

State Banks' Staff Union (Kerala Circle)

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

Reg. No. 01-36-2000

Circular No.39/23
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012
Date 05.01.2023

Dear Comrade,

MULTI-PRODUCT SALES FORCE **MARCH ON WITH PROTEST – OUR UNITY ZINDABAD!!!**

We all are aware that the introduction of MPSF had created a lot of turmoil among the entire workforce in our circle. It has increased further due to the adamant attitude of the Circle Management in resolving the unrest developed.

2. As we had communicated earlier, a negotiation committee was formed with five members each from our side and the management to discuss and resolve the issues related to the implementation of MPSF. The committee held three rounds of discussions starting from 29.12.2022 to 03.01.2023, all of which ended inconclusively. On 03.01.2023, the discussion lasted for almost 6 hours and the most underwhelming fact is that the management stepped backward at the very last moment of the discussion. Such a heinous act forced our leaders to come out of the meeting at 8.30 pm and we went for a demonstration in front of LHO. Hundreds of our militant comrades including ladies who were waiting for almost 3 hours participated in the demonstration and the thunderous slogans raised by our members echoed in every nook and corner of LHO. We appreciate the unbeatable solidarity displayed by our members by readily responding to the call and unhesitatingly standing there even after the threatening announcements made by the management to disperse.

3. Both our Union and the Management have a long history of bilateralism. The Bank and its workmen staff are mutually dependent on each other. But, we are deeply distressed to observe that issues associated with the formation of MPSF which are affecting the workmen staff are not being discussed in the true sense or only discussed for the sake of maintaining a formality. The discussions held were nothing but a device of procrastination and a tactics of the bank management to deprive us of our rights.

4. The management is moving ahead with unilateral clarifications with regard to the SOP of MPSF. Interpretations of instructions in the SOP are very much detrimental to the interest of the employees. They are trying to make unilateralism the order of the day, which we cannot accept in any way.

5. It has come to our knowledge about the recalcitrant attitude of certain Regional/Module Management of the Circle who get guided by irrefutable orders conveyed to them from higher ups through telephones. We, as a responsible as well as the recognised trade union representing the vast majority of employees in our circle, feel that it is our bounden duty to protect the rights of our members and we won't spare any moment to fight for it. Hence we have decided to intensify the agitational course of actions as detailed below.

AGITATIONAL PROGRAMMES

01. Badge Wearing - 05.01.2023
02. Lunch time demonstration in front of branches in major Centres - 07. 01.2023
03. Demonstration in front of all RBOs - 09.01.2023
04. Demonstration in front of all branches, cells, AO's and LHO - 10.01.2023
05. Poster to be displayed in front of all branches - 12.01.2023
06. Distribution of leaflets to customers - 12.01.2023 - 17.01.2023
07. Lunch Time Demonstration in front of all branches - 18.01.2023
08. Dharna in front of all RBO's - 21.01.2023
09. Dharna in front of all AO's - 25.01.2023
10. Dharna in front of LHO - 30.01.2023

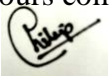
6. We always believe a union is not formed merely with the object of organising a strike and a strike should be the last weapon in any progressive union. The current innovations have resulted in such a scenario that in many of the branches across the circle our members are not even able to leave the counters for fulfilling their basic needs because of the heavy crowd of customers. The sudden withdrawal of a large number of clerical staff from branches has hampered customer service. Also our long pending issues/ demands like resolving of Connectivity/ Technical issues, recruitment of clerical, subordinate, and armed guards, promotion of subordinate staff, Outsourcing of clerical & subordinate cadre duties, non-payment of Over Time wages, non-payment of medical bills to dependants, violation of bank's instructions in Cash handling, non-availability of security staff for Cash remittance, security issues in ATM/ADWM replenishment & evacuation, irrational manpower planning, violation of transfer policies etc. require resolutions. If the management is not taking adequate measures to resolve the industrial unrest developed in the Circle, we won't hesitate to do what is to be done for protecting the dignity of the working class.

7. Revolutionary Greetings to each one of you for keeping up the trade union spirit and we repeatedly remind you all that the **strength of our union is our unity**. We once again request you all to strictly follow the instructions of the Union.

VICTORY IS OURS.

INQILAB ZINDABAD.....OUR UNITY ZINDABAD.....

Yours comradely



(Philip Koshy)

General Secretary