



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration
No: 727/MDS)

State Bank Buildings, St. Mark's Road, Bangalore - 560 001



CIRCULAR NO.37

DATE: 07.05.2018

TO ALL OUR AFFILIATES/MEMBERS:

11TH TRIENNIAL GENERAL COUNCIL OF SBIOA CHANDIGARH CIRCLE GRAND SHOW OF SOLIDARITY AND UNITY AT PATIALA

It was a memorable day for the members of our Chandigarh Circle Association. They were celebrating the 11th Triennial General Council in the historic city of Patiala. The venue was the Guru Tej Bahadur Hall at the Punjab University.

2. The Conference Hall was buzzing with activities and reverberating slogan shouting by the enthusiastic comrades who had come from different parts of the Circle to participate in the grand Triennial Conference. The flag hoisting ceremony and the release of pigeons and balloons added colour to the bright sky and ignited the comrades into joy and ecstasy.

3. The dignitaries included Shri.Sanjay Kumar, the General Manager - NW-I who had agreed to be the Chief Guest on the occasion. The other executives from the Circle Management included Shri.Amit Kumar Tripathi, General Manager Network - IV, Shri. Radha Krishnan, General Manager, Mid corporate and also the Circle Development Officer along with several other executives of the Bank.

4. The dignitaries from the organizations included Com. Sanjeev.K.Bandlish, the General Secretary of NCBE and the convener of UFBU, Com. D.T. Franco Rajender Dev, President of the Federation and General Secretary of the Confederation, and Com. Y. Sudarshan, the General Secretary of the Federation and the Chairman of the Confederation, other leaders from the Federation and various fraternal organizations.

5. The dignitaries were invited to the dais with flower bouquet by the President and General Secretary of the Chandigarh Circle Association.

- 6.** The dignitaries on the dais symbolically lit the lamp and inaugurated the proceedings.
- 7.** Com. Deepak Sharma, the General Secretary of the Circle Association while extending a warm welcome to all the dignitaries on the dais briefed the house about the various issues that are confronting the Circle as well as the Bank at the National level. He explained at length the difficulties of the Chandigarh Circle which has the most difficult geographical terrain consisting of J & K, the Leh Ladak, Himachal Pradesh, and other states. He also highlighted the difficulties that the officers were encountering in these parts of the country while discharging their duties. He requested that the bank should introduce water scarcity allowance in some of the difficult terrain to relieve the officers from hardship.
- 8.** Referring to the day to day working situation at the branches, he explained the pressures that are built on the officers in meeting the targets fixed for the cross selling. Incentives for cross selling has become heartburn amongst the officers he said. He also highlighted the pressures that the officers have undergone during the de-monetization implementation and the need to compensate the officers of from Erstwhile Associates banks as well for having worked for late hours during this period. The other difficulties such as shortage of cash, the reckless recovery of penalty from the officers etc., needs to be attended immediately he stated.
- 9.** He opined that the work life balance is combined responsibility of all concerned. The Management should sympathize with the difficulties of the officers and see that they are able to manage the work life balance in an effective manner.
- 10.** The Circle Association had brought out a book "Companion" on service conditions and the same was released on the occasion.
- 11.** Com. Bandlish, speaking on the occasion expressed his happiness over the performance of the Circle Association and the grand manner in which the function was being organized. He complimented the leadership of the circle association. He made reference to the present status of the salary and the condition of the banking industry. The Government and RBI have been rising

all sorts of alibis in regard to the paying capacity, increasing cost etc. The fact is that the lower level employees cannot be held responsible for the NPA's. It is the responsibility of the Government, RBI and their policy direction which are the main reason for the growing NPAs. He also highlighted as to how the NPA's are increasing day by day. The recovery process has now become a lengthy one due to the legislative measures introduced by the Government. The Government cannot ignore the contribution of the banks for growth of the country which is being highlighted by the Government in all the forms.

12. He also expressed his unhappiness over the fractured mandate given by the banks and insisted that there has to be a comprehensive mandate. The UFBU will pursue the matter with the IBA for early resolution.

13. He wished the conference all success.

14. Com.Y.Sudarshan in his key note address expressed happiness over the large number of members present in the general council and appreciated the manner in which the function has been organized. He complimented the Circle Association for its total support and commitment to the Federation for a long time. The circle has its own difficulties and diversities due to geographical area it covers. But the unity and solidarity displayed by the Circle Association is a great strength of our movement he declared.

15. He explained at length the journey that the Federation has undertaken for the last five decades and the historical achievements which it has recorded over the last 53 years. He made reference to a series of struggles including the 17 days indefinite strike, which is to celebrate the golden jubilee during the year 2018-2019. He also made a reference to the forthcoming triennial general council at Chennai and desired that a large number should attend the meeting.

