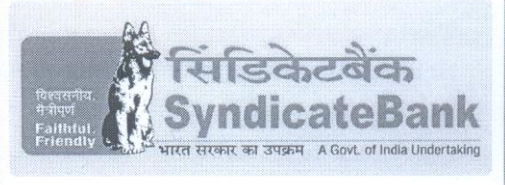


प्रधान कार्यालय: मणिपाल 576 104 (कर्नाटक)
Head Office: Manipal-576104(Karnataka)
संगठन एवं पद्धति प्रभाग
ORGANISATION & METHODS DIVISION



Circular No.346-2016-BC-PD-54-IRD

Date: 29-08-2016

PERMANENT UTILITY

MINUTES OF THE JOINT MEETING HELD BETWEEN THE REPRESENTATIVES OF THE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION, AT CORPORATE OFFICE BANGALORE ON 1ST AUGUST, 2016

ॐ०१०

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 Corporate Office Bangalore on Monday, **the 1st August 2016** 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 **INDUSTRIAL RELATIONS DIVISION - PERSONNEL DEPARTMENT** at Head Office, Manipal, through respective RO as per extant guidelines.

(GOPINATH T IYER)
GENERAL MANAGER (P)

MGYLU:YRITYK:YRUKI
Check Word

Minutes of the Joint Meeting held between the Representatives of Management of Syndicatebank and the Representatives of Syndicate Bank Employees' Union at Corporate Office, Bangalore on Monday, the 1st August 2016:

PRESENT

| SI.NO | For and on behalf of the Management of Syndicate Bank | SI.NO | For and on behalf of the Workmen represented by Syndicate Bank Employees' Union |
|-------|---|-------|---|
| 1 | SRI B K PANDIT GENERAL MANAGER | 1 | SRI J.P. SHARMA PRESIDENT |
| 2 | SRI GOPINATH IYER GENERAL MANAGER (P) | 2 | SRI ANIL KUMAR SRIVASTAVA GENERAL SECRETARY |
| 3 | SRI RAMANANDA NAYAK DY.GENERAL MANAGER.(P) | 3 | SRI NARENDRA L DAVE DY.GENERAL SECRETARY |
| 4 | SRI G.RADHAKRISHNA ASST.GENERAL MANAGER(P) | 4 | SRI BHASKAR IYER DY.GENERAL SECRETARY |
| 5 | SRI B C RAO CHIEF MANAGER | 5 | SRI RAM MOHAN DY.GENERAL SECRETARY |
| 6 | SRI H R PAI CHIEF MANAGER | 6 | SRI SURESH KUMAR DY.GENERAL SECRETARY |
| | | 7 | SRI SYED IQBAL DY.GENERAL SECRETARY |
| | | 8 | SRI PRABHAT CHAUDHARY SECRETARY |
| | | 9 | SRI JAGADEESHA SHETTY SECRETARY |

Sri Gopinath T Iyer, General Manager (P) extended a warm welcome to the members of the Negotiating Committee of the Management and Union.

Sri Arun Shrivastava, MD&CEO observed that there should be a regular meetings between the management and the Trade Union periodically to discuss various issues of mutually concern. Among other things, he briefly explained “**The Project Ananya**” and the advantages that may accrue to the bank in reengineering the business processes.

Sri Ravishankar Pandey, Executive Director, in his remarks expressed hope that the bank will make turn around in the coming months.

Sri J P Sharma, President, in his remarks while thanking the Management for convening the joint meeting and requested to be considerate in resolving the long pending issues in order to boost the morale of the employees. He also assured co-operation of the Union in the efforts of the bank to bring turn around in the banks' position

Sri Anil Kumar Shrivastava, General Secretary, also requested to be more sympathetic toward the demands of the employees.

Thereafter the following issues were discussed in a cordial atmosphere:

- 1. Filling of vacancies of 1677 attenders and 2551 PTS already cleared by the Board, from the temporary attenders and temporary PTS, already working in the Bank against clear vacancies.**

The representatives of the Management informed that the process of regularization will be completed in a time bound manner.

