

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

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Circular No. 43/2020

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To All Members (Please Circulate)

SBIOA (BENGAL CIRCLE) THE 54th ANNUAL GENERAL MEETING HELD ON 11.01.2020 AT NAZRUL MANCHA, KOLKATA

The 54th Annual General Meeting of SBIOA (Bengal Circle) was held with an overwhelming gathering of over 4000 members from nook and corner of the circle from Andaman to Sikkim and comrades from other circles as well. The venue of the meeting was named as “**Jallianwala Bagh Nagar**” to commemorate the centenary of Jallianwala Bagh massacre and the stage was named as “**Com Ardhendu Chowdhury Mancha**” as a tribute to the former General Secretary of SBIOA (Bengal Circle) who passed away recently. The theme of the meeting was propagated as “**LET'S CONNECT**”. At the very beginning, flag hoisting was done by the President, General Secretary of SBIOA (Bengal Circle) in the august presence of the Chairman, President and General Secretary of AISBOF, President of AIBOC, office bearers of Circle Association and the Presidents and General Secretaries of various affiliates of AISBOF. The dais was nicely decorated with reverence to Pandit Iswar Chandra Vidyasagar on his 200th Birth anniversary, the great leader, Bapuji Mohandas Karam Chand Gandhi on his 150th Birth anniversary and the great “**Paribrajak**” and the most celebrated spiritual leader of India Swami Vivekananda on the eve of his birth anniversary. The house witnessed reverberant slogans of trade unionism and the members displayed their solidarity with whole hearted participation in the occasion.

OPEN SESSION:

Com Arunima Ghosh, an activist of women's wing of SBIOA (Bengal Circle) anchored the open session and it got started with presentation of official video depicting the history of the association from 17days Bank Strike in 1969 and relevance of this occasion. The entire house was rejuvenated with heart touching melodious opening song by the members of ‘**SRIJAN**’, the cultural wing of the Circle Association. This was followed by lighting of the ceremonial lamp by the dignitaries present on the dais which included Com Sunil Kumar, President, AIBOC, Com Ravinder Gupta, Chairman AISBOF, Com Sambit Misra, President, AISBOF, Com Soumya Datta, General Secretary, AIBOC & AISBOF, Shri Ranjan Kumar Mishra, Chief General Manager, Kolkata Circle, Shri Dilip Sadashiv Nirkhe, General Manager, NW-III, Shri Debadarshi Tripathy, DGM & CDO, Senior Office Bearers of AISBOF, General Secretary and President of SBISA, General Secretary SBIPA and Com Asitava Kundu, President, SBIOA(Bengal Circle) and General Secretary, SBIOA (Bengal Circle).

Amidst the meeting, the AIBOC - affiliation letter was handed over to the Office Bearers of Oriental Bank of Commerce Officers' Association, Kolkata by the President, Com Sunil Kumar and General Secretary, Com Soumya Datta.

FELICITATION & RELEASE OF BOOKS:

The 17day historic indefinite strike (10.06.1969 – 26.06.1969) against draconian Service conditions, Casual Leave for Officers, Regulated Working Hours and work life balance (still relevant) was a milestone of trade union movement in the country. Nine (9) veterans who had taken part in the historic ‘Indefinite Strike of 1969’ were befittingly felicitated by the leadership on the dais with standing ovation by the house as a mark of respect.

Com Amarendra Kumar Mukherjee, retired AGM, and Com Pronab Kumar Sarkar, former Central Committee Member and SBIOA Senior, were felicitated by the leadership for their contribution in compilation of the book on “SME Advance” and publication of the Diary of the Circle Association respectively, which is a repository of the staff matters and other important circular instructions of the bank.

The special edition of the journal of the Circle Association- ‘Sup-Voice’ and the updated edition of ‘Handbook on Assigned Roles’ were released by Shri Ranjan Kumar Mishra, Chief General Manager, Chief Guest of the meeting.

