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स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन
State Bank of India Officers' Association (Patna Circle)

All Letters to be
Addressed to the
General Secretary

Regd. No. 1872 of 1975
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building
West Gandhi Maidan
Patna - 800 001

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DATE : 01.02.2016

TO,

ALL MEMBERS

21ST TRIENNIAL GENERAL COUNCIL OF SBIOA, PATNA

A MEMORABLE EVENT IN THE HISTORY OF THE CIRCLE ASSOCIATION

We reproduce hereunder the text of the **AISBOF Circular No. 11** dated **30.01.2016**, contents of which are self-explicit.

With warm greetings,

(Ghanshyam Pd. Srivastava)
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD

S.B.I.O.A. : ZINDABAD-ZINDABAD

TEXT

21ST TRIENNIAL GENERAL COUNCIL OF SBIOA, PATNA

A MEMORABLE EVENT IN THE HISTORY OF THE CIRCLE ASSOCIATION

It was a grand show of unity and solidarity of the entire membership of the Patna Circle Association on 23rd January 2016 at Rabindra Bhavan, a spacious auditorium when comrades from all over assembled in large numbers for the 21st Triennial General Council of the Association. The members as well as the leaders marched in

a grand procession from Hotel Chanakya to the venue of the meeting, raising slogans, attracting the attention of the people of PATNA City.

2. The dignitaries who were present on the occasion were led to the dais by the leaders of the Circle Association. Thereafter, Com.G.P.Srivastava, General Secretary, SBIOA Patna, extended a warm welcome to the Honorable Governor Sri Ram Nath Kovind, Sri Awadesh Kr Sing, Animal and Fishery Resources Development Minister, Government of Bihar, Sri Abdul Bari Siddiqui, Finance Minister, Government of Bihar, Shri.Kishore Kr Das, General Manager, State Bank of India, Patna Circle, Com.D.T.Franco Rajendra Dev, President and Com.Y.Sudarshan, General Secretary of AISBOF, Com.S.L.Kularni, the Treasurer of the AISBOF and other comrades who were present from the various affiliates of the Federation viz., Com.Nandakishore.M.Malkhedkar, General Secretary, SBIOA(K), Bangalore, Com.Atul Swaroop, General Secretary, SBIOA, Lucknow Circle, Com.Muralidhran.V, General Secretary, SBIOA, Kerala Circle, Com.Ravinder Gupta, General Secretary, SBIOA, Delhi Circle, Com.G.Subramaniam, General Secretary, SBIOA, Hyderabad Circle, Com.S.B.Patel, General Secretary, SBIOA, Ahmedabad Circle, Com.Sanjeev Mishra, General Secretary, SBIOA, Bhopal Circle, Com.Pradeep Sharma, Vice President, SBIOA, Bhopal Circle, Com.Kamal.S.Kadri, President, SBIOA, Ahmedabad Circle, Com.Guatam Debnath, President, SBIOA, Bengal Circle, Com.Pawan Kumar, President, SBIOA, Lucknow Circle, Com.Panikkar.M.Jacob, President, Kerala Circle, Com.Saugath Nath, Dy.General Secretary, SBIOA, Bengal Circle, Com.Sanjay Yadav, SBIOA, Lucknow Circle and Com.Ajay Saxena, SBIOA, Lucknow Circle.

3. Shri.Ajit Sood, the Chief General Manager of the circle who could not be present due to his preoccupation had sent a message for the success of the Conference. The same was read in the meeting.

4. The lighting of the lamp was done by the Honorable Governor along with all the dignitaries who were present on the dais to symbolically signify the commencement of the 21st Triennial General Council.

5. Shri.K.K.Das, General Manager II and officiating Chief General Manager in his special address complimented the role of the Association in contributing to the development of the State Bank of India and acknowledged the role played by the members all over the circle in ensuring the implementation of the various programs of the Bank. He also referred to the contribution of SBI which is taking a major responsibility in uplifting the economy of the country. He also appreciated the membership of the Circle Association who were always ready to raise to the occasion and extend the full support to the activities of the Circle. He referred to the responsibility of the Association and stated that the Association and the Management are two legs of the institution and he requested the association to continue its support in future as well.

