

# STATE BANK OF INDIA OFFICERS' ASSOCIATION

## (BENGAL CIRCLE)

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

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Circular No. 184/2023

Date : 07.12.2023

**To All Members (Please Circulate)**

### **43<sup>RD</sup> ANNUAL GENERAL MEETING** **ADMINISTRATIVE ZONAL COMMITTEE, BURDWAN**

The 43<sup>rd</sup> Annual General Meeting of SBIOA (Bengal Circle) AZC, Burdwan transpired on the 25<sup>th</sup> of November, 2023, within the distinguished confines of Burdwan University Auditorium, Golapbag Campus, Purba Burdwan. Commencing at 11:00 am, the proceedings commenced with the ceremonial hoisting of the Association flag, an act presided over by the leadership, management functionaries, and venerable SBIOA seniors, culminating in the reverent offering of flowers to the martyrs and special tribute was paid to Com. L V Subramaniam, the founding General Secretary of AISBOF and AICOOBO. The commencement of the open session was marked by a captivating Puppet Drama, proficiently presented by the esteemed troupe known as "Burdwan The Puppeteers", eliciting resounding applause from the entire assembly. The show delved into the 19<sup>th</sup> century Zamindari System, an antiquated structure characterized by the oppression and tyranny wielded by a class known as Zamindars over the disorganized and impoverished peasant class. In the 21<sup>st</sup> century, a parallel is evident as corporates emulate this historical model, exercising dominance over the labour and working-class. The narrative skillfully draws an analogy between these distinct systems, separated by centuries.

Comrade Arunima Ghosh adeptly anchored over the Open Session, delivering a concise preamble before extending a gracious welcome to each esteemed dignitary on the dais. Uttorio and Saplings were bestowed upon the honorees by Comrade Pramod Kumar (Zonal President), Comrade Prabir Sorkhel (Chief Regional Secretary) and Assistant General Secretary overseeing the Burdwan Module, Comrade Indrajit Sankar Bhattacharyya, who is also the Chairman of the State Bank of India Multi State Co-operative Credit Society Ltd. The program was inaugurated by Comrade Sanjay Kumar Sharma, Vice President of AISBOF and General Secretary of SBIOA (Chandigarh Circle) alongwith Comrade Asitava Kundu, Deputy General Secretary of AISBOF and President of SBIOA (Bengal Circle), and the undersigned. Special Guests, Comrade Supriya Choudhury, Deputy General Secretary of SBISA, Burdwan Module, and Comrade Dipti Narayan Datta, Zonal Secretary of SBIPA, lent their presence to the event.

At the outset, Comrade Prabir Sorkhel, Chief Regional Secretary, extended a warm welcome to the esteemed dignitaries both on and off the dais, as well as the assembled members. He expressed sincere gratitude to Comrade Sanjay Kumar Sharma for gracing the meeting with his presence.

Subsequently, the undersigned introduced the recently elected Administrative Zonal Committee for the term 2024-2026 to the assembly. The particulars of the new AZC are as follows:

- ❖ Com. Pramod Kumar : **President**
- ❖ Com. Raja Ganguly : Vice President
- ❖ Com. Tapas Debnath : **Chief Regional Secretary**
- ❖ Com. Biswajyoti Singha Roy : Asst. Zonal Secretary
- ❖ Com. Anirban Ghosh : Asst. Zonal Secretary
- ❖ Com. Rajib Kumar Bandyopadhyay : Zonal Treasurer
- ❖ Com. Rajat Chatterjee : Asst. Zonal Treasurer
- ❖ Com. Suvendu Santra : Member
- ❖ Com. Saikat Chakraborty : Member
- ❖ Com. Abhijit Das : Member
- ❖ Com. Biraj Mondal : Member
- ❖ Com. Sanjoy Banik : Member
- ❖ Com. Navendu Chattopadhyay : Member
- ❖ Com. Sourabh Kumar Gupta : Member
- ❖ Com. Utpal Kumar Dan : Member

Comrade Sanjay Kumar Sharma, Vice President of AISBOF and General Secretary of SBIOA (Chandigarh Circle), extended warm greetings on behalf of the entire Chandigarh Circle. During his address, Comrade Sharma elucidated the following points:

- He provided assurance to the members regarding an imminent and noteworthy wage revision this time. He commended each member for their substantial contributions to the bank's record-breaking profit during the last financial year and the ongoing quarters of this year. Advising the general members, he emphasized the necessity for faith in their leadership. He underscored that the prevailing acute manpower shortage is the root cause of major issues within the bank.
- Encouraging ethical work practices and a commitment to refrain from mis-selling, he urged officers' to adhere to formalities when working on Sundays and Holidays and emphasized punctuality by never arriving late at the office. Sharing his experience of calling a strike in Chandigarh Circle due to the rampant use of unparliamentary language by controllers, he justified his actions, emphasizing that all employees are servants of the bank, regardless of their positions.

