



**All India RRB Officers' Federation
(AFFILIATED TO AIBOC)**

Central Office: JGGP House, Raja Rammohan Roy Road, Hakimpara, Siliguri- 734001
Tele-fax : 0353-2536449
Email : 555airrbof@gmail.com

General Secretary Mobile # 98008-66932
Visit us at: www.airrbof.org

Circular # 02:2016

5th January 2016

All Affiliates/ Members
(Please re-circulate)

STRIKE NOTICE FOR 10TH & 11TH MARCH 2016

We attach the Strike Notice served by UFRRBU and simultaneously by AIRRBOF for observing strike on 10th & 11th March, 2015. The copy of Strike Notice had been sent to Chairmen of all RRBs. No separate Notice need to be served by affiliates to Chairman. A copy of the Strike Notice should be handed over to Chairman's Secretariat under Acknowledgement.

Kindly note that AIRRBOF shall participate only in Strike Action and not in other programme. Make the Strike a grand success.

With greetings,


(S.K. Bhattacharjee)

GENERAL SECRETARY



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Ref no. 2022:01:2016

4th January 2016

To
The Secretary,
Govt. of India,
Ministry of Finance,
Dept. of Financial Services,
Jeevan Deep Buildings,
New Delhi – 110001

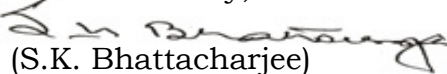
Sir,

NOTICE FOR STRIKE ON 10TH & 11TH MARCH 2016

In terms of conciliation held on 28th Sept. 2015, before Dy. CLC(c), management of RRBs' assured to resolve the issues latest by December, 2015. Thereafter, as per advice of Hon'ble Dy. CLC, UFRRBU deferred 30th Sept and 1st Oct. 2015 Strike with immediate effect. But, no perceptible improvement in resolving the issues was noticed. In view of above UFRRBU has unanimously decided to resume the agitation with Strike action on 10th & 11th March 2016 for realisation of following issues:

1. Stop privatization of RRBs and withdraw license given to payment/small bank.
2. Introduce Compassionate appointment scheme in RRB in line with sponsor bank with retrospective effect.
3. Withdraw anti-employees SLP filed by DFS in Civil. Misc. Appeal 39288/2012 at apex court and extend Pension PF parity in line with Sponsor banks.
4. Implement complete Bipartite settlement in terms of NIT Award.
5. Scrap Mitra Committee Recommendations on HR.
6. Stop outsourcing in RRB.
7. Regularise all part-time/ daily waged/Casual workers.
8. Uniform and equal gratuity payment scheme for RRBs' Officer and workmen.
9. Implement Sponsor Banks' Service Regulation to RRB in the interest of equity and justice and declare IBA as apex level negotiating Forum for RRBs too.

With regards,
Yours faithfully,


(S.K. Bhattacharjee)
GENERAL SECRETARY

C.C. All Chairmen, RRBs
C.C. Chief Labour Commissioner (Central)



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SHORT RECITAL OF THE CASE

1. Stoppage of privatization of RRBs & withdrawal of licenses to establish payment banks:

Regional Rural Banks (RRB) was established with a view to develop the rural economy by way of providing required finance for the purpose of development of agriculture, trade, commerce, industry and other productive activities in the rural areas, particularly to the small and marginal farmers, agricultural labourers, artisans and small entrepreneurs.

In RRB Act amendment Bill it has been intended to decrease the central Govt. stake (presently 50%) to 16%. Further, it is apparent that Commercial banks stake has already been disinvested up to 49% and in RRB their stake is presently 35%, meaning thereby having 17.85% Govt.'s worth only. In this way, in case state Govt.'s present stake in RRB ie.15% would remain intact then entire Govt.'s holding (16%+17.85%+15%) would remain 48.85%>51%, means direct privatization of RRB.

The decision of Govt. of India and Reserve Bank of India for issues of licenses for establishment of Payment Banks is against the interest of the rural poor it would create great amount of undue advantage to such Payment Banks at the cost of RRBs.

2. Introduction of Compassionate appointment scheme in RRB in line with sponsor bank with retrospective effect:

Ministry of Finance, GOI, vide DO letter F.No.18/2/2013-IR, dated 7th August, 2014, reintroduced Compassionate appointment scheme in public sector bank, but in spite of our several reminders and discussion in the earlier JCC Meetings the same have not been reintroduced in RRB till date.

