

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1926-Regd. No. 6908)

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To All Members (Please Circulate)

We reproduce hereunder the Circular No. 1 dated 01.01.2018 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:

A YEAR OF EXPECTATION – 2018 MAY NEW YEAR BRING HAPPINESS AND PROSPERITY TO ALL OUR MEMBERS

Hopes and Aspirations

2018 has already arrived. It's a moment of Joy.....hopes, aspirations and expectations. The year is expected to resolve many of our issues which have been longing for a resolution since the last several years. The members all over the country wanted the Salary Revision talks concluded well before the expiry of the 10th Bipartite Settlement. But our efforts to speed up the negotiations did not meet our expectation. The talks are still in preliminary stages and it may take a few more rounds of meetings, but should happen during the year 2018. Our member's desire of getting the revised salaries shall be fulfilled early. The challenge of getting "5 days week", improvements in superannuation benefits, Mediclaim insurance, benefits to lady officer and off course a good percentage hike along with all other allowances are in our mind. We will work towards ensuring success.

Moody's Ratings

The economy has recovered from the various setbacks and the growth trajectory is back and is being appreciated by international rating agencies. But the micro economic situation in respect of the working class as well as the millions and millions of people living below the poverty line does not reflect this jubilation by the media about the rising expectations of the growth trajectory aimed at achieving a GDP rate of around 8% in the near future.

The labor situation in the country is grim. The economic prosperity claimed by the champions of the globalization is not reflected in the living standard of the common man. The growth does not project the growth of employment. Any growth without a matching creation of the employment opportunities is a meaningless growth. The 90% of the country's wealth continues to remain with 10% of the population and they continue to prosper at the cost of the 90% of the population. The promise of job for all still remain on the wish list of the Government. The series of labour legislations that are being brought in by the Government will only support the corporate world. The MNC's are here to exploit the cheap labor, make huge profits and leave when they are exhausted of making further profits.

Struggle by the Working Class

The Central Trade Unions have been campaigning about the raw deal to the working class by the Government. The Confederation has been in the forefront of all these initiatives and has been playing an important role in espousing several public causes aimed at the welfare of the common man in the country. Our participation in the various programs undertaken by the Central Government and as also initiatives by the Confederation has been well appreciated by the Central Trade Unions, Federations and various Associations. A beginning has been made to revive the mobilization of the supervisory cadre in all sectors of the economy. The Confederation has openly come out in support of the struggle launched by the employees in the IT Sector – who are the prime target of victimization by the owners of the IT industry. The employees are being threatened for participating in the legitimate trade union activities bringing back our old memories of the banking industry where the supervisory cadre had to relentlessly struggle to form trade unions and establish industrial relations machinery through continuous agitations, protest actions including the strike action for more than 50 years.

Performance of Banks – NPA's menace

The Banking Industry is passing through a crisis, bogged down with huge NPA's. There are several attempts to wipe out the NPA's and draw a clean balance sheet. It can come only at a cost. The Banks are expected to take a huge hair cut and suffer a loss. But this cannot be held against the Employees and Officers in the bank while deciding their legitimate raise in the salary scales during the current negotiation. The attempts of the Government, RBI and various other institutions are to favor the corporate units through legalized write offs. The tax-payers' money as well as the hard earned profits of the Banks are squandered through the current process of recovery.

The Confederation has done a wonderful job in carrying out continuous campaign against the ill advised moves of the Government in regard to the soft corner shown towards big borrowers and also the proposed moves of merger of banks. The consolidation process which the Government is championing cannot be supported by the unions in the Banking Industry. The Federation has been lending its total support to all such moves and extends all support in this campaign.

Soumya Datta
General Secretary
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Merger of Banks with SBI

The Federation was successful in handling some of the burning IR issues in the year 2017 and the residual issues in particular the normalization of the situation arising out of the merger of Associate Banks and Mahila Bank with State Bank of India. The last 9 months gave enough opportunity to the Federation to espouse their cause and workout a smooth integration of the Associate Banks with State Bank of India. There are issues concerning the service condition that would be a priority for the New Year for the Federation and it would take up effectively with the Corporate Center to ensure that the integration process is completed without much rumblings.

