

CIRCULAR NO. 05 /10

DATE : 24.02.2010

TO,  
ALL MEMBERS

We reproduce hereunder the text of **AISBOF Circular No. 15 dated 23.02.2010** on the captioned subject, the contents of which are self-explicit.

*With warm greetings,*

(ANIRUDH AKHAURI)  
GENERAL SECRETARY

**SPECIAL FEATURES OF STATE BANK OF INDIA**

**FEDERATION TO PURSUE WITH THE MANAGEMENT**

The meeting of the General Secretaries which was held at Goa on 16<sup>th</sup> February 2010 to deliberate on the current developments in regard to the salary revision at the IBA level and also the improvement of the Special Features of State Bank of India relating to the 9<sup>th</sup> Bipartite Settlement had an occasion to consider the current environment in the banking industry. The General Secretary of the Federation briefed them about the various intricacies and the hurdles that are confronting the Officers' fraternity in regard to the conclusion of the Salary Revision and also the maintenance of the special features that will be taken up once the salary revision is concluded at the industry level.

2. During the course of the deliberations on the various issues that were placed before the General Secretaries of all our affiliates, they made the following observations:-

- a) We should ensure that the current negotiations are concluded without loss of time.
- b) The Federation should make it clear to the other constituents of the UFBU as well as the Confederation that the issue of the additional cost on account of Pension as well as the 2<sup>nd</sup> option cost should be settled without much hustle and the interest of the Officers and Employees in SBI should not be allowed to be jeopardized by the Government or IBA. The Federations and the Management in SBI should have freedom to debate as to the utilization this amount as was done in the past.

- c) The Federations should also convey their concern in the inordinate delay in sorting out some of the issues by the IBA as well as the Management of State Bank of India before the finalization of the settlement to avoid confusion at a later stage;
- d) The Federations should take up an extensive campaign all over the country to keep the rank and file abreast of the developments at the Industry level in relation with the Salary Revision and also the need for keeping the organization in readiness for further course of action if the tradition that has been maintained during all the earlier bipartite to ensure improvements in the special features that are available in State Bank of India including the superannuation benefits etc., is not continued in this Salary Revision also.

3. Comrades, thereafter the General Secretary of the Federation also briefed the members about the current position as regards the submission of the proposals from the Confederation and it has almost reached the final stages and the Federation should watch further developments at the Industry level. He also conveyed to the members about the details of the meeting that took place between the top management and the leaders of both the Federations.

4. The leadership of both the Federations have also conveyed to the Management their anxiety over the long pending issues of the superannuation benefits that are pending with the Government and impressed upon them the need to speed up the solutions to avoid unnecessary irritation in the industrial relations in the bank.

5. The Steering Committee of both the Federations are meeting shortly to review the position and take appropriate view in the matter including the organization agitation if need be to ensure that the

issues that are currently confronting us in relation with the salary revision and also the superannuation benefits are amicably resolved.

6. In the meanwhile, we are happy to inform all our members that the Small Committee constituted by the Confederation for the purpose of finalisation of our salary proposal has completed its task and presented the same for the consideration of the Executive Committee of the Confederation which met at Goa on 17<sup>th</sup> February 2010. Thereafter, the Executive Committee of AIBOC also advised the General Secretary to submit the same to the IBA after holding informal consultation with the other Officers' Organisations on 19<sup>th</sup> February 2010.

7. Accordingly, the General Secretary of the Confederation met the Chairman of the Sub-Committee on Salary Negotiations Shri. Jagadish Pai, Executive Director of Canara Bank at Bangalore and submitted the proposals.

8. We note to advise further developments in the matter. All our affiliates/members are requested to be in readiness to jump into action at short notice if need be to pursue our issues with the State Bank of India jointly by both the Federations.

With greetings,



**(G.D.NADAF)**  
**GENERAL SECRETARY**