

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

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

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Date : 16.01.2024

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 6 dated 16.01.2024 issued by the General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

THE 58TH ANNUAL GENERAL MEETING, SBIOA (BENGAL CIRCLE) A MASSIVE SHOW OF STRENGTH & SOLIDARITY

On 12th January 2024, Nazrul Manch in Kolkata witnessed the gathering of over 5000 officers from SBIOA (Bengal Circle) as they converged from every corner of the Circle, encompassing West Bengal, Andaman Nicobar, and Sikkim, to participate in the 58th Annual General Meeting. The stage for this momentous occasion was christened as the "Comrade L V Subramaniam Manch," and the theme for the Annual General Meeting resonated with the spirit of unity - **"Together We Can."**

2. The event commenced with the unfurling of the Association flag and the offering of floral tributes to two eminent figures - Swami Vivekananda on his 161st birthday and Kabi Nazrul Islam on his 125th Birth Anniversary. This honor was bestowed



upon them by Shri Prem Anup Sinha, CGM, Kolkata Circle, Comrade A Sai Prasad, Chairman, AISBOF, Comrade Asitava Kundu, and Comrade Shubhajyoti Chattopadhyay, President, and General Secretary respectively of the Circle Association. They were joined by leaders from other Circles, General Managers, Deputy General Managers of Kolkata Circle, and the undersigned.

3. The ambiance was electrified with resounding slogans as the Circle activists extended a warm welcome to all members and distinguished guests. The occasion was further enriched by a captivating welcome video, centered around the theme **"Together We Can."** Following this, the air was filled with the melodious and invigorating tunes of

opening songs, skilfully performed by the talented members of **"Srijan,"** the cultural wing of the Circle Association.

4. Comrade Samrat Kundu and Comrade Mouli Das, two young activists of the Circle Association, who anchored the Opening Session, welcomed Comrade Asitava Kundu and Comrade Shubhajyoti Chattopadhyay, President, and General Secretary of the Circle Association, respectively, on the dais amidst thunderous slogans and applause. Both the leaders welcomed the dignitaries on the dais with uttorio and sapling. The dignitaries on the dais were the undersigned along with Shri Prem Anup

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Sinha, Chief General Manager, Kolkata Circle, Comrade A Sai Prasad, Chairman of AISBOF, Shri Sunil Kumar Singh, General Manager of NW-I Kolkata, Shri Sujay Kumar Yadav, General Manager of NW-II Kolkata, Shri Rajesh R Yennemadi, General Manager (IA) of CAO Kolkata, Comrade Abhoy Deo Sharma, President of SBISA (Bengal Circle), Comrade Sudip Dutta, General Secretary of SBISA (Bengal Circle), Comrade Ashoke Kumar Datta, President of SBI Pensioner Association (Bengal Circle), and Comrade Dipak Kumar Basu, General Secretary of Federation of SBI Pensioners' Association & SBIPA (Bengal Circle).

The office bearers of the other Circle Associations whose presence made the occasion special were:

Comrade Nilesh Radia Comrade Ranjan Karan	President General Secretary	Ahmedabad
Comrade G Kishore Kumar Comrade C Surya Kumar	President General Secretary	Amravati
Comrade Biju T	President	Kerala
Comrade T A P Paul	President	North East
Comrade Anil Kumar Gautam Comrade Rajeev Singh Sengar	President General Secretary	Lucknow
Comrade Udaram Hedao	President	Maharashtra
Comrade Amitava Das Comrade Arun Kumar Bishoyi	President General Secretary	Bhubaneswar
Comrade Sushil Ahuja	General Secretary	Delhi
Comrade S Appa Swamy	President	Hyderabad
Comrade Vinay K Bhalla	General Secretary	Jaipur
Comrade Kamlakar Singh	President	Patna
Comrade Padmakar Sunil Talvadekar	President	Mumbai Metro

5. Following the ceremonial lamp lighting by our esteemed guests, we took a moment to recognize and felicitate individuals who have made outstanding contributions in various spheres:



- ✓ Comrade Asit Sinha, a senior member of SBIOA and the founder of "Bandhur Sparsha," a home for specially-abled children, was honored for his remarkable dedication to our society.

