

# State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.43/23

To All Unit Secretaries



State Bank of India

Local Head Office

Poojappura

Thiruvananthapuram-695 012

Date 16.02.2023

Dear Comrade,

## **CENTRAL COMMITTEE MEETING HELD ON 15<sup>TH</sup> FEBRUARY 2023**

The Central Committee of our Union met at Thiruvananthapuram on 15<sup>th</sup> February, 2023 deliberated on various issues affecting the award staff employees in our Circle in detail. The Central Committee perceived that the majority of our membership is not satisfied with the consensus arrived at in the formation of MPSF. The spreading of lies and disinformation by other trade unions to portray our union abysmally and their attack against our Union and office bearers in social media was also discussed seriously. The committee also examined the activities undertaken by SBOSS in our circle and obtained information from the office-bearers where SBOSS is now in operation. The deliberations were carried over on various items in the agenda and the meeting was concluded at 10 pm.

We inform our members that the Central Committee jointly decided the following actions in our circle

### **MPSF**

We have reached a consensus with Circle Management only in line with the provisions of 8<sup>th</sup> Bipartite Settlement, Clause 30 C, *in which all workmen unions and the IBA jointly agreed to utilize the staff for marketing and selling of different products of banks and it's JVs based on their business needs and requirements* and also considering the internal settlements signed between All India State Bank of India Staff Federation and State Bank of India Management. The consensus arrived doesn't mean that only clerical staff has to run the show for acquiring the business targets of our bank in the circle. Our members were undertaking marketing of the bank's products all these days and our duty is to offer assistance in achieving business goals. Hence we already put forward certain demands before the Circle Management to uphold the dignity of our cadre as follows

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- **Outbound Sales activity has to be a team activity led by a supervising official.**
- **No wandering in the banking hall by employees while discharging the in-house marketing duties.**
- **No individual targets for clerical staff identified for MPSF.**
- **Incidental expenses incurred by the employees are to be reimbursed.**
- **Job rotation after completion of 6 months other than the staff who wish to continue.**
- **Proper Training (in physical mode) has to be imparted to identified employees before making use of their service for outbound sales.**
- **Ensure a lady official is accompanying the lady employees while performing outbound sales.**

In case, the aforesaid demands are not addressed favourably by the management, we have no hesitation in resuming agitations starting from a **Dharna in front of the Local Head Office.**

### **SBOSS**

As of now, it is understood that SBOSS has been assigned to perform the activities based on FEET ON THE STREET which includes sourcing Mudra loans in agriculture and allied agriculture portfolios, Agriculture loans, and Small and Medium loans. Even though now their activities are limited to this, the clauses incorporated in the Memorandum of Association of the company are discerned to be detrimental to the working class. We SBSU (KC), was the first affiliate to deliberate on this issue at the council meeting of the All India State Bank of India Staff Federation held at Amritsar on August 2022. Our Federation has also expressed its serious concern over this issue and has discussed the matter with Corporate Centre. The management has given the assurance that the formation of SBOSS will in no way affect the recruitment of clerical staff in our bank. The bank will continue to recruit clerical staff and has already recruited over 35000 clerical staff across the country from 2017 onwards, compared to other PSBs who have recruited clerical staff in a very nominal numbers only. Our union will surely be at the forefront in the struggle to fight against any moves of the management to outsource the perennial jobs of award staff. We are keeping a watchful eye on these developments and will take it up with our Federation at the national level. We will also take up this matter with the Circle Management to ensure that the services of SBOSS is utilised for their above designated activities only.

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### **BRANCH VISITS**

The entire Central Committee will visit all the branches in our circle pertaining to their respective areas to meet our members, will explain the stance of our union and to obtain feedback to present before the management in further discussions.

### **SUBORDINATE TO CLERICAL PROMOTION**

Our union will request the Circle Management to intervene to fill the unfilled vacancies in the promotional exercise of 2021-22 in the present promotion exercise.

### **RECRUITMENT OF SUBORDINATE STAFF**

It was already discussed with the Circle Management to assess the requirement of subordinate staff in our circle and report to the Corporate Centre. We will follow up on the matter and will do the necessary intervention.

### **BUILDING FUND**

In recent days, along with other false allegations, big lies are being spread to defeat the objective of constructing an office for our Union. Those who are spreading false propaganda against us are having own offices in every districts across Kerala. The proposal of having Unions own building was put forth at the 8<sup>th</sup> General Council held on May 2021 at Thiruvananthapuram during the delegate session by the various delegates across Kerala. The details of the usage of funds are available at our Union Office for the verification of our membership and the same will be audited & approved by our Chartered Accountants. We are transparent to our members unlike the other unions and will continue to remain the same. We appeal to our membership to not fall into the wrong persuasions and ensure our collective contributions to achieve it.

### **MEDICAL**

The delay in sanctioning medical bills in certain RBOs was discussed, and it will be brought to the notice of the concerned authorities for immediate action. It was also decided to write to Circle Management to revisit the Standardisation of Medical Expenses applicable to award staff.

### **VACATION POLICY**

In the Central Bipartite meeting held at Madurai on 6<sup>th</sup> January, 2023 the Federation deliberated the demand for granting Special Leave for Vacation Policy as per RBI/IBA communication. The Management replied that this demand is under the consideration of the Executive Committee of Central Board of our Bank.

If the decision is not in favour of us, we are duty bound to protect the hard earned leave of our members through legal forums, citing the violation of Bipartite Settlements.

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Dear Comrades, our Union will never compromise on upholding the rights and might of our rank and file. We have the solidarity and support of our membership to thwart false propaganda spreading against us. Hence we call upon the entire membership to stand united and defeat the attempts of the other unions to break our unity. We have no lethargy to fight against the management atrocities now or in the future. We earnestly appeal to all our members to be in readiness for a sustained struggle to meet the challenges head on.

***LONG LIVE..... SBSU (KC)***

***LONG LIVE OUR UNITY....***

***INQUILAB ZINDABAD.....***

Yours Comradely



Philip Koshy  
General Secretary

STATE BANKS' STAFF UNION (KERALA CIRCLE) .....	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
INQUILAB.....	ZINDABAD