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WELCOME ADDRESS BY GENERAL SECRETARY, SBIOA (BENGAL CIRCLE)

Comrade General Secretary, SBIOA (Bengal Circle), in his welcome address extended a warm welcome to all the dignitaries on and off the dais, guests who came from various Circles, from other Banks and from fraternal Organizations. He also extended warm welcome to all the comrades who were present in the meeting especially those who had come from the remote areas of Sikkim and Andaman & Nicobar Islands. In his address, he highly complimented Shri Ranjan Kumar Mishra, Chief General Manager, Kolkata Circle and Chief Guest of the meeting for his key role in taking forward the circle and resolving many issues relating to staff welfare, benefits and disciplinary matters.

Inter alia, he highlighted the following issues which were discussed in the CNC Meetings: Review of Circle Transfer Policy, Review of the Difficult Centres, Calling of Officers on Sundays and Holidays, Implementation of vacation policy in true sense, Ensuring Internal Customer Service, Technology related issues & Alternate Channels, Provision for OTC at Siliguri, Fitment of salary immediately on promotion, Monitoring of inter-module transfer through HRMS, Monitoring of Leave Rejection through HRMS, RACC related issues, CSP related issues, Issues related to Cross-selling and undue pressure leading to mis-selling, Manpower Planning, Work Life Balance, huge storage of Coins in Chest and Non-Chest branches, Disciplinary Proceedings, Suspension, Lodgment of FIR, Interpretation of Penalties, Review of Standardization of Medical Scheme, Chummy accommodation in new Centres, Higher CCA for Asansol area, Payment of local transportation charges arising out of shifting to a leased accommodation, Observing "Employees' Day" in true spirit, Know your employee, Monitoring late sitting at branches/RBOs, Posting of higher grade officers in lower incumbency branches, Issues related to RMSME, Proposed FI&MM Vertical, Sanction of Home Loan in non-BPR/BPR centres by branches not linked to RACC/RACPC, Special leave to officers during HTC and other leave to the officers posted in most difficult centre in A&N and Sikkim, Introduction of pest control and enhancement of utility items, all the HR related matters which were discussed in a very positive manner in the circle CNC meetings during the year. He placed on record his gratitude to Circle HR team for the several employee-friendly HR initiatives undertaken by the Circle Management. Explaining the significance of "**Let's Connect**", the tagline of the meeting, he highlighted various year-long social welfare activities right from Unit level to Circle Association level with the objective to reach out to the common people at large. The initiative such as PAI and Health Insurance to the under privileged of the society, Tree Plantation, Photographic Exhibition, first ever Sit & Draw competition and Vijaya Sammilani he highlighted. Lastly, he reaffirmed the commitment of the Circle Association to work for the cause of the membership all the time and wished the year, 2020 be the year of joy, year of hope.

COM SUNIL KUMAR, PRESIDENT, AIBOC AND INAUGURATOR OF THE MEETING

In his inaugural address to the house, Com Sunil Kumar, President, AIBOC, expressed his high appreciation to the leadership of SBIOA (Bengal Circle) for arranging such a fantastic meeting. Commemorating the brutal massacre of Jallianwala Bagh and the historic 17 Day Bank Strike in 1969, he was proud in felicitating the nine heroes present in the programme. In his own charismatic style, he attracted the audience and touched upon various issues relating to wage revision, importance of carrying out trade union activities on the street rather than on social media. He highlighted and appreciated the role and activities of AISBOF, one of the vital affiliates of AIBOC. He pointed out that basic banking was neglected for selling of third party product. Reminding the post-merger effect of SBI and BOB, he criticized the government's policy on mega merger of PSBs. He wished the 54th Annual General Meeting of SBIOA (Bengal Circle) a grand success and concluded with urging on "Work Life Balance".

SHRI RANJAN KUMAR MISHRA, CHIEF GENERAL MANAGER, KOLKATA CIRCLE, CHIEF GUEST OF THE MEETING

Shri Ranjan Kumar Mishra, the Chief General Manager, Kolkata Circle and the Chief Guest of the meeting expressed his happiness for being present in the august gathering in second consecutive year. Appreciating the role of the Circle Association for extending complete support in resolving lots of issues in a congenial atmosphere, he highlighted various issues like green initiatives as a sustainability measure and referring the officers as "Bengal Tigers" for their sterling contribution in achieving no.1 position among the Circles in MD's ranking parameters.

