

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

Circular No. 06/2015

Date : 07.03.2015

To All Member (Please Circulate)

THE MINUTES OF THE 49TH ANNUAL GENERAL MEETING OF STATE BANK OF INDIA OFFICERS' ASSOCIATION (BENGAL CIRCLE) NAZRUL MANCHA, KOLKATA : : 22.02.2015

On 22.02.2015, the destination of the members of State Bank of India Officers' Association (Bengal Circle) was Nazrul Mancha, Kolkata – the venue, where the 49th Annual General Meeting (AGM) was scheduled to be held.

The members started assembling en masse at the venue well before the announced time. This year, for the first time, arrangement was made for digitalized (on-line) attendance. Entire venue (both inside as well as outside the auditorium) was bedecked with flags, banners and posters carrying befitting messages.

In the meantime, amidst slogan shouting, more than 4000 members not only from the length and breadth of the State of West Bengal, but also from A&N Islands and the State of Sikkim reached the venue and most of them occupied their seats inside the auditorium to its capacity.

Simply the ambience was electrifying and the auditorium was jam-packed. Noticeably, this year, the leaders and members of yesteryears assembled in numbers too.

The stage was set. In the backdrop, two collages were displayed. One symbolized sense of brotherhood / strength – the need of the hour and another on the right, depicted endeavor to identify the face behind the mask – in search of transparency and the Union represented transparency.

The anchor Com Rajarshi Guha Roy, a Probationary Officer of 2013 batch, took the possession of the podium and at the outset, welcomed all assembled, to make the event a memorable one. He welcomed the Chief Guest Sri Prashant Kumar (Circle CGM), Com. Y. Sudarshan (General Secretary, State Bank of India Officers' Federation), Com. R. N. Banerjee (General Secretary, Pensioners' Association), Com. Shyamal Chakraborty (President, SBISA, Bengal Circle), Com. Siddhartha Khan (General Secretary, SBISA, Bengal Circle) and Com. Goutam Banerjee (Convenor, UFBU, West Bengal State Unit) amongst others.

The opening songs of "SRIJAN" (the cultural wing of SBIOA, Bengal Circle) – another brain-child of our Circle Association, touched an emotional chord with the rendition of the medley, with relevance and propriety of their presentation. With the resonance of thunderous clapping, the following leaders and dignitaries were called upon on the stage seriatim. Com. Gautam Debnath (President, SBIOA, Bengal Circle), Com. Soumya Datta (General Secretary, SBIOA, Bengal Circle), Com. Y. Sudarshan (General Secretary, AISBOF), Sri Prashant Kumar (CGM, Kolkata Circle), Com. R. N. Banerjee, Com. Shyamal Chakraborty, Com. Siddhartha Khan, Com. Goutam Banerjee, Com. Samir Kumar Mukherjee (General Secretary, SBIOA, N E Circle), Com. M. Sreenath (General Secretary, SBIOA, Kerala Circle), Com. S. B. Patel (General Secretary, Ahmedabad Circle), Com. Sanjeev Kumar Mishra (General Secretary, SBIOA, Bhopal Circle), Com. Sambit Mishra (General Secretary, SBIOA, Bhubaneshwar Circle), Com. J. C. Modi (President, SBIOA, Ahmedabad Circle), Com. Bibekananda Das (President, SBIOA, Bhubaneshwar Circle), Com. Panikkar M. Jacobb (President, SBIOA, Kerala Circle) and Com. Senthil Kumar (DGS, SBIOA, Chennai Circle).

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

: 2 :

In the warm welcome address by Com. Soumya Datta, General Secretary, SBIOA, Bengal Circle conveyed revolutionary greetings to all owing to unopposed election of members in all the tiers. He invited constructive opinion / criticism from the members to make the functioning of Circle Association more transparent and meaningful. He urged upon the members to come forward and act in a body for the betterment of the Circle and to go from pillar to post for booking quality business during the remaining period of this fiscal obviously adhering to laid down systems and procedures. In his deliberation, Com. Datta touched the issue like plight of lady officers, who were deeply inconvenienced in balancing their work and family life, the issue of working on Sundays & Holidays and its effect on social and family life of our members, the hardships of our members posted at branches having solitary officers, revamping of H. R. Department, use of abusive languages by a section of officers, which was a demotivating factor. He pointed out the positive frame of mind shown by the Circle management in general and by the present CGM to be specific. He mentioned the matter of illegal instructions that our members are asked to carry out. He urged upon the management to formulate a Transfer Policy based on the maxim "**minimum inconvenience to maximum officers**". He proclaimed that formation of "Women's Wing" and "Young Wing" a la "Cultural Wing" is in the offing. Com. Datta welcomed all the leaders past and present, on and off the dais. He reminded that our Federation will complete 50 years, this year.

