

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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Circular No. 64/2017

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To All Members (Please Circulate)

SBIOA (BENGAL CIRCLE) **MINUTES OF THE 51st ANNUAL GENERAL MEETING** **HELD ON 23. 04. 2017 AT NAZRUL MANCHA, KOLKATA**

The 51st Annual General Meeting of SBIOA (Bengal Circle) was held with an overwhelming gathering of 4168 members, 460 SBIOA seniors and comrades from other Circles. The venue of the meeting was dedicated to the veteran trade union leader who led the organisation from front as President of AISBOF and General Secretary of SBIOA Bengal Circle), Late Comrade B.B. Das. The theme of the meeting was "SAVE PUBLIC SECTOR, SAVE THE NATION". The stage was well decorated and dedicated to the veteran trade union leader, Late Comrade Arun Kumar Chattopadhyay, former Central Committee Member. The meeting was inaugurated, followed by hoisting of the flag, by Com. D. T. Franco Rajendra Dev, the newly elected General Secretary of AIBOC and President of AISBOF.

Comrade Samrat Kundu, Member of AZC, Kolkata, anchored the programme. The opening Song was presented by the members of 'SRIJAN', the cultural wing of SBIOA (Bengal Circle) after which Comrade Kundu proceeded to invite Circle President Comrade Kalyan Kumar Dey and General Secretary, Comrade Soumya Datta to the dais. Thereafter, the dignitaries were called on stage. Comrade D. T. Franco Rajendra Dev, General Secretary, AIBOC and President, AISBOF, Comrade Y. Sudarshan, Chairman, AIBOC and General Secretary, AISBOF, Shri Partha Pratim Sengupta, the Chief General Manager, SBI Kolkata Circle, Comrade R. N. Banerjee, President, All India SBI Pensioners' Federation and General Secretary, SBI Pensioners' Association (Bengal Circle), Comrade Ram Kumar Sabapathy, Jt. General Secretary, AISBOF and General Secretary, SBIOA (Mumbai Circle), Comrade Sambit Mishra, Sr. Vice President, AISBOF and General Secretary, SBIOA (Bhubaneswar Circle), Comrade G. Subramanyam, Sr. Vice President, AISBOF and General Secretary, SBIOA (Hyderabad Circle), Comrade Ravinder Gupta, Vice President, AISBOF and General Secretary, SBIOA (Delhi Circle), Comrade Rupam Roy, Vice President, AISBOF and General Secretary, SBIOA (N. E. Circle), Comrade Anil Nare, Vice President, AISBOF and President, SBIOA (Mumbai Circle), Comrade Bibekananda Das, Deputy General Secretary, AISBOF and President, SBIOA (Bhubaneswar Circle), Comrade B. Sukkaiah, Deputy General Secretary, AISBOF and President, SBIOA (Hyderabad Circle), Comrade C. P. Krishnanandan, Deputy General Secretary, AISBOF and President, SBIOA (Kerala Circle), Comrade Sushil Ahuja, Deputy General Secretary, AISBOF and President, SBIOA (Delhi Circle), Comrade S. L. Kulkarni, Former Secretary, AISBOF, Comrade Sabyasachi Swain, Deputy General Secretary, SBIOA (Bhubaneswar Circle).

Thereafter, Circle President and General Secretary felicitated the dignitaries on the dais and floral tributes were offered to the portraits of Comrade B. B. Das and Comrade Arun Kumar Chattopadhyay by the dignitaries.

The meeting started with lighting of the ceremonial lamp by Shri Partha Pratim Sengupta, Chief General Manager, SBI, Kolkata Circle and other dignitaries on the dais and also by Comrade Pulak Pathak who lost his little finger due to an accident while he was in official duty during the demonetization exercise. A heart-touching meaningful Social Welfare Programme was held where financial assistance were given to 1) Suvendu Memorial Seva Pratishan, 2) Ms. Saima Khan, a meritorious and needy student, 3) "Prabuddha Bibek", an NGO, 4) Shri Subrata Datta and 5) Ms. Paramita Bera, an acid attack victim. This was followed by a well-knit programme to felicitate i) Com. S. L. Kulkarni, Former Secretary, AISBOF, ii) Com. Ashit Kumar Sinha, Former Vice President, SBIOA (Bengal Circle) – a friend in need & financial assistance to 'Bandhur Sparsha', iii) Com. Sisir Ranjan Ghosh, former Regional Secretary, SBIOA (Bengal Circle) and a friend in need, iv) Com. Aparesh Sarkar, for his invaluable services rendered to activities of 'SRIJAN', v) Com. Gautam Debnath, former President, SBIOA (Bengal Circle) and former DGS, AISBOF and vi) Com. Ajit Kumar Chattopadhyay, Vice President, SBIOA (Bengal Circle) who was due to retire on 30.04.2017 from Bank's Service.