16. He explained the process of merger of the Associate Banks and the subsequent efforts on the part of all concerned to manage the difficulties that were encountered in this massive merger program.

17. Referring to the recent developments in the banks he stated that the growing NPA's and the Government's initiative in regard to merger of banks on the grounds that some of the banks have become weak has been a serious concern for all of us. He also explained the initiative of the Confederation and other unions in insisting that some of the bills such as FRDI etc., should be put on hold due to the confusion that has been created in the industry.

18. He also assured the house that the salary revision will not be compromised and every effort will be made to ensure a proper revision in the current negotiations. He also referred to a series of issues that are slated for negotiations including the residual issues such as improvements in the superannuation benefits, the extension of holidays on all Saturdays, work from home, etc. He also referred to the truncated mandate given by the banks and insisted that the Confederation will not support such a discrimination. The Confederation will negotiate for all scales.

19. He referred to the achievements of the Federation in the recent past in particular the 100% medical reimbursement to the family, vehicle loan repayment after retirement, solar panel included in housing loan, including children income for the purpose of availing housing loan etc., bereavement leave, the extension of liberal rules in regard to the housing loan to e-associate banks and several other improvements.

20. He explained at length the issues that were taken up with the management in regard to the demonetization, introduction of compensation, the protest against the recovery of penalty from the officers for cash losses etc. He also referred to the improvements made in respect of the Medical Officers, efforts of the Federation in working out self-sustainable scheme etc. He spoke about the recent release of arrears in respect of 5th, 6th and 7th bipartite retirees and the need to look into some of their grievances and removal of anomalies in its implementation. He expressed his unhappiness over the introduction of Gratuity prospectively from 29th March 2018 and the efforts that are being made by the Federation for retrospective date

implementation with effect from 1.1.2016 as in the case of the Government servants.

21. Shri.Sanjay Kumar, General Manager - NW-I, addressing the gathering desired that though he is not a member now he would join the organization after his retirement. He referred to the role of the officers and stated that the right can exist only when it is coupled with the responsibilities. He covered elaborately the present environment in the banking industry and desired that the officers should come to the expectations of the management. He also stated that there are several challenges in the banking sector due to various reasons. He also referred to the present losses in the banking due to heavy provisioning to meet the NPA's in the banks. He desired that the employees should serve the customer and see that he is kept happy as he is the center of the bank. He also referred to the recent issues and the efforts of the bank to overcome those difficulties. He referred to the changed Vision, Mission, Value statements of the Bank to meet the present challenges in the bank.

22. He wished the conference a grand success and thanked the organizers for the opportunity given to express his views on the occasion.

23. Com. D.T.Franco Rajender Dev, the President of the Federation and the General Secretary of the Confederation speaking to the gathering appreciated the excellent manner in which the conference was being organized. He also announced that the Officers from Punjab and Sind Bank who have decided to join the Confederation on the occasion.

24. He referred to the role of the Management, the Federation and the Association. He explained how in a family the father will always scold and mother takes care of the children and similar is the Management and the Association, Federation which are taking care of the members. He was critical of the pressures created on the officers through cross selling. He referred to the cross selling misselling which is killing the banking industry.

25. The present banking crisis is created by the policy of the Government and RBI and not due to the Banks. We have been forced to finance huge key industries due to the pressures created by the successive Governments

and to-day, the steel, cement, telecom, infrastructure projects are facing difficulties and responsible for creation of huge NPA's in the banks.

26. The Government proclaimed speedier recovery procedure in respect of big 14 units but nothing has happened so far and on the contrary the NPA's are further growing. The Confederation has been demanding change in the Assets Classification Norms to avoid the banks making huge losses. The Banks are not able to recover their loans from big corporates who are responsible for the huge NPA's in the banks.

27. He also assured the house that all out efforts will be made to secure a reasonable salary revision from the Government. He stated that a delegation is meeting the IBA and as well as the Dy.Finance Secretary in order to speed up the process of negotiations on salary revision.

28. He complimented and thanked the Chandigarh Circle and assured that the Association, AISBOF and AIBOC will always take care of the interest of the members.

29. The Conference concluded with a vote of thanks by Com.Sanjay Sharma, the President of the Circle Association and the National Anthem.

30. Comrade it was a grand show of unity and solidarity and the message was loud and clear that the organization is fully committed to protect the interest of the Offices fraternity.

With greetings,

A handwritten signature in black ink, written in a cursive style, reading 'Y. Sudarshan'. The signature is slanted upwards to the right.

(Y.SUDARSHAN)
GENERAL SECRETARY