Immediately after the inaugural speech of Com. Datta, Com. Gautam Debnath together with Com. Soumya Datta in turn, greeted all the leaders and dignitaries on the stage with a flower bouquet and a shawl.

Huge assembly of members was taken to surprise when the announcement was made in point of lamp-lighting and the name of Com. Sushovan Guha was announced. Com. Guha, who has lost both his limbs in a tragic rail accident and was starting a new life. Our dedicated members played a remarkable role towards recovery of Com. Guha. The role of the then Deputy General Manager, Bidhannagar Module, Sri Amitava Chatterjee also deserves worth mentioning in this regard. Needless to mention that lamp-lighting by Com. Guha was symbolic. It was a symbol of triumph of sheer will-power over adversities and the reality of existence was illuminated. Subsequently, all the leaders and dignitaries on the dais came forward and took turns to complete the event of lighting the ceremonial lamp.

Then, Sri Prashant Kumar, Chief General Manager inaugurated the publication of special edition of "Sup-Voice", the in house magazine of SBIOA Bengal Circle.

Immediately thereafter, financial assistances were handed over to the following personalities to facilitate the social commitment of the Circle Association.

- a) Smt. Anuradha Sen (Principal, Deaf & Dumb School), for providing drinking water to the students of the school.
- b) Sri Bhola Paswan (a blind student of Dinabandhu Andrews college), who was adopted by the Association for furtherance of his studies.
- c) Sri Gour Das (acute heart patient).

Com. Pradip Kumar Roy, Com. Dilip Kumar Biswas, Com. Subir Krishna Chowdhury and Com. Ranjan Pal, who were part of the previous committee of Circle Association, were felicitated by Com Y Sudarshan. Incidentally, all these leaders are due for retirement in the ensuing months.

Com. Rupam Roy and Com. Jagadish Chandra Pal, DGSs from N E Circle, and who defended Com. Soumya Datta and Com. Kalyan Brata Bhowmik respectively, in the departmental enquiry initiated against them during the tenure of the previous Chairman were also felicitated.

The Chief Guest of the programme and Circle-CGM Sri Prashant Kumar was requested to deliver his speech. He started with "All my family members of Kolkata Circle". In his speech, some thoughts were given to deliberate and think. He mentioned the issues like changes in society, environment and banking industry. The issues of staff shortage, problems of lady employees also found place in his deliberation. He also covered the points like balancing of commercial nature and social obligation of our bank, profitability-recruitment aspect, regulated working hours and 5-day-week. In front of the mammoth assembly, he mentioned that SBI started its journey from this Circle. But the reputation of Kolkata Circle currently is "at stake" mainly because of mounting NPAs and Frauds. He stressed upon regaining of lost glory.

Soumya Datta

General Secretary

Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

: 3 :

Every dark cloud has a silver lining. Sri Prashant Kumar made it clear that Kolkata Circle has achieved the distinction of making system-NPA-zero. Kolkata Circle has emerged as Numero Uno in respect of HBL and Car Loans. He specially mentioned the positive attitude shown on behalf of Circle Leadership. **"Let's work together for betterment of our Bank"** – was his call. **"Pride and Welfare of our members would be the first and foremost objective"** – he avowed and assured commitment of CMC on this count. He made an appeal to share thought process and to groom the new recruits.

Then it was the turn of Com. Y. Sudarshan (General Secretary, AISBOF) to address the colossal gathering. He became nostalgic while recalling his visit to Kolkata as a student of Vivekananda College of Chennai to participate in a debate competition at Belur Math. He mentioned the contributions of Mother Teresa, Rabindra Nath Tagore, Sourav Ganguli etc. to familiarize Bengal world-wide. Com. Sudarshan specially mentioned the initiative of online attendance being adopted this year.