He also mentioned the various initiatives taken by the Circle Association in conducting various programs like Workshop on SME Advance, preventive vigilance, releasing of Books and circulars for enrichment of the officers by updating their knowledge and improving their skills for creating a safe workplace. In order to carry forward the glory of the circle, he stressed on adopting the technology and promoting "YONO" and "YONO CASH". He named today's changing world as **VUCA** (Volatility, Uncertainty, Confusion and Ambiguity). Referring to competitors like Bandhan Bank, India Post Bank

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rendering services to their customers at door step, he appealed to the house to endeavor their best to reach out to the society by strengthening the relationship as per theme of the meeting "Let's Connect". He concluded his speech advising to maintain Work Life Balance properly by spending quality time with family members and friends and wished a grand success of the meeting.

COM RAVINDER GUPTA, CHAIRMAN, AISBOF & GENERAL SECRETARY, SBIOA (DELHI CIRCLE):

In his address to the house, Com Ravinder Gupta, Chairman, AISBOF, General Secretary, SBIOA (Delhi Circle), congratulated the Circle Association for remarkable achievements in various fields. The huge gathering and enthusiasm of the members in the meeting made him overwhelmed. He touched upon the present position of the 11th Bipartite Settlement and issues relating to pension revision, NPS affecting the new generation etc. Recalling the contribution of yesteryear leaders, he appealed to repose confidence on the leadership in the fight for the cause of the members. He concluded wishing a grand success of the meeting.

COM SAMBIT MISRA, PRESIDENT, AISBOF & GENERAL SECRETARY, SBIOA (BHUBANESWAR CIRCLE):

Com Sambit Misra, President, AISBOF and General Secretary, SBIOA (Bhubaneswar Circle), expressed his concern about increased dissatisfaction of the employees and the officers. Supporting the views of Shri Ranjan Kumar Mishra, Chief General Manager, he pointed out the tagline of the bank "Service with Smile", which appeared to be missing. He narrated the need for fighting to achieve justice. He appreciated the Circle Association for taking innovative themes every year in such meeting and wished that "Let's Connect" would befittingly be implemented.

COM SOUMYA DATTA, GENERAL SECRETARY, AIBOC & AISBOF:

In his key note address to the house, Com Soumya Datta, General Secretary, AIBOC & AISBOF, expressed his full satisfaction over the activities of the present leadership of Circle Association. He also expressed happiness about the massive participation of members. He shared the present position of the ongoing wage revision talks. He also called upon the fraternity to be in readiness for a tough fight as nothing could be achieved without struggle.

He expressed his concern over:

- Massive opt out by the eligible candidates in the clerical cadre for promotion to JMGS-I which needed serious introspection. He also reiterated the need to assess job satisfaction and the importance to introduce 'Happiness Index' in the organization for its survival.
- The FIMM initiative of the bank implemented in Chandigarh, as a pilot project its subsequent pan-India roll-out in the next fiscal and its possible effect on the HR management and bank's business.
- The acute shortage of human resources, and the need for recruitment in both officers and award staff.
- The long pending revision of financial perks and certain non-financial welfare measures in the bank and continuous efforts of the Federation.

He lauded the HR initiatives of the bank in reducing the burden on retirees towards medical insurance and the path-breaking initiative 'ATOOT'. He made categorically clear that every effort will be made to ensure a fair wage revision and AIBOC is committed to the cause of the members.