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- ✓ Comrade Amal Kumar Chakraborty and Comrade Gautam Kumar Dutta, both SBIOA seniors, received well-deserved accolades for their invaluable contributions to the efficient functioning of the defense cell within the Circle Association.
- ✓ The dynamic Defense Representatives of the Circle Association were also acknowledged and felicitated in appreciation of their significant contributions to our membership.
- ✓ Comrade Sudhansu Mukherjee, another SBIOA senior and the Secretary of SBIOA Multi-State Co-operative Credit Society Ltd., was recognized for his decade-long dedication in effectively managing the society.
- ✓ Comrade Sisir Ranjan Ghosh, an SBIOA senior, was honored for his unwavering commitment to assisting our members in medical emergencies, providing support 365 days a year.
- ✓ Comrade Pronab Sarkar, a senior member of SBIOA, received recognition for his substantial efforts in compiling and promptly publishing the Diary of the Circle Association.
- ✓ Finally, the team responsible for publishing the weekly Empowerment Series, a gist of e-circulars published every weekend, was also felicitated. These individuals and teams have exemplified the spirit of our association through their selfless service and commitment to our collective goals. We extend our heartfelt gratitude and admiration for their exceptional contributions.

6. On the occasion, a special edition of the in-house magazine of the Circle Association, namely "SUP-VOICE," was released by the dignitaries.

7. Comrade Shubhajyoti Chattopadhyay, General Secretary of SBIOA (Bengal Circle), in his address, welcomed all the dignitaries and militant members to the meeting. He narrated some of the initiatives taken by the Circle Association to keep the members updated and to provide required protection to the officers, which included training programs under "Byatikramee Pathakram" an alternate curriculum, on SME & P-Segment advances, workshops for Joint Custodians in Currency Chest branches, program for Service Managers, program on RFIA, Preventive Vigilance, where Circle CGM attended as a faculty, publication of recent Bank's Circulars on weekly basis. He briefly touched upon the major activities, viz. Face to Face programs and achievements of the Circle Association, and highlighted the various issues taken up during the Circle Negotiating Committee meetings. He also highlighted that the Circle leadership had conducted programs connecting people from different walks of life in society, such as Raksha Bandhan, Photography Exhibition involving customers, etc. He concluded his welcome address by briefly explaining the significance of the tagline of the 58th AGM, "Together We Can", and wished that 2024 would usher in joy and togetherness among the officers of the entire banking fraternity.

8. In inaugural address, the undersigned extended heartfelt congratulations to SBIOA (Bengal Circle) for orchestrating a highly successful gathering, which was a testament to the unwavering dedication and commitment of members. I took a moment to



pay tribute to two great figures - Swami Vivekananda, on his 161st birth anniversary, and the stalwart of the banking trade union movement, Late Comrade L V Subramaniam, for their invaluable contributions. I also commended Kolkata Circle for their multitude of activities aimed at the welfare of our membership. These include defense initiatives, medical support, Byatikramee

Pathakram, the empowerment series, and Face to Face programs. On the front of wage negotiations, the undersigned

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highlighted the rapid progress made, with the final round of discussions held on the very day of the meeting, preceding the signing of the 9th Joint Note. This time, we anticipate a fair wage settlement, considering that the payslip component's cost for the banks is projected to be approximately Rs. 12,449 crores, factoring in the appropriate merger of DA and a 3% load factor. The members greeted the optimistic news of the long-awaited 5-day workweek for banks with resounding enthusiasm and applause, anticipating its announcement during the final signing of the wage settlements. Regarding the 50% pension issue, the Hon'ble High Court Delhi directed the Department of Financial Services (DFS) to establish a committee to address this long pending issue. The committee had the privilege of receiving presentations from both the Bank and the Federation of SBI Pensioners' Association. In addition, our delegation, including Comrade G D Nadaf, former General Secretary of AISBOF, Comrade A Sai Prasad, Chairman AISBOF, Comrade Rupam Roy, President AISBOF, and myself, had the opportunity to make presentations before the committee. These presentations garnered widespread appreciation for their thoroughness and dedication. Our chairman of the Bank Sh. Dinesh Khara ji also played a pivotal and positive role. It is with immense pride that we announce that the collective endeavours of the SBI family have resulted in the achievement of uniform payouts, ensuring that all SBI pensioners now receive 50% of their last drawn basic pay. This achievement rectifies the previous disparity between 40% and 50% pensions, marking a significant milestone in the pursuit of equity and justice for our esteemed pensioners. The house was also apprised by the undersigned that the issue of foreign travel by officers was under scrutiny at the Hon'ble Supreme Court of India, and there will be no recoveries from officers till the decision in the case. Discussions regarding pay disparity for officers were actively underway within the top management and were expected to yield positive outcomes soon. A committee is actively working on the matter of penalties imposed on Joint Custodians in case of RBI penalties, with a report expected to be submitted to the management by March 2024. We also achieved improvements in individual housing loan limits, furniture & fixtures, and introduced Travel Fare Allowance (TFA) in lieu of Leave Fare Concession (LFC) for officers.

