



**STATE BANK OF MYSORE EMPLOYEES' UNION ®**  
**Central Office**

P.B. No.: 9991, 644/645, Avenue Road, Bengaluru - 560 009

Tel: (0) 080-22259243 / 22235901 FAX : 080 - 22383901

Website: [www.sbmeu.com](http://www.sbmeu.com)

Email: [sbmeu.aibea@gmail.com](mailto:sbmeu.aibea@gmail.com)

General Secretary - Email: [srpowar57@gmail.com](mailto:srpowar57@gmail.com)

**ALL CORRESPONDENCE SHOULD BE ADDRESSED TO GENERAL SECRETARY**

**BULLETIN NO.: 28/2015**

**Date : 24-11-2015**

To All Members,

Dear Comrade,

**BI-PARTITE MEETING WITH SSBEA FIXED ON 3<sup>RD</sup> DECEMBER 2015**

**OUR STRIKE ON 1<sup>ST</sup> AND 2<sup>ND</sup> DECEMBER 2015 STANDS POSTPONED**

- ✓ Management agree to put on hold implementation of SBI CPS
- ✓ Deputy Chief Labour Commissioner directs SBI-Associates Bank Management to hold discussions on all issues
- ✓ SBI Management - SSBEA discussion fixed for December 3<sup>rd</sup> 2015.
- ✓ Strike on December 1<sup>st</sup> & 2<sup>nd</sup> temporarily deferred
- ✓ Kudos to Comrades for the unity and spirited struggles.
- ✓ Keep vigil, struggle is not over..

At Chief Labour Commissioner Level Conciliation meeting was held at New Delhi. Representatives of IBA, SBI and Unions of Associate Banks attended. From our side, AIBEA General Secretary Com. CH Venkatachalam, SSBEA General Secretary Com. N Venugopal, Union General Secretaries of SBH, SBBJ, SBP, SBM & SBT were present.

Demands and issues were explained.

Need for de-linking of Associates Banks from SBI was presented.

Management's arbitrariness, unilateralism, illegalities stands exposed as under:

1. Why Service Conditions are altered unilaterally and without any agreement with the Union.
2. How service conditions decided and settled at IBA level are changed in Associate Banks. How can Special Pay duties, hours of work be changed unilaterally. How can certain permanent jobs be outsourced violating laws and Bipartite.
3. How can Management say that the new employees will be governed by the SBI CPS. When in the appointment order, it is stated that their service conditions are governed by Awards and Settlements.

- . Why Government directives with regard to Compassionate Appointments and Staff Housing Loan not implemented.
- 5. How can Management for new recruits impose debarment for the Bipartite agreement allowances if they don't opt for in-cadre promotion in SBI CPS.
- How can Management incorporate termination clauses in the Appointment Orders without reference to any law of the Land.
- . Even in SBI, CPS was implemented as part of an agreement with the Union only. Why CPS is being imposed in Associate Banks without a settlement, when SSBEA is opposed to it.
- 8. Even in the Advertisement for recruitment, it was stated that you will be governed by Bipartite Settlements, then how can that be changed by including SBI CPS which is not part of the Bipartite.
- 9. When SBI Management is talking about competition, who is the competitor for Associate Banks. Is it not SBI itself.

Managements had no convincing explanations for any of their actions. Upon Deputy Chief Labour Commissioner's insistence for discussions, Management said they are ready for discussions and willing to hold talks on December 3<sup>rd</sup> with SSBEA on all issues. They agreed to put on hold implementation process of SBI CPS.

**In view of this outcome, AIBEA-SSBEA decided to defer Strike and related programmes.**

Comrades, through our campaigns, Management was made to come to terms with realities. But our struggle is not yet over, our issues are not yet resolved. We have to move forward stronger and our strength is our entire Comrades who are standing in the battlefield with determination and discipline to safeguard dignity of labour.

Congratulations to All. Let's keep up this unity and tempo. Our commitment to fight out injustice and exploitation will keep us marching forward.

Enc append AIBEA Circular No2 39255 dated 23.12.5 for your information.

