

# 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

IP No. 500077



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### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 62 dated 05.05.2016 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:

## **SEMINAR ON FITMENT FORMULA** **10<sup>TH</sup> BIPARTITE SETTLEMENT**

The Federation had organized a seminar in connection with the settlement of fitment formula in respect of the 10<sup>th</sup> Bipartite Settlement. Our members are aware that the Fitment Formula in State Bank of India will be decided through an agreement between the Federation and the State Bank Management from time to time after the Bipartite Settlement at the industry level, taking into account the special features of State Bank of India salary scales and the settlements at periodical intervals.

2. The Federation would take into account the special features as well as the historical background of the fitment formula and decide the fitment as per our own requirement in order to ensure the protection of the emoluments and the special features of the salary scales etc. The Federation had organized a seminar in order to seek the views of the affiliates and invited those who were responsible for looking after the fitment cases in their own circles.

3. In response to the request more than 15 participants from the various circles assembled in the headquarters of the Federation at Bangalore on 3<sup>rd</sup> May, 2016. The participants came out with their own experience and insight and gave suggestions to be taken up by the Federation while discussing on the issue of the Fitment formula with the Corporate Center.

4. The seminar was attended by Com. Y.Sudarshan, the General Secretary of the Federation who in his introductory remarks gave a brief account of the purpose of the seminar and requested the participants to contribute their experience and views.

5. Com. G.Muthuswamy, the former Senior Vice President of the Federation and also the General Secretary of SBIOA(K) who had long standing experience and had contributed his mite to the various bipartite settlements and also the fitment formula agreement between the Federation and the State Bank Management for more than two decades was also present. With his rich experience and command over the subject he provided a lot of input to the debate and helped the deliberations on the occasion.

6. Other senior comrades who were present on the occasion from the Federation as well as the SBIOA(K) included Com. Deepak Sharma, President, SBIOA, Chandigarh Circle, Com. Jikesh Patel, SBIOA, Ahmedabad Circle, **Com. Ajit Kumar Chattopadhyay, SBIOA, Bengal Circle**, Com. Rajesh Jain and Com. S.P.Ahiwar, SBIOA, Bhopal Circle, Com. Jayashankar, SBIOA, Chennai Circle, Com. K.G.Raveendran & Com. V.Gopakumar, SBIOA, Kerala Circle, Com. Rupam Roy, General Secretary, SBIOA, N.E.Circle, Com. Pranab Das, SBIOA, N.E.Circle, Com. Sripad Madakaikar, Chief Regional Secretary, SBIOA, Mumbai Circle, Com. Sharad Nikkam, SBIOA, Mumbai Circle, Com. K.Raghuram, Dy.General Secretary, SBIOA, Hyderabad Circle, Com. S.K.Srinivas, President, SBIOA(K), Com. Nandakishore, General Secretary, SBIOA(K), Julias Prakash, Dy.General Secretary, Bangalore, Com. Kiran, Dy.General Secretary, Bangalore, Com. C.S.Tadkal, Com. Shankar.N.Joshi, Com. Satyanarayan etc.

7. Comrades, the Seminar provided an opportunity to the leadership of the Federation to collect the views of the affiliates and also suggestions in regard to make the fitment formula in respect of 10<sup>th</sup> bipartite an useful one. The Federation will now take up the issue with the Management to finalize the Fitment formula taking into the special features of SBI as well as the past experience in order to ensure certain improvements in the formula.

With greetings,

(Y.SUDARSHAN)  
GENERAL SECRETARY

Soumya Datta  
General Secretary  
Mobile : 9830044737