



# SYNDICATE BANK EMPLOYEES' UNION (Regd.)

(Affiliated to A.I.B.E.A)

**CENTRAL OFFICE :**

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**CIRCULAR NO. 9/XXVIII/2017/CO**

**Dated: 12.01.2017**

**Dear Comrades,**

**To All The Members**

**Settlement on modification in Promotion Policy of workmen cadre is signed between representatives of Syndicate Bank Employees Union and Management of Syndicate Bank on 6<sup>th</sup> January 2017 at Corporate Office Bangalore.**

As you all know that the Union & Management had entered into settlements under ID Act on 25-01-2014 in respect of Policy of Promotion from Clerical Cadre to JMGS-1, Sub-Staff to Clerical Cadre and Policy for Absorption of Part Time Sweepers / Employees as Attender in Sub-Staff Cadre and accordingly Promotion process was continuing in our Bank.

Since Union felt necessary to effect the following two modification / improvement in the present Policy, thus submitted the same in our charter of demand:-

- 1) The eligibility period for the promotion of Attenders to Clerks and PTS to Attender should be 3 years in place of existing 5 years.**
- 2) The disentitlement form the promotion process in case of Clerk, Attender or PTS employees 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.**

Above issues were discussed during Joint Meeting held at Corporate Office on 1<sup>st</sup> August 2016, wherein some understanding was arrived between the parties.

In persuasion to referred understanding the matter was put before the Competent Authority for approval, who in turn accorded the approval for one of our suggestion/improvement referred above at serial no. 2 and another one is not yet agreed and same seems/requires further examination/discussion.

We were informed by the Management regarding acceptance of one improvement by the Competent Authority and it was felt necessary to effect the improvement by way of signing Supplementary Settlement in this regard. Accordingly a Meeting of representatives of SBEU and the representatives of Syndicate Bank Management took place on 6<sup>th</sup> January 2017 at Corporate Office, Bangalore and Supplementary Settlements for all three categories of staff are signed between the parties and same are being circulated herewith for information of all our members.

**With Warm Greetings**

Yours Comradely

**(Suresh Kumar Sangtani)  
General Secretary**

**AIBEA/AIBOA ..... ZINDABAD ZINDABAD**

**SBEU/AISBOF ..... ZINDABAD ZINDABAD**

## ANNEXURE-1

### Clerical Cadre to Officer Cadre in JMGS-1

MEMORANDUM OF SETTLEMENT UNDER SECTION 2 (P) AND SECTION 18(1) OF ID ACT, 1947 BETWEEN THE REPRESENTATIVES OF MANAGEMENT OF SYNDICATE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION AT CORPORATE OFFICE, BANGALORE ON FRIDAY , THE 6<sup>th</sup> January 2017.

### 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.GOPINATH T IYER GENERAL MANAGER (P)	1	Sri J.P. SHARMA PRESIDENT
2	SRI.RAMANANDA NAYAK DY.GENERAL MANAGER.(P)	2	Sri S K SANGTANI GENERAL SECRETARY
3	SRI. RAMACHANDRA BHAT ASST.GENERAL MANAGER(P)	3	SRI SYED IQBAL DY.GENERAL SECRETARY
4	SRI. VENKATESH H C ASST.GENERAL MANAGER(P)	4	SRI JAGADEESHA SHETTY DY.GENERAL SECRETARY
5	SRI.M PARDHA SARADHI CHIEF MANAGER(IR)		

**WHEREAS** the parties had entered into a settlement under the ID Act on 25-01-2014 in respect of Policy for Promotion from Clerical Cadre to Officer Cadre in JMGS-1.

**WHEREAS** the above settlement provided for the review of the policy by the Parties as and when necessary.

**WHEREAS**, it is felt that certain modification/s to the above policy are necessary.

Therefore, the parties felt the need to arrive at an understanding for modification of the **Clause 9.4** by way of amendment to the said settlement dated 25-01-2014.

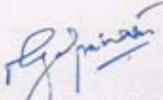
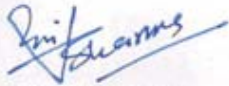
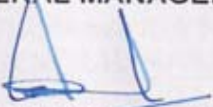

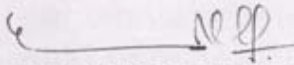



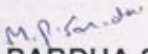
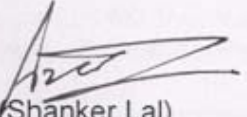
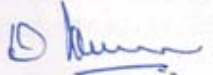
**WHEREAS**, the **clause 9.4** reads as under:

“9.4 : An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 24 months** from the date of infliction of Punishment as at the date of reckoning the eligibility.”

**WHEREAS** both the parties have agreed to modify the said clause as :

“9.4 : An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 12 months** from the date of infliction of Punishment or till the rigor of punishment is in force whichever is earlier, as at the date of reckoning the eligibility.”

