

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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IP No. 500077

Circular No. 71/2017

Date : 25.05.2017

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 55 dated 25.05.2017 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:

## **BIPARTITE NEGOTIATIONS PRESSURE EXERTED FOR UNCONDITIONAL MANDATE MEETING WITH MANAGEMENT FOR OTHER PENDING ISSUES ON 22<sup>ND</sup> MAY, 2017 CO-ORDINATION MEETING WITH STAFF UNION ON 22<sup>ND</sup> MAY, 2017**

The Indian Banks' Association has indicated that it is ready for the next round of discussions on the 11<sup>th</sup> bipartite negotiations. However, we have been insisting with the Managements of all the Banks for giving unconditional mandate to IBA since the industry level negotiations always cover the salary scales in respect of all the employees and officers working in the bank, from Substaff to the General Managers, covering 4 grades and 7 scales in the officers category and two scales in the Award Category. Historically, since the Pillai Committee recommendations there was no discrimination in regard to the bipartite discussions covering all these scales, although some banks made attempts to divide the officers into two categories, that is, from Scale I to Scale III and Scale IV and above at the time of handing over their mandate to the Indian Banks' Association. Such attempts were thwarted and the IBA as well as the Managements of some of the banks failed in their attempts on the earlier occasions.

2. We now understand that some of the banks are still hesitating to give unconditional mandate for the purpose of negotiations under the 11<sup>th</sup> bipartite. The Confederation has already taken up the matter with the Government as well as respective Managements for creating a cordial atmosphere so that the negotiations could be smooth and hassle free since the Government has been repeatedly stating that it would like to conclude the negotiations on the 11<sup>th</sup> bipartite settlement in good time.

3. The Federation has already sent a letter to the State Bank management for the submission a revised mandate authorizing the IBA to negotiate on the salary scales of the officers of all categories. The issue is being followed up with the Management. There was a brief follow-up meeting with the Management in this context and we have raised this issue on a serious note and conveyed our serious resentment over these developments and also our firm resolves urging them not to go for a partial negotiation with the Indian Banks' Associations.

4. Comrades, the officers of Scale IV and V are our members and have been with the Federation in our long journey of struggles, sacrifices and achievements. Many Scale IV and V Officers also hold positions at the Circle Associations and in the Federation. The achievements in salary and perks clinched over a period of time can't be negated in one stroke. Therefore there is a need to be united and the Federation, the AIBOC and the UFBU is determined to thwart any attempt to divide the officer's fraternity.

5. Comrades, we also had a co-ordination meeting with our Staff Federation on the 22<sup>nd</sup> May, to review the industrial relations situation in the Bank. The Federations have conveyed their sentiments over these developments and wants immediate resumption of tripartite meeting on all the common issues with the Management. Some of the issues are as under:

- Unilateralism in all the decisions.
- Merger of Associate Banks and Bhartiya Mahila Bank – Merger related issues and financial package.

Soumya Datta  
General Secretary  
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# State Bank of India officers' Association

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- c) Compassionate Appointment Scheme as approved by Government of India and forwarded by IBA to member banks in August 2014.
- d) Meaningful recruitment in all cadres i.e., Officers, Clerical Staff, Messenger Staff, Guards, Canteen boys, Record Keepers, Sportsperson etc.
- e) Outsourcing of regular jobs.
- f) Career Development System(CDS)
- g) Cross Selling which has become Mis-Selling
- h) Space for Union/Association in RBOs as staff matters are now handled at RBOs level also and not confined to H.O./A.O. only.
- i) Review of Special Leaves, immunity and Duty Reliefs to Office-bearers in view of change in structure of Bank/Expansion/opening of new H.O./A.O./RBOs and shifting of all RBOs to the local areas.
- j) Payment of overtime/compensation for late sitting and working on Holidays.
- k) Enhancement of the ceiling of Welfare Fund of the Bank.
- l) Superannuation Benefits
  - i) Pension Rules
  - ii) Commutation of interest on P.F.(Monthly Rests)
  - iii) Commutation of Pension at par with Govt.of India.
  - iv) Revision of Family Pension at par with Govt.of India.
  - v) Nomination of Federation Representative to the Board of Trustees.
  - vi) Anomalies in the 6th bipartite retirees pension.
- m) Appointments of Directors on Central Board.
- n) Re-categorization of Branches

6. We also understand that the Charter of Demands are being prepared by the Workmen after which both the organisations will submit the same to the IBA to resume negotiations immediately.

7. A meeting with the Management of the Bank was held on the 22nd May 2017 wherein the following issues pertaining to the officer's community were also raised, apart from the issue of mandate.

1. Compensation for having worked on:

- a. 25th, 26th March (holidays) and late sitting on 30th & 31st March (extended hours under instructions from RBI).
- b. Compensation for having worked during the period of demonetization.
- c. Compensation for working on Sundays and Holidays on a regular basis.

- 2. Anomalies in personal allowance and Fitment.
- 3. Pending monetary issues like leased accommodation rentals etc.
- 4. Withholding of stagnation increments etc., on refusal of promotion/opting out.
- 5. Issues in CDS (Career Development Scheme)
- 6. Issues related to Merger.
- 7. Shortage of Manpower, single officer branches, categorization of branches etc.
- 8. Further simplification of Transfer Policy.
- 9. Improvements in the area of Disciplinary Proceedings and a proper accountability policy.
- 10. Anomalies in respect of 6th Bipartite retirees.
- 11. Issues pertaining to RMRO's, CRE's and Specialist Officers.

The above issues are only indicative and not exhaustive.

8. We note to keep our members apprised of further developments in due course.

With greetings,



(Y.SUDARSHAN)  
GENERAL SECRETARY