In his speech, Com. Sudarshan pointed out the matter of generation gap in our Bank as recruitment was put on hold for years. He mentioned the incident of kidnapping of officials in N E Circle. Transformation of our Bank to a tech-savvy one and the commendable role played by the ageing officers also became a point of deliberation. He mentioned in style the role of the bank officials towards fulfillment of the objective of Prime Minister's Jan Dhan Yojana, Financial Inclusion Policy.

The blazing issue of wage negotiations and proposed strike occupied a major portion of his speech. The perspective of scaling down of demand was analyzed. He advocated 5-day-week in Banks with convincing logics. Report of P. J. Nayak Committee, working of Banks' Board, need for creation of separate Capital Equity Fund, Model Transfer Policy, Disciplinary actions also featured in his deliberation. Study made by Boston Consultancy Group also was an issue of his speech.

He, in tune with the appeal made by Com. Soumya Datta, requested all the functionaries at the branches to discharge their duties without violation of systems and procedures. He requested all to take care of the issues like NPA, Data-purity etc.

In his speech, Com. Sudarshan mentioned the evolution, mission and vision of Trade Union Movements. He also made it a point that Federation will celebrate Golden Jubilee this year in a befitting manner. He also declared that General Council would be held sometime in June this year.

Finally, Com. Sudarshan made a serious appeal to take our Bank to the greatest height of glory. He congratulated all the comrades of SBIOA, Bengal Circle for the massive turn out and the way the Circle conducted the Annual General meetings.

Com. Siddhartha Khan (General Secretary, SBISA, Bengal Circle) in his speech stated that management-support is the need of the hour to improve the performance of our Circle. He also made it clear that lack of stress management system and human touch come as blocks on the way of overall development of our Bank. Social need of 5-day-week was explained by him. He also pointed out the issues like compassionate appointment, rampant outsourcing etc. Interestingly, he mentioned that to measure a country's health mere GDP is not enough, GDH (Gross Domestic Happiness) also comes into play.

He requested all to be fearless and bold. He reminded that maintenance of **UNITY** has no substitute. He expressed his optimism that with taking over as General Secretary of SBIOA, Bengal Circle by Com. Soumya Datta; *"Achhe Din Ane Wala Hai."*

Thereafter, the following leaders came to the podium and addressed the gathering in turn :

- i) **Com. Sanjeev Kumar Mishra** (General Secretary, SBIOA, Bhopal Circle) : He mentioned the dynamism he has witnessed in Com. Soumya Datta. He agreed to disagree in terms of opinion of Circle CGM regarding the telling effect of recruitment of Officers on profitability.
- ii) **Com. M. Sreenath** (General Secretary, SBIOA, Kerala Circle) : In his short speech, he discussed the problems and challenges which are being envisaged by Labour Movement. The perspective of the situation not to oppose change was also discussed.

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

: 4 :

iii) **Com. R. N. Banerjee** (General Secretary, Pensioners' Association) : He promised assurance of support whether it shines or rains of the Pensioners' Association having strong membership of over 6500. He pointed out the need of decent living after retirement. He mentioned that the State Bank Pensioners are worst sufferers in terms of pension. He highlighted the limitations of the scheme of medical benefit for retired employees. He became emotional when discussing the issue of erstwhile 14 days' unimpeded strike in 1969.

iv) **Com. Sambit Mishra** (General secretary, SBIOA, Bhubaneshwar Circle) : In his deliberation, Com. Mishra did not hesitate to highlight the reality of the situation under which our members are working. In case of need, they are not being granted leave and even after the passage of time of over 2 years, wage settlement is pending. He put a question mark beside the concept of "family" in this perspective.

v) **Com. Goutam Banerjee** (Convenor, UFBU, West Bengal State Unit) : In his speech, Com. Banerjee discussed at length the differences of opinion amongst leaderships of UFBU on different issues and its impact down the line. He stressed upon the need for carrying forward the Trade Union Movement to compel the Government to think and reckon. He also made the faulty policy of the Government and Management responsible for genesis of burgeoning NPA.

vi) **Com. Senthil Kumar** (DGS, SBIOA, Chennai Circle) : He mentioned that Bengal Circle is always in forefront as far as Trade Union Movement is concerned. He, in his speech, highlighted the likely consequences of amendment to Labour Laws, establishment of Payment Banks. He focused on needs to stand together and remain as vibrant as Bengal Circle.

