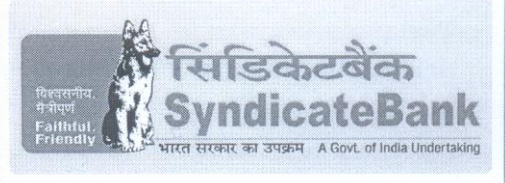


प्रधान कार्यालय: मणिपाल 576 104 (कर्नाटक)
Head Office: Manipal-576104(Karnataka)
संगठन एवं पद्धति प्रभाग
ORGANISATION & METHODS DIVISION



Circular No.018-2016-BC-PD-07-IRD

Date: 11-01-2016

PERMANENT UTILITY

MINUTES OF THE JOINT MEETING HELD BETWEEN THE REPRESENTATIVES OF THE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION, AT HEAD OFFICE, MANIPAL ON 29TH SEPTEMBER, 2015

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The Minutes of the Joint Meeting held between the representatives of the **Management of the Bank** and the representatives of **Syndicate Bank Employees' Union**, at Head Office, Manipal on **Tuesday, the 29th September, 2015** is annexed for information. Necessary guidelines / administrative instructions in respect of the minutes, wherever required, will be issued separately.

Clarifications required, if any, on this circular may be sought from **PERSONNEL DEPARTMENT, INDUSTRIAL RELATIONS DIVISION** at Head Office, Manipal through respective Regional Office, as per extant guidelines.

(GOPINATH T IYER)
GENERAL MANAGER (P)

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MINUTES OF THE JOINT MEETING HELD BETWEEN THE REPRESENTATIVES OF SYNDICATE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION AT HEAD OFFICE, MANIPAL ON TUESDAY, THE 29th SEPTEMBER 2015

PRESENT

	For and on behalf of the Management of Syndicate Bank		For and on behalf of the Workmen represented by Syndicate Bank Employees' Union
1	Sri K Santhosh Kamath General Manager (P)	1	Sri J.P. Sharma, President
2	Sri Gopinath T Iyer General Manager	2	Sri Anil Kumar Srivastava, General Secretary
3	Sri Ajit L Karmalkar Dy. General Manager (P)	3	Sri Narendra L Dave Dy. General Secretary
4	Sri Ramananda Nayak Asst. General Manager (P)	4	Sri Bhaskar Iyer Dy. General Secretary
5	Sri C Pulla Reddy Asst. General Manager (P)	5	Sri Ram Mohan Dy. General Secretary
6	Sri B C Rao Chief Manager (SWD)	6	Sri S K Sangtani Dy. General Secretary
7	Sri Gopalakrishna Kamath Chief Manager (HRDD)	7	Sri Syed Iqbal Dy. General secretary
8	Sri G Radhakrishna Chief Manager (IR)	8	Sri Prabhat Chaudhary, Secretary
		9	Sri Vijay Sawant, Secretary

Sri K Santhosh Kamath, General Manager (P) extended a warm welcome to the members of the Negotiating Committee of the Management and Union. In his address he noted that the industrial relations in bank were in good stead.

Sri Gopinath T Iyer inaugurated the Joint Meeting stated that he was glad to that the industrial relations scenario in the bank was cordial and while assuring that the legacy would be continued, he added that he will supplement the efforts of the employees to realize their genuine aspirations.

Sri J P Sharma, President, thanked the Management for convening the joint meeting. He also stated that there was urgency in resolving the issues concerning the regularization of temporary employees and the issue of inclusion of past services both in Attenders and part-time sweepers as the same is being deferred by the management repeatedly.

Sri Anil Srivastava, General secretary noted that there has been undue delay in resolving various issues including the regularization of temporary employees and inclusion of their past service in the permanent service of the Bank. He requested the management for early resolution of the issues.

Thereafter the following issues were discussed in a cordial atmosphere.

- 1. Inclusion of past service of such of those temporary employees who have subsequently been regularized in the permanent service of the Bank.**

The representatives of the Management informed that the process will be initiated shortly.

- 2. Regularization of all temporary employees in the permanent service of the Bank (Attenders & PTS).**

The representatives of the Management informed that the process of regularization of temporary employees has been initiated.

