



PUNJAB BANK EMPLOYEES' FEDERATION

(Affiliated with All India Bank Employees' Association AIBEA)

Central Office: PRABHAT PARVANA MEMORIAL TRADE UNION CENTRE,
Opp. Circuit house, Baradari Gardens, Patiala-147001.
Phone: 0175-2207028
e-mail: skgpbef@gmail.com sushilk.gautam@gmail.com

PBEF CIRCULAR NO.37/2022

Dated: 04/05/2022

FOR ALL UNITS,

Dear Comrades,

We reproduce here below Circular No.2022/16 dated 3rd May, 2022 issued by Com. B.S. Rambabu, General Secretary, AICBEF, for the information & implementation by our units. We request all our PBEF base unions & local units to extend all out support & participate their agitation programmes in co-ordination with Central Bank Employees' Union.

With Greetings,
Yours Comradely

(S.K.Gautam)
General Secretary

DEPLOYMENT OF CLERICAL STAFF NEFARIOUS ATTEMPT OF MANAGEMENT MORE THAN 4000 EMPLOYEES SOUGHT TO BE TRANSFERRED

1. Our attention has been drawn to the communication/instructions given by Central office few days ago to all Zonal Offices regarding deployment/rotation of clerical employees who have completed 3 years.
2. Their communication, while referring to 8th BP Settlement, states that all clerical employees who have completed 3 years are liable to be transferred anywhere in the District or to a distance of 100 km.
3. Their communication also deals with consideration of request transfers only within the State.
4. Management should understand that the provisions in the 8th BPS is in continuation of the 7th BPS (Clause 32) and it deals only with deployment of employees from surplus pockets to deficit centres. It does not deal with routine rotation or deployment of employees.
5. Our bank-level Settlement dated 7-11-2006 is also clear and it is only for surplus to deficit areas and not for routine rotation or deployment.
6. Our Promotion Policy Agreement and Settlement dated 16-4-2013 (CO Circular 515 dt. 18-4-2013) provides that Head Cashiers, after 5 years in a Branch, are rotatable within the same Station and if there is no branch in that that station, then within the same Branch.
7. Even within the same station, employees are rotatable from one Branch to another one in 3 to 5 years. This is the Govt. guideline. Hence employees can continue in the same Branch upto 5 years.

8. Similarly, request transfers are governed by our Settlement dated 6-3-2012 (CO Circular No. 415 dt. 12-3-2012). Request transfers from one station to another station are effected as per seniority of applications. If request transfers are considered only from within the State, the senior applications which are pending from outside the State will be overlooked and hence it will be a violation of the Settlement.

9. Either management does not understand Bipartite Settlement provisions/our own Bank-level Settlements or they want to deliberately harass the employees and transfer them out of their places even though it is illegal, violative of BP Settlement and thus a gross unfair labour practice under the Industrial Disputes Act.

10. Already, there is a deliberate violation of our PPA by refusing to fill up the vacancies of Special Assistants in terms of the provisions of the Settlement. So many SWO-B vacancies are also kept unfilled. Head Peon vacancies are unfilled though all these are provided in our Settlement. Request Transfers of substaff are kept pending. Substaff/Safaikarmachari vacancies remain unfilled. Clerical vacancies remain unfilled.

11. Because our Bank is under PCA and is not in good health, we have been adopting a practical view to resolve the issues in an amicable manner. But management is now provoking us to resort to agitation by ordering such mass transfer of clerical employees.

12. It is clear that a section of the management of our Bank who have failed to lift the Bank to good health are deliberately indulging in such anti-employee actions.