- 2. Implementation of understanding dated 05.04.2014 reached between the sub committee consisting of management representatives and the representatives of the Union, in respect of inclusion of past service of the temporary employees, who have been subsequently regularized in the permanent service of the Bank.**

The representatives of the management informed that a comprehensive note will be placed before a committee of General Managers to be constituted for the purpose.

- 3. Posting of Armed Guards in all the branches of the Bank.**

The representatives of Management informed that the posting of Armed guards to the branches will be as per risk perception i.e. high risk and medium risk branches. However, recruiting security guards for high risk branches will be discussed with the security department.

- 4. Repayment period of staff vehicle loan in case of four wheelers to be increased upto 70 years.**

The representatives of Management agreed to examine the issue in the light of the discussions.

- 5. Following Amendments suggested in the Promotion policy of PTS to attender, attender to clerk and clerk to Officer.**

- a) **The eligibility period for the promotion of attenders to clerks and PTS to attenders should be 3 years in place of existing 5 years, like promotion from clerk to Officers.**

- b) **The disentitlement from the promotion process in case the employee may be clerk, attenders or PTS is for 2 years in case of punishment awarded to them under Gross Misconduct is more than 'warning' it should be one year in place of 2 years.**

The representatives of Management agreed for making suitable changes to the promotion policy as suggested.

- 6. Compassionate Appointment-entitled qualification should be maintained as it was earlier.**

The representatives of Management informed that compassionate appointments are being considered as per the policy approved by the Board. However, on case to case basis relaxations are being considered having regard to the suitability aspects.

- 7. Undue delay in sanction of medical reimbursement.**

The representatives of Management informed that the matter was taken up with the representatives of the TPA and they have promised to take steps to speed up the process. However, individual cases where there is inordinate delay may be taken up with HO: SWD for early settlement.

- 8. Insurance coverage in staff housing loans.**

The representatives of Management informed that there is no provision for to cover staff house loans. However the staff members may insure their house property on their own.

9. Training to newly recruited clerks.

The representatives of Management informed that training for newly recruited clerks are being trained in our training centres. However appropriate steps will be initiated to provide training to all the employees in a phases manner to make them acquainted with all aspects of banking.

10. Revival of special assistant post in the Bank like other Nationalized Banks.

The representatives of Management expressed their inability to consider as the matter is before CGIT.

11. Enhancement in the reimbursement of petrol expenses.

The representatives of Management informed the request will be considered.

12. Repayment of Air fare to the workmen staff working in the Branches of North-East, while asked to go on training (in case reservation is not available in train).

The representatives of Management informed that case to case basis reimbursement of air fare will be considered.

13. Illegal removal from the service of the Bank by the Branch Manager Khara Branch (under Baroda RO), violating the understanding reached between the management and the union before Dy. CLC. (C).

The representatives of Management informed that he is being engaged now in leave vacancy.

14. Request for reimbursement of cleaning materials.

The representatives of Management expressed their inability to consider for the present.

15. Request to increase the amount, in respect of reimbursement of Mobile expenses.

The representatives of Management expressed their inability to consider for the present.

16. Pre-ponement of date of Joining of temporary attender/PTS who at the time of regularization, could not join on 1st February 2016 because of the delay on the part of the Management in disposing off the anomalies /mistakes, pointed by the ROs / Union.

The representatives of Management informed that specific cases may be brought to the notice of HRDD for necessary modifications.

17. Regularization of Sri Manish Ugale Temp. PTS of Shirdi branch (left out case at the time of regularization of panelled PTS recently).

The representatives of Management informed that the matter will be considered after ascertaining the facts from the concerned Regional Office.

18. Delay in remittance of the contribution of the employees under NPS and loss incurred by the employees.

The representatives of Management informed that the contributions are remitted during the first week of the month after accounting supplementary payment/recovery of the previous month.

19. Recovery of Free education benefits from the employees under Kolkata RO.

The representatives of Management informed that the RO has already been advised to refund to the employee.

20. Nonpayment of entitled wages to temporary PTS –Kannur RO.

The representatives of Management informed that the concerned Regional Office is already been advised to follow the guidelines for the payment of wages.

21. Regularization of temporary PTS in Hubballi RO.

The representatives of Management informed that all eligible panelled candidates have already been regularized. However, with regards to the candidates outside the panel needful will be done.