In his welcome address, Com. Soumya Datta, Joint General Secretary, AIBOC, Vice President, AISBOF and General Secretary, SBIOA (Bengal Circle), extended a warm welcome to all the dignitaries on and off the dais and all comrades who were present in the meeting, especially who came from the remote areas of Sikkim and Andaman & Nicobar Islands. He, during his welcome address, gave a brief account of the various issues raised in the Circle CNC Meetings like working on Sunday / Holiday, pending of AOFs, BPR outfit, problems related to CPC, LCPC, RACPC, SMECC,

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CDS, Cross Selling / mis-selling, Branch Categorization, RMROs / CREPBs, etc. which were discussed threadbare. He requested the Federation Leadership to take up the issue of Currency Chest joint custodians, who were being forced to attend office on every 2nd & 4th Saturday and during block holidays and being penalised for remittance shortage etc. He mentioned that the root cause of the syndrome remained acute manpower shortage. He demanded that incentive should be rationalized, Education Loan to be extended to staff members for their ward studying abroad who do not have immovable properties. He also mentioned that theme of today's meeting 'SAVE PUBLIC SECTOR, SAVE THE NATION' and to promote public sector, the Circle Association, in sync with the theme, had procured the item from The Jute Corporation of India, a public sector undertaking to be given as memento to its members.

Thereafter, a named 'Hand Book on Assigned Roles' and a special edition of SUP- VOICE were released by Shri Partha Pratim Sengupta, Chief General Manager, SBI, Kolkata Circle and Com. Y. Sudarshan, General Secretary, AISBOF respectively.

Shri Partha Pratim Sengupta, Chief General Manager, Bengal Circle, in his address, congratulated the house for splendid performance during demonetization. He also mentioned smooth process of merger of Associate Banks. He took pride in sharing the achievements of Circle in various parameters of business. He pointed out various challenges in the present banking scenario and current job situation. He appealed to the house to come out from transaction mode to marketing mode and explained the need of wealth management and digitalization with special thrust to the Gen 'Y' customers. He also expressed the need to maintain work life balance. He acknowledged the various philanthropic activities and other constructive activities of the Circle Association.

Com. R.N. Banerjee, General Secretary, SBI Pensioners' Association, in his address, expressed his happiness and gratitude to AISBOF for clearance of revision of pension for 5th, 6th and 7th Bipartite Retirees. He also stressed upon the need for improvement of medical policy for pensioners, anomalies of pension in certain cases. He was hopeful to resolve various problems of pensioners with the help of AIBOC.

Com. Y. Sudarshan, Chairman, AIBOC and General Secretary, AISBOF, in his deliberation, expressed his gratefulness to the Circle Association for deriving inspiration from this AGM. He complimented the various activities of Bengal Circle specially the move of Digital attendance for last three consecutive years. He praised the AIBOC, under the new leadership of Com. D. T. Franco Rajendra Dev, for taking up many innovative initiatives by creating 20 to 25 sub-committees on different fields. He pointed out various issues like 5 Day Banking, Regulated working hours, problem of CDS & KRA, anomalies in measurable and non-measurable roles, cash penalty to joint custodians, draw backs of Smart Compensation Package (SCP) which to him failed to be really smart, Compensation for working on Holiday/ Sunday, problems related to ICT, Modalities and technical issues of 'Work from Home' etc.

He mentioned that all the issues will be taken up with the management in comprehensive manner shortly. He also praised our Chairman Madam for her commendable role in the recent clearance of pension issues by the Government.

He apprised the house that for months Federation was endeavouring to impress upon all concerned to start negotiation on 11th Bipartite and IBA has now called for 1st round negotiation on 2nd May, 2017. He acknowledged the contribution of Com. Ajit Kumar Chattopadhyay for his role in the preparation of the Charter of Demand for 11th Bipartite. Regarding transfer policy, he advised the Circle Association to finalise a member-friendly Circle Transfer Policy in line with Corporate Centre guidelines so that members are not put in hardship. He expressed that issues regarding Medical Officers, LFC, Fitment, staff shortage, which needed to be sorted out with the management would be taken up within a few days.