13. EMERGENT MEETING : Hence, an emergent virtual meeting of the Office bearers of AICBEF, General Secretaries of units and Regional Secretaries was held yesterday late night and the meeting unanimously came to the conclusion that we have to show our opposition and protest against these deliberate provocative and illegal instructions

Accordingly the following programmes have been chalked out:

From 3 rd May	Membership contact through meetings, messages, etc. to mobilise them for implementation of agitation
4 th or 5 th May	Demonstrations before all ROs
6 th May	Deputation to Zonal heads and Regional Heads
6 th May	SMS to Regional Managrs
7 th May	SMS to Zonal Managers
9 th May	Black Badge Wearing
9 th May	SMS to General Manager-HR
11 th May	Demonstrations before ZOs
12 th May	Wearing of Protest Badges
13 th May	SMS to ED-HR
17 th May	Dharna before ZOs
18 th May	Deputation to GM-HR
19 th May	Dharna before Central office
23 rd May	Demonstration before ROs
24 th May	All India Strike
30 th and 31 st	All India Strike

Comrades, In our Kolkata Working Committee, all of us decided that we shall whole-heartedly work for the Bank's business development and extend all possible co-operation to the management to achieve the same. But alas, the management has different plans. They want to alienate the employees and destabilise their domestic life. Hence we have no alternative than to oppose their moves.

We urge upon all our Units and members to move unitedly and implement the programmes effectively.

In this regard, our Units should take note of the following Settlements so that we can explain the violations and vindictive move of the management:

- Clause 32 of 7th BPS dated 27-3-2000
- Clause 32 of 8th BPS dated 02-5-2005
- AICBEF Settlement dated 07-11-2006 on deployment
- AICBEF Settlement dated 15-10-2020 on deployment in North East
- Settlement dt. 16-4-2013 on rotation of Head Cashiers (Cir.No.515)
- Settlement on Request Transfers dt. 6-3-2012 (CO Cir.415/12-3-12)

➤ **Clause 32 of 7th BPS dt 27 3 2000 - DEPLOYMENT OF STAFF**

It is generally perceived that there is scope for redeployment of staff in banking industry. There are pockets of surplus/deficit in areas of operation in different centres in different banks. It is desirable that these imbalances in deployment of staff are corrected. As it will not be possible/practicable to arrive at a uniform policy in this regard, having regard to the situation varying from bank to bank, the parties hereby agree that the matter be resolved at the level of each bank. Bank level agreements, if any, as of now may require appropriate amendments which shall be mutually settled.

➤ **Clause 32 of 8th BPS dt. 2-6-2005 provides as under**

In continuation of clause 32 of 7th Bipartite Settlement dated 27th March 2000, it is agreed between the parties that deployment of non-subordinate staff in banks which are parties to this settlement shall be in accordance to the terms and conditions set-forth in Schedule VI to this Settlement.

Hence, the above provisions under 8th BPS are in continuation of 7th BPS and hence **it applies only to deployment from surplus to deficit and not routine rotational transfers from one station to station.**

➤ **Deployment Settlement dt. 7-11-2006 :**

Clause 4 : WHEREAS keeping in view the above background, discussions were held by and between the parties and after detailed deliberations, the **following norms have been mutually agreed for deployment / redeployment of non-subordinate staff surplus centres to deficit centers centers** as will be identified by the management, from time to time.

Thus our bank-level Settlement also provides only for deployment of surplus to deficit and not routine rotational transfers.

➤ **Head Cashiers Settlement dt. 16-4-2013**

This Settlement on rotation of Head Cashiers also provides for **rotation within the Branch**/within the station only.

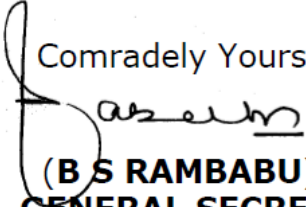
Hence rotation of employees, SWOs, Head Cashiers or Special Assistants can be done within the station if there are more than one branch in a station and within the Branch, if there is only one Branch in the station.

If the intention/instruction of the management is to rotate employees from station to station, then it will be illegal, violation of settlement and amount to unfair labour practice.

➤ **Request Transfers Settlement dt. 6-3-2012 :**

Similarly, request transfer of employees is governed by our Settlement dated 6-3-2012 and circulated vide Central Office Circular No. 415 dt. 12-3-2012. According to this Settlement, request transfers from one station to another is to be considered accordingly seniority of application. If today, management considers only request transfers within the State, the No. 1 waitlisted employee will be overlooked and No. 2 or No. 3 will be given the transfer.

With Greetings,

Comradely Yours,

(B S RAMBABU)
GENERAL SECRETARY