of necessity. Without two Officers, the Branch Manager cannot go out for business development and in order to mitigate the hardship faced by such officers and to enable them to perform to their optimum level, it is necessary to have a minimum of two Officers. All the Single Officer Branches are to be posted with one more Officer immediately.

6. ADEQUATE COMPENSATION FOR WORKING ON HOLIDAYS.

The concept of 'weekend' is a universal phenomenon and widely accepted proposition. Holidays and weekly offs are necessary to rejuvenate and attend work with greater energy and vigour. It also is an opportunity for the Officer to spend some quality time with the family.

The situation particularly in our Bank for Officers is different. Officers are called upon to invariably work on holidays on account of acute shortage of man power, backlog of work piled up, changing priorities etc.. Officers have now been working on holidays and Sundays at CPCs and at CCPC in particular as per RBI instructions, Branches for extending the Aadhaar facility, migrating car loan documents to RACPCs, Audit purposes etc. The compensation payable to an Officer for the work on such days should take care of the out of pocket expenses and the opportunity cost of the foregone family life and personal works. It should also be fair and justified in terms of equity with payments made to any other category of staff who work on the same day and should not lead to demeaning the status of an Officer.