6. Com.Y.Sudarshan, the General Secretary of the Federation expressed his whole hearted happiness over the large gathering and the meticulous manner with which the function is being organized and declared that the General Council is like big festival and confluence of the representatives of the Government, the Management and the Association. Referring to the importance of the State of Bihar

he stated that he is proud to be part of the program in Patna which has 6000 years of history in India. He also referred to the foundation of SBI over 200 years ago and its great contribution to the country as whole. He assured the dignitaries on the dais that the members of the Association have been striving hard to serve the countrymen and would continue their role in an effective manner in future as well. He briefly dealt with the structure of the Federation which has more than 80,000 members covering the State Bank group which in turn is affiliated to AIBOC as a major affiliate of the Confederation. He also stated that there is a need to protect the Public Sector character of the Banks and he appealed to the dignitaries on the dais to convey the feelings of the officers of the bank to the Government and endeavor to retain the banks under public sector ownership in order to serve the common man in the country. Any attempt to privatize the Public Sector banks is akin to pushing the parents to the Anathashram.

7. Referring to some of the burning problems of the industry he extensively covered the issues such as the shortage of staff, the need to improve the salary structure in the next bipartite settlement keeping in view the recent revision both in the Government and the LIC and suggested the bank employees should be on par with the Government Officers. He also appealed to the dignitaries on the dais to ensure that the Bank Officers get a fair deal since they are also involved in the process of nation building.

8. Shri.Awadesh Kr.Singh, Honorable Minister, Animal and Fishery Resources Development, Government of Bihar, speaking as Special Guest referred to the success story of the Bank Nationalization in the year 1969 and its role played in the economic development of the country. He was highly appreciative of the role played by the Bank Officers' fraternity in implementing all the programs of the Government. He stated that the State of Bihar is an agricultural state and the State Bank Officers' should continue to play the major role in financing the small formers and implementing all the programmes of the Government. He expressed his support to the cause of the Federation and the Confederation in defending the Public Sector character of the Banks. He assured the house that he would take up the issues stated by the General Secretary of the Federation with the authorities concerned and wished the conference all success.

9. Shri.Abdul Bari Siddiqui, the Honorable Finance Minister, Government of Bihar acknowledging the presence of the 1st citizen of State referred to the democratic system of our nation and its role in developing the country. The unions and associations are necessary to take care of the workers requirements. The unions and the Government together can ensure continuation of strong democracy in the country. It is our responsibility to work for the upliftment of the poor and the down trodden. The State of Bihar is a developing state and all the people including bankers have important role to play. The Bank Officers should help the poorer section of the society and for the upliftment of the masses. The Unions also should point out the deficiencies noticed in the system so that necessary corrections should be taken together. The organized sector is capable of taking their day to day requirement. The unity of the workers will help them in achieving their needs from time to time. At the same time it is the responsibility of

the organized sector to take care of the unorganized sector and take up their cause in an effective manner. He also supported the views of the General Secretary of the Federation in regard to saving the Public Sector character of the Banks in the country. While extending his full support to the cause of the association he wished the conference all success.

10. His Highness Shri.Ram Nath Kovind, the Hon'ble Governor of Bihar in his inaugural address opined that Finance Minister of Center is concerned with the concern of the Finance Minister of State several major problems could be resolved. He expressed his happiness over the services provided by State Bank of India and mentioned that he is proud to be the customer of this bank. Expressing his sense of happiness for the invitation extended to him to the General Council Meeting he appealed to the Association to continue its effort to serve the society with utmost concern. He also stated that the recent economic development of the State which is around 17.06 during 2014-15 which is highest in the country. He requested the members present to support and help the state of Bihar and Jharkhand as number one in the implementation of all developmental schemes of the Government. He wished success to the 21st Triennial General Council.

11. Thereafter, the dignitaries from the Government including the Governor of the State were honored with a memento as token of love and affection from the members of the Circle Association.

12. The first session of the Inaugural function concluded with a vote of thanks by Shri.Ajit Kumar, Mishra, Dy.General Secretary, Patna Circle. He expressed his gratitude to the dignitaries from the Government, the Media in particular the electronic print media for their presence in large number and all the representatives of the Circle Associations/Federation including the executives of the Bank who were present in a large number.

13. The leadership of the Circle association extended a warm welcome to all the leaders from the Circle Association as well as the Federation for the second part of the inaugural session. The occasion was also utilized to welcome Com.Shivaji Singh and to felicitate him on the occasion for the excellent services he rendered to the circle association during his long career in the organisation.

14. A cheque for Rs.1,11,101/- was presented to the President of the Federation by the President and General Secretary of Patna Circle association on behalf of the association towards the flood victims in State of Tamil Nadu.