COM SIDDHARTHA KHAN, GENERAL SECRETARY, SBISA(BENGAL CIRCLE) & WORKING PRESIDENT, AISBISF:

Com. Siddhartha Khan, General Secretary, SBISA (Bengal Circle) & Working President, AISBISF, in his address, conveyed his gratitude to Circle Association for inviting him on the occasion. He referred to the recent anti-people policy of the Government by privatizing the profitable PSUs like RAIL, BSNL, Coal India, NAVARATNAS etc. and distressed condition of common people due to economic slowdown. He criticized the Govt's policy for reduction of Corporate Tax by compromising huge revenue loss whereas no relief was given to the common people. He also criticized the anti-labor policy of the present Government. He expressed his concern about outsourcing of staff in the Bank. He concluded that SBISA and SBIOA would always work together for the cause of the employees and officers.

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COM DIPAK KUMAR BASU, GENERAL SECRETARY, SBIPA(BENGAL CIRCLE):

Comrade Dipak Kumar Basu, General Secretary, SBI Pensioners' Association (Bengal Circle) in his address, appreciated the stupendous arrangement made for the Annual General Meeting held at Nazrul Mancha. He thanked the General Secretary, SBIOA (BC) and other leaders of the Circle for inviting him to the meeting. He also appreciated the role of AIBOC as well as SBIOA (Bengal Circle) for taking initiative to materialize the long pending demands of pensioners. As SBI is having separate pension rule, he called for a joint movement with AISBOF on issues e.g. updating of pension and family pension. He concluded his speech wishing all a happy new year and a great success of the AGM.

BUSINESS SESSION:

Business session commenced at 3.00 PM with taking a pledge of the Circle Association. It was presided over by the Circle President Com Asitava Kundu. At the outset, conveying his gratitude to the members for their presence in that session and briefing the significance of naming the venue as "**Jallianwala Bagh Nagar**" and the stage as "**Com Ardhendu Chowdhury Mancha**", he read out the notice of the meeting and its agenda before the house.

As per first agenda, the President requested the General Secretary to present the Secretary's Annual Report before the house for discussion and adoption.

At the outset, Comrade General Secretary, SBIOA (Bengal Circle) conveyed his gratitude and thanked Circle President, DGS, the Central Committee Members and other volunteer-members for their contribution to make the event so colorful and splendid. Thereafter, the house observed one minute silence to pay homage to the departed personalities during the period under report. Thereafter, he read out some pertinent portions of his report and placed the same before the house for discussion and adoption.

On being invited by the President of the meeting, Com Kishore Kumar Dey, AGS (Finance) placed the Statement of Accounts before the house for discussion and adoption. While presenting the accounts, he highlighted that Circle Association had been able to achieve more income than expenses during last quarter.

Com President of the meeting then invited following comrades who volunteered to discuss on the Secretary's report and Statement of Accounts:

Com. Rupam Haldar of RASMECC, Durgapur, supported the Secretary's Report and Statement of Accounts. He pointed out that the same data should be fed in a single portal to avoid wastage of time. According to him, officers working in branches were in a dilemma of fulfilling controller's target for figures or RFIA's aim on examining the facts. He also expressed his concern about linking PF Index while submitting compliance of RFIA. He apprehended the chances of fraud, data leakage and insecurity due to access into the system by out sourced staff in bank's normal work.

Com. Joydeep Mukherjee from RACPC, Howrah, supported the Secretary's Report and Statement of Accounts. Appreciating the theme of the meeting, "Let's Connect", he insisted all on connecting with each other. He suggested for organizing cluster meeting at regional level to spread the theme of the meeting in letter and spirit. He also expressed his concern over recruiting Grahak Mitra from SBI Cap Securities Ltd. who will be enabled to access into Bank's computer system, which might pose serious threat for the employees and the Bank on the safety and security aspect.

While supporting the Secretary's Report and Statement of Accounts, Com. Fairmit Lepcha, Ranipool Branch, urged to review the recent Transfer Policy considering the difficulties of lady comrades from hills and terrains. She suggested for considering transfer of those members between the hills of Sikkim and Darjeeling due to similar life style. She demanded for extension of the financial benefits of members of NE Circle to the members of Sikkim also.