Thus, the open session came to an end and declaration was made for lunch break with a request to reassemble at 3.30 P.M. sharp.

BUSINESS SESSION :

As announced, business session started at 3.30 P. M. when the Central Committee members were requested to take their seats on the dais.

Com. Gautam Debnath read the Notice as starter.

Then, Com. Soumya Datta read out the selective portions of the Annual Report keeping in mind the matter of time and Com. Kalyan Kumar Dey presented the Statement of Accounts respectively.

Com. Debnath made an appeal to the members present on that day to register their names who are willing to proffer their opinion / remarks for and against the Annual Report and the Statement of Accounts already placed for consideration and approbation.

Immediately after lodgment of names, the intending Comrades were requested to come on the dais and have their speech delivered as appended :

i) **Com. Sourik Saha** (Chief Manager, Baruipur Branch) : He supported whole-heartedly the Annual Report and Statement of Accounts placed in the meeting. Being backed by experience and analyzing trend, Com. Saha expressed that proliferation of complaints on Saturdays is relatively more than that on other days as service provided on Saturdays is less than extended on other week days. So, he made an advocacy for 5-day-week. He claimed that 5-day-week should be made effective even at the cost of some portions of proposed wage hike.

ii) **Com. Arup Halder** (Khosbagan Branch) : He mentioned the challenges the Trade Union Movements are facing and requested the leaderships to adopt effective procedures to combat the same. He expressed his resentment on the Management's decision in tune with Government policy to set the Banks on the plank of privatization. Need for unity and solidarity – he felt. He reposed trust on new leadership under vibrant Com. Soumya Datta.

iii) **Com. P. T. Lama** (Gangtok) : He expressed concern over the issues of water allowance in Sikkim and transfer policy in hilly areas. He made the issues of North East incentives offered by the Government and renewal of the facilities given in hilly areas by Bank, as the points of his deliberation. He made an appeal to all to make the proposed strike for the period from 25.02.2015 to 28.02.2015 – a grand success.

iv) **Com. Utpal Bandyopadhyay** (RBO-2, Berhampore) : In his speech, Com. Bandyopadhyay highlighted the issues like involvement / contribution of new generation in Association-activities. Necessity of the Association in the present

Soumya Datta
General Secretary
Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

: 5 :

junction. He urged for immediate intervention for posting of officers in and around place of their domiciles who are on the verge of retirement. Acute shortage of officers in the District of Murshidabad and its effect on our members amidst political pressure was mentioned by him.

iv) **Com. Rupam Bhattacharya (Singur Branch)**: He compared State Bank of India Officers' Association (Bengal Circle) with "GURUKUL". He tried to find out the reasons behind low participation of our members in the fields of Whistle Blower Policy and Staff Grievances. He expected more pro-members attitude on the part of the functionaries at LHO / ZO / RBO. He expressed his concern over the issue of half-hearted participation of the new generation in Association-activities.

v) **Com. Himanish Bhadra (Siliguri Module)** : He placed a proposal for bifurcation of Siliguri Module as Siliguri-in and Siliguri-out for consideration. He felt urgency for strong coordination among different tiers of the Association. He pointed out the subject of increasing trend in the realm of call for explanation and as an example mentioned that on the issue of sheer clearing differences, 46 officers of Siliguri Module were called for explanation recently.

In pursuance of pre-occupied engagement, **Com. Bibekananda Das (President, SBIOA, Bhubaneshwar Circle)** was given the space to have his speech delivered. He expressed his opinion that time has come to start Trade Union activities afresh. He confessed, "We were incapable to show our strength at the time of the earlier Chairman". We have to regain our will-power, commitment and dedication to make our struggle meaningful and effective – he commented. He described **Transparency, Sacrifice and Unity** as three pillars of Trade Union Movement. On the present cross-road, he stressed upon the need for working together. He described Management and Association as two sides of a coin. He opined that we have to know Rules, Systems & Procedures to stand strong. Youngsters have to involve more in Association-activities and it is the need of the hour – he declared. He advised to negotiate "pat on the back" properly. He concluded with the proclamation that "**Bengal Circle is the pioneer of starting Trade Union activities and Bhubaneshwar Circle is a part of Bengal Circle.**"

vi) **Com. Chandan Mukherjee (RS, Reg-3, Bidhannagar)** : He conveyed thanks for introduction of on-line attendance and help-desk. He cited the example of shortage of officers at Sodepur H B Town branch. He demanded change / modification in the duty lists of GS, DGS to enable them to involve more in Association-activities.

