

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. 102/2017

Date : 05.08.2017

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 83 dated 05.08.2017 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:

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

We have to-day sent a communication to the CGM (HR), State Bank of India 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.6180/62/17

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."

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

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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