

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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IP No. 500077

Circular No. 197/2018

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### To All Members (Please Circulate)

We reproduce hereunder the Circular No. 159 dated 31.12.2018 issued by the 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:

### **GOOD BYE TO 2018 END OF YET ANOTHER YEAR FEDERATION UNENDING JOURNEY CONTINUES**

We are at the fag end of the year 2018. It is end of yet another year. The Federation moves forward recording yet another chapter in its glorious history of 53 years. The unending journey of our movement under the banner of the Federation continues while entering the New Year with a lot of hopes and confidence amongst the membership across the country about the future prospects of their career in the bank. A bird's eye view about the happening of the last 12 months, with certain mile stones which we have crossed is necessary to keep our journey in the right perspectives.

2. The year begun with the hope of ensuring the conclusion of the 11<sup>th</sup> Bipartite settlement as indicated by the IBA and the Government sources that they would like to conclude it in good time. However, they took adamant stand in regard to the mandate to IBA to negotiate on behalf of industry in respect of all the scales and grades. The bipartite exercise became a ritual reiterating their adamant stand and refusing to change their position which culminated in a strike action on 21<sup>st</sup> of December 2018. The All India State Bank Officers Federation who were pioneers in organizing the Officers of all the scales under one banner had to take the issue to a logical end and see that the strike action is total so that IBA and the Government gets a right message.

3. Thereafter we struck work immediately on 26<sup>th</sup> December 2018 as a protest strike against the undesirable moves of the Government in the matter of merger of banks. The strike call was under the banner of UFBU and the strike was a resounding success sending strong message to the Government that the bank employees and officers unions will fight against the ill-advised moves of the Government in the matter of merger of the 3 banks which is now under consideration of the Government.

4. The beginning of the year saw the various activities of the Federation in different parts of the country. The General Secretary of the Federation who was instrumental in spreading the message of "Save Public Sector" took up various issues connected with not only the banking industry but as also the issues of common man in particular retaining the banking industry under the ownership of the Government intact. A series of programs were organized in different parts of the country in order to campaign against the various proposals that were under the consideration of the Government. The focus was on the question of the recovery of NPA's in particular the loans given to big corporates. The issue of providing equity by the Government, the issue of the changing norms of classification, the issue of the RBI directives placing a large number of banks under Prompt Corrective Action. The Federation and the Confederation stood firm when the Government insisted for the signing of an understanding with the unions in regard to PCA. The subsequent developments in regard to the initiation of recovery process, the new legal enactments which came in the guise of speeding up of recovery created more complications resulting in almost all banks showing the losses in their balance sheet.

**Soumya Datta**  
General Secretary  
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*State Bank of India Officers' Association*  
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5. Despite all these developments, the Federation continued its militant journey. The bank level issues in particular the working conditions of the officers, the pressures created on them, the loss of weekends and 2<sup>nd</sup> and 4<sup>th</sup> Saturdays though the officers were entitled to use their weekends to spend with their families. They remained on paper. The Federation took up the issue in a strong measure. Our Mumbai Circle undertook a study of the work environment and the results were revealing. In these circumstances, it is worth recollecting how the leadership of the Federation was able to impress upon the Management and their instructions/guidelines in regard to the work-life balance and see that the officers are not unnecessarily harassed during weekends. This was for the first time in the history of our Federation, the Management acknowledged that the officers need to spend quality time with their families during the weekend and they should not be forced to stay in the bank during these days.

6. The Federation conducted its Triennial General Council at Chennai from 23<sup>rd</sup> to 25<sup>th</sup> June 2018, in a grand manner. The participation of delegates and observers from all parts of the country representing the various affiliates enthused the membership across the country about the successful journey that the Federation is going through. The youth convention, the inspiring addresses by the guests who had come from the Management side, the Confederation side, as well as the public personalities was encouraging to the gathering in the General Council. The Youth Convention threw up several young leaders who are willing take up the responsibilities of running the organization under the banner of Federation. The new team of Office-Bearers under the leadership of Com.Soumya Datta, President and Com.Ramkumar Sabapathy, General Secretary of the Federation took over the mantle of the Federation on conclusion of the General Council Meeting at Chennai. Com.Soumya Datta, President of the Federation also took over the position of the General Secretary of the Confederation.

7. The responsibility of taking the salary revision to the logical end became the responsibility of the leadership of the Federation. Thus a number of rounds of discussions were held but without any concrete results forcing the organizations to go on strike.

8. The Federation also ensured that its activities under the banner of NATURE to train up the Defense Representatives as well leaders at the grass root level continued. The NATURE also has designed a series of programs culminating in the 150<sup>th</sup> Program in the next 3 months' time which will be organized in a grand manner. The General Secretary of the Federation is taking special interest to see that the NATURE activities continue in full force and the target of 150<sup>th</sup> Programme is reached as early as possible.

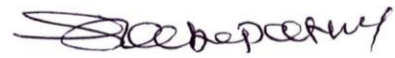
9. The CNC meetings are being held in a regular manner. A number of issues have been clinched in these meetings during the last 12 months due to continuous follow-up and persuasion of the Federation. The list of such success is a long one. The Federation will continue its efforts to see that the issues are sorted out on a priority basis. The issue of Work-life Balance has become an important achievement as far as the Federation is concerned and it is responsibility of each and every one to see that the benefit is available to all our officers across the country.

10. One of the greatest achievements of the Federation is the production of a documentary on the history of the Federation since its formation covering over two and half hours. The documentary was released in Hyderabad and the pioneer work done by the Federation has been appreciated by the leadership of the Federation. The documentary will be highly educative to all those members who would like to take up the leadership of the organization and also give a right perspective and concept of the Federation amongst the membership across the country. To-day, with the merger of the Associate Banks Officers Association with the Federation we have almost one lac membership under the Federation and continue to hold the position of the biggest supervisory cadre organization in the country. We continue to cherish all the good moments of the year 2018 while commencing our journey towards 2019.

11. Let us take this opportunity to resolve that whatever the dreams that our predecessors had and achieved subsequently – will keep us moving with a conviction and commitment to make this organization further stronger and take it to a greater heights in the days to come.

GOOD-BYE TO 2018. WISH YOU AND YOUR FAMILY A VERY HAPPY NEW YEAR.

With greetings,

  
(RAMKUMAR SABAPATHY)  
GENERAL SECRETARY

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