Com Pranay Pradhan, Port Blair Branch, supported the Secretary's Report and Statement of Accounts and thanked the Circle Association for extending necessary support to the comrades of Andaman and Nicobar Island. He requested the leadership to review the transfer policy considering repatriation of officers to the Island after completion of 2 years stay at mainland. He highlighted the issue of poor connectivity in A & N Island which hampered to achieve the target on digital platform. He demanded payment of port to port conveyance while availing of HTC, removal of ceiling on discomfort allowances like Central Govt. employees. As a representative of Youth Wing, he appealed to the youth for wholehearted participation in all the activities of the Association.

Com. Biswaran Ghosh, Khagra Branch, after supporting the Secretary's Report and Statement of Accounts, raised the issue of cash replenishment/ evacuation of offsite ATM /CDM of Garulia Branch without guard. In Aadhaar linking Centre/Branches, the officers were facing problem while verifying documents given as proof; problem for renewal of gun license by the branches having no guard, possibility of data leakage of high value customers while sharing information with third party i.e. SBI Life, Mutual Fund representatives etc.. He expressed his gratitude to the leadership for standing beside the bereaved family of late Com Manjil Pramanick.

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Com. Anupam Kedia, NS Road Branch, supported the Secretary's Report and Statement of Accounts, and narrated the work pressure at RMSME. The plight of them which was due to big portfolio size, became scaring factor for others. He demanded separation of cross selling business from banking and should pay more attention on recovery of NPA to obviate staff accountability.

Com. Agnipratim Halder IFB, Kolkata Branch, after supporting the Secretary's Report and Statement of Account, opined to circulate the digital versions of various annual reports from different tiers of the Association. He pointed out that the staff was facing lot of problems since the HR Department of SAM Branches had been shifted to Corporate Centre. He suggested that a skeleton HR Cell should be established in Kolkata for SAMBs. He demanded for a full-fledged medical unit at IFB Kolkata. He suggested for opening of Guest House at Digha.

Com. Abhijit Das, Zonal Office, South 24 Parganas, while supporting the Secretary's Report and Statement of Accounts, raised the issue of opening Currency Chest Branches on Sundays and Holidays though most of the ATMs were run by outside agencies. He wanted to know the impact of FIMM vertical which would be implemented by the bank.

Com. Tathagata Mukherjee, Siliguri Town Branch, while supporting the Secretary's Report and Statement of Accounts, requested the leadership, to review the current transfer policy. Unlike other Modules, Siliguri Module was facing difficulty in posting the officers within the Module due to its geographical position spreading from Malda to hilly Sikkim. He requested the central leadership to take up with the appropriate authority the issue of reduction of excessive medical insurance premium for retirees.

After completion of discussion on Report and accounts by the members, Com. Kishore Kumar Dey, AGS, (Finance) and Com. Asim Kumar Das, President, AZC, Bidhannagar, who would be retiring on 31.01.2020, were felicitated for their valuable contribution to the Association.

REPLY FROM GENERAL SECRETARY

While responding to the issues raised by the members in the house, Comrade General Secretary appraised the house that almost all the issues raised by the speakers had already been taken up by the Circle Association with the Management in various CNC meetings at different tiers. He also concurred that Manpower should be increased for which demand had already been raised by AISBOF. He pointed that in many Branches, not a single permanent messenger was there, causing lot of problem in the Branches. AISBOF had already urged the management for recruitment of POs, Messengers and Clerks in the Bank for augmentation of manpower. He assured the house that all the issues relating to Circle Transfer Policy would be taken up with the Circle Management. He demanded that Bank should extend non-banking day like Rural Branches, for the Branches having single officer, in urban area also. He said that the issues of CDS and Armed Guards had already been taken up with the management. Other issues like handling of files by RMSMEs as per prescribed norms, setting up of HR Department after establishment of FIMM vertical in the Circle, relief arrangement of officers in FIMM, ATM issues and opening of Currency Chests on Sundays and Holidays, etc. would be taken up with the management in due course. He thanked all the members for their valuable support and helps to carry forward the Circle Association maintaining its legacy after taking over of charge by the present leadership. He appealed to all the members to work in unison for the cause of the members and the Association. He urged on extensive branch visit and conducting cluster meetings to implement the mission "Let's Connect" in true spirit. He concluded his speech conveying his sincere gratitude to all the members who made this 54thAGM so splendid, so magnificent and stupendous.