vii) **Com. Ashis Bhattacharya (MCRO)** : He highlighted the problems faced by officers at MCG. Problems related to Letter of Credit were also mentioned by him. He requested Circle Association to make necessary arrangement for organization of meeting at regular intervals at MCG.

viii) **Com. Swapan Banerjee (SARB)** : He congratulated the General secretary for creation of a new AZC at MCG. He highlighted the problems surfaced due to curtailment of officers for opening of new SARB at Titagarh. He also mentioned the divergence between the numbers of files handled by the officers and the same that should be handled as per norms. He assured all sorts of cooperation to the Circle Association.

The General Secretary, Com. Soumya Datta responded issues raised by the members. Apart from that, he invited the attention of the members on the issue of "**Empowerment of Ourselves**". He discussed at length the proposal made by Boston Consultancy Group. He welcomed constructive and positive criticisms and suggestions from the members for the betterment of the Association. He showed his sense of humour when he said that offering of mere flower bouquets will not serve the purpose, we also need brick batting if situation so warrants, for the benefit of our members and to keep ourselves on the track.

Then entire house unanimously adopted the Secretary's Report and the Statement of Accounts.

Adoption of following Resolutions was made which was proposed by Com. Kalyan Kumar Dey and supported by Com. Sabyasachi Bagchi. House also supported the Resolutions.

- i) Appointment of Auditors.
- ii) Annual Returns.

Amendment of By-Laws and Rules proposed by Com. Sougata Nath and supported by Com. Subhojyoti Chattopadhyay. Entire house unanimously supported 'Amendment of By-Laws and Rules' proposed by Com. Sougata Nath.

Then, it was the turn for **Com. Samir Kumar Mukherjee (General Secretary, SBIOA, N E Circle)** to address the audience.

Soumya Datta

General Secretary

Mobile : 9830044737

State Bank of India officers' Association

(BENGAL CIRCLE)

: 6 :

In his speech, Com. Mukherjee mentioned emergence of fulfillment of Basle-III norms and high level of NPA as obstacles on the way of wage settlement. He touched the issues like recommendation of BCG, flight of younger generations, revision of pension and provision required for that.

He called up "Washington Consensus" and contributions of Mr. Ronald Reagan and Mrs. Margaret Thatcher in this respect. He also recalled the coal mine strike in U. K. that lasted for months in support of the legitimate demands of the workers.

He expressed his discontent over the issue of incentive scheme which promotes individualism and destroys the notion of group activity.

He critically analyzed the advocacy made in Bankers' Conclave held in Pune in point of privatization of the Banks inter-alia due to very high level of NPA and requirement of huge capital by PSBs. He beautifully analyzed the reasons behind high level of NPA and the effect of loan-waiver scheme in AGL segment. While comparing the Public Sector Banks vis-à-vis the Private Sector Banks, he felt absence of level playing field. In case of loans to big houses, booking of junior officers was also discussed. He expressed that the parameter of increased business per employee cannot be achieved only by means of making officers strength curtailed. While making comment on the modus operandi of Boston Consultancy Group, he said that appointment of various consultancy firms have been a fashion whatever the results might be. He also pointed out the loopholes in the process of arriving at the level of business per employee. In his opinion, Miscellaneous Business is not taken care of in the process. He requested all to pull the socks and stand tall to resist any move for privatization of Banks.

Com. Ajit Kumar Chatterjee (DGS, SBIOA, Bengal Circle) delivered vote of thanks and he conveyed heartfelt thanks to all associated with activities to make the event a huge success.

In fine, with the National Anthem "*Jana Gana Mana*", the 49th Annual General Meeting of SBIOA, Bengal Circle concluded. All the members inside the hall stood up and started chanting. It was 7.00 P. M. as the clock revealed.

=====


Soumya Datta
(General Secretary)