22. Problem faced by the employees working in the Branches due to flex-cube (FCR) software.

The representatives of Management informed that necessary training in FCR for clerks is being extended.

23. Allotment of specific area for sweeping and wet mopping to PTS and uniform time to be allotted in H.O. In consonance with the provision of the B.P.S.

The representatives of Management informed that HO: GAD will be advised suitably in the matter.

24. Last 3 years no permanent P.T.S are working in SIBM, Manipal. Permanent P.T.S should be posted at SIBM.

The representatives of Management informed that the present arrangement will continue until the completion of the period of contract. However the representatives of the union have requested to post the regular PTS at SIBM at the earliest.

25. Inadequate wages being paid on P.T.S, under Udupi RO on regularization and the probation period to PTS has been given for 6 months, whereas for attenders it is 3 months only.

The representatives of Management informed that anomaly in confirmation of probationer PTSs has been resolved. As regards payment of appropriate wages Udupi RO has advised the branches to pay as per cir No.52-2006-BC.

26. Appointments on compassionate grounds. The management is providing appointment only to spouse of the deceased staff. Not his/her children's due to ill health or age factor, social aspect.

The representatives of Management informed that they will re-examine the specific cases mentioned by the union.

27. Request to issue modified circular in respect of joining time in the light of 10th BPS.

The representatives of Management informed that a circular is being issued in the matter.

28. Providing special leave and other facilities to sports man, who are representing state and national level-A.P, Telangana, Karnataka.

The representatives of Management informed that the issue will be re-examined in the light of the discussion.

29. Request for enhancement in the reimbursement of lunch expenses

The representatives of Management informed that the present rate of reimbursement will continue as of now.

30. Request for loan facilities like Demand Loan for ₹75000/- and Vehicle loan for ₹60000/- to all Workmen those who are completed one year.

The representatives of Management agreed to refer to CO: RBD for extending the same.

31. Provide required infrastructure and basic amenities to ensure the smooth functioning and excellent customer service in the branches.

The representatives of Management informed that generally branches are provide with required infrastructure. An specific case where adequate infrastructure yet to be provided may be taken up with concerned Regional Office.

32. Modification in the circular No.227-13-BC dated 07.09.2013—Reimbursement of petrol.

The representatives of Management informed that the clarificatory circular will be issued.

33. Clarification on definition of dependents in tune with the provisions of Bipartite settlement.

The representatives of the Management informed that the circular No. 249-2007 is under revision and the definition of the dependents will be appropriately modified.

34. Charging of interest at MCLR on education loans availed by the wards of Employees.

The representative of the Management informed that the suggestions of the Union will be examined.

SIGNED ON THIS MONDAY, THE 1ST AUGUST 2016:

| Sl.NO | For and on behalf of the Management of Syndicate Bank | Sl.NO | For and on behalf of the Workmen represented by Syndicate Bank Employees' Union |
|-------|---|-------|---|
| 1 | SD / SRI.B K PANDIT GENERAL MANAGER | 1 | SD / SRI J.P. SHARMA PRESIDENT |
| 2 | SD / SRI.GOPINATH IYER GENERAL MANAGER (P) | 2 | SD / SRI ANIL KUMAR SRIVASTAVA GENERAL SECRETARY |
| 3 | SD / SRI.RAMANANDA NAYAK DY.GENERAL MANAGER.(P) | 3 | SD / SRI NARENDRA L DAVE DY.GENERAL SECRETARY |
| 4 | SD / SRI.G.RADHAKRISHNA ASST.GENERAL MANAGER(P) | 4 | SD / SRI BHASKAR IYER DY.GENERAL SECRETARY |
| 5 | SD / SRI B C RAO CHIEF MANAGER | 5 | SD / SRI RAM MOHAN DY.GENERAL SECRETARY |
| 6 | SD / SRI H R PAI CHIEF MANAGER | 6 | SD / SRI SURESH KUMAR DY.GENERAL SECRETARY |
| | | 7 | SD / SRI SYED IQBAL DY.GENERAL SECRETARY |
| | | 8 | SD / SRI PRABHAT CHAUDHARY SECRETARY |
| | | 9 | SD / SRI JAGADEESHA SHETTY SECRETARY |