**Shubhajyoti Chattopadhyay**

General Secretary

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- Expressing astonishment at Bengal Circle's conduct of AGM's at various levels during the Covid-19 pandemic, Comrade Sharma highlighted the need for solidarity and ethical conduct among bank employees.

Comrade Supriya Choudhuri, DGS of SBISA (Bengal Circle), greeted the leadership on the and off the dais and thanked convener for the invitation. He emphasized that :

- The imperative of unity between the Officers' Association and Staff Union, advocating for a cohesive and collaborative struggle. Drawing an analogy, he underscored that both associations should function harmoniously, akin to the seamless co-ordination of railway tracks.

Comrade Dipti Narayan Dutta, Zonal Secretary of SBIPA (Burdwan Zone) extended his greetings to all the leaders both on and off the dais and in his deliberation stated :

- His apprehension regarding the discriminatory treatment experienced by pensioners upon retirement from active service. Specifically, he highlighted the current practice where retirees receive pensions based on the salary drawn under the previous Bipartite pay structure. He drew attention to the Murmu Commission, particularly in the context of finalizing Dearness Allowance (DA) concerning Bipartite settlements. Emphasizing the importance of incorporating pension updation in wage revision negotiations, he underscored the necessity for regular pension reforms.

Following the conclusion of the Open Session, the Business Session was chaired by Zonal President, Comrade Pramod Kumar. Following a succinct introduction, he presented the Meeting Notice and led the house in reciting the pledge, with the entire assembly in attendance.

Comrade Prabir Sorkhel, Chief Regional Secretary conveyed his gratitude to all the dignitaries and members present and presented the Annual Report to the assembly. He expressed appreciation for the leaders and members actively engaging in every call of the leadership. Extended profound respect to Comrade L V Subramaniam, the founding General Secretary of AISBOF and AICOOBO, former Hon'ble Member of Parliament from Bankura Comrade Basudeb Acharya, a veteran trade unionist . A moment of silence was observed for fallen comrades and esteemed personalities during the period under review. He thereafter delved into various aspects of socio-economic current affairs and the environmental impact of human activities. He highlighted Circle Association's initiatives such as the Alert series, Empowerment Series, F2F initiative, Byatikramee Pathakram along with and many others. Emphasizing ethical conduct among officers, he urged adherence to systems and procedures. Furthermore, he presented a comparison of PSB's and private sector banks, elucidating metrics like customers per employee, employees per branch, and business per employee for the house's awareness. He concluded with an open Invitation to the members to discuss on the Secretary's report.

Comrade Rajib Kumar Bandyopadhyay, Zonal Treasurer of AZC Burdwan, subsequently presented the audited Statement of Accounts for deliberation and adoption.

The members thereafter engaged in a discussion on the Annual Report and audited Statement of Account, expressing their support to both the Annual Report and the audited Statement of Account.

Comrade Ankan Pal, posted at Tarapith Branch:

- He proposed the implementation of job rotation among officers.
- Regarding work on holidays, he suggested that logging in to the CBS should be adequate to initiate compensation payments.
- Additionally, he advised the establishment of an EOD cutoff time for regular working days.

Comrade Suman Dutta, posted at Shyamsundar Branch:

- He highlighted the unethical practices that officials are compelled to engage in, orchestrated by controllers masquerading under the guise of MD Ranking. These manipulative actions not only compromise the integrity of the system but also raise serious ethical concerns within the organizational framework.

Comrade Chandan Kumar Poddar, posted at CAC Burnpur:

- He conveyed his heartfelt appreciation to the Circle leadership for taking initiatives for three additional holidays this year.
- Furthermore, he proposed a streamlined procedure for compensating employees for working on holidays, citing that the current process is excessively protracted, leading to instances where employees surpass the six-month timeline for compensation eligibility.
- Additionally, he commended the Circle leadership for their engagement in Branch visits and the Face-to-Face (F2F) programme.

Comrade Bikash Ranjan Ghosh, posted at RASMECCC cum SARC Burdwan:

- He underscored the imperative of fostering a robust belief in the leadership within the Circle.
- Additionally, he highlighted the significance of ensuring the meaningful completion of RBC and cultivating an ethical work culture within CPC's.

