

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



Circular No.280-2015-BC-PD-36-IRD

Date: 07-07-2015

**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 26<sup>TH</sup> MAY, 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 26<sup>th</sup> May, 2015** is annexed for information. Necessary guidelines / administrative instructions in respect of the minutes, wherever required, will be issued separately.

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

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**(K SANTHOSH KAMATH)  
GENERAL MANAGER (P)**

**ANNEXURE****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 TUESDAY, THE 26<sup>th</sup> MAY 2015****PRESENT**

	<b>For and on behalf of the Management of Syndicate Bank</b>		<b>For and on behalf of the Workmen represented by Syndicate Bank Employees' Union</b>
1	Sri K Santhosh Kamath General Manager (P)	1	Sri J.P. Sharma, President
2	Sri V Ganesan General Manager	2	Sri Anil Kumar Srivastava, General Secretary
3	Sri Vinayak NShanbhag General Manager	3	Sri Narendra L.Dave Dy. General Secretary
4	Sri Ajit L Karmalkar Dy. General Manager (P)	4	Sri S Bhaskar Iyer Dy. General Secretary
5	Sri Ramananda Nayak Asst. General Manager (P)	5	Sri Ram Mohan Dy. General Secretary
6	Sri C Pulla Reddy Asst. General Manager (P)	6.	Sri S K Sangtani Dy. General Secretary
7	Sri Gopalakrishna Kamath Chief Manager (HR)	7.	Sri Syed Iqbal Deputy General secretary
8	Sri G Radhakrishna Chief Manager (IR)	8.	Sri Jagadeesha Shetty Secretary
		9.	Sri Prakash Diwakaran Secretary

**Sri K Santhosh Kamath**, General Manager (P) extended a warm welcome to Sri Arun Shrivastava the Managing Director and Chief Executive Officer of the Bank and the members of the Negotiating Committee of the Management and the Union. He introduced the office bearers of Syndicate Bank Employees' Union to the Managing Director and explained the positive and constructive role played by the Union in the progress made by the Bank in the past and expressed his confidence that the Union will continue to play active role in taking the Bank to the new heights in the future too.

**Sri J P Sharma**, President, SBEU thanked the Management for convening the present meeting. He stated that the Union has always stood with the bank in its endeavor to take the bank to new levels in the past and assured its co operation in future also. He requested the management to be sympathetic to genuine demands of the union to improve the morale of the employees.

**Sri Arun Shrivastava, Managing Director & CEO** while inaugurating the Meeting expressed his happiness to join this great bank and he was overwhelmed with the reception given to him on the occasion. He further, inter alia said that functioning at every level should be transparent and ethical to ensure good governance in place. He observed that meetings with unions should also be utilized to evolve business strategies and policies.

Sri Anil Kumar Srivatsava, General Secretary in his remarks said that the union has always has been identified with the Bank only and said that they always function in the interests of the bank while taking into account the aspirations of the employees in general.

Thereafter the following issues were discussed in a cordial atmosphere.

#### **ISSUES OF THE LAST MEETING:**

**1. Inclusion of past service of such of those temporary employees who are subsequently regularized in the permanent service:**

In the light of discussions the representatives of the Management informed that the matter will be disposed of expeditiously.

**2. Regularisation of all temporary employees in the permanent service of the Bank:**

The representatives of the Management informed that assessment of vacancy position has been completed and after obtaining permission of the Competent Authority shortly, necessary steps will be initiated for regularization.

**3. Recruitment of Armed Guards and posting of Bank's Armed Guards in all the branches and Currency Chest etc:**

The representatives of the Management informed that 81 armed guards have been recruited.

**4. Posting of women employees at District Head Quarters and where women hostel facility is available.**

The representatives of the Management informed that where ever requests were received they are being considered sympathetically.

**5. Release of Two additional increments to clerical staff for acquiring graduation:**

The representatives of the Management informed that during the current recruitment process the Basic pay of clerks with Graduation qualification has been fixed with two additional increments.

#### **AGENDA FOR THE PRESENT MEETING**

**1. To increase the limit under welfare Schemes from ₹20 crores to ₹25 crores in the light of IBA direction and request to call welfare committee meeting at the earliest to discuss and decide about the new schemes and modifications in the existing schemes:**

The representatives of the Management informed that the Govt. guidelines are being followed in this regard.

**2. Appropriate increase in the Rent of central office of our Union and Presidents Office:**

The representatives of the Management informed that in the light of discussions the matter will be looked into.