With fighting greetings,

Yours comradesly,

**(S. R. POWAR)**  
General Secretary.



# ALL INDIA BANK EMPLOYEES' ASSOCIATION

Central Office: "PRABHAT NIVAS" Regn. No.2037  
Singapore Plaza, 164, Linghi Chetty Street, Chennai-600001

CIRCULAR NO. 27/139/2015/50

23-11-2015

TO ALL UNITS & MEMBERS

Dear Comrades,

- **OUR STRUGGLE AGAINST ATTACKS ON COLLECTIVE BARGAINING AND BILATERALISM IN ASSOCIATE BANKS AND CALL FOR STRIKE ACTION ON 1<sup>st</sup> & 2<sup>nd</sup> DECEMBER, 2015.**
- **CONCILIATION MEETING HELD TODAY BY CLC, IN DELHI**
- **MANAGEMENT AGREED TO KEEP THE OFFER LETTERS IN ABEYANCE AND NOT ISSUE ANY FURTHER OFFER LETTERS UNDER CAREER PROGRESSION SCHEME**
- **BIPARTITE MEETING WITH SSBEA TO BE HELD ON 3-12-2015**
- **OUR STRIKE / PROGRAMMES TEMPORARILY DEFERRED**

Pursuant to our strike notice caused by the provocative decision of the management of SBI and Associate Banks to foist SBI service conditions on the employees of Associate Banks, Mr. M K Choudhary, Dy. Chief Labour Commissioner, HQ, Ministry of Labour, Government of India had called for a conciliation meeting at his office in Shree Sakthi Bhavan in Delhi today. From AIBEA, leaders of SSBEA - Com. Mahesh Mishra, Com. N Venugopal, Com. Sushil Gautam, Com. K S Krishna, Com. Sreekanth Reddy, Com. S R Powar and Com. Jagdish Sharma were present in the meeting along with General Secretary of AIBEA and Com. D D Rustagi, Joint Secretary. Management were represented by the Executives of SBI and all Associate Banks along with Mr. K S Chauhan, Sr. Vice President, IBA.

While presenting the issue before the Dy. CLC, we explained that as per the instructions and orders of SBI management, all the Associate Bank management have pushed through the SBI's Career Progression Scheme in the Board meetings despite the opposition from our unions and dissent by our working Directors and the Scheme includes additional duties and powers, increased working hours, enlarged mobility, abolition of entire posts of permanent sweepers and outsourcing them, etc. besides some extra allowances. We further pointed out that while SSBEA was always agreeable to resolve the demands raised by them through bilateral negotiations, SBI management was adamant by insisting on accepting CPS as a pre-condition to resolve any issue.

We also explained how demands like enhancement in staff house building loan, implementation of compassionate appointment scheme as per IBA Government guidelines, etc are being unjustly denied by the SBI management and linked to the acceptance of CPS. We also submitted that trade union

rights of representation, collective bargaining and bilateralism, are being denied and negated by the management and how settled service conditions under Bipartite Settlement are being juggled with overlooking the obligations under ID Act.

In response, representatives of SBI management tried to justify their actions and maintained that SBI has every right to give any direction to Associate Banks in view of Section 2 of the Subsidiaries Bank Act.

We contested their viewpoints and stated that the Settlement under the ID Act cannot be trumped with or superseded by SBI or by any decision of the Board of Associate Banks. We pointed out that issues like duties and powers of staff, allowances, working hours, mobility, etc. were discussed in the recent industry-level bipartite settlement and resolved mutually, and Associate Banks being a party to it by giving authorisation and mandate to IBA, cannot violate the same.

In view of the postures taken by the management, there appeared to be a stalemate. However, with the intervention of the Dy. CLC, there were further deliberations and SBI management **offered to hold bipartite meeting with SSBEA on 3<sup>rd</sup> December, 2015 and agreed to our proposal to keep the offer letters served on the employees (wherever served) in abeyance and not to issue any further offer letters to the employees in the Associate Banks pending talks on 3<sup>rd</sup> December.**

**In view of this, it was informed to the Dy. CLC that our proposed strike action on 1<sup>st</sup> and 2<sup>nd</sup> December, 2015 will be temporarily deferred.** All our units are advised accordingly to put on hold all agitational programmes in this regard.

Comrades, while every effort is being taken to resist the unilateral, unfair and unacceptable proposals of the management and repulse them, we have to foist the SBI CPS in Associate Banks and to resolve the pending demands of the SSBEA amicably, no complacency, lethargy or lassitude should be entertained at any level. **Our unity and preparedness for struggles against injustice will be the only guarantee** for satisfactory solution to the issues. Keep the powder dry. Keep the spirits high. We shall keep our units informed of further developments.

We congratulate all our units, particularly our membership in the Associate Banks for their overwhelming response to the call of agitation but it is necessary to keep the tempo and alertness alive.

With greetings,

Yours Comradely



MAHESH MISHRA  
CHAIRMAN



N. VENUGOPAL  
GENERAL SECRETARY

C.H. VENKATACHALAM  
GENERAL SECRETARY

STATE SECTOR BANK EMPLOYEES ASSOCIATION