



## ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 3427/Delhi)

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

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**Circular No.76**

**30<sup>th</sup> September, 2012**

**TO ALL AFFILIATES/MEMBERS:**

Attack on Trade Union Rights

SBI Management resorts to victimization

Of Leaders of All India State Bank Offices' Federation

The Management of the State Bank of India has unleashed a series of attacks on the trade union rights of the members of the All India State Bank Officers' Federation a largest managerial trade union not only in the country but in the world as well. In a series of attacks that has been resorted in the recent past by the Top Executives of the Management of the Bank is unheard of in the recent past. The events that led to this calculated attack is a signal to the entire trade union fraternity that the Managements would take every opportunity to undermine the unity and solidarity of the trade unions in the country. The events that led to the current industrial unrest in State Bank of India dates back to the agitation call given by the Federation during November,2011. One of the issues slated for the strike action was the issue of introduction of 5 days' week in the Bank and the Management took a position that the issue cannot be decided at the Bank level and needs to be taken up with the IBA and the Government. Thereafter there were few skirmish occasions which did not matter for serious confrontation between the Management and the Federation.

2. During the month of August 2012, the Chairman of the Bank announced in a Press Conference that the bank is considering the proposal to introduce 7 days banking in the bank which was contrary to the demand of the Federation and also the stand that the Management had taken earlier. The Federation leadership was surprised at these developments since the Management has not brought up the subject for discussions in the bipartite and no attempt was made to elicit the views of the Federation by the Management before going to the press on the issue. The leadership of the Federation gave a call for immediate reaction through countrywide demonstration on 28<sup>th</sup> August 2012 which was a massive one and held in the Local Head Offices and also several other administrative offices. The Management took exception to these developments and the Circle Associations were served with a letter cautioning the leadership to desist from such demonstrations which would harm the image of the Bank. The Federation did not take any cognizance of this letter. However, the Management thereafter issued another communication seeking the explanation of the leadership of the Circle Association and quoted 36 AD of the Banking Regulation Act. When there was no reply to these letters the Managements in all the circles have issued charge sheets to the Presidents and General Secretaries of the Circle Associations and has threatened that the Management would proceed with the conduct of the enquiry proceedings against the charge of violation of 36 AD provisions of the Banking Regulation Act.

3. It is also reported that the Management is contemplating a series of actions to undermine the solidarity and unity of the organization. The top executives have been using the internal media to malign the organization and also terrorize the members across the country.

4. The attitude of the Management of SBI is highly condemnable and deserves to be retaliated to ensure that the trade union rights are carried forward under the banner of the Federation.

5. We are in touch with the leadership of the Federation and we were advised the leadership of the Federation will be meeting at Chennai and deliberate about the future course of action including the strike action if need be. We also wish to convey the rank and file of our State Bank across the country that the membership of the Confederation shall be behind all their struggles and are in readiness to extend solidarity support and participate in those programmes on the call of the Confederation.

6. In the meanwhile we wish to keep our members apprised of these developments and appeal to them to be in readiness for any action programme in the event of the Federation giving directions to their members after the conclusion of the meeting at Chennai. At this hour of crisis, we wish to convey our solidarity support and readiness to implement any action programme decided by their organization with a view to defend the honour and dignity of the Federation. Our members are therefore requested to be in readiness for immediate action at short notice in due course.

With greetings,

A handwritten signature in blue ink, appearing to be 'S. S. S.', is written on a white background.

(P. K. Sarkar)  
President