



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

CIRCULAR NO.79

18TH OCTOBER, 2012

TO ALL AFFILIATES & MEMBERS:

UNILATERAL INSTRUCTIONS OF RBI ON UNIFORM HOLIDAYS UNDER GRID BASED CTS

The Reserve Bank of India has unilaterally announced adoption of uniform Holiday Calendar under Grid Based Cheque Truncation System for the southern grid without proper consultation with us.

2. Holidays are declared by the respective State Government's under NI Act taking into account the local festivals of the state concerned. These holidays cannot be unilaterally annulled under the pretext of affording uninterrupted services. Leave and Holidays are part of the service conditions of the Officers covered by the bilateral settlements in the Banks as well as holidays declared under the N.I Act by the Government in the States.

3. We have taken up the matter with the Reserve Bank of India not to impose uniform Holidays under grid based CTS. A copy of our communication is enclosed for information.

With greetings,

**(D.S.RISHABADAS)
GENERAL SECRETARY**



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

No.1481/142/12

17.10.2012

To,
The General Manager,
Regional Office,
Reserve Bank of India,
Fort Glacis,
CHENNAI.

Dear Sir,

UNILATERAL INSTRUCTIONS OF RBI ON UNIFORM HOLIDAYS UNDER GRID BASED CTS

We invite your kind reference to RBI letter No.PSS(Che)/151/7.04.2208/ 2012-13 dated 29.08.2012 and letter No.DPSS(Che)/187/07.04.008/ 2012-13 dated 07.09.2012. The Reserve Bank of India has unilaterally announced adoption of Uniform Holiday Calendar under Grid Based Cheque Truncation System for the Southern Grid without proper consultations with the Bank Unions.

2. Holidays are declared by the State Governments under NI Act taking into account the local festivals and the religious sentiments of the population of the state concerned. These holidays cannot be unilaterally annulled by any other Authority under the pretext of affording uninterrupted services. Reverting to the issue under reference, we wish to reiterate that leave and holidays are part of the service conditions of the bank employees covered by the bilateral settlements in the Banks as well as declared under the N I Act by the Government in the States and hence should not be altered or modified

administratively or unilaterally.

3. But we learn that RBI, Chennai has advised all Banks that the Chennai based Southern Grid CTS will remain closed only for 9 days for the year 2012 and on all other days, the same would be operational. 15th October, 2012 was a declared holiday under NI Act in the state of Karnataka for Mahalaya Amavasya but Banks had informed the employees and officers that the clearing departments would function and hence employees and officers should attend office on that holiday. This goes against the fundamental right of a citizen in celebrating his religious festivals.

4. Similarly, 23rd, 24th and 27th October is holidays under NI Act for Tamilnadu on account of Ayudha Pooja and Bakrid which are very important festivals and religious functions. But, as per RBI instructions, employees and officers in Chennai working in the Cheque Processing Centres would be compelled to attend office on these holidays. In the name of improving the cheque clearance system, such transgression into the rightful leave and holiday entitlements of the staff is unacceptable. To make the employee of a Bank work on his holiday on account of religious festival only because some of the States under the Grid do not celebrate the particular festival is highly objectionable and tantamount to infringing upon the rights of the citizen.

5. The All India Bank Officers Confederation are always for improvements in the area of customer service, but denial of legitimate holidays to the officers/employees can never be compromised. Unilateral decisions cannot be taken by RBI or IBA or any bank management on issues relating to service conditions. Leave and

Holidays are part of the service conditions of the bank employees under the bilateral settlements. Any change can be done by proper and mutual discussions. Bipartite settlement does provide for contingencies when employees can be asked to work on Sundays or holidays with payment of overtime wages but does not provide for cancellation of holidays as declared by the State Governments under NI Act.

6. It is a paradox that in RBI, 5 Day banking has been introduced but RBI wants reduction of existing holidays of employees and officers in other Banks! The RBI after tactfully withdrawing itself from clearing house operations and handing it over to a private company viz. National Payment Corporation, RBI is today trying to interfere with the holiday entitlement of the bank employees and officers. Since the issue involves certain facility to the customers, the AIBOC desired to take up the matter with RBI to sort out the same amicably. Before we take any action in this regard, we once again wish to bring this problem to your kind attention with the expectation to resolve the issue bilaterally.

7. We request you to please bestow your personal attention in this matter and ensure that RBI Chennai withdraws its order of restricting the holidays for the Grid Based CTS and restore normalcy immediately.

Thanking you,

Yours faithfully,
Sd/-
GENERAL SECRETARY

Copy to:

1. The Governor, Reserve Bank of India, Mumbai.

2. The Secretary, (Banking), Ministry of Finance, Government of India, New Delhi.
3. National Payment Corporation of India,
4. Chief Executive Officer, Indian Banks Association, Mumbai.
5. The DMD & CDO, State Bank of India, Corporate Centre, Mumbai.