Com. D. T. Franco Rajendra Dev, General Secretary, AIBOC and President, AISBOF, in his deliberation complimented the Circle Association for conducting such a meeting that witnessed wholehearted participation of the members of Bengal Circle and he also expressed his great feelings for the way the Report of AGM was prepared, opening songs in trilingual were presented and slogan with rich contents were raised, social welfare activities were undertaken in the meeting. He reiterated that G20 meeting would be held shortly where in the name of globalization, target would be to sell products in India. He also explained in details the Basel III norms which though voluntary had been projected as mandatory, NPAs from large value Advances and Asset quality norms of RBI.

In his deliberation, he pointed out that 56% NPA are from Corporate Sector for which very few persons were responsible. He mentioned about erratic Turn Around Plan for 10 Banks. He demanded four issues namely, a) to appoint Board of Directors representing the workmen / officers in all PSBs, b) to publish the list of wilful defaulters, bank wise, c) to implement recommendations of Parliamentary Standing Committee on NPA, d) there should be no merger and no privatization. He also raised the issue of providing relief to farmers affected by drought. In his speech, he mentioned various effective initiatives and strategies that have been taken by AIBOC i.e. Research Wing, Women Convention, Youth Convention etc. He stressed upon total change of Bank's policy. He was hopeful of better wage negotiation with top priority on 5-Day Banking. He spoke about the failure of demonetization policy of Government. He

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stressed upon providing adequate number of staff for rendering better service and also to maintain work-life balance. He urged for proper feedback which remained essential for growth and development of any institution and argued that only Union and Association historically provided true feedback. He criticized the path of digitalization when 26% people in our country happened to be illiterate. He suggested to introduce two types of Banking i) 30% of the branches to be kept for Class Banking and ii) 70% of the branches to be kept for Mass Banking. He also highlighted the problems of CDS, HR policy of Bank. He wanted transparency in CDS so as to ensure justice to the all concerned. He assured that Joint Coordination Committee would be working together keeping in mind of various issues of the members and the Bank.

Com. Siddhartha Khan, General Secretary, SBISA (Bengal Circle) in his address, congratulated Com. Franco and Com. Soumya Datta for being elected as General Secretary, AIBOC and Joint General Secretary, AIBOC respectively. He wished the 51st Annual General Meeting of SBIOA (BC), with such huge gathering, a grand success. He raised issues related to incentive, demonetization and responsibility of the govt. for rising NPA, devaluation of assets by Asset Reconstruction Company. He criticized the HR policy of the Bank and urged for wellbeing of staff. He also emphasized that bank should be pragmatic and practical in solving the HR issues. He mentioned that Joint Coordination Committee would be holding meeting for solving many common issues and expected to get better results. He appealed to the house to fight together in order to protect our dignity, self-respect and liberty.

Com. G. Subramanyam, Sr. Vice President, AISBOF and General Secretary, SBIOA (Hyderabad Circle), lauded the members for attending the meeting in such large number and stressed upon maintaining fraternity. He gratefully appreciated the respect shown by Comrade Y. Sudarshan and Comrade Franco to each other in their deliberations and that happened to be the most significant and healthy sign for the Federation. He congratulated both Com. D. T. Franco Rajendra Dev and Com. Soumya Datta for their presence in AIBOC and also mentioned that AIBOC would be able to achieve many things under their able leadership. He also wished a grand success of today's meeting.

BUSINESS SESSION:

Business session of the meeting commenced at 3.30 P.M. after the lunch break and was presided over by Comrade Kalyan Kumar Dey, Circle President. At the outset, he read out the notice of the meeting and the agenda items.

He took up the first agenda and requested Comrade Soumya Datta to present the General Secretary's Report before the house for discussion and adoption. Before presenting his report, Comrade General Secretary expressed his gratitude and thanks to everybody present in the house who expressed their solidarity in the Association and assembled here from every nook and corner of the Circle to make it a grand success. The house observed one minute's silence to pay respect and homage to the personalities who left us during the period under report. He then pointed out the pertinent issues which had been mentioned in the report and appreciated the Chief General Manager for resolving some issues particularly, compensation on Sunday/Holiday working, enhancement on reimbursement-ceiling on Sundry Article Items. He expressed his thankfulness for the role played by H.R. Department. He also expressed his gratitude towards Comrade Kalyan Kumar Dey for his excellent discharge of both the roles particularly the exemplary works accomplished during his tenure as Assistant General Secretary, Finance and Comrade Shubhajyoti Chattopadhyay, Deputy General Secretary, for his relentless effort and tremendous work in various activities of the Association. He wished to have an improved SBIOA (BC) this year. He then tabled the Secretary's Report before the house for discussion and adoption.