9. The undersigned expressed gratitude to our Bank's Chairman for convening the Synergy Meet "LEAP" in Kolkata in December 2023, after a gap of 17 years. This gathering paved the way for future action plans to steer the Bank forward, with the active involvement of both federations. Our presentations during the event emphasized the significance of the well-being of staff and officers in the Bank. We underscored the importance of transparent feedback from ground-level functionaries to the top management. We also highlighted the unrealistic targets and excessive work pressure imposed on officers working at the frontline in branches and CPCs. The rampant calling of officers on Sundays and holidays was affecting their morale and work-life balance. Consequently, we urged the top management to establish a proper mechanism to address this issue. In alignment with the Synergy Meet, the "Staff Connect Program," would be conducted at all levels in the Bank, from RBO to AO to LHO levels. There is an urgent need for employees to refrain from making derogatory or defamatory comments about our institution on social media platforms and use internal platforms and associations for their grievance redressal. Our collective efforts have been acknowledged for contributing to SBI's record-breaking profits, which led to our esteemed Chairman being recognized as the Indian of the Year in the Business category by CNN News 18.

10. Shri Prem Anup Sinha, CGM, Kolkata Circle, and the chief guest of the meeting expressed his amazement at the sheer number of members who attended the meeting. He appreciated the Circle leadership for undertaking many activities such as Blood Donation Camps, Educational training, and bringing out many Circulars and Handbooks. He thanked the entire banking fraternity, due to which the Chairman was awarded the "Indian of the Year" by CNN in business category. He also thanked the officers of Kolkata Circle for keeping the flag of the Circle high. He stated that Kolkata Circle ranked first in the audit program in PPF by the CENMAC. Post the Synergy Meet, named LEAP, a program had been launched by the Bank which aimed to achieve Rs.64,000 crore profit by 2024 and Rs.1,00,000 crore by 2025. He urged improvement in risk tolerance areas and customer complaints by the Circle. He expressed his concern regarding the slow increase in Deposit



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business by the Circle. Bank launched a new training program for the frontline staff called "Punarvinyas". He urged upon all employees to adopt appropriate email and messaging etiquette and educate customers about the increasing cyber frauds. Appreciating the dedication of the employees of the Circle, he requested the employees to walk the extra mile during the last quarter of the current fiscal year to achieve the goals set by the Bank. He conveyed his best wishes to the Circle Association for arranging such a successful program.

11. Comrade A Sai Prasad in his maiden speech to the audience as Chairman, AISBOF, congratulated the circle leadership for the overwhelming attendance in the meeting. He shared that this is going to be the fastest wage settlement in banking history, that too without any agitation or strike. He stressed upon the need to maintain work-life balance at any cost and the importance of a healthy body and mind. He concluded by congratulating SBIOA (Bengal Circle) for the successful organization of the 58th Annual General Meeting.

12. Comrade Sudip Dutta, General Secretary of SBISA (Bengal Circle), expressed his happiness that both organizations were working together for the betterment of all employees and officers. He stated that the full details of the wage negotiations would be put forward by the apex leadership for perusal by the members in due course. The continued struggle by both federations had been instrumental in keeping our Bank out of the clutches of privatization to date. SBI paid Rs. 14,000 crores in dividends to the Government during the last financial year. He thanked all the affiliates and unions for the united efforts in securing a favorable wage revision.

13. Comrade Dipak Kumar Basu, General Secretary, Federation of SBI Pensioners Association and SBIPA (Bengal Circle) congratulated the anchors of the meeting, the team "Srijan" for their exemplary presentation. He paid his tribute to Comrade L V Subramaniam and requested the present leadership of the Federation and Confederation to take care of the issues of the retirees. He concluded by wishing the 58th Annual General Meeting of SBIOA (Bengal Circle) a grand success.

14. The Opening Session concluded by conveying thanks and gratitude to the leadership and dignitaries by Comrade Asitava Kundu, President, SBIOA (Bengal Circle).

15. Comrades, the 58th Annual General Meeting held in Kolkata was yet another remarkable display of the strength and solidarity inherent in supervisory trade unionism. The overwhelming gathering of over 5000 members vividly showcased the depth of unity, solidarity and commitment level of members.

We are truly delighted to have had the opportunity to engage directly with members at the grassroots level, aiming to cultivate a strong bond that will nurture and perpetuate the principles of trade unionism and its legacy. This unity serves the common good, benefiting not only the officers' fraternity but also the broader working class and our esteemed bank.

#OurUnityLongLive

With greetings

Yours comradely,

Sd/-

(Deepak Kumar Sharma)

General Secretary

Shubhajyoti Chattopadhyay

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