

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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IP No. 500077

Circular No. 87/2016

Date : 04.11.2016

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 133 dated 04.11.2016 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Soumya Datta
(General Secretary)

To all our Affiliates / Members:

WORKING ON SUNDAYS AND HOLIDAYS

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

With greetings,

(Y.SUDARSHAN)
GENERAL SECRETARY

No.6180/93/16

DATE: 04.11.2016

The Chief General Manager(HR)

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

Dear Sir,

WORKING ON SUNDAYS AND HOLIDAYS

With further reference to our Letter No.6180/92/2016, dated 27.10.2016 on the above subject, we would like to bring to your notice the under mentioned issues.

2. The limit for deposit of cash into a CDM (cash deposit machine) has been increased from Rs. 49,000/- to Rs. 2,00,000/- recently. The joint custodians are required to evacuate cash twice a day as per extant instructions; else the machine will get choked. On holidays, as branches remain closed, the deposits into the CDM are more. This makes it imperative for the Joint Custodians to attend to evacuation of cash on all holidays twice, which is totally impractical.
3. The practice of evacuation of cash from CDM's or attending to ATM's for loading of cash on holidays do not have clear cut instructions and hence is fraught with risk in terms of Insurance cover etc. The joint custodians are virtually required to forego their holidays or plans for any family/social function on such days. Also the nightmare of being called any time to attend to some non-functional ATM's always keeps the custodians on their toes. Even when the branches are kept open as per Corporate Centre's instructions or RBI/Government instructions, the agreed compensation is not paid on time and compensatory off is being denied. There is an urgent need to step into the shoes of such officers who are deprived of any social life, understand their problems and come up with a long term solution for this issue.
4. Apart from the above, despite our repeated representations many overenthusiastic controllers have forced the officers to work on festival days and under threat.
5. Nobody believes that SBI officers work on Vijaya Dashmi Day or Deepavali day when the whole country celebrates the festival. It has become a regular practice that officers are called on holidays to work, often standing in front of the

Soumya Datta
General Secretary
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puja pandals canvassing Home loans from the devotees, visiting the car dealers showrooms virtually begging for car loan leads. The devotees as well as the Finance Manager of the car showrooms are amused/surprised by the devotion of SBI Staff. On holidays the officers can be seen in the market place or park sitting under the canopy promoting Bank products. They have become the butt of the jokes amongst relatives when they don't participate in the socials functions even on **holidays**.

6. It seems that even on festival holidays and Sundays the officers have to ask for leave from their immediate boss and are not even sure whether they will be able to participate in the functions organized in their own house on holidays.

7. Under the circumstances:

- (a) We wish that the issue of not calling officers to work on holidays should be conveyed to the circles for strict compliance.
- (b) The issue of evacuation of cash from CDM Machines or loading cash into ATM's when there are continuous holidays should be discussed so that we can come up with a long term solution to the issue, as it is also our intention that ATM's should not go dry, as it affects the image of the Bank.
- (c) In case of exigencies when officers are called to work on holidays, they have to be compensated adequately and uniformly in all the circles with more than a day's wages (as they forego a holiday) and also be given a compensatory off. One should not shy away from this issue, which we have been raising in all our CNC meetings without an appropriate solution. It is really pathetic when some circle pays a pittance of an amount whereas other circles pay differently, yet far less than a day's wages.

8. While we reiterate that officers should not be called on holiday's especially festival days, the issue of a fair compensation has to be sorted out, as it is an extremely sensitive issue. Please call us for detailed discussion and suggestions on the issue.

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)
GENERAL SECRETARY