

CIRCULAR NO. 01 /10

DATE: 02.01.2010

To
All Members

We reproduce hereunder the text of AISBOF Circular No. 01 dt. 01.01.2010 on the captioned subject, the contents of which are self- explicit.

With Best Wishes for a Happy & Prosperous New Year.

(Anirudh Akhauri)
GENERAL SECRETARY

CIRCULAR NO: 01

DATE: 01.01.2010

TO ALL AFFILIATES/MEMBERS:

RING IN A POSITIVE YEAR – 2010
HOPE OF BETTER PROSPECTS – THE YEAR OF REASSURANCE

The year 2010 has arrived. We have plenty of hopes and aspirations in the strength of our Federation, to convert the year as a year of better prospects for the rank and file across the country. We are completing 45th year of our meaningful existence as a vibrant and live organization amidst tremendous responsibility and challenges, before the Trade Union Movement. The year will have lot in store for the re-emergence and restoration of the special features for which our Bank is known for all these years. It is yet another opportunity to the Officers' Federation, to prove its ability to carry on the dual role of protecting the traditional interest of our rank and file, at the same time carrying forward the banner of the Confederation, which ensures a better deal for the entire officers' fraternity in the Banking Industry.

2. State Bank of India has been playing a dominant role in spreading of banking habits across the country. It created history, by establishing thousands of branches and ATMs Net work all over the country, taking care of our past lapses in the area of branch expansion and also the retention of market share in the business. For the first time we could end up with increase in the market share of our business, in comparison with the earlier years. It was possible only due to the sustained support and co-operation extended whole heartedly by our fraternity across the country. The recent initiative of SBI Citizen is a big success, in terms of building a strong conviction and commitment amongst the entire workforce, as regards the capabilities of State Bank of India which has brought us closer to the people of the country.

3. State Bank of India has recorded several achievements during the previous year and it is the responsibility of all of us, not only to retain the image that has been created and to enhance it further during the current year. This will reflect in our approach towards achieving better facilities and working conditions through our sustained struggle. We are legitimately entitled for certain improvements in the Service Conditions, including the passing on the benefit of the additional cost that the industry incurred on account of 2nd option on Pension as well as the incremental cost on account of Pension Scheme in the Banking Industry and to utilize the same as per the desire of both the Federations through due consultation process with the Management. Once, the salary revision agreement is concluded with IBA, we have a big task to proceed with the modalities in regard to the special package that the SBI Employees and Officers are entitled for. We have already created sufficient pressure on the Government as well as the Management that the industrial peace in SBI can be ensured only when our legitimate demands are settled by the Management of the Bank. It will be our priority during the current year.

4. The Federation is also committed to carry forward its philosophy of leadership by the serving members only. It has its own advantages. We are capable of developing leaders from the serving members and they are equally competent to carry forward the banner of the Federation, to ensure further emancipation of the supervisory cadre through the trade union movement. The Federation not only carries forward this philosophy but will counter all attacks on this sacred policy by other elements in the trade unions. The Federation will also utilize all opportunities to take up a big campaign against those who are opposing our organizational principles and philosophy.

5. The Federation has the sole responsibility of carrying forward the tasks entrusted to the leadership by our General Council, held at Agra. The renewed mandate is in appreciation of our approach and also an onerous responsibility cast upon us to see that the Federation emerges as a stronger and vibrant organization in the days to come.

6. We have also taken care to see that the IR structure is further strengthened through a continuous dialogue and inter-action with the Management on all issues of major importance. We have expressed our views in all seriousness and also our opposition for further mergers of Associate Banks with State Bank of India. We had also struck work during the last year hoping that the issue will not be pursued further. However, our hopes were belied when the Management pursued its attempts of further merger.

7. We have established our own independent association in State Bank of Indore. The number is swelling and we have already achieved majority in the Bank. We have approached the Management for due recognition. The bipartite meetings are to take place shortly.

8. The activities of NATURE have taken a new direction with its concentration on building a strong cadre force to take over the mantle of this great organisation when there is going to be a large scale retirement of our senior leaders at all levels. The 100th programme of the NATURE in regard to the Cadre Development is scheduled during the beginning of the current year. The second phase will be to ensure the healthy growth of the leadership at the middle as well as higher levels of the Associations/Federation. The organization is managed through democratic process and its transparency has helped in the emergence of new leadership with the new ideas and innovation to ensure that the challenges are met adequately by our future leadership.

9. The organizational awareness amongst the rank and file both at the Circle as well as the Federation level is one of confidence and commitment towards the sublime objectives under the banner of the Federation. While, the leadership acknowledged the primacy of the institution when it comes to defending our great institution, the movement is also seriously concerned about the trade union objectives for which the Federation was established through struggles and sacrifices by our seniors. We have a commitment to the senior fraternity of this organization and hence we have declared that the long pending demands regarding the superannuation benefits are sorted out during the current year.

10. Our relationship with the Staff Federation is further cemented through joint efforts on all common issues. We have come together to ensure the unity and solidarity of both the Award Staff and Supervisory cadre in the bank and to take a leading role in ensuring the consolidation of bank employees' movement in the country. We have also taken care of the Co-ordination with the Pensioners' Federation to take care of their expectations from the serving Federations. Our efforts

for consolidation of our co-ordination continue in the current year as well.

11. We need to address to achieve the tasks entrusted to us in the General Council at Agra. Some of the major ones are as follows:-

- a. Consolidation of our movement and cementing of emotional attachment of the members towards the organisation, through Cadre Development Programmes.
- b. Ensuring that the Federation retains its premier position amongst the trade unions' fraternity and continue to inspire the managerial cadre to unionise themselves in almost all sectors of the economy.
- c. To ensure that the importance the State Bank of India enjoys in the matter of service conditions in the Banking Industry is retained and further consolidated.
- d. To bring necessary pressure on the Government/Bank to desist from its attack on trade union rights and attempts to de-unionise our Association.
- e. To further strengthen the existing IR Machinery and to restructure it comprehensively to provide enlarged representation to cover the major departments of the Corporate Centre.
- f. To ensure that the special features of our achievements such as superannuation benefits, the facilities available in various areas exclusively for State Bank etc. are preserved, protected, and further improved.
- g. To build a strong relationship between the Staff Federation and take all necessary steps to structure and strengthen co-ordination for the benefit of the posterity;

- h. To continue to strengthen our relations with all other trade unions in the industry including the Pensioners' Organisation in State Bank of India;
- i. To strive and struggle for the sustained improvements of the existing facilities and work life of our members etc.
- j. To strive hard to secure regulated working hours to officers.
- k. To enlarge social obligations and social welfare activities for the benefit of the common man etc.

12. Comrades, let us march forward with the firm determination to resolve some of the issues that have been listed out and see that the banner of the Federation flies high in ensuring success in all our future endeavors in securing comfort and better working conditions to our constituency in the days to come.

With New Year Greetings,



(G.D.NADF)
GENERAL SECRETARY