

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

1, STRAND ROAD, KOLKATA-700 001.

Phone: 2213-0663, 2213-0154, 2213-0665 (after 5.30 P.M.), Fax : (033) 2210-1684



e-mail: [sbioabengalcircle@gmail.com](mailto:sbioabengalcircle@gmail.com)  
[www.sbioabengalcircle.com](http://www.sbioabengalcircle.com)

IP No. 500077


Circular No. 73/2016

Date : 21.09.2016

### To All Members (Please Circulate)


We reproduce hereunder the Circular No. 122 dated 21.09.2016 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:

We reproduce hereunder the text of AIBOC Letter No.2016/102 dated 17<sup>th</sup> September, 2016; Letter No. 2016/103 dated 17<sup>th</sup> September, 2016; Letter No. 2016/104 dated 17<sup>th</sup> September, 2016; Letter No. 105 dated 17<sup>th</sup> September, 2016 contents of which are self-explicit.

  
(Y.SUDARSHAN)  
GENERAL SECRETARY

### TEXT

#### QUOTE:

Letter No.: 2016/102

Date: 17.09.2016

To,  
**Shri Bandaru Dattatreya,**  
Hon'ble Minister of State Labour & Employment,  
Government of India,  
New Delhi.

Respected Sir,

### OUR STRIKE CALL DATED 2<sup>ND</sup> SEPT. 2016 - DEFERRED ON YOUR APPEAL /ASSURANCE

We are an apolitical Trade Union Organisation of Officers working in the Banking industry and the largest supervisory cadre organization, with a membership of more than 2,80,000.

We request reference to your DO letter No. Z-2025/39/2015 dated 30.08.2016, advising us of the steps already taken on demands of Central Trade Union and also assuring us of various steps that would be taken to resolve the issues on which nationwide strike dated 2<sup>nd</sup> September 2016 was called by us.

We were also assured by your kind self through the captioned letter that sector specific meetings will be held at the earliest to resolve issues relating to respective industries. On your assurance and direction by RLC(C) to IBA in conciliation meeting held at Mumbai on 1<sup>st</sup> September, 2016, to resolve issues falling under purview of IBA and for referring other issues to Department of Financial Services (MOF), we deferred our strike.

We seek your kind intervention in resolving all our issues included in the strike notice including the issue of Appointment of Officer Nominee Directors on the Boards of Public Sector Banks, which is unduly and deliberately delayed by the Government. The issue has been followed up by us on several occasions and was one of the issues in our strike call dated 2<sup>nd</sup> September 2016. Still, there has been undue delay in issuing notification for appointment of Officer Nominee Directors on Banks' Boards. We request you to prevail upon the DFS, Ministry of Finance, to issue notification for Appointment of the Officer Nominee Directors, which are lying vacant since a long time in many of the public sector banks.

We hope that immediate steps would be taken by government which would help us in not resorting to our strike action.

With best regards,

Yours sincerely,  
Sd/-  
(Harvinder Singh)  
General Secretary

Soumya Datta  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*  
(BENGAL CIRCLE)

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: 2 :

Letter No.: 2016/103

Date: 17.09.2016

To,  
**Shri Arun Jaitley,**  
Hon'ble Minister for Finance  
Government of India,  
New Delhi.

Dear Sir,

**UNDUE DELAY IN THE APPOINTMENT OF "OFFICER DIRECTOR  
ON THE BOARD OF PUBLIC SECTOR BANKS"**

We are constrained to convey our strong frustration and disappointment over the inordinate delay in the Appointment of Officer Director on the Boards of various Public Sector Banks for the vacancies caused due to the superannuation/retirement of the existing Directors on the Boards.

2. The process for the appointment of Officer Director on the Boards of the Bank commenced well in time, in all the Banks even before the retirement of the former Directors.

3. The respective Associations/Federation submitted their recommended panels well in advance so that there would be no vacuum in the position of the Officer-Director and the appointment would take place on time and to ensure continuity of our representatives on the Board of the Banks.

4. It is now more than a year since the recommendations have been submitted, hoping that the process would be completed immediately thereafter. However, to our dismay, the appointments have not taken place despite our several communications to the Management and the Ministry of Finance.

5. You are aware that in terms of the provisions of section 9(3)(f) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980, the Central Government has to nominate, after consulting RBI, one director from amongst the employees of the bank who are not workman, as Officer Employee Director on the Board of Directors of each of the Nationalised Banks.

6. We have been following up this issue with the Department of Financial Services, IBA and individual Bank Managements. This was also one of the issues of our strike notice for 11th December, 2015, 29th July, 2016 and 2nd September, 2016. However, there is no positive response noticed so far. More than eighteen files for appointment of Officer Employee Director / Workmen Director are stranded in the system of the Government.

7. The Delay will only result in denying the opportunity to our members getting represented on the Board and participating in all the deliberations on behalf of our officers' community.

8. We therefore, once again strongly urge upon you to kindly ensure that the Notification for the appointment of Officer Directors is issued immediately.

