

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)

40TH ANNUAL GENERAL MEETING ADMINISTRATIVE ZONAL COMMITTEE, SILIGURI

The 40th Annual General Meeting of Siliguri Module, of SBIOA Bengal Circle was held at Central Park Hotel, Siliguri, West Bengal on the 3rd of December'2023 with massive participation of more than 650 comrades coming from every nook and corner of the Module which stretches from the snow-clad hills of Sikkim, Darjeeling to the lush green tea gardens and forests of Dooars and the areas of Malda and Dinajpur district of West Bengal. The entire atmosphere was charged with expectations. The members from the hills had attended the program clad in their traditional attires, which changed the complexion of the venue.

The leaders, dignitaries, guests, and above all, the members were welcomed amidst the reverberating slogans which kindled the militant spirits of the members assembled at the venue. Flag hoisting was followed by offering tribute to those people who lost their lives due to a natural disaster in Sikkim. An informative display of pictures in the form of a wall magazine was inaugurated, which depicted a plethora of activities undertaken by various Regions of the Module.

The young Comrade Subhankar Das, Comrade Priya Tamang, Comrade Rahul Nandi, and Comrade Swarnasree Sarkar welcomed the dignitaries, President of the AZC Siliguri Module Comrade Debanta Goswami, Chief Regional Secretary of the module, Comrade Aritra Saha, Chief Guest, DGM (B & O) Shree Virendra Singh, Inaugurator General Secretary, AISBOF, Com Deepak Kumar Sharma, President, SBIOA Bengal Circle Comrade Asitava Kundu, Assistant Secretary, (Finance) Com Mithun Dutta, Central Committee Members, Com Sonam Kabo, and Com Sushma Lama, and the undersigned in a befitting manner. The dignitaries were welcomed to the dais with Traditional Silken Scarves (Khadass) and flower bouquets which were presented by Comrades from Sikkim & Hills. The meeting commenced with the rousing call of "**TOGETHER WE CAN**". The meeting was inaugurated with the lighting of the ceremonial lamp and the opening Songs "AWAZ TULO" and "AMAR PROTIBADAR BASHA", a sonorous musical rendition by the Cultural Wing of SBIOA (Bengal Circle).

The Chief Regional Secretary Comrade Aritra Saha warmly welcomed all the members and briefly explained the current activities of our mighty Association. He emphasised Saving PSUs especially Banks which form the backbone of our country's economy. A small digital video presentation was made by the members of the Digital Team on the recent natural calamity that struck the state of "Sikkim". All the gathered members observed a minute of silence for the departed soul.

The undersigned declared the names of the office bearers of AZC Committee Siliguri as decided in the respective Committee meeting and other Regional Committees under the Siliguri Module for the term 2024-2026, who was elected unopposed and uncontested, reposing their faith on the appointed leaders. The newly elected committee of the AZC, Siliguri is as follows:

- Zonal President Com Debanta Goswami
- Zonal Vice President Com Sourav Majumder
- Chief Regional Secretary Com Aritra Saha
- Asstt. Zonal Secretary Com Himanish Bhadra
- Asstt. Zonal Secretary Com Shishir Sarkar
- Treasurer Com Sambuddha Bhattacharya
- Asstt. Treasurer Com Pranay Pradhan
- Member Com Debasish Roy
- Member Com Tashi Tshering
- Member Com Abhishek Kumar
- Member Com Udgeeth Burman
- Member Com Ratan Kumar Das
- Member Com Bijay Sewa
- Member Com Biplab Bhattacharjee
- Member Com Kalyan De

Shri Virendra Singh, DGM (B&O), Siliguri Module expressed his pleasure for the invitation to get the golden opportunity to address all the officers of Siliguri Module in a single assembly. He encouraged and saluted all gathered members for their relentless efforts towards the Bank's Growth. He lauded the efforts put in by SBIOA for all affected by the Sikkim Calamity. Finally, he concluded by saying that we all should work for SBI no matter in which position we are.

Shubhajyoti Chattopadhyay

General Secretary

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Com Deepak Kumar Sharma, General Secretary, AISBOF appreciated the Trade Union activities undertaken by SBIOA Bengal Circle and called this meeting a Festival of Unity. He talked about the recently concluded Synergy meeting (LEAP) covering gaps in our Institution. The Slogan "I am the I in SBI" was explained properly and how the same is to be in line with the Vision, Mission, and Values of the Bank. He also discussed some Wage Settlement details and how a separate committee has been formed to discuss and rationalise our Internal Systems. Pension disparity issues now stand resolved thanks to the continuous efforts of our Federation. He further discussed how there is still a disparity between the wage gap in Award Staff and Officers of the Bank. Focused Issues like improvement in HBL and issues related to Foreign LFC travel were discussed in detail. He also cautioned against using Social Media to discuss Bank issues. He encouraged speaking the truth and being a Team Player as these were the changes that the Bank was bringing forward in CDS. He debunked the fact that the Private Sector is more efficient than Public sector banks, the latter servicing the social masses. He condemned the Number Game and Rat Race that our Management has been accustomed to and emphasised that need-based products and cross-selling products were the need of the hour. He took the example, a Plant is made strong by its roots, and we are the Roots of this great Organisation. He also updated about recent changes in our Banking system like the Employee Contribution Dashboard and motivated the house to give ideas for changes in Bank products and systems. Lastly, he assured us that the issue of North East Expense disparity would be raised at the proper forum for disposal. His speech was concluded with rousing slogans of all our members in unison and arms raised in unity.