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Comrade Manish Kumar, posted at Debipur Branch:

- It is frequently noted that, in the course of their daily responsibilities, an officer often finds it necessary to seek assistance from staff members to fulfill tasks, even if the task is inherently within the staff members' sole purview.
- Additionally, he has proposed the establishment of a Standard Operating Procedure (SOP) for the replenishment of cash in ATMs/CDMs during Sundays and Holidays.
- Furthermore, he highlighted a prevailing reluctance among clerical staff members to accept promotions, attributing this hesitation to the salary structure that typically aligns with that of newly promoted officers. Expanding on this point, he emphasized that clerical staff members, upon successfully completing the CAIIB examination receive two-increments, as opposed to officers who receive only a singular increment for the same accomplishment.
- Expressed the need for switching from NPS to OPS.

Comrade Neelam Jha, posted at Chittaranjan Loco Works Branch:

- There has been a notable rise in the prevalence of single officer branches. In light of this, she has proposed that, in instances where these branches cannot be allocated sufficient manpower, a prudent course of action would be to assign them lower performance targets. This approach would ensure a more realistic and feasible operational framework for these branches, aligning targets with the available resources and fostering optimal productivity.

In his response address, Chief Regional Secretary, Com. Prabir Sorkhel, conveyed to the assembly that the daunting targets assigned to single officer branches were thoroughly deliberated upon during ANC meetings, leading to a significant reduction in budgets. Furthermore, he apprised the gathering that the proposal for staff quarters in Asansol had garnered approval from the relevant authority, as advocated by the association leadership. Moreover, he informed that the proposal for establishing guest houses in Purulia and Bolpur is under active consideration. Recognizing the limitations of module leadership in addressing certain raised concerns, particularly those beyond its purview, he responsibly deferred such matters to the Circle leadership present.

Comrade Pramod Kumar, the Zonal President, requested the House to consider adopting the Secretary's report and the audited Statement of Accounts. The entire assembly unanimously endorsed and embraced the presented proposals.

Comrade Indrajit Sankar Bhattacharyya, AGS-in-Charge of Burdwan Module and the Chairman of SBIOA Multi State Co-operative Credit Society Ltd, provided insightful details on the Association's operations at both the apex level and within the Burdwan Module. He emphasized the crucial need for members to consistently support the Association. Expressing apprehension about the rising number of DPD cases in the Circle, he reiterated the importance of members abstaining from unethical practices under pressure from controllers. Additionally, he urged members to treat OTMS alerts with utmost seriousness.

Comrade Asitava Kundu, the President of the Circle, extended heartfelt congratulations to the esteemed gathering and underscored several key points:

- Approximately only 50% of the applicants participated in the recently concluded preliminary exam of the recruitment drive launched by the Bank.
- Functionaries in the HR department were preoccupied with other responsibilities, leading to neglect in their designated tasks.
- The use of unparliamentary language by certain controllers was highlighted as a matter that requires immediate and firm resolution.
- The existing salary disparity between officers and Award Staff was emphasized, emphasizing the urgency in addressing this issue promptly. He informed that the matter has been taken up at the appropriate level for early resolution by the leadership.

The undersigned expressed sincere gratitude for Team Burdwan's significant contribution, propelling the Association to remarkable heights. In his insightful address, he emphasized the following key points:

- A Synergy Meet between Corporate Management and both Federations is slated for 1<sup>st</sup> December, 2023, at SBIL Rajarhat, Kolkata, aiming to strategize the Bank's future endeavors.
- The issue of Permanent Doctors at Durgapur, Siliguri, and Andaman & Nicobar islands has been actively addressed.
- Efforts are underway to transition from NPS to OPS, marking a crucial battle.
- Concerns were voiced regarding the escalating presence of Dalal's / Intermediaries in branches.
- The adoption of a late working culture, particularly in single officer branches, should be avoided.
- Manpower planning is proposed to revert to the old designation-based system.
- The UFBU's advocacy for a '5 days work week' and the current status of introducing 'Grade Pay' were discussed.

In conclusion, he asserted that the time has come to shift the movement from mere protest to a resilient state of resistance.

After offering the vote of thanks by Comrade Soumendu Nandy, Regional Secretary, Region-IV, the meeting was concluded by the president of the meeting at 3:15 p.m. with the rendition of National Anthem by the house.

**With revolutionary greetings,**



**Shubhajyoti Chattopadhyay**  
(General Secretary)

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