**3. Appropriate increase in the Uniform cloth and stitching charges of subordinate staff members:**

The representatives of the Management informed that in the light of discussions the matter will be examined.

**4. Appropriate increase in the scavenging charges of PTS:**

The representatives of the Management informed that an appropriate proposal will be placed before the Competent Authority shortly.

**5. Appropriate increase in the reimbursement of Petrol expenses:**

The representatives of the Management informed that the matter will be examined.

**6. i) Reduction in the Rate of interest on Staff Loans i.e. DL, ODC, Vehicle Loan etc. (issue of previous Joint Meeting)****ii) Eligibility criteria should be reduced from 5 years to 3 years in case of ODC:**

The representatives of the Management informed that the issue is under consideration before the Competent Authority.

**7. Undue delay in the elevation of PTS:**

The representatives of the Management informed that elevation of process has already completed.

**8. Appropriate reimbursement in cleaning materials:**

The representatives of the Management informed that in the light of discussions the matter will be examined.

**9. Sanction of Interest Free Loan to the Staff members of Jammu & Kashmir & Vishakhapatnam who have suffered from natural Calamities recently and also enhancement in the amount of loan mentioned in the earlier guidelines:**

The representatives of the Management informed that there exists a scheme for sanction of loans at concessional rate of interest to the employees affected by natural calamities. However, increasing the quantum of existing loans and reducing the rate of interest will be looked into.

**10. Request for relaxation in age:**

In the light of discussions the representatives of the Management informed that the matter will be examined.

**11. Regularization of PTS in Hubli Region and similar cases in other Regions:**

In the light of discussions the representatives of the Management informed that the matter will be examined.

**12. Inter Region request for transfer of clerks**

The representatives of the Management informed that the bank has been according clearance in deserving cases and subject to administrative constraints.

**13. Option to be given to all the employees to avail either DL or ODC:**

The representatives of the Management informed that the matter is under examination before the Competent Authority.

**14. Appropriate changes in the Flex cube software:**

The representatives of the Management informed that the changes in the Flex Cube are an ongoing process depending on the business requirements.

**15. Non deduction of voluntary contribution from new recruits under Death Relief Scheme:**

The representatives of the Management informed that necessary guidelines reiterating the provisions will once again be issued.

**16. To provide Note counting/ fake note detecting machine to all the Branches:**

The representatives of the Management informed that all Regional Offices have been delegated powers to purchase note counting fake note detecting machines.

**SIGNED ON THIS TUESDAY, THE 26<sup>th</sup> MAY 2015 -**

<b>For and on behalf of the Management of Syndicate Bank</b>			<b>For and on behalf of the Workmen represented by Syndicate Bank Employees' Union</b>		
<b>1</b>	<b>Sri K Santhosh Kamath</b>	<b>-Sd/-</b>	<b>1</b>	<b>Sri J.P. Sharma</b>	<b>-Sd/-</b>
<b>2</b>	<b>Sri V Ganesan</b>	<b>-Sd/-</b>	<b>2</b>	<b>Sri Anil Kumar Srivastava</b>	<b>-Sd/-</b>
<b>3</b>	<b>Sri Vinayak N Shanbhag</b>	<b>-Sd/-</b>	<b>3</b>	<b>Sri Narendra L.Dave</b>	<b>-Sd/-</b>
<b>4</b>	<b>Sri Ajit L Karmalkar</b>	<b>-Sd/-</b>	<b>4</b>	<b>Sri S Bhaskar Iyer</b>	<b>-Sd/-</b>
<b>5</b>	<b>Sri Ramananda Nayak</b>	<b>-Sd/-</b>	<b>5</b>	<b>Sri Ram Mohan</b>	<b>-Sd/-</b>
<b>6</b>	<b>Sri C Pulla Reddy</b>	<b>-Sd/-</b>	<b>6</b>	<b>Sri S K Sangtani</b>	<b>-Sd/-</b>
<b>7</b>	<b>Sri Gopalakrishna Kamath</b>	<b>-Sd/-</b>	<b>7</b>	<b>Sri Syed Iqbal</b>	<b>-Sd/-</b>
<b>8</b>	<b>Sri G Radhakrishna</b>	<b>-Sd/-</b>	<b>8</b>	<b>Sri Jagadeesha Shetty</b>	<b>-Sd/-</b>
			<b>9</b>	<b>Sri Prakash Diwakaran</b>	<b>-Sd/-</b>

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