The Open session ended with felicitating the meritorious students in the Siliguri Module from the weaker section of the Society and the wards of comrades of the module by SBIOA Multi State Co-operative Credit Society Ltd in presence of Com Indrajit Shankar Bhattacharjee, Chairman of the society.

The business session started after taking the pledge of SBIOA (BC) by all the members standing unitedly, led by the Zonal President Comrade Debanta Goswami. As per agenda 1, he requested CRS Comrade Aritra Saha to place the Secretary's Report before the house for discussion and adoption.

Comrade Aritra Saha read out only the pertinent area of the Secretary's Report, taking permission of the members, for time constraints. He talked about the legacy of our AGMs and thanked each member present in the meeting. He thanked all the members involved in the meeting including all the Secretaries and Presidents of various composite units and our Pensioners Association. He conveyed his gratitude to all members for their constant trust and support.

Comrade Sambuddha Bhattacharya, AZC treasurer, placed the Audited Statement of Accounts as of 31.10.2023 in the House.

Zonal President Comrade Debanta Goswami invited willing comrades for deliberation on the Statement of Accounts and Secretary's report.

Comrade Bishal Pradhan from Region 2-, RBO Siliguri discussed issues like increasing disciplinary cases, shortage of manpower, and unethical practices adopted by the officials for achievement of various targets and he supported the report & the accounts.

Comrade Samir Kumar Das from RACPC, categorically mentioned commitment and team spirits of the Comrades of Sikkim travelled to attend the meeting despite the natural calamities. He supported the Secretary's Report and statement of Accounts.

Comrade Arindam Brahma from R-V, RBO, Raiganj after supporting the report and the accounts, highlighted the issues relating MD ranking matrix and unethical practices adopted for achieving it. He also highlighted the timing of webinars by the top functionaries, the calling of officials on block holidays, and its impact on work-life balance.

Comrade David Barai from the Jalpaiguri Branch highlighted the issues pertaining to the shortage of manpower in the branches, non-replenishment of Officers in the event of transfer/retirement, and classification of sensitive posts under the Mandatory Leave Vacation Policy. He urged all the members to follow the WhatsApp Group of the Association on a regular basis and share their views/concerns whenever required.

Comrade Bratin Dey from the Marichbari Branch condemned the undue pressure faced by the Officials posted at Single officer Branches, the late sitting of Officials as a regular practice, mid-year transfer, and its impact on CDS/KRA and requested the association functionaries to look after the issues. He supported the Secretary's report and the audited statement of accounts.

While replying to the issues raised by the members, the Chief Regional Secretary assured to take all the issues forward at appropriate levels for logical conclusion. He again emphasised the fact that Holiday work should not be done unless approved by the competent authority via proper channel.

Circle President Comrade Asitava Kundu praised the enthusiasm of the assembled comrades from different geographical locations. He expressed concern about some critical issues like increasing instances of fraud on account of adopting unethical practices and not properly following the Bank's laid down rules and regulations.

He requested the members not to follow any unethical instructions from higher functionaries and advised them to properly exercise due diligence and strictly follow the Bank's laid down instructions & guidelines in true spirit.

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He also advised the Officials not to attend offices on Sundays and Holidays on a routine basis except in cases of exigencies. He acknowledged the role of CRS Comrade Aritra Saha in running the AZC effectively and with vibrancy. He informed the gathering that the Association has been instrumental in getting the suspension of several officers revoked. The association was also successful in getting Compassionate Appointments in several cases. He then ended his address by thanking the members with revolutionary greetings.

As this being the last meeting Com Asitava Kundu Circle President SBIOA (Bengal Circle) was felicitated by all leaders on the dais.

The undersigned appreciated the impeccable arrangement of the meeting and hosting of the well-organized gathering comprising of members from the far-flung corner of the Siliguri Module. He informed the gathering that the issues raised by the members have been noted and the same will be suitably taken up by the Circle Association at the appropriate forums. The undersigned highlighted the initiatives taken by the Association for the redressal of various issues viz. Compassionate appointment, and implementation of transfer policy in respect of Officers in Scale III and above in the Circle and he also informed that the Association has been entrusted the task of realignment of Networks, by the Circle Management, for a fair transfer policy. The undersigned shared the gathering regarding the expectation of fair wage negotiation with proper load factor, introduction of Grade Pay to wipe out the disparity. The Association demanded of fair leave rules and use of sick leave for family members, stop deduction of mandatory leaves from the accumulated PL, half day Casual Leave and demand for change in SBI Officers Service Rules.

The undersigned deliberated on the issue of Manpower Shortages being faced by branches resulting a deficient and faulty Manpower Planning exercise conducted by the Bank. He assured that the issues viz. Manpower planning, New recruitments, Medical issues and the posting of a permanent Medical Officer in the Siliguri Module would be taken care of appropriately. He urged upon the members to refrain from any unethical practice for achieving target/budget and to strictly follow the Bank's rules and regulations.

The undersigned greeted the august gathering of more than 650 comrades that SBIOA (Bengal Circle) and reminded that we had a glorious tradition of standing up to combat every atrocity and he believes that it would be possible to overcome all the hurdles through the concerted support of all stakeholders and assured the members that the Circle Association is always committed to work for the welfare of the members and ended his address with revolutionary greetings.

After the vote of Thanks offered by Comrade Saurav Majumder, the end of the meeting was declared by the President of the meeting which was followed by a rendition of the National Anthem.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

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