

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

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To All Members (Please Circulate)

We reproduce hereunder the Circular No. 53 dated 15.05.2017 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Soumya Datta
(General Secretary)

To all our Affiliates / Members:

ATTEMPT TO DE-UNIONIZE SENIOR OFFICERS FEDERATION IS FULLY PREPARED TO FACE THE ATTACK CURRENT NEGOTIATIONS ON SALARY REVISION WILL CONTINUE TO BE FOR ALL SCALES AND GRADES

MEETING OF OFFICERS OF SCALE IV AND V AT CIRCLE/MODULE LEVEL

As you are aware, the XIth Bipartite wage negotiations have begun, with the first meeting being held on 2nd May, 2017 at the IBA. The Charter of demands would be submitted in the next meeting by both, the four officer's organization and the five workman's unions. As usual the Chairman and MD's of various Banks have expressed concerns over the growing NPA's and the lack of paying capacity in certain Banks. This has been the same old story of IBA in all the ten bipartites held this far. Not in one bipartite since 1984 for officers and since 1967 for workmen has a wage revision been given on time and with dignity. But the most shocking part is that this time there is clear design to divide officers of Scale IV and V from the officers of Scale I to III which is a sinister attempt to de-unionise the senior officers, entice them with higher wages and ultimately trap them into the concept of performance linked variable pay and on cost to company (CTC) basis.

2. This is yet another initiative on the part of the Government of India, to de-unionize the senior officers, in particular the Scale IV and above in all the banks including the State Bank of India. Our members are aware that the All India State Bank Officers' Federation has the membership of all the Officers in all grades and in several cases even the senior executives. They have all contributed whole heartedly in building a strong edifice for the Federation ever since it was established in the year 1965. The Federation is a live organization and responds to each and every members' aspirations irrespective of the scales grades.

3. We have traversed a long way since 1965, the year of the foundation of this great organization. We have been fortunate to have the services of the senior officers all over the country in strengthening the Officers' movement. It will not be out of place that several senior executives have also been part of the leadership of this great organization both at the Federation as well as the Circle level associations. Our functioning was totally democratic and transparent and the seniors have total freedom to express their views. We have been benefited by their wisdom and guidance on all occasions and they have remained loyal to the Federation throughout their career. We owe our debt of gratitude to all those seniors who helped in maintaining the unity of the Federation throughout our journey.

4. In the past there were continuous attempts by the Indian Banks' Association to divide the senior officers in the banks to ensure that they should not be a part of the trade unions representing the officers' fraternity in the bank. It is to the credit of the entire Officers' community that such attempts were thwarted in very effective manner by our Federation and the Confederation.

Soumya Datta
General Secretary
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5. The 11th Bipartite Negotiations are on. The IBA and some of the major banks have started the same game plan suggesting to the Officers' organizations that they will not be able to negotiate on behalf of all the scales and grades as hitherto since some of the banks' managements have furnished a conditional mandate to them for negotiations, restricting the negotiations only upto scale III and that the remaining scales would be decided by themselves. The Confederation as well as the Federation is very clear on this issue. There is no question of restricting our negotiations only upto scale III and the Confederation is not going to accept such a condition. More so, it is between the IBA and the individual member banks and the Confederation cannot be a party for such understandings between the IBA and the individual managements.

6. We have also communicated to the Management of State Bank of India that the Bank should give an unconditional mandate to the IBA and it should not create any hurdles in the process of negotiations in the best interest of the banking industry. There is no question of any truncated negotiations and there has to be proper and congenial atmosphere in the bank before the commencement of serious bipartite negotiations in the banking industry.

7. Comrades, it is necessary for all of us to acknowledge the great contributions made by our senior comrades in building a strong Federation and also strengthening the Circle Associations all over the country. The Federation is known for its pragmatic approach and total consolidation of the officers of all ranks and grades in the State Bank of India. It is our strength and courage that has helped the industry as well to reap rich benefits by way of improvements in the service condition from time to time. Our senior officers would always participate in all our activities including the strike action. It is a historical fact that they participated enmasse in all the strikes so far and to cap it the indefinite strike that was conducted in the year 2006 for the improvement in the superannuation benefits. Hence, it is our duty to express our gratitude for their continued support despite several attempts from the Management at the instance of the Government and IBA to wear away them from our midst.

8. Comrades, we are confident that our members in senior scales have always supported us and continue to support us. Let us be prepared for every sacrifice in case the sinister design of the Management and the Government supported by the IBA continue to undermine the participation of our senior officers in our movement. We appeal to all our members to be in readiness for any sacrifice for defending the trade union rights of the supervisory staff at all levels so that the Federation continue to remain a stronger, vibrant and committed for all times to come.

With greetings,



(Y.SUDARSHAN)
GENERAL SECRETARY