3. a) **Reduction in the Rate of interest on Staff Loans i.e. DL, ODC, Vehicle Loan etc.**
b) **Eligibility criteria should be reduced from 5 years to 3 years in case of ODC**
c) **Enhancement in the limit of ODC**
d) **Option to convert ODC to DL.**

The representatives of the Management informed that an appropriate note with suitable recommendations will be placed before the competent authority.

4. **Appropriate increase in the reimbursement of Petrol Expenses.**

The representatives of the Management agreed to consider the request of the union.

5. **Increase in the reimbursement of Central Office and President's Office rent.**

The representatives of the Management informed that the matter will be placed before the competent authority.

6. **Appropriate increase in the uniform/Liveries and stitching charges.**

The representatives of the Management informed that a circular has already been issued with revised rates.

7. **Appointment on compassionate grounds to the dependent of the deceased.**

The representatives of the Management informed that the cases of Sri Nabban Khan, RO Lucknow, Sri. Muqbal Basha, RO Ananthapur and Sri. Ram Chander, Rai Bareilly Road Branch, Lucknow will be placed before the committee.

8. **Implementation of Understanding reached between the Management and Gujarat State Committee of SBEU Union, in the matter of Regularization of Sri Jayesh Panara before the Dy. CL (C).**

The representatives of the Management agreed to consider the case.

9. **Illegal removal from the service of the Bank by the Branch manager Khara Branch under Ahmadabad RO violating the understanding reached between the management and the union before the Dy. CL (C).**

The representatives of the Management informed that necessary instructions will be given.

10. **Payment of T.A. Bill Sri Deepak Agrawal Clerk, Emp. No. 583615, Mandawar Branch under Jaipur RO.**

The matter will be taken up with IBA in the light of modifications issued by election commission.

11. i) **Increase in the amount of Staff Vehicle Loan**
ii) **Option may be given between 2 wheeler or 4 wheeler**

The representatives of the Management informed that the existing limits will be revisited and matter will be placed before the Competent Authority.

12. **Request for the reimbursement of cleaning materials.**

The representatives of the Management agreed to examine the matter.

13. Non deduction of voluntary contribution from new recruities under Death Relief Scheme. Issuance of Guidelines to become the member of Death Relief fund

The representatives of the Management informed that necessary guidelines reiterating the provisions have already been issued vide circular letter no. 29/2015/CYC/0012/HO/SWD/DRS dt. 17.08.2015. It is suggested to the Union that they also may sensitize their members on the issue so that all employees are covered under the scheme for larger interest of the employees. It has also been agreed to consider waiver of arrears as a onetime measure.

14. Recruitment of adequate number of clerical staff to meet out the acute shortage in the Branches

The representatives of the Management informed that necessary steps will be initiated to address the concerns expressed by the Union during the next recruitment process.

15. To provide furniture on the pattern of Officers.

The representatives of the Management informed that the request of the union will be examined in the light of discussion held.

SIGNED ON THIS TUESDAY, THE 29th SEPTEMBER 2015 -

	For and on behalf of the Management of Syndicate Bank		For and on behalf of the Workmen represented by Syndicate Bank Employees' Union
1	Sd/- Sri K Santhosh Kamath	1	Sd/- Sri J.P. Sharma,
2	Sd/- Sri Gopinath T Iyer	2	Sd/- Sri Anil Kumar Srivastava
3	Sd/- Sri Ajit L Karmalkar	3	Sd/- Sri Narendra L.Dave
4	Sd/- Sri Ramananda Nayak	4	Sd/- Sri Bhaskar Iyer
5	Sd/- Sri C Pulla Reddy	5	Sd/- Sri Ram Mohan
6	Sd/- Sri B C Rao	6.	Sd/- Sri S K Sangtani
7	Sd/- Sri Gopalakrishna Kamath	7.	Sd/- Sri Syed Iqbal
8	Sd/- Sri G Radhakrishna	8.	Sd/- Sri Prabhat Chaudhary
		9	Sd/- Sri Vijay Sawant