



# All India RRB Officers' Federation

(AFFILIATED TO AIBOC)

Central Office: JGGP HOUSE, Raja Rammohan Roy Road, Hakimpara, Siliguri - 734001

Tele-fax : 0353-2536449

General Secretary Mobile # 98008-66932

Email : airrbf555@yahoo.co.in

Visit us at : www.airrbf.org

Circular # 60:2015

14<sup>th</sup> July 2015

All Affiliates/Members  
(Please re-circulate)

## STRIKE NOTICE FOR 6<sup>TH</sup> & 7<sup>TH</sup> AUGUST 2015

In terms of the Strike Notice served by UFRRBU to the Secretary, Dept. of Financial Services, Govt. of India on 11<sup>th</sup> July, 2015, we submitted a Strike Notice on the same day. The background of the Strike was thoroughly shared with you all in our Circular No. 59:2015 dated 13<sup>th</sup> July, 2015. This Strike Notice have been served to The Secretary, DFS, Chairman, NABARD & Chairmen, all RRBs. No separate Notice need to be submitted by the affiliates to their respective Chairman. A copy of the Notice should be submitted to the office of the Chairman of your RRB under acknowledgement. The Strike Notice is enclosed.

All efforts should be made to make the first ever two day strike call a grand success.

With greetings,

(S.K. Bhattacharjee)

GENERAL SECRETARY



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Ref no. 2022:56:2015

11<sup>th</sup> July 2015

To  
The Secretary,  
Dept. of Financial Services,  
Govt. of India,  
Ministry of Finance,  
Jeevan Deep Building,  
Parliament Street,  
New Delhi-110 001

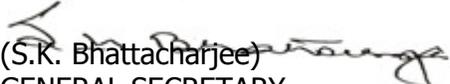
Sir,

## **STRIKE NOTICE FOR 6<sup>TH</sup> & 7<sup>TH</sup> AUGUST 2015**

In view of negative approach of NABARD as manifested before RLC(c) Mumbai during the course of conciliation on 29th June and non representation by DFS, GOI and any Chairman of RRBs, UFRRBU had no other recourse than to go on strike on 30th June, 2015. Further, it has been observed that Department of Financial Services (DFS) of Ministry of Finance, GOI, had also not taken any initiative to consider our long pending legitimate demands. So, keeping in view all the developments, UFRRBU in its meeting held on 11th July, 2015, in New Delhi unanimously decided to go on **two days strike on 6th and 7th August, 2015**, for realisation of the following issues:

1. Stoppage of privatization of RRBs,
2. Introduction of Compassionate appointment scheme in RRB in line with sponsor bank with retrospective effect.
3. Immediate introduction of Pension-PF scheme in line with Sponsor banks.
4. Implementation of complete Bipartite settlement & officers' Salary Revision in terms of NIT Award.
5. Simultaneous release of wage, allowance and other benefits related instruction by DFS to RRBs without passing the buck to Sponsor banks.
6. Scrapping of Mitra Committee recommendations on HR Policy.
7. Stoppage of outsourcing in RRBs.
8. Regularisation of part-time/ daily waged workers.
9. Payment of graduation increment to remaining newly recruited Office Asstt.
10. Uniform and equal gratuity payment scheme for RRB Officers and workmen.
11. Implementation of Sponsor Banks' Service Regulation in RRB in the interest of equity and justice and IBA should be declared as apex level negotiating Forum for RRBs too.

With regards,  
Yours faithfully,

  
(S.K. Bhattacharjee)  
GENERAL SECRETARY



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## **SHORT RECITAL OF THE CASE**

### **1. Stoppage of privatization of RRBs:**

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.

Another prime objective of its establishment was the eradication of MAHAJANI PRATHA (money lending by rich people to poor in rural region on higher rate of interest). But, once again, by way of privatisation/disinvestment of majority of share of RRB, this rural financial institution is planned to be handed over to corporate sector and by way of such changes the image of this rural bank is to be tarnished.

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.

This action is against the interest of AAM ADAMI of nation particularly rural people of the country, who are the main customers of RRB's. Therefore, we demand invalidation of privatization of RRB.

### **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, it has not been reintroduced in RRB till date.

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

When Award of National Industrial Tribunal (NIT) was implemented by GOI, in 1991, an WORKING GROUP under the Chairmanship of RC Gupta, CGM-NABARD, was constituted by NABARD on direction of GOI for removal of anomalies of pay fitment etc and this working Group recommended on 17th Feb.1992, as follows:

**“ For the purpose of bringing the staff of RRB on par with the staff of sponsor banks in the matter of contribution to Provident Fund, the Govt. Of India may consider exempting the RRB also from the provisions of the Employees Provident Fund and Miscellaneous Provisions Act,1952.”** But, till date no PF parity has been introduced in RRB causing so called dearth of Pension Fund.



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So far as introduction of pension scheme in line with Sponsor bank is concerned several High courts has Ordered Union Govt. of India for introduction of same scheme in RRB at par with other nationalized Commercial banks. But, in place of introducing the scheme in RRB an SLP has been filed before Apex court who had given direction to Union Govt. of India, on 26th Nov.2014, as follows:

**"...parties are permitted to negotiate for an amicable settlement, without any preconditions.**

**The learned Additional Solicitor General representing the Union of India shall inform all learned counsel representing the Federations/Unions the modalities of the negotiation process. So as to ensure an effective and meaningful result, managements of the RRBs and all stake holders be also taken on board during the negotiations.**

**In case, the Federations/Unions seek any documents in connection with the ongoing negotiations and furnish a list thereof, the same shall be provided to them. In case parties arrive at a mutual settlement, the same shall be placed on the record of this case within three months from today".**

But, MOF did not take the direction in its right perspective and after lapse of three months a Committee under the Chairmanship of Chairman, NABARD, could be constituted on 2nd March, 2015 and once again, on 6th May,2015, three months extension has been taken from Hon'ble Supreme court.

