

# 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. 77/2017

Date : 07.06.2017

### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 61 dated 07.06.2017 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:

## **CHARTER OF DEMANDS SUBMITTED NEGOTIATION TO COMMENCE SHORTLY**

The four Officers' organizations sat together and finalized their respective Charter of Demands with last minute changes as per the suggestions received from the various constituents. The IBA had indicated its willingness for an early negotiations on the Charter of Demands so that there will not be unnecessary delay in concluding the 11<sup>th</sup> Bipartite Settlement.

2. The meeting was convened by the Indian Banks Association on 5<sup>th</sup> of June 2017, as agreed, for the submission of Common Charter of Demands by the constituents of the United Forum of Bank Unions. The leaders of all the constituents of UFBU were present at the office of IBA on 5<sup>th</sup> June, 2017. The meeting commenced exactly at 3.00 p.m. Com. D.T.Franco Rajender Dev, General Secretary, AIBOC, Com. Dilip Saha, the President, Com.Y.Sudarshan, the Chairman of the AIBOC from the Confederation led the Officers' organization along with Comrades from the three Officers Organisation led by Com. K.K.Nair, and Com. S.Nagarajan, Com. S.V.Deshpande and their team and submitted the comprehensive Charter of Demands.

3. The Management representatives were led by S/Shri. R.K.Takkar - Chairman, Negotiating Committee, MD & CEO of UCO Bank, Smt. Usha Anantha Subramanian - MD & CEO of Allahabad Bank, Prashant Kumar - DMD & CDO, SBI, V.G.Kannan - CEO, IBA, B. Raj Kumar, Dy.CEO, RBI, K.S.Chauhan, Sr. Vice President, IBA on behalf of the Indian Banks' Association and received the Charter of Demands submitted by both the Officers and Workmen Unions and assured their total co-operation in ensuring an early negotiation and settlement of the issues raised by the United Forum of Bank Unions. The negotiating team of IBA also presented the Management issues as under:

1. Framework of Compensation Package on Cost to Company and Fixed and Variable Pay concept for Officers/ Workmen.
2. Rationalisation of Special Pay carrying posts.
3. Review of two graduation increments to workmen employees.
4. Transfer and deployment of workmen employees - Para 536 of Sastry Award.
5. Simultaneous conduct of disciplinary and criminal/ judicial proceedings in case of workmen in PSBs.
6. Continuing departmental proceedings post-retirement in case of workmen employees.
7. Premature Retirement of a Workman in Public Interest.
8. Outsourcing any activity as per business needs within RBI guidelines.
9. Review of existing provisions of automatic movement of officers from Scale I to II and from Scale II to III in pay scales without any promotion in those grades.
10. To mark lien on NPS fund of employees to recover loss to the Bank on account of their proved misconduct.

**Soumya Datta**  
General Secretary  
Mobile : 9830044737

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*State Bank of India officers' Association*

(BENGAL CIRCLE)

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4. Comrades, the meeting was held in a cordial atmosphere. We have made our position very clear that before the commencement of the full scale negotiations on the Charter of Demands submitted by us, the IBA should clear decks in regard to the mandate to be obtained from the banks in regard to our negotiations on all the 7 scales and 4 grades as per the tradition. We have also conveyed our position that the residual issues which have been carried forward should be negotiated and sorted out before we proceed to take up the Charter of Demands submitted by us. The meeting gave an opportunity to us to convey our hopes and expectations and also the seriousness with which we would like to conclude the 11th Bipartite in good time so that our members should not wait indefinitely for the conclusion of the 11th Bipartite settlement.

5. The constituents of United Forum of Bank Unions also met on the same day to decide about the future strategy in regard to pursuing our Charter of Demands submitted to the IBA. We note to keep our members advised of further developments in due course.

6. In the meanwhile, all our members should be in readiness in case there is a need for organizational pressure for pursuing the Charter of Demands in case it is necessary.

With greetings,



(Y.SUDARSHAN)  
GENERAL SECRETARY