

# State Banks' Staff Union (Kerala Circle)

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

Reg. No. 01-36-2000

Circular No.37/22  
To All Unit Secretaries



State Bank of India  
Local Head Office  
Poojappura  
Thiruvananthapuram-695 012  
Date 28.12.2022

Dear Comrade,

## **GEAR UP FOR ORGANISATIONAL ACTION TO PROTECT WORKERS' RIGHTS & SAVE STATE BANK**

The Central Committee meeting of our union was held at Thiruvananthapuram on 21.12.2022 against the backdrop of the unilateral implementation of the Multi-Product Sales Force (MPSF) in Thiruvananthapuram Circle.

The General Secretary informed the Central Committee of the recent developments and the unrest it has created in our circle and also congratulated the rank and file for the successful conduct of demonstrations in front of Administrative Offices on 20/12/2022 against the unilateral actions of the management.

The General Secretary added that the current move of the migration of 1200 employees from branches to MPSF is detrimental to the interest of the employees, customers, and the bank. Hence, being a duty-bound organisation to protect and uphold the interest of our members we need to prepare for a series of struggles against this arbitrary move of the management, he asserted. He urged the house to deliberate on this subject to chart out our agitation programs in defiance of this atrocity.

The Central Committee Members across the circle ferociously expressed the apprehensions and emotions of the members from their respective areas. All of them informed the house about the strong resentment of membership in this subject. The Central Committee assessed the situation as very disturbing and prejudicial as the reduction of manpower from branches will result in an additional burden to the remaining staff and will in turn result in employee dissatisfaction and will hamper customer service. The Committee was of the unanimous opinion that the new initiative cannot be perceived for the progress of the bank.

Hence the meeting concertedly decided to move ahead with our agitation programs and campaigns as listed.

- Strict Adherence to working hours***
- Cluster Demonstrations @ 100 centres***
- Social Media Campaign- Digital Poster Display***
- Work To Rule & Withdrawal of Extended Co-operation***
- Distribution of Pamphlets to Customers***
- Badge Wearing***
- Display of Posters***
- Dharna in front of LHO***
- Dharna in front of all RBOs***
- Demonstration in front of all branches & offices***

The further agitational programmes will be decided by the Central Committee, after looking into the developments in this regard.

During the CC meeting, our General Secretary had a series of calls from the management for a discussion on this matter. The meeting decided that the dates of the charted programs will be finalised after the discussions. Soon after the meeting, a discussion was held at LHO with the management in which we conveyed our views and demanded them to keep in abeyance the proceedings associated with MPSF. The management representatives couldn't assure us of this and the discussion was inconclusive. So we decided to move forward with our protest.

Tremendous support was received from all corners and demonstrations were conducted at more than 100 centres across Kerala on 23.12.2022. The humungous participation of our rank and file from the nuke and corner was observed in all the centres and we could display our ire at this capricious decision of the management.

Later on 27.12.2022, the Circle Consultative Committee Meeting with the management was held at LHO. Even though the discussions in the meeting were based on the pre-submitted agenda, our General Secretary has apprised the management of the displeasure and discontentment we have in the formation of MPSF in our circle. Then CMC directed to constitute a committee to discuss the issue separately.

In the proposed meeting also, we will uphold the views of our Central Committee and will try to reach a consensus that the existing MPSF concept has to be rolled back and revamped in a way that ensures the smooth progress of the organisation and a stress-free working atmosphere for the employees.

We understand the angst and difficulties of those who are allotted to MPSF including our lady comrades. In this juncture, we advise to strictly follow the instructions of Union in this regard. We re-iterate that we are committed to protect the rights of our members.

We call upon all our members to rally under the flag of SBSU (KC) – *the sword and the shield of our members* and invariably ensure our participation in all the agitational programmes and campaigns.

***We will not stay stranded***

***We will move forward with strong steps and our heads high***

***Get ready for further agitational programmes***

***Inquilab Zindabad.....Our Unity 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