3. Immediate introduction of Pension-PF scheme in line with Sponsor Bank:

Despite of severe objections in the course of two rounds of discussions and one round of so called negotiations between Apex Level Unions/Associations of RRBs and NABARD Committee to access the feasibility of granting pension to RRBs, Report was submitted to the Dept. of the Financial Services, Ministry of Finance, Govt. of India on 30th June, 2015. The report totally opposed universal payment of pension to officers & employees of RRBs and only upheld the Govt. of India proposal for introduction of Pension with qualifications of profitability & other parameters. In accordance with the Report official of DFS submitted an affidavit before the Hon'ble Supreme Court in the SLP (C) no. 39288 of 2012. This issue is very important.

4. Implementation of complete Bipartite settlement & officers' Salary Revision in terms of NIT Award:

Dept. of Financial Services, Govt. of India vide F No. 8/1/2015-RRB dated 31st July, 2015 issued instructions to all RRBs for payment of pay and salary components. In the same order it was mentioned that the issue of other allowances shall be separately dealt with. Subsequently, another order was issued by DFS vide F. No.8/1/2015-RRB dated 19th August, 2015 advised all RRBs for payment of special allowances as made available in the Public Sector Banks as per Bipartite Settlement & Officers' Salary Revision Agreement. Till today the circular on the other allowances has not been issued by DFS.



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5. Scrapping of Mitra Committee recommendations on HR Policy:

At the time of constitution of Mitra Committee it was advised told that the Committee has been constituted to recommend post computerization HR planning in RRB, but unfortunately the report has unilaterally been submitted without considering the views of Apex Level Trade Unions of RRBs. The same was already implemented.

We opposed Mitra Committee Recommendation and it was discussed several times in the earlier JCC Meetings. Despite of our repeated request to stall the process of implementation of Mitra Committee Recommendation the same was made operative.

6. Stoppage of outsourcing in RRBs:

Branches of RRBs are mostly located at remote rural sensitive centres where most illiterate and less formally educated customers are dealt with. The out sourced personnel having no statutory obligation to the institution or customers may be quite irresponsible to the cause of institution as well as customers and they may jeopardize the objective of establishment of RRBs. Therefore, outsourcing must be stopped.

7. Regularisation of part-time/ daily waged workers:

For a decade part-time /daily waged workers have been rendering their services in branches and administrative offices of RRBs, but in spite of clear legislation under the ID Act their services are not regularized so far. Therefore, we demand their regularization with retrospective effect.

8. Uniform and equal gratuity payment scheme for RRB's Officer and workmen:

Gratuity Act is same for all institutions and in said act all eligible staff is termed as employees, but in RRB Officers and Employees are treated differently in payment of gratuity. This anomaly must be removed and same provision should be made for Workmen Employees as well as Officer Employees.

9. Implementation of Sponsor Bank's Service Regulation to RRB in the interest of equity and justice and IBA should be declared as apex level negotiating Forum for RRBs too:

RRB was established under RRB Act 1976 for an avowed objective and to operate at district level with its confined area of operation, but slowly and gradually its structure, functioning and area of operation have been expanded. Now, there is no basic difference in functioning of RRBs and its staff members in comparison to sponsor banks & its personnel. Both institutions are functioning under same statutory obligations of BR Act as well as NI Act. So far as the main ingredient of Service Regulation, ie. Pay structure etc, are also having parity. Therefore, there is no need of separate Service Regulation for both banking institution in the interest of equity and Justice.

So far as apex level separate negotiation forum for both institutions are concerned, it is pertinent to mention here that after the implementation of NIT Award as well as Equation Committee recommendation, NABARD, on direction of GOI, had



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constituted an Working Group headed by Sri RC Gupta, CGM, NABARD for removal of anomalies cropped up due to pay fitment in Sponsor bank's pay scales. This Working group, after considering all the aspects, recommended as follows:

“The Working Group examined this issue and felt that in view of parity being established, it follows that with every change in the pay scales, allowances and other benefits etc; in Sponsor banks, similar changes may be necessary in the case of RRB staff also, notwithstanding the fact that both organisations are represented by different trade unions. The Working Group, therefore, recommends that the RRBs may be made Associate members of the Indian Banks Association to enable them to participate in negotiations”.

Indian Banks' Association vide their letter dated 12th February, 2015 invited all RRBs to become associate member of IBA. In accordance with the request some of the RRBs had already become members of IBA. Indian Banks' Association already held a meeting on 19th August, 2015 with RRBs and discussed several vital issues. Some of the RRBs specially those sponsored by Central Bank of India, Bank of India & State Bank of India are yet to join IBA as associate members. Therefore, NABARD need to advise all RRBs to become associate members of IBA.


(S.K. Bhattacharjee)
GENERAL SECRETARY