



They is not the limit, we cover it...

ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

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CIRCULAR NO: AIRRBOF/ **SP 05** /2020-21

Dated: 05-06-2020

All Affiliates/ Members
(Please re-circulate)

Sub: AGITATION AGAINST DISCRIMINATION AND INJUSTICE CAUSED TO RRBs BY SPONSOR BANKS

We reproduce hereunder the full text of UFRRBU Cir No.UFRRBU/Cir/2020-21/02 dated 4th June, 2020 on the captioned subject along with **Memorandum** for submission to the Chairman and Sponsor Bank management.

Please note that only our Memorandum should be sent to the Chairman of RRB and concerned Sponsor bank management.

With greetings,

(Srijan Kumar Pal)
General Secretary

Enclosure: 1) Annexure.
2) Memorandum.

Quote

UFRRBU/Cir/2020-21/02
To all constituents

4th June. 2020

Dear friends,

AGITATION AGAINST DISCRIMINATION AND INJUSTICE CAUSED TO RRBs BY SPONSOR BANKS

Sponsor banks are having only 35% of share holding in RRBs but exercising complete control over RRBs as follows:

- i. Though the boards of RRB are independent statutory bodies in terms of RRB Act 1976, but its directors are being influenced by sponsor banks as Chairman and two more directors are from Sponsor bank and holding majority.
- ii. RRBs are guided by Mitra Committee norms to create vacancies in various cadres and to fill up them by Promotion / Recruitment but Sponsor banks are not recognizing the autonomy of RRB boards and are deciding the vacancies arbitrarily against Government approved norms.
- iii. Sponsor banks are creating vast differences among the RRBs and delaying / denying many of the allowances, benefits, incentives, promotional opportunities to RRB staff on the plea that Government vesting powers to sponsor banks on these matter. These differences are against the Parity principle bestowed by NIT Award and subsequent orders of Hon'ble Apex Court.
- iv. Vacancies approved by Board of directors for recruitment and promotions are being arbitrarily denied / delayed / reduced by the Sponsor Bank,
- v. Other allowances and other benefits, staff loans, including incentives to be paid for working during lockdown period are not being allowed in line with the sponsor banks staff or being given with different limits / rates by Sponsor bank.
- vi. Even after 45 years of establishment of RRBs, Sponsor bank are deputing more Officers in scale IV and V, halting the career progression of RRB's staff, who are more competent than deputed officers, causing heavy burden of their salaries, various benefits, housing leased accommodation, other perks.
- vii. In the name of vigilance recommendations, sponsor banks exercise undue interference in department proceedings conducted by RRBs and punishments are being proposed on behest of sponsor bank authority.

In view of above deficiencies being faced by RRBs in day to day operations, an agitation against Sponsor bank management is most required.

Hence, it has unanimously been decided to launch following agitational programme:

1. Submission of Memorandum to respective RRB and Sponsor bank management by base units on 19.6.2020.
2. Protest day by way of black badge wearing by all members of constituent base units on 23.6.2020,
3. Demonstration and Mass deputation to the respective RRB, HO on 26.6.2020,
4. Demonstration and Mass deputation at Zonal office/LHO of Sponsor bank on 14.7.2020.
5. Demonstration and Mass deputation at HO of Sponsor in 1st week of August, 2020

Further programme will be decided by UFRRBU after observing the response by Sponsor banks to our agitational program.

With greetings

Yours friendly



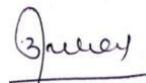
Shiv Karan
Dwevedi General
Secretary **NFRRBE**




GG Gandhi
General Secretary
AIGBEA



K. Rajeev
General Secretary
AIGBEC



BN Dubey
President
NCCRBE



Abdul Sayeed Khan
General Secretary
NFRRBO



DN Trivedi
General Secretary
AIGBOA



Srijan Pal
General Secretary
AIRRBOF



Prakash Soni
General Secretary
AIGBOC

Unquote

NOTICE FOR AGITATION

Date: 05.6.2020

To

1. The Secretary, GOI,
Financial services, Ministry of Finance,
Jeevan Deep Building, parliament Street,
New Delhi-110 001
2. The Chairman cum Managing
Director, All Twelve Sponsor
banks.
3. The Chairman,
All 43 Regional Rural Banks.

Dear Sir,

RRBs have successfully been completed 45 years of its existence and its splendid performance has been recognized by parliament, the highest forum of our country for catering to over 32 crore customers in the nook and corner of the country. While a number of sponsor banks are in deep losses with mounting NPAs, RRB system as a whole is running in profits and also better in NPA position than Sponsor Banks. This achievement is despite working in non-potential areas and serving the poor rural masses with meager avenues.

In spite of these facts and figures, Sponsor banks are showing apathy and step mother treatment towards RRBs and their staff with undue interference in peace and progress of RRBs.