In this way solution of the pension issue is over delayed.

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

The relevant portion of NIT Award reads as under:

**"What flows from my findings is that Officers and other employees of Regional Rural Banks (RRBs) are entitled to claim parity in the matter of Pay scales, allowances, other allowances and other benefits on par with corresponding cadres of the sponsor banks w.e.f. 1<sup>st</sup> Sept.1987".**

The apex court of the country also clarified the position vide their Judgement dated 31<sup>st</sup> January 2001, as under:

**"Hereafter, as and when the pay structure of the employees of the nationalised commercial banks get revised on the basis of any bipartite settlement, the Union Government should take a decision so far as the employees of the Regional Rural Banks are concerned, within a reasonable time and bearing in mind the conclusions, we have already arrived at, so that the so-called parity could be maintained".**



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The Nit Award is quite clear and apex court order is also reasonably apparent that **Bipartite settlement** is to be implemented in RRB with retrospective effect and no where it has been mentioned that Bipartite should be implemented halfway. But, MOF has not been notifying complete implementation of Bipartite settlement in its letter and spirit. Therefore, We demand full implementation of Bipartite settlement without any omission and commission.

## **5. Simultaneous release of wage, allowance and other benefits related instruction by DFS to RRBs without passing the buck to Sponsor banks:**

Though public sector commercial banks and RRBs have been established under different enactment but so far as functioning both institutions are concerned, they are having no difference as BR Act, NI Act and RBI rulings for both institutions are having same relevance. Moreover, it is admitted fact that RRBs performance in achieving target under Govt. sponsored programme is better than any other bank. However, RRBs are deprived of getting same treatment at par with its Sponsoring public sector banks and Govt., MOF (DFS) instructions related to facilities and other benefits to staff of Commercial banks as well as RRBs are treated differently. Further, relevant instructions issued for other public sector banks are either delayed in passing to RRBs or denied which has been creating mass frustration amongst staff of RRBs and affecting their enthusiasm.

We, therefore, demand simultaneous effect of instructions in other Public sector banks and RRBs.

## **6. Scrapping of Mitra Committee recommendations on HR Policy:**

At the time of constitution of Mitra Committee recommendation it has been 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 representative (Trade Unions) of human resources of RRB and also imposed unilaterally affecting career of human resources/growth of the institution. The said Committee has under estimated the practical situation prevailing in RRBs and hypothetically fixed up the business for categorization of RRBs.

The basic fact is, per branch number of deposit as well as loan accounts are more than Commercial banks which needs more man-power for extending better customer services. This aspect has deliberately been ignored by the Mitra Committee and imaginary recommendations are submitted/implemented. Therefore, we demand scrapping of Mitra Committee recommendation and to evolve a judicious Man Power planning for RRBs.

## **7. Stoppage of outsourcing in RRBs:**

Branches of RRBs are mostly located at remote rural sensitive centres where most illiterate and less 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.



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## **8. 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.

## **9. Graduation increment to remaining newly recruited Office Asstt:**

In terms of NIT Award and Equation Committee recommendations , which have been well accepted by Govt. of India, different posts of RRBs are being equated with corresponding cadres of Sponsor banks and consequently Assistants post of RRBs are equated with Clerical posts of Sponsor banks and same pay scales are prescribed for them. Presently , same agency, IBPS takes exam for both the institutions and after the final result ultimately one candidate goes to Commercial banks and another goes to RRB, but in a few RRBs newly recruited Office Assistants have been deprived of getting graduation increment where as in Commercial banks all graduate clerks are getting graduation increment since their joining. Further, it is most pertinent to mention that basic qualification for clerical posts prescribed by IBPS for both institutions is same. Therefore, non-payment of graduation increment in a few RRBs is unjustified and they should be allowed to get graduation pay with retrospective effect.

## **10. 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 Officers Employees.

## **11. 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 constituted an Working Group headed by Sri RC Gupta, CGM, NABARD for removal of anomalies cropped up due to pay



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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."**

Presently, Joint consultative Council (JCC) has been set up for RRBs under the Chairmanship of NABARD, but it is mere a consultative council having no authority for any decisions and its recommendations to the MOF/DFS are not seriously considered rather kept pending for years together. Therefore, JCC is quite irrelevant and it does not play the role of apex level negotiating forum as IBA undertakes.

It is, therefore, demanded to declare IBA as negotiation forum for RRB too in the interest of institution and to avoid so many legal litigations and industrial unrest at various level.

  
(S.K. Bhattacharjee)  
GENERAL SECRETARY

Copy to: 1. Chairman,NABARD,HO-Bandra Kurla Complex,Bandra East,Mumbai-400051

2. Chairman, All 56 RRBs,

3. The Chief Labour Commissioner(C), Shram Shakti Bhawan, Rafi Marg,  
New Delhi-110 001, for information and necessary action.