



ALL INDIA PNB STAFF FEDERATION

(Affiliated to N.C.B.E.)

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Circular No. 20/2018

Dated: 10.09.2018

TO ALL MEMBERS

Dear Comrades,

LETTER TO MD & CEO OF THE BANK

We reproduce hereunder letter written to Shri Sunil Mehta, Managing Director & Chief Executive Officer of the Bank by the Federation on 10.09.2018, for information of all our members.

With revolutionary greetings,

(R. K. SHARMA)
GENERAL SECRETARY

We welcome on your assuming the charge of the Chairman of Indian Banks' Association, which has kindled the hope amongst the bank employees that under your able stewardship, 11th BPS will be concluded soon and in a positive way. You being a straight forward and positive man, the rights of the bank employees would be safe under your umbrella. We are extremely elated on your taking charge as the Chairman of Indian Banks' Association. We congratulate you with utmost sincerity and unalloyed respect. We have every hope and confidence in your wisdom and administrative capabilities and wish that the banking sector more particularly Punjab National Bank would continue to march ahead in its all round developments and in achieving the goals set by the Government of India.

At this juncture, we would like to bring to your kind notice some burning issues affecting the well being of the employees/officers of the Bank for your sympathetic consideration:-

NON-PAYMENT OF OVERTIME FOR DEMONETIZATION PERIOD

As per the directives of the Bank, all the employees all over the country performed duties on holidays i.e. 12.11.2016 & 13.11.2016 and also beyond their scheduled working hours on all other working days during demonetization period from 10.11.2016 to 31.12.2016. But in various circles those workmen who performed duties on holidays and beyond their scheduled working hours during the months of November and December 2016 have not been paid overtime for the actual period even after the expiry of a period of more than 20 months. It is indeed paining, therefore, we are, taking this opportunity to approach you and request you for your kind intervention. The attitude of some Circle Heads is colorable exercise of powers and is perverse to the Bank's guidelines issued in this regard and also against the spirit of Bi-Partite Settlement.

In this regard, IBA vide Letter No. CIR/HR & IR/VGK/2017-18/3860 dated 8th November 2017 also reiterated as under:

"If Workman is required to do overtime work as decided by the Management of the banks concerned, he/she will be entitled to receive payment for such overtime work as per the provisions of Bipartite Settlement. In view of the above, Banks are advised to do the needful".

The attitude of Circle Heads is causing great resentment and dissatisfaction in the employees. We request you to impart instructions to all the circles for payment of overtime to workmen staff for the actual period they performed the duties beyond their scheduled working hours.

VACANCIES OF AWARD STAFF

The Board in its meeting held on 02.11.2017 has approved the Man Power Plan for the Year 2018-19 wherein the vacancies for different scales in Officer Cadre have been notified. But to utter surprise, even after the completion of entire process of promotions for all the scales in Officer Cadre; the vacancies for the posts of Special Assistant, SWO-A, Armed Guard and Peon in Workmen Cadre have not been notified by the Bank.

We urge upon the management of the Bank to fill up the vacancies of Special Assistants, start promotion process from sub-staff to clerks and to expedite the recruitment of SWOAs, Armed Guards and Peons at the earliest to cope with the man power requirement of the branches.

MANDATE TO IBA FOR WAGE NEGOTIATIONS

The Board of our bank has adopted a resolution to give mandate to IBA for 11th Wage Negotiations upto Scale-III only. This is nothing but an attempt to reverse the time tested mechanism of industry level settlement for all scales of officers working satisfactorily for decades, as embodied in the successive Bipartite Settlements. The inordinate delay being made by our Bank in giving mandate to IBA for all sections of officers seems deliberate and motivated to frustrate the UFBU's concerted efforts for industry level settlement for all the officers. The impression is gaining ground that the management is taking full advantage of the situation arising out of autonomy given to the banks. This attitude of the management is resulting in industrial tension and has created a situation of intense restlessness amongst the officers of the bank and is developing into conflicts and agitations. In our opinion this is nothing but an affront on the right of collective bargaining achieved by bank employees through years of struggle. This hard earned right cannot be taken away. Any further dilly-dallying in giving mandate to IBA for all sections of officers will invite industrial unrest in our Bank and the management will be solely responsible for the consequences, if they allow such an eventuality to take place. As trade union, besides being concerned about the interests of welfare of the bank employees we are committed to the progress of the Bank and we strongly believe that in an atmosphere of conflicts and agitations the progress of the Bank will be adversely affected. Whatever atmosphere has been created; instead of getting strengthened is slowly slipping out giving a feeling that all is not well with the industrial relations in the Bank? Immediate measures are necessary to resolve the issue to prevent deterioration in industrial relations.

We, therefore, urge upon you to take appropriate steps for industry level wage negotiations for all sections of officers by giving unconditional mandate to IBA and pave the way for improving the industrial relations in the Bank.