It has been observed that –

- a). RRB officers are proved to be more competent due to complete rural exposure than the Sponsor bank's deputed officers but the sponsor banks have been deputing more and more unwarranted officers from sponsor banks raise promotional opportunity at their end. Such actions are halting the career progression of RRB's staff causing heavy burden on RRBs due to their salaries, various benefits, leased accommodation, other perks etc.
- b). Vacancies approved by Board of directors, as per GOI norms, for promotions and recruitments are being reduced / denied / delayed by sponsor banks without any rationale, though two senior directors of sponsor banks apart from Chairman are on Boards of RRBs who approves the vacancies,.
- c). RRB's staff are entitled to claim parity in the matter of all allowances, other benefits and welfare schemes in terms of NIT Award and subsequent ORDER of apex court of the country, but are being either denied or decreased or kept in abeyance by Sponsor bank.
- d). In terms of section 23A(3) of RRB Act, every notification issued under subsection (1) may also provide for all or any of the following matters, namely:— (a) the continuance in service of all the employees of the transferor Regional Rural Banks (excepting such of them as not being workmen with the meaning of the Industrial Disputes Act, 1947 (14 of 1947) are specifically mentioned in the notification) in the transferee Regional Rural Bank at the same remuneration and on the same terms and conditions of service, which they were getting or, as the case may be, by which they were being governed, immediately before the date on which the amalgamation takes effect; but, the benefits awarded to transfer or RRB's staff are withdrawn by Sponsor bank after amalgamation of RRBs .

e). DFS / NABARD directed Sponsor banks to allow respective RRB to pay incentives and to allow facilities to RRBs staff for working during lockdown period during COVID -19, but no required consent has been given by Sponsor bank causing gross disparity.

We, therefore, demand as follows:

1. To maintain parity in payment of allowances, other benefits, incentives for working during lockdown period on par with sponsor bank without any omission and commission,
2. Except Chairman no other staff be deputed to RRB from Sponsor bank,
3. RRBs must be allowed to create Vacancies for Promotion and recruitment without any interference and highhandedness of sponsor bank ,
4. Benefits made available to staff of transferor RRB before amalgamation must not be withdrawn in terms of notification even after amalgamation of RRBs,
5. There must not be any interference by Sponsor bank in Departmental proceedings being conducted at RRB level.
6. To have half yearly industrial relation meeting at Zonal level and yearly at Head office level of Sponsor bank in the interest of peace and progress in RRBs.
7. Sponsor banks should not harass the RRB staff to book cross selling at the cost of core business envisaged under RRB Act, causing deliberate attempt to undermine the aims of Parliament.

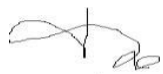
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Further programme will be decided by UFRRBU after observing the response by Sponsor banks to our agitational program.

Thanking you.

Yours faithfully,



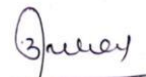
Shiv Karan
Dweevdi General
Secretary **NFRRBE**



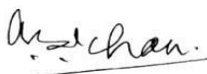
GG Gandhi
General Secretary
AIGBEA



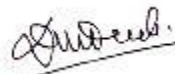
K. Rajeev
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AIGBEC



BN Dubey
President
NCRRBE



Abdul Sayeed Khan
General Secretary
NFRRBO



DN Trivedi
General Secretary
AIGBOA



Srijan Pal
General Secretary
AIRRBOF



Prakash Soni
General Secretary
AIGBOC

Copy to: The Chief General Manager, IDD, NABARD, Mumbai.

MEMORANDUM TO BE SUBMITTED BY BASE UNIT

To
The Chairman cum Managing Director.....
The Chairman (RRBs).....

Dear Sir,

RRBs have successfully completed 45 years of their existence and their splendid performance has been recognized by the parliament, the highest forum of our country, for catering to the needs of over 32 crore customers in every nook and cranny of the country. While a number of nationalized commercial banks have incurred huge losses and are saddled with mounting NPAs, the RRB system as a whole is running with sizeable profits and a much lower NPA burden than the NCBs. Moreover, this remarkable achievement has been made despite low potential areas of operation, small size deposit and loan accounts and with meagre avenues for lucrative income bases.

In spite of these facts and figures, the sponsor banks show little empathy and on the contrary display a stepmotherly attitude towards the RRBs and their staff, with undue and uncalled for interference in the smooth operation of the RRBs.

Further, it has been observed that-

- a)** RRB officers have proved themselves to be more competent due to greater rural exposure than the deputed officers from the sponsor banks. However, the sponsor banks have continued to depute officers to the RRBs, reducing promotion prospects of the officers of the concerned RRBs and imposing huge financial burdens on the RRBs in respect of salaries and allowances, lease accommodation, TTA & DA, other perquisites and benefits of the deputed officers.
- b)** Directors nominated by the sponsor banks to the boards of the RRBs (apart from the Chairman) are sometimes found to raise obstacles in the path of declaration of vacancies in the different cadre, recruitment and promotion processes, even if these are fully compatible with the Central Govt. guidelines. There is an unseemly propensity to block, delay or drastically reduce promotion and recruitment processes. Such behaviour defies all logic and rationale.
- c)** RRB officers and employees are entitled to parity in the matter of other benefits, allowances and perquisites. The Central Govt. has already issued necessary directions in this regard. While some sponsor banks have taken no steps to release such benefits, others have implemented them at arbitrarily reduced rates.
- d)** In terms of section 23A(3) of RRB Act, every notification issued under sub section(1) may also provide for all or any of the following matters, namely:-
 - (a) the continuance in service of all the employees of the transferor Regional Rural Banks (excepting such of them as not being workmen within the meaning of the Industrial Disputes Act, 1947) as specifically mentioned in the notification) in the transferee Regional Rural Bank at the same remuneration and on the same terms and conditions of service, by which they were being governed, immediately before the date on which the amalgamation takes effect; but, the benefits awarded to transferor RRB's staff are withdrawn by Sponsor bank after amalgamation of the RRBs.

Yours faithfully,

(Signature of The General Secretary / President of respective Unit)