15. Com.M.Nandakishore Malkhedkar, the General Secretary of Bangalore Circle in his address covered the present situation in the banking industry and the rough time we have been passing through due to the anti-public sector bank attitude of the bank. He also referred to the pressure that is being faced by the officers in the area of cross selling and desired that the profits should come to the bank and the encouragement to those who have done well in the cross selling should be by way of promotion in their career etc., He also opined that the CDS parameters are not scientific and needs to be sorted out. He referred to many of the long pending

issues of the retirees and wished that all of them should be resolved to provide relief to our Pensioners and Family Pensioners.

16. Com.Atul Swaroop the General Secretary of Lucknow Circle referred to his long standing connection with the association and has explained how the organization has been agitating to maintain the public sector character of the banks. Now the fight should be taken up by the younger generation. He referred to the challenges of cross selling and the need for getting prepared for the 2017 wage settlement with full force at our command.

17. Com.Muralidharan, the General Secretary of Kerala Circle Association congratulated the leadership and the members of the Circle Association in organizing the 21st Triennial General Council in such a grand manner. He extended a warm felicitation from all the members of Kerala Circle and wished the conference all success.

18. Com.Ravindra Gupta, General Secretary of the Delhi Circle Association compared the conference to a grand Ustav in Patna. He complimented the entire membership of the Circle Association in conducting the General Council in such a grand manner. He referred to the positive role played by the Chairman of State Bank of India in ensuring the 2nd and 4th Saturdays Holidays and now we must ensure that all Saturdays' would become holidays in our next negotiation. It will help our officers to improve the quality of their lives. He also desired that there has to be active participation from the younger generation in the activities of the union and wished that the same would be deliberated in the business session of the association.

19. Com.Subramaniam, the General Secretary of the Hyderabad Circle praised the Association for its various welfare activities. He referred to the large number of PO's and IAS officers coming from Bihar and it reflects the initiative of the people of Bihar. He also referred to the shortage of staff, growing NPA's in the bank etc. Referring to the various welfare activities of the Association he was impressed with the schemes such as Family Pension from Association, Insurance from society for Rs.20 lacs etc., and expressed his happiness over these activities and the progress made by the Circle Association. He conveyed the good wishes of 7000 members from Hyderabad Circle and the militant greetings on their behalf for the success of the General Council.

20. Com.Shankar Bhai Patel, the General Secretary of Ahmedabad Circle complimented the Circle Association for the wonderful manner in which the Council is being organized. He referred to the great contribution of Bihar particular large number intellectuals who have contributed to the growth of the country. He also complimented the members for the time management of the Conference. He referred to the long lasting relations between the Gujarat and Bihar. The Banking progress will have to be with our own welfare and care should be taken by the Management in this regard. He complimented the circle for maintaining a good industrial relations and HR practices and wished all success to the business session. He also referred to the services rendered by Com.Shivaji Singh, and complimented him for the contribution made by him to the circle association.

21. Com.Sanjeev Mishra, the General Secretary Bhopal Circle referred to the historical importance of the State of Bihar which is also the birth place of Mahaveer and Buddha who have made a great contribution for the Indian History. He referred to several issues of the officers in particular the shortage of staff, the need to maintain regulated working hours and the need to have the benefit of the holidays including the holidays on Saturdays. We need to take a strong view on this and agitate to resolve these issues. There is a need for 2 leased accommodations in view of transfer of officers frequently. He suggested that a Guest House to be set up at Kota for the benefit of the members by our Federation. Compensation for working on Saturdays and Sundays should increase.

22. Shri.Abhijit Dutta, the General Manager I thanked the leadership of the Association for extending him invitation to attend the meeting. He desired that there is no doubt that the quality of life should be improved. The challenges are required to meet and we all together ensure the success of the bank while facing these challenges. He desired that everybody should laugh to face the challenges. He wanted that the cross selling to be done in a proper manner. He referred to the motivation as regards the cross selling. The internally we are satisfied we are addressing the challenge in cross selling and incentive is an external satisfaction. Let us face all the challenges together and keep laughing was the message from his address to the members present in the meeting.