SHORTAGE OF STAFF

Most of the branches of the Bank are experiencing severe shortage of clerks and sub-staff. Retirement, promotion, death and enormous business growth is not supported by adequate staff. As a result, existing employees are not able to provide quality service to the customers and they directly face ire of the public. Immediate recruitment of clerical as well as sub-staff most particularly of armed guards is required to cope with the problem.

INTEREST ON LOAN ACCOUNTS OF STAFF

The Bank is charging interest in overdraft accounts of members of staff much higher than the rates of interest being charged in various loan schemes even for general public. We would therefore, urge upon you to reduce the rate of interest for overdraft account of members of staff to 8% as being charged in State Bank of India. We trust the just and reasonable request of ours would receive sympathetic and favourable consideration by you.

INTERVIEW FOR THE POST OF SPECIAL ASSISTANT

We observe that the interviews for the post of special assistant have not been conducted by the bank this year so far. We urge upon the management to conduct the interviews for the post of Special Assistant without further delay to avoid unrest in the employees of clerical cadre.

APPOINTMENTS ON COMPASSIONATE GROUNDS:

We express our deep anguish and concern over the way of implementation of Compassionate Appointment Scheme as Pick and choose policy is being adopted by the management in giving appointments to the dependents of the deceased employees. There are so many cases wherein compassionate appoints have been given to the dependents of the deceased whose financial condition is many times better than to those who have been denied the appointment.

OUTSOURCING OF BANKING SERVICES

Outsourcing of all types of normal and permanent banking jobs and services is an issue of serious concern to the employees. It is observed that the normal and regular banking services are being outsourced to private agencies. In the Industry level agreement dated 02-06-2005 it has been agreed between the IBA and the Unions that while there would be endeavor to re-train and re-skill the staff to develop in-house competencies, the Banks may outsource Information Technology related activities in respect of specialized areas where in-house capability is not available. This clearly means that all other jobs for which the bank staff have competency and capability, outsourcing such jobs, cannot be undertaken. But un-mindful of this agreement, the bank is outsourcing various jobs and activities which can be normally done by bank staff. Even jobs like security, maintenance, upkeep, back office functions etc. are being given out on outsourcing basis.

Banking is a very sensitive and critical sector where in-built safeguards are of paramount importance. It is a recognized fact that outsourcing brings in its wake several risks. Further, outsourcing of banking services would also create obvious staff surplusage and redundancies which is a definite threat to the job security of the employees. Outsourcing of banking services are also fraught with possibilities of frauds which is already the experience of some of the banks which have resorted to outsourcing in the name of saving labour cost. We request the management to not to proceed further in the matter of outsourcing in violation of settlements.

ROLLBACK OF EXTENDED WORKING HOURS FOR CASH TRANSACTIONS

We view with great concern the problems being faced by the Head Cashiers in the branches due to extended business hours for cash transactions upto 4-00 p.m. The decision of the bank managements of extending the business hours is also against the guidelines enumerated in Master Circular on Customer Service DBOD No.Leg.BC.19/09.07.006/2010-11 July 1, 2010 issued by Reserve Bank of India. According to Para 7.4 of this Master Circular only the banking transactions other than cash should be extended up till one hour before the close of the working hours while the bank managements have extended the banking transactions involving the cash also during these extended working hours which is unenforceable. Now, when so many other alternate channels like Cash Deposit Machine, ATM and BCA are available; we urge upon that the rollback of extended working hours for cash transactions be considered by the Banks.

REIMBURSEMENT OF PETROL EXPENSES TO WORKMEN FOR DUTY

We demand from the management of the Bank, re-imburement of cost of 25 liters of petrol for attending duty to all the workmen who own vehicles and valid diving license in their name.

CONVERSION OF ALL PART TIME EMPLOYEES IN FULL TIME EMPLOYEES

We urge upon the management to convert all the part time employees working in the Bank in full time employees without further delay taking into consideration government guidelines in this regard and to avoid unrest in these employees.

TRANSFERS OF FEMALE EMPLOYEES

We urge upon the management to review the temporary transfer policy for female employees taking into consideration the problems being faced by them.

In case, however, the Bank does not respond and continues with their dilatory tactics on the aforesaid issues, we will be left with no other alternative but to adopt agitational means along with other likeminded organizations and the onus thereof, will be upon the management.

We are the second largest workmen federation in Punjab National Bank. Our federation being a responsible organization assures you to co-operate in all possible manners for the onward growth of the institution and well being of the employees which we believe that you will be able to inculcate for the mutual benefit of the institution and its employees.

In the background of the aforesaid issues, a delegation of leaders of our Federation wants to meet you and to discuss with your good-self the issues of immediate concern of PNB employees at an earliest possible date. We will be thankful to you if you spare your valuable time to meet the leaders of our Federation amidst your busy schedule.

We look forward to your prompt response and speedy action.

Thanking You,

Yours Faithfully,
Sd/-
(R. K. Sharma)
General Secretary

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WORKERS' UNITY..... ZINDABAD