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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. **11** /2017

DATE : 01.06.2017

TO,
ALL MEMBERS

**MERGER OF ASSOCIATE BANKS:
COMPREHENSIVE APPROACH ON ALL WELFARE SCHEMES**

We reproduce hereunder the text of the **AISBOF Circular No. 58** dated 31.05.2017, 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

**MERGER OF ASSOCIATE BANKS:
COMPREHENSIVE APPROACH ON ALL WELFARE SCHEMES**

We have today sent a communication to the Management on the above subject. A copy is enclosed. We note to keep our members advised of further developments in due course.

With greetings,

(Y. SUDARSHAN)
GENERAL SECRETARY

No.8659/34/17

DATE: 30.05.2017

To,
The Dy.Managing Director and CDO.,
State Bank of India,
Corporate Center,
MUMBAI.

Dear Sir,

**MERGER OF ASSOCIATE BANKS:
COMPREHENSIVE APPROACH ON ALL WELFARE SCHEMES**

One of the important areas that need our attention is the Welfare activities which were in existence in the Associate Banks. Each Associate Bank had its own background in the areas concerning sports development, welfare facilities such as scholarship schemes, the provision of holiday homes, the medical facilities provided at the major centers etc. The Associate Banks have also made a name in the national sports such as Cricket, Foot Ball, Volley Ball etc., and have contributed to the success of the sports at the national level.

2. The State Bank of India has its own structure with regard to development of sports and other welfare activities. We have a Sports Control Board at the apex level which takes care of the development sports activities. The Bank also allocates funds in a liberal manner to encourage the various games keeping in view the brand equity of the bank. The Bank has also got Central Welfare Committee at the corporate office which looks into various areas of welfare facilities extended to the staff. We understand that a similar structure was prevalent in the Associate Banks as well. The Welfare Funds allocated at each Associate Banks were also utilized for various purposes, with the participation of the Officers organizations as well as unions.

3. We have now been receiving enquiries from our members with regard to the various issues connected with the welfare schemes listed below:-

Welfare fund:

The employees are entitled to certain welfare facilities from the bank. The bank sets apart a portion of their profit towards the welfare facilities to the employees as well as retirees. We need to convene a meeting of the CWC and arrive at a comprehensive understanding on the allocation of funds to the employees officers and retirees in the post-merger scenario.

b) Sports Activities:

The Associate Banks have been encouraging sports activities and developing their own teams in certain games. They were being provided financial support from the welfare funds. The sportsmen were enjoying transfer immunity for practice etc. We need to look into all these aspects and ensure that there is no disturbance in continuation of those activities on account of merger of the Associate Banks with State Bank of India.

c) Canteen facilities:

The bank has established canteens in different places and is being subsidized by the management. We need to ensure continuation of the facilities to the employees in future as well.

d) Recreation, Literary and cultural Wings, Libraries etc.,

The Associate Banks are also having the facilities of recreation clubs and libraries wherein a number of literary activities are undertaken for the benefits of the employees working in the bank. The Associate banks due to their regional character have made a mark in the field of art, literature, drama etc., in their respective geographical areas. They have also an excellent rapport with the State Governments due to their active participation in all these activities. We need to have a comprehensive look at all these aspects and take necessary steps to ensure the continuation of these activities which can also be utilized for publicity campaigning's.

e) Medical Assistance:

The Banks have been extending medical assistance to the staff under special schemes over and above the settlement. The employees and retirees are provided medical facilities at the bigger centers the same.

f) Holiday Homes

The Associate Banks have also a chain of holiday homes which are available to the employees, and officers and retirees. We now understand that the bank has surrendered some of the holiday homes which were in a tie-up arrangement with the Hotels in important centers. We need to have a discussion on these facilities and ensure continuation of the facilities.

4. We also understand that there were a number practices specific to the local requirements under the welfare facilities and was being extended to the employees of Associate Banks. We therefore suggest that the Corporate Center should collect all such details ensure that all the welfare facilities are protected and continued so that the sentiments and emotions of the employees who have joined us on merger are respected and at the same time the welfare facilities which were available earlier is not given up

Please therefore convene a special meeting at the earliest.

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)
GENERAL SECRETARY