Thereafter, Com. Kishore Kumar Dey, AGS, Finance, placed the Annual Statement of Accounts of the Circle Association before the house for discussion and adoption.

Com. Brigson Gomez of Prothrapur Branch from A&N Islands, as first speaker, supported the Secretary's Report and Statement of Accounts. He thanked the General Secretary for being elected as Joint General Secretary of AIBOC. He hailed the decision of Circle Association for arranging the visit of Federation leadership at A & N Island branches.

Then, Com. Bidyut Kumar Dey, Dhupguri Branch, supported the Secretary's Report and Statement of Accounts. He requested for proper transfer/ posting of officers who have been repatriated to Siliguri Module, demanded compensation of at least Rs.100/- more than what had been paid to Award staff, enhancement of closing allowance. He highlighted the recent pressure created by management regarding AOFs. He expressed his gratitude for making Tie-up with Neotia Hospital in Siliguri.

Com. Hemanta Paul, Aranghata Branch, supported the Secretary's Report and Statement of Accounts. Then he showed his gratitude to the Association for enhancement of ceiling on Sundry Articles, Compensation for working on Sunday/ Holiday. Thereafter, he expressed his grievances on the management's humiliation in relation to 'zeroising' of pending AOFs in his branch and asked Circle Association to go all-out to resist the attack.

Com. Tapas Debnath, Burdwan Branch, supporting the Secretary's Report and Statement of Accounts, expressed his happiness for the success and fruitful result of the last CNC meeting. He appreciated the Circle Association for conducting various activities.

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Com. Surojit Aich, Commercial Branch, Jeevan Deep, wholeheartedly supported the Secretary's Report and Statement of Accounts. He praised for all the endeavours taken by Circle Association and suggested to fix accountability on the persons who happened to be actual guilty for NPAs. He pointed out the problems in CDS and the transparency in identifying Cohort.

Com. Vivek Tiwari, SME, Howrah, felt proud of the Bank for its better world ranking and also mentioned for professionalism in HR roles. He suggested to put right set of people in right place according to expertise/efficiency.

Com. Piyali Paul, SBI Intouch Eco Space, Rajarhat, supporting the Secretary's Report and Statement of Accounts, suggested focusing on HRMS in order to find out the reason for applying and particularly, rejecting leave.

Com. Saikat Malakar, RBO-2, Bidhannagar, supported the Secretary's Report and Statement of Accounts. He demanded 5-day Banking which remained need of the hour and to stop incentive to individuals for cross-selling rather suggested to credit it to be reflected in Branch profit. He also mentioned various achievements of the organisation like clinching Pension issues, Sundry Utility Items, formation of youth wing etc.

Com. P. T. Lama, RS, Region-4, Siliguri, wholeheartedly supported the Secretary's Report and Statement of Accounts. He felt proud for being part of the Association and expressed gratefulness for getting prompt support from Association in need. He opined in favour of punishment for those who were stealing Bank's money which curbed the negotiating power of the Association. He wanted to have rationality in Transfer Policy especially for Sikkim. He demanded leave/ Holiday for 'Bhai Tika', Buddha Jayanti for other than hill people also.

Com. Tamal Roy, Cossipore Branch, supported the Secretary's Report and Statement of Accounts and then expressed problems in the areas of CDS and pressure of cross-selling.

Com. Vivek Jaiswal, SAMB, Kolkata, supporting the Secretary's Report and Statement of Accounts, highlighted shortage of staff in SAMB, Kolkata, pressure of work after migration of Accounts from Associate Banks, need for full time Law officer in SAMB, Kolkata, incentive for NPA recovery and improvement of infrastructure. He also demanded proper SOP for SAR/ SAMB branches and proper training/ guidelines for Management Executives.

Com. Padmanabha Chatterjee, Canning Branch, supporting the Secretary's Report and Statement of Accounts, demanded for introspection and consolidation of youth wing and explained the need to come forward with our own rights.

Com. Koushik Majhi, Laudoha Branch, supported the Secretary's Report and Statement of Accounts. He expressed his concern for poor participation in business session by the members despite the fact that the Association has been taking so many initiatives for the cause of all the members. He then appreciated the Association for taking steps in relation to accommodation of lady officers in Burdwan and hoped that a Transit Cottage for officers would be set up in Burdwan. He wanted more recognition of the roles of FOs and Service Managers from the Bank. He also suggested for professionalism rather than performing to satisfy bosses.