9. Please treat the matter as urgent.

Thanking you,

Yours faithfully,  
Sd/-  
(HARVINDER SINGH)  
**GENERAL SECRETARY**

**Copy to:**  
**The Secretary,**  
Department of Financial Service,  
Ministry of Finance, New Delhi.

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**Soumya Datta**  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*

(BENGAL CIRCLE)

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: 3 :

Letter No.: 2016/104

Date: 17.09.2016

To,  
**Shri. Arun Jaitley,**  
Hon'ble Minister for Finance  
Government of India,  
New Delhi.

Dear Sir,

**ENHANCEMENT OF GRATUITY CEILING  
AMENDMENT TO GRATUITY ACT**

The All India Bank Officers' Confederation is the sole negotiating body representing over 2.80 Lakh officers in the Banking Sector including Public Sector, Private Sector, Co-operative Sector and also RRBs, established in the year 1985. The Confederation has been partner in progress in Banking Industry for more than thirty years. Our Officers have worked sincerely to implement, not only the Bank's policies but also the plans, priorities and perspectives of the Governments of times. Our officers have contributed whole heartedly in achieving the targets of Jandhan, Mudra, Atal Pension Yojana, all the Bima yojana's, Stand up India Scheme and in ensuring financial inclusion in its true sense.

2. We are happy and thankful to the Government for enhancement of the ceiling on Gratuity from Rs.10 lacs to Rs.20 lacs in respect of the Government employees with effect from 1.1.2016. This was required due to the inflation and rising cost of living. As the Government employees have already been extended the benefit of revision in Gratuity with effect from 1.1.2016, the employees of the Banking Industry also would like to have the benefit of the enhancement in the ceiling of Gratuity. The employees of Banks are extended the benefit of Gratuity under the Central Gratuity Act/Service Gratuity and hence they are also eligible for the revision in the Gratuity Ceiling payable to them. But they would get the benefit of the improvement in the Gratuity only when the Central Gratuity Act 1972 is also amended as they are governed by the gratuity act.

3. We therefore request you to kindly take up the amendment of the Central Gratuity Act to this effect in the next Parliament Session for the benefit of all those officers and employees who are eligible for a gratuity of more than Rs.10 lacs with effect from 1.1.2016.

Please treat the matter as urgent.

Thanking you,

Yours faithfully,  
Sd/-  
(HARVINDER SINGH)  
**GENERAL SECRETARY**

**Copy to:**  
**The Secretary,**  
Department of Financial Service,  
Ministry of Finance,  
New Delhi.

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Letter No.: 2016/105

Date: 17.09.2016

To,  
**The Regional Labour  
Commissioner (Central),**  
Shram Raksha Bhavan, Sion,  
MUMBAI.

Dear Sir,

**STRIKE NOTICE OF 2ND SEPTEMBER, 2016  
UNDUE DELAY IN THE APPOINTMENT OF "OFFICER DIRECTOR"  
POSITION VACANT FOR MORE THAN ONE YEAR**

With reference to the above and as per discussions held during the conciliation proceedings held on 1st of September, 2016 at Mumbai, we are constrained to convey our strong frustration and disappointment over the inordinate delay in the Appointment of Officer Director on the Boards of various Public Sector Banks for the vacancies caused due to the superannuation/retirement of the existing Directors on the Boards.

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**Soumya Datta**  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*

(BENGAL CIRCLE)

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: 4 :

2. The process for the appointment of Officer Director on the Boards of the Bank commenced well in time, in all the Banks even before the retirement of the former Directors.
3. The respective Associations/Federation submitted their recommendations well in advance so that there would be no vacuum in the position of the Officer-Director and the appointment would take place on time and to ensure continuity of our representatives on the Board of the Banks.
4. It is now more than a year since the recommendations have been submitted, hoping that the process would be completed immediately thereafter. However, to our dismay, the appointments have not taken place despite our several communications to the Management and the Ministry of Finance.
5. You are aware that in terms of the provisions of section 9(3)(f) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 / 1980, the Central Government has to nominate, after consulting RBI, one director from amongst the employees of the bank who are not workman, as Officer Employee Director on the Board of Directors of each of the Nationalised Banks.
6. We have been following up this issue with the Department of Financial Services, IBA and individual Bank Managements. This was also one of the issues of our strike notice for 11th December, 2015, 29th July, 2016 and 2nd September, 2016. However, there is no positive response noticed so far. More than eighteen files for appointment of Officer Employee Director / Workmen Director are stranded in the system of the Government.
7. The Delay will only result in denying the opportunity to our members getting represented on the Board and participating in all the deliberations on behalf of our officers' community.
8. The Strike of 2nd September, 2016 was deferred based on your assurance that the issue would be conveyed to the Ministry of Finance for early resolution. We therefore, once again strongly urge upon you to convey our hurt sentiments and frustration to the Finance Ministry and impress upon them to issue notifications for appointment of Officer Directors on the Boards of all the Public Sector Banks without further delay.
9. Please treat the matter as urgent.

Thanking you,

Yours faithfully,  
Sd/-  
(HARVINDER SINGH)  
**GENERAL SECRETARY**

**UNQUOTE**