The Report and Statement of Accounts were unanimously accepted and passed by the house.

AGENDA NO. 2

Comrade President asked for adoption of resolution to the house.

The following two resolutions were proposed by Com Sabuj Mistry, Vice-President and those were seconded by Com Arun Kumar Roy, AGS in Charge, Kolkata Module and subsequently were passed by the house unanimously:

Resolution No.1

The 54th Annual General Meeting of SBI Officers' Association (Bengal Circle) held on Saturday, the 11th January, 2020 at Nazrul Mancha, unanimously resolved that S. K. Saha & Co., Chartered Accountants, be appointed as Auditor of the Association for the year 2020 at an annual remuneration to be decided by the Central Committee.

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Resolution No.2

The 54th Annual General Meeting of SBI Officers' Association (Bengal Circle) held on Saturday, the 11th January, 2020 at Nazrul Mancha, Kolkata, unanimously resolved that :-

1. Com Dipak Kumar Kundu (LCPC, Kolkata),
2. Com Barun Kumar Das (ZO, Kolkata),
3. Com O. P. Gupta (LHO, Kolkata),
4. Com Mithun Dutta (CPPC, Kolkata),
5. Com Chinmoy Datta (SIB, Kolkata),

be authorized to fulfill the necessary formalities in regard to 'Form-H' to be submitted to the Registrar of Trade Unions, West Bengal, as also 'Form F-1' relating to the amendment of Bye-laws and Rules of the Association.

AGENDA NO-3

Comrade President requested the house for adoption of Amendment of Bye-Laws and Rules of the Association, if any, As regards Agenda No. 3, following proposals were proposed by Com Kusal Chaudhuri, Deputy General Secretary and seconded by Com Subhas Ch. Mondal, AGS in Charge, South 24 Parganas Module and it was passed unanimously by the house for amendments of the Bye-laws and Rules:

New clause under Rule No 13 (b) at page no 7 to be inserted as:

For Removal of Membership

"If any member indulges in sullyng the image of the Association and/or defames Association in any form including through the Social Media, shall be liable to be suspended/removed. Before initiating any action, he/ she will be informed about the charges and allegations against him / her in writing and will be given fair opportunity to be heard. However, the decision of the Central Committee will be final and binding on all concerned".

A new clause under Rule No 1(a) at page no 29 to be inserted as

"A Regional Committee will be formed under the control of Administrative Zonal Committee, Kolkata comprising the members of Kolkata Branch Composite Unit, LHO & Establishments under administrative control of LHO or as decided by the Central Committee. The function of the above Regional Committee will be as per the provision of Appendix A2 of the Bye laws and Rules".

A new Clause under Rule No 16. 2 at page no 10, to be inserted as:

"In the event of creation and / or abolition of a Network / Module / Region in State Bank of India, within the area of operation of the Association, the Central Committee shall have the authority to take an appropriate decision to re-organise the existing AZCs / RCs as deemed necessary".

Agenda No. 4.

There was no miscellaneous issue raised for discussion in the house.

Before concluding the meeting, Com. Ashim Kumar Das, President, AZC, Bidhannagar, offered vote of thanks to all members present in the meeting. He thanked Com. Arunima Ghosh, the anchor of the opening session, the members of cultural wing, "**SRIJAN**", Multi State Co-operative Society Ltd, Seniors of yesteryear, especially the heroes of 1969 indefinite strike, the CGM and other management functionaries of the Circle, the dignitaries from other Circles, the media personnel, the hall authorities and all others who had rendered their valuable service for making the meeting a grand success. The meeting was concluded with rendition of the National Anthem.

With revolutionary greetings,



Shubhajyoti Chattopadhyay
(General Secretary)

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