After completion of discussion on Secretary's Report, Comrade Soumya Datta, General Secretary, on being called by the President, requested Com. Shubhajyoti Chattopadhyay, Deputy General Secretary, reply to the point raised by members on issues related to the Circle.

Com. Shubhajyoti Chattopadhyay, Deputy General Secretary, in his speech first thanked General Secretary for giving him the opportunity to speak before the house. He also thanked to all who maintained dress code in today's meeting. He then urged for the need of presence of more members during business session. He pointed out the some shortcomings observed by him while playing organisational roles by different tiers in some cases. He wanted self-introspection, positive criticism which was healthy for organisation. He also emphasized on proper feedback from Modules and Regions which would form the key points during discussion in CNC meeting. He highlighted various achievements of the Circle Association under the leadership of General Secretary in last two CNC meetings like:

- a) Issues of BPR outfits
- b) Fitment of officers on promotion which were pending for a long time
- c) Arranging a follow-up meeting of CNC Meeting after many years
- d) Successful transfer/ posting exercises during last two repatriation orders
- e) Publication of 'Empowerment Series' & 'Handbook on Assigned Roles' by the Association
- f) Pursuing management for not calling on Holiday/ Sunday

He also urged for resistance at Regional Committee level and for taking initiative to strengthen the Association from the ground level.

In reply to the speakers in the meeting, Com. Soumya Datta, General Secretary, assured to approach to the Government of West Bengal for declaring Holiday on Buddha Jayanti and Chhat Puja under N. I. Act.

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He mentioned that after negotiation in last CNC meeting, a HR conclave has been conducted by the management to sort out various related issues. He requested the house to give feedback with correct data through site. He pointed out that Association raised question to the management on rampant mis-selling in last CNC meeting. He expressed his concern for humiliation by the Management of the lower grade officers, problems in pending AOFs etc.

He also highlighted the future plans of the Association regarding introduction of various projects like development of Mobile Apps etc. He then expressed his gratitude to Com. Rabin Gopal Moitra and Com. Bimalendu Biswas for their exemplary work for providing protection to the members. He also expressed gratitude to Com. Ajit Kumar Chattopadhyay, Vice President for his contribution in formulating Charter of Demands for 11th Bipartite. Before concluding his deliberation, General Secretary appealed to all the members to work in unison, with heart to heart connection for the cause of members as well as for the Association. He ended his speech by expressing sincere gratitude to all who made today's meeting a grand success.

The Report and Statement of Accounts were unanimously accepted and passed by the house.

Comrade President asked for adoption of resolution, if any as per agenda 2(i) and (ii).

Comrade Dinesh Chandra Malik, AGS in Charge, Howrah, placed two (2) resolutions before the house which were seconded by Comrade Asim Kumar Das, Assistant Secretary. The house unanimously accepted the undernoted two resolutions that were placed before it.

Resolution No.1: It was unanimously resolved by the house that S. K. Saha & Co., Chartered Accountants, be appointed as Auditor of the Association for the year 2017 at an annual remuneration to be decided by the Central Committee.

Resolution No.2: The house unanimously resolved that Com. Subhas Chandra Lala (Kolkata Branch), Com. Debabrata Das (Kolkata Branch), Com. Samaresh Saha (CCPC, Kolkata), Com. Arijit Chatterjee (Kolkata High Court, SPB) and Com. Chirantan Das (SIB Branch) be authorised to fulfil the necessary formalities in regard to Form-H to be submitted to the Registrar of Trade Unions, West Bengal, as also 'Form F-1' relating to the amendment of Bye-laws and Rules of the Association.


As against Agenda No. 3, Comrade Sabyasachi Bagchi, Assistant General Secretary, in-Charge, Burdwan, placed two (2) amendments to the Bye-laws and Rules which were seconded by Comrade Dipak Kumar Kundu, CCM as under:-

| Rule No. | Amended |
|--------------|--|
| 44. (ii) (a) | The welfare Fund shall be constituted with 10% of the subscription per member of the Association per month and fund so created shall vest in the Central Committee of the Association. |
| 44. (ii) 1. | Death in Harness. One time assistance of Rs. 1,50,000/- (Rupees One lakh fifty thousand) only. |

The above amendments have been unanimously accepted and passed by the house.

Agenda No. 4 was not discussed in the house as there was no miscellaneous issue for discussion.

Before concluding the meeting, Com. Ajit Kumar Chattopadhyay, Vice President offered vote of thanks to all members present today, all dignitaries from other Circles and SBIOA seniors. The meeting finally concluded with the rendition of the National Anthem.


(Circle President)