Unity is our Strength

The Federation has its own agenda for the year 2018. It will not allow the Management to divide the Officers on the basis of grade/scale and will force the management to provide a total mandate to the IBA for negotiations on all the 7 scales as per the tradition that we have established over a period of 40 years of negotiations with the IBA. The Federation is confident that the senior comrades would continue to participate in all the activities and further consolidate our movement under the banner of the Federation. At the Bank level all the issues which are left over would be taken up in the current year Central Negotiating Council meetings to reach a logical end.

The Federation will give special attention to the Welfare facilities of the Officers and ensure that the quality of the work life of the officers' fraternity is further enhanced and the Officers are able to give sufficient time for their family requirement including education, marriages and education etc., of their wards. The Bank has already issued a detailed circular about the work-life balance in the Bank and the Federation will ensure that the circular instructions are followed in letter and spirit by the Management.

Depleting Workforce

Yet another area of concern is the pressure created on the Officers fraternity. For the last one decade, there is no addition to the officers strength. On the contrary, the retirements have increased, the Federation is constantly taking up the question of recruitment of Officers in the Bank. The expansion coupled the compulsion of cross selling of several products has become a big burden on the Officers in branches. Technology up gradation on a continuous basis and making the lower level officers at the operational level accountable for large advances has created fear psychosis amongst the officers. The Federation has been constantly raking up these issues with the Management and has been insisting that the work pressure and the tension that has been created on the officers in reaching the targets of deposits, advances and more so the cross selling will have to be looked into from the practical angle no hardship should be caused to our members in particular in the matter of promotion, placement etc.,

Future consolidation

The Federation is planning its consolidation for the next 5 years considering the vast expansion, the business growth, the technological advancement by the bank, the opportunities available in the new financial sectors in the bank and the need for revisiting some of the provisions of the Promotion, Transfer Policy, the facilities to the leaders of the Associations and Federation who are the real partners in the progress of the Bank and to ensure that the legitimate rights which the Federation enjoyed all these years would continue to be available for the Association and the Federation in the days to come.

Need for immediate appointment of Officer Director

The Federation is not having its representative on the Board for a long time. The Banking is loosing the experience of the leaders of the Federation who had contributed a lot for the progress of the Bank through their effective role in the Central Board of the State Bank of India for a long time. The position is vacant for more than 2 years despite our continuous follow up and appeal to the Management as well as the Government. The Federation will take up this issue on priority basis in the New Year and see that our representative is on the Board.

Tripartite to be revived

The Federation believes in co-operation and collaboration in the Management of the Bank. It has been the pioneer in ushering a new era of Tripartite relationship in the Bank wherein the Staff Federation, the Officers' Federation and the Management came together for the progress of the Bank. The tripartite is almost 25 years old and proved success whenever there was a need for moving together in taking the bank go greater heights of glory in the past. Let us revive the spirit of Tripartite Relationship so that the bank is benefited, the workforce is benefited and the society as a whole is benefited in the process.

Wish list

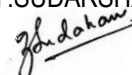
The wish list is a long one. The Federation will endeavor to resolve the maximum number of issues and ensure the overall welfare of the Officers' fraternity in the Bank. The wish list becomes a reality only when the membership across the country rally round the Associations and the Federation in dreaming and cherishing the same vision with their continued support and co-operation in all our campaign.

Amidst all the challenges and constraints, the bank has to grow. If the bank grows, we grow. Therefore let us all put our heads and hands together, work sincerely, garner quality business, reduce the NPA's and ensure that bank scales greater heights of glory amidst all the competition.

We take this opportunity to convey our Good Wishes for Happy, Healthy and Prosperous New Year to all our members as well as the members of their families in the year 2018.

With Warm Greetings,

Y.SUDARSHAN



GENERAL SECRETARY

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