**SIGNED ON THIS FRIDAY, THE 6<sup>th</sup> January 2017**

<p>For and on behalf of the Management of Syndicate Bank</p>	<p>For and on behalf of the Workmen represented by Syndicate Bank Employees' Union</p>
<p> 1 SRI GOPINATH T IYER GENERAL MANAGER (P)</p>	<p> 1 Sri J.P. SHARMA PRESIDENT</p>
<p> 2 SRI RAMANANDA NAYAK DY.GENERAL MANAGER.(P)</p>	<p> 2 Sri S K SANGTANI GENERAL SECRETARY</p>
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<p> 5 Sri M PARDHA SARADHI CHIEF MANAGER-IR</p>	
<p>WITNESSES:  (Shanker Lal) AGM,CO, Bengaluru</p>	<p> (D. Arun Kumar) Secretary,SBEU</p>

Copies to:

1. The Secretary to the Government of India, Ministry of Labour, New Delhi
2. The Chief Labour Commissioner(Central), New Delhi
3. The RLCC ( C ), Bangalore/Hyderabad/Mumbai/Chennai/Delhi/Kolkata
4. The ALC( C ), Mangalore/Bangalore

## ANNEXURE-II

### Sub Staff to Clerical Cadre

MEMORANDUM OF SETTLEMENT UNDER SECTION 2 (P) AND SECTION 18(1) OF ID ACT, 1947 BETWEEN THE REPRESENTATIVES OF MANAGEMENT OF SYNDICATE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION AT CORPORATE OFFICE, BANGALORE ON FRIDAY , THE 6<sup>th</sup> January 2017.

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4	SRI. VENKATESH H C ASST.GENERAL MANAGER(P)	4	SRI JAGADEESHA SHETTY DY.GENERAL SECRETARY
5	SRI.M PARDHA SARADHI CHIEF MANAGER(IR)		

**WHEREAS** the parties had entered into a settlement under the ID Act on 25-01-2014 in respect of Policy for promotion from Sub Staff Cadre to Clerical Cadre.

**WHEREAS** the above settlement provided for the review of the policy by the Parties as and when necessary.

**WHEREAS**, it is felt that certain modification/s to the above policy are necessary.

Therefore, the parties felt the need to arrive at an understanding for modification of the **Clause 11.d** by way of amendment to the said settlement dated 25-01-2014.

**WHEREAS**, the **clause 11.d** reads as under:

“11.d : An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 24 months** from the date of infliction of Punishment as at the date of reckoning the eligibility.”

**WHEREAS** both the parties have agreed to modify the said clause as :

“11.d : An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 12 months** from the date of infliction of Punishment or till the rigor of punishment is in force whichever is earlier, as at the date of reckoning the eligibility.”

SIGNED ON THIS FRIDAY, THE 6<sup>th</sup> January 2017

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4 SRI VENKATESH H C ASST.GENERAL MANAGER(P)	4 SRI JAGADEESHA SHETTY DY.GENERAL SECRETARY
5 Sri M PARDHA SARADHI CHIEF MANAGER-IR	
WITNESSES: (Shanker Lal) AGM,CO, Bengaluru	(D. Arun Kumar) Secretary, SBEU

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4. The ALC( C ), Mangalore/Bangalore



## ANNEXURE-III

### Part Time Sweepers/Employees to Attender in Sub-Staff Cadre

MEMORANDUM OF SETTLEMENT UNDER SECTION 2 (P) AND SECTION 18(1) OF ID ACT, 1947 BETWEEN THE REPRESENTATIVES OF MANAGEMENT OF SYNDICATE BANK AND THE REPRESENTATIVES OF SYNDICATE BANK EMPLOYEES' UNION AT CORPORATE OFFICE, BANGALORE ON FRIDAY , THE 6<sup>th</sup> January 2017.

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5	SRI.M PARDHA SARADHI CHIEF MANAGER(IR)		

**WHEREAS** the parties had entered into a settlement under the ID Act on 25-01-2014 in respect of Policy for Absorption of Part Time Sweepers/Employees as Attenders in Sub-Staff Cadre.

**WHEREAS** the above settlement provided for the review of the policy by the Parties as and when necessary.

**WHEREAS**, it is felt that certain modification/s to the above policy are necessary.

Therefore, the parties felt the need to arrive at an understanding for modification of the **Clause 6.d** by way of amendment to the said settlement dated 25-01-2014.




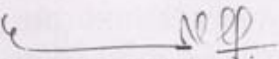

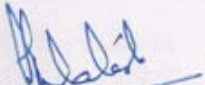

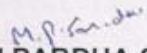
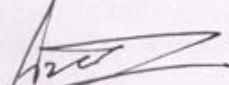

**WHEREAS**, the **clause 6.d** reads as under:

“6.d: An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 24 months** from the date of infliction of Punishment as at the date of reckoning the eligibility.”

**WHEREAS** both the parties have agreed to modify the said clause as :

“6.d: An employee who has been punished for “Gross Misconduct” under the provisions of the Bi-partite Settlement shall not be eligible for participation in the Promotion Process **for a period of 12 months** from the date of infliction of Punishment or till the rigor of punishment is in force whichever is earlier, as at the date of reckoning the eligibility.”

SIGNED ON THIS FRIDAY, THE 6<sup>th</sup> January 2017

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