



STATE BANK OF INDIA OFFICERS' ASSOCIATION
CHANDIGARH CIRCLE
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Circular No. 2023/08

Date: 19-02-2023

SETTLEMENT REACHED – KUDOS TO OUR MEMBERSHIP- STRIKE ACTION CALLED-OFF

Dear Comrades,

Further to the Strike Notice served by us on the circle management as per the decision of our EC meeting held in Kurukshetra on 28-01-2023, and thereafter, as per the resolution reached with the management on 10.02.2023, the Assistant Labour Commissioner (Central), Chandigarh had convened a conciliation meeting on 13-02-2023.

During the discussions with the management on 10.02.2023 and also as per the settlement reached at the O/o ALC (C), Chandigarh, it has been agreed to:

- Ensure bilateralism at Circle/ Module and Regional Levels.
- Calling of officers on Working on Sundays/ Holidays will be stopped (except for exceptional exigencies). If called for any serious exigency, it will be only on written orders of competent authority and with immediate compensation.
- No Meetings/ Seminars in early/late hours, Late evening meetings will be avoided.
- Transparent transfer policies, No arbitrary transfers, No tenure less than 1 year for any posting (approval of GM to be obtained for such postings), Empathy for compassionate cases in transfers.
- Controllers have been advised to be respectful, professional and dignified in their day-to day dealings, Maintaining self-respect and dignity of the officers working under them, Professional approach at work place will be ensured. They have been advised to refraining from initiating disciplinary action on flimsy grounds and positive work atmosphere to be created across the Circle.
- The payment of Water scarcity allowance has been made for all eligible employees up to last year and for the current year (Oct to March 2023), it will be paid with salary of Feb 2023.
- Compensation for working on holidays has been paid to eligible cases, the payment for pending cases if any, will be made immediately.
- The management will positively consider to post one support officer for every three branches for immediate relief of single officer branches.
- Whatsapp will not be used for sharing any official content/ information and will be only used for speedy and emergency communication and not in early/ late hours.
- No disciplinary action will be initiated against any member or office bearer for participating in association activities and organizational action.
- Circle transfer policy will be revised in consultation with SBIOA, including stay of most difficult centres and other provisions of transfer policy.
- The 7-year clause for IMT will be taken up with corporate centre for reconsidering its implementation.

Taking into account the above developments and outcome of the discussions, it has been decided to stall our agitation programmes and call-off our strike action on 27th February, 2023.

Further, it is important and significant to note that all the controllers have been advised to implement the agreement reached through a communication dated 10.02.2023 and this communication was also made a part of the resolution.

Comrades, your unity and preparations for the implementation of the agitation programmes and strike action have paved the way for the above developments. We salute and congratulate all our members for the same!

We whole-heartedly thank our federation leadership for extending support and guidance to us during the struggle. We are thankful to our sister organisations SBISA, SBIPA and SEWA for their solidarity. We also thank the Circle management for understanding and agreeing to our demands which will create a positive atmosphere in the Circle.

We are sanguine that a positive atmosphere and happy employees would surely lead to new era of progress and growth in the Circle.

Comrades, the Bank's interests are supreme for all of us and we should give our best to achieve the business goals for the betterment of our beloved institution and the Circle. Let us work in unison for the same.

Together we can! Our Unity Zindabad!

With revolutionary greetings,

General Secretary