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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

CIRCULAR NO. 08 /2017

DATE : 07.05.2017

TO,
ALL MEMBERS

**11TH BIPARTITE NEGOTIATIONS
CONDITIONAL MANDATE GIVEN TO IBA
NEEDS RECONSIDERATION TO PROTECT THE BIPARTITISM**

We reproduce hereunder the text of the **AISBOF letter No. 7508/29/17 dated 05.05.2017**, the 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

To,
The Chairman,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Madam,

**11TH BIPARTITE NEGOTIATIONS
CONDITIONAL MANDATE GIVEN TO IBA
NEEDS RECONSIDERATION TO PROTECT THE BIPARTITISM**

We are given to understand that the Bank has given a conditional mandate authorizing the IBA to negotiate in respect of Scale I to III only in the forthcoming 11th Bipartite, which has commenced on 2nd May, 2017. This conditional mandate is against the spirit of bilateralism that has been followed for more than 50 years in regard to the bipartite settlement at the industry level.

2. We wish to bring to your notice that the All India State Bank Officers' Federation is the only officers' organization in State Bank of India representing 100% of the officers working in the bank. To-day, our strength is nearly one lac and we constitute the major

portion of the workforce in the industry as a whole. The Federation has been very effectively pursuing the issues related to the officers of all scales. On many occasions, whenever the situation warranted, we had taken up the issues in respect of the senior executives of the bank as well, with the Government, the IBA and with the RBI.

3. The contribution made by the Federation for the improvement of the service conditions to the officers of all cadres through the All India Bank Officers' Confederation is known to the entire Industry. In fact, the industry always watches the movement of the State Bank management and derives lot of inspiration in submitting their mandate to the IBA for negotiations. The salary revision negotiations with the IBA commenced at the industry during the 1980's and thereafter has been able to establish a healthy bilateral relation between the IBA and the Confederation over the last several bipartite settlements. During the last occasion a similar situation arose and the Management was magnanimous to accept our point of view and submitted a revised mandate to the Indian Banks' Association. The Chairman of State Bank of India took personal interest to see that there are no hiccups during the 10th Bipartite salary negotiations which was concluded in a smooth manner.

4. The All India State Bank Officers' Federation has always been with the Management and supported all its progressive initiatives, right from the days of back office computerization, front office computerization, CBS, BPR, and now mergers. Our officers have stood with the Management for success of all the policies of the Bank and in achieving the thrust areas. Today the AIBOC is led by the leadership of the Federation and such a decision of conditional mandate upto Scale III will only hurt the sentiments not only at the Bank level but also at the entire Industry level. This is a very sensitive area and hope that the issue would not be stretched to the levels of hurting the sentiments of all concerned, leading to IR issues.

5. Needless to mention that today the Bank is in a crucial juncture and in a period of transition. The Bank has embarked on various initiatives and therefore it is all the more necessary to take people into confidence and carry all together including the unions and organisations. Such actions on the part of the Bank will not augur well in strengthening the confidence and building trust levels. Dividing officers on the basis of scales tantamount to 'divide and rule policy' which is not in the interest of the Bank or the Officers.

6. It is in this background and also to discharge our responsibilities as an organization having members from all Scales as active members and for the successful negotiations, once again, we request you to kindly send revised mandate authorizing IBA to negotiate with us on behalf of all the scales as hitherto, which has been the practice based on Pillai Committee recommendations. We would like to assure you that we would definitely take care of the interests of the officers of all scales.

7. We would like to point out that the following issues are long pending and we had waited patiently hoping that the Management will really take steps as promised repeatedly.

- a) The Associate Bank merger was welcomed by us and we did not join with outside Unions to protest. But we definitely hoped for a better deal for officers of Associate Banks as well as for existing Officers of SBI. We have discussed many times and written repeated letters in this regard, but in vain.
- b) The CDS has been detrimental to large members of the institution and our suggestions given in different meetings and in writing have not been attended to.
- c) We implemented demonetization so successfully but compensation has not been paid for late sitting as well as working on holidays whereas it has been paid to the Award Staff in many circles.

- d) The staff strength is steadily going down increasing pressure of work which has deteriorated the work life balance
- e) Many of the entitlements and perks which are to be revised once in 3 years has not been enhanced even after 4/5 years.

8. There are innumerable pending HR issues for which we have been waiting very patiently for a solution and resolution.

9. With heavy heart we would like to state that we will be forced to go on agitation if the issues are not sorted out immediately.

Please treat the matter as urgent.

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)

GENERAL SECRETARY

Copy to: All Affiliates