



State Banks' Staff Union

(CHENNAI CIRCLE)

(Regd. No: 883)

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

POST BOX NO.1754
STATE BANK BUILDINGS
84, RAJAJI SALAI
CHENNAI - 600 001.

CIRCULAR NO.60

15TH NOVEMBER 2017

DISCUSSIONS WITH IBA HELD ON 14.11.2017

We reproduce hereunder the contents of Circular No.36 dated 15.11.2017 released by Com.Sanjeev K.Bandlish, General Secretary, All India State Bank of India Staff Federation appending therewith Minutes of the Discussions held on 14.11.2017 between the Sub-Committee of IBA Negotiating Committee and 5 Unions viz.AIBEA, NCBE, BEFI, INBEF and NOBW for the information of our Members.

(S.M.SELVARAJ)
GENERAL SECRETARY

TEXT OF THE CIRCULAR NO.36 DATED 15TH NOVEMBER 2017:

"One more round of discussions took place between IBA and our Workmen Unions yesterday i.e.14.11.2017 in IBA Office in Mumbai.

IBA's Sub-Committee was represented by Mr.Rakesh Sharma (MD, Canara Bank and Chairman of the Sub-Committee), Mr.V.G. Kannan(Chief Executive, IBA), Mr.B. Raj Kumar(Dy Chief Executive, IBA), Mr.M.K Gupta(GM, Bank of India), Mr.Punit Jain(GM, PNB), Mr.T.S Seshadri(GM, Indian Bank), Mr.S.K Kakkar(Sr. Advisor, HR&IR, IBA) and Mr.K.S Chauhan(Advisor, IBA).

Our team was represented by Com.C.H. Venkatachalam and Com.B.S. Rambabu(AIBEA), Com.S.K Bandlish and Com.Vinil Saxena(NCBE), Com.Pradip Biswas(BEFI), Com.Subhash Sawant(INBEF) and Com.Upendrakumar(NOBW).

During the meeting, the following issues discussed in the meeting held on 3.11.2017 in the Sub-Group on demands relating to Disciplinary Action and Procedure were informed and further discussion took place.

- i. For claiming travelling expenses for defending an employee in the departmental action, existing restrictions of 'within the state' be removed.
- ii. Subsistence Allowance to be improved upon.
- iii. Indiscriminate usage of Clause 5(j) to be stopped through proper guidelines / definition.
- iv. Clarification with regard to provision of Clause 6(e) i.e. bringing down by two stages in the scale of pay and applicability of the same to employees who have already reached maximum in the scale of pay.
- v. Clarification to be given that minor misconducts clearly enumerated under Clause 7 of BPS dated 10.04.2002 should not be brought as major misconducted under Clause 5.
- vi. Multiple charges for one incident should not be made out.
- vii. Punishment order by the Disciplinary Authority not to be implemented till the final disposal of Appeal by the Appellate Authority.
- viii. Issuance of charge sheet under Pension Regulation to Award Staff after retirement to be stopped since it is not provided in Bipartite Settlement.
- ix. Awarding the punishment of stoppage of increments should be without affecting superannuation benefits, as in the case of Officers.
- x. Provision for appeal against suspension.
- xi. In case of punishment of dismissals, a provision for Review Authority after Appellate Authority.
- xii. Deletion of Fine as a punishment.

It was decided that the conclusions on the discussion on these issues would be finalised in the next meeting.

Thereafter, the following issues were taken up for discussions:

- Simplified formula for calculation of overtime wages. Unions submitted their views and the issue would be discussed further.

- On the issue of introduction of Leave Bank providing for voluntary contribution of leave by the employees to a common pool and utilisation of the same for sanctioning leave to those employees who suffer from major diseases and prolonged illness and have not leave to their credit, Unions submitted their Note containing their views and explained their proposal. It was decided to discuss the issue further.
- On our demands like Child Care Leave for women employees, Sabbatical Leave, Study Leave, etc., it was agreed that Unions would submit a Note for further discussion.

We pointed out that considerable time has elapsed since commencement of the discussions in May, 2017 on our Charter of Demands, but so far IBA has not come forward with their offer on wage increase and hence demanded that the next meeting of the Full Negotiating Committee should be fixed up at the very earliest for this purpose.

With greetings,

Sd/-
C.H. Venkatachalam/AIBEA

Sd/-
S.K. Bandlish /NCBE

Sd/-
Pradip Biswas/BEFI

Sd/-
Subhash S Sawant/INBEF

Sd/-
Upendrakumar/NOBW”

DARBS – RETIREMENT

We advise that the following Members have retired during the month of October 2017.

S.No.	Name of Employee Shri/Smt	Designation	Branch
1	K.Ravichandran	Sr.Spl.Assistant	SME Tiruvannamalai
2	H.Prema	Sr.Spl.Assistant	HNI, Ashok Nagar
3	P.Shenbagavalli	Customer Assistant	Cheyar
4	R.Nandakumar	Special Assistant	Thanjavur
5	Esther Sundersingh	Special Assistant	Tiruchirapalli Town
6	N.Krishnakumar	Assistant	Coonoor
7	C.Gowri	Special Assistant	LCPC, Chennai
8	S.Kunchithapatham	Sr.Spl.Assistant	Karaikal ADB
9	S.Arjunan	Senior Assistant	CCPC, Chennai
10	P.Natarajapathy	Head Messenger	Erode
11	M.Subramani	Sr.Head Messenger	G.H.Road, Erode
12	D.Vijayakumar	Special Assistant	Bhavani
13	M.Appan David Jasper	Special Assistant	Tirunelveli
14	Shobaa Unny	Special Assistant	Coimbatore City

A sum of Rs.10,000/- each has been given to them. We wish them all a happy and healthy superannuation.

DARBS – DEMISE

We regret to advise our Members the sad demise of the following Members during the month of October 2017. A sum of Rs.10,000/- each for funeral expenses has been disbursed to the beneficiaries from DARB Scheme.

S.No.	Name of Employee Shri/Smt	Designation	Branch
1	A.K.Sumathi	Customer Assistant	Kolathur
2	P.Narashiman	Messenger	Gajalnaickenpatti
3	L.Seranthian	Armed Guard	SME Tuticorin

SBSU (CC) ::: AISBISF : : : NCBE ::: UFBU ... ZINDABAD