23. Com.D.T.Franco Rajendra Dev, the President of the Federation in his special address stated that the Bihar Elections brought a change in the whole of the country. Development with social justice should be the motto of the Government. He congratulated the members of the Circle for the excellent manner in which the meeting was being organized. He also conveyed his gratitude for the donation received by him for the flood victims of Chennai from the Circle Association. Dealing elaborately about the role of the public Sector banks he wanted that the Public Sector Character should be protected. He also referred to the negative attitude of the Bank in considering the request of interest free loan by the Bank when several of other institutions including banks are being extending. He also referred to the ill effects of the cross selling. The Bank is yet to come out with SBI package despite the demand by the federation. CDS there is a log of unhappiness all over. Some of the issues that are pending is the issue of shares to SBI employees, the shortage of staff, the incentive to be paid to all. He referred to the pending issue of fitment and personal allowance etc., He also referred to the pressures that are being faced by the officers due to the various proposals that the Government is bringing through the resolution of Gyan Sangham and Indradhanush programs.

24. As regards the issues that are being pursued by the Government through Banking Investment Company, Banking Boards Bureau etc., with the sole aim of achieving the privatization of public sector banks should be fought out.

25. He desired that the development of Bihar should be taken on a priority basis by our leaders in the Circle Association and suggested that there could be a seminar on the subject. He desired that the younger generation of officers in particular the Probationary Officers and Trainee Officers should be part of our organization and should be along with us.

- 26.** He expressed his happiness over the large gathering and he exhorted to struggle with total unity and bring success to the officers movement by being together. He wished the conference all success.
- 27.** Com.Y.Sudarshan, the General Secretary of the Federation was requested to address the gathering for the second time to cover the latest developments in the banking industry with particular reference to our own bank. In his address he congratulated all the members for the wonderful gathering and maintaining utmost discipline all through the meeting. He complimented the new team and wished them all success. He referred to the historical 10th Bipartite Settlement and the success story of initiation of the 2nd and 4th Saturday holidays. He also referred to the changes that have taken place in the Government through 7th Pay Commission and the need for ensuring a better deal in comparison with the Government salaries in the 11th Bipartite. He made reference to the instructions issued by the Government to the banks to prepare the blue print for the next revision and the need for the UFBU also to be in readiness fully prepared for the next round bipartite settlement. He referred to the unresolved issues such as superannuation benefits such as 100% D.A Family Pension on par with the Government, Pension updation, 50% of the last drawn pay as pension etc., He also referred to the commutation disparity and the need to improve the same . He was of the view that there is a need to review NPS and covert the same into old system of Pension.
- 28.** Some of the issues that are pending at the Management level was referred to by him. The major ones are the review of Disciplinary Proceedings, Medical Insurance Scheme and related problems and its implementation as suggested by us. He also stated that number of issues have been taken up by the Federation for improving the Medical Insurance Scheme. He also referred to some of the clarifications that have been issued by the bank in the recent past.
- 29.** He agreed that there is a need to ensure regulated working hours and also fight against the insistence on officers to work on holidays and Saturdays except for emergent situation. He also assured that the issue of compensation for working Sundays and holidays is engaging the attention of the federation. The stagnation increment anomaly in Scale II and Scale III is being addressed to. He expressed his strong opposition to performance linked wages and the proposal of variable pay is being opposed tooth and nail. The resolution of Gyan Sangam of January, 2015 is rejected and organization struggle will be launched against all these attempts. We have also outright rejected the P.J.Nayak's Committee report and every effort will be made to see that the Government will not succeed in its introduction in whatsoever manner in future as well.
- 30.** As regards some of the legislative amendments proposed by the Government to Trade Union Laws and Labor Laws are being opposed by the Federation/Confederation.
- 31.** He also deplored the delay in clearing the appointment of Directors on the Boards of the Banks including SBI which is overdue by the Government.

While concluding his address he assured the house that the Federation and Associations will work together to take the Federation to a greater heights of glory in the days to come.

32. The Inaugural Session concluded with a vote of thanks by Com.Umakant Singh.

33. Comrades, the 21st Triennial General Council of the Patna Circle is yet another glorious chapter in the history of our movement. We are sure that the deliberations of the Inaugural Session and later on the Business Session would further consolidate the Circle association and would help our comrades in the state of Bihar in resolving all their major issues in the days to come. We compliment and congratulate all the volunteers led by Com.Umakanth Singh and Com.Ghanshyam Srivastav for the wonderful arrangements and show of Unity and Solidarity.

LONG LIVE FEDERATION.... LONG LIVE OUR UNITY.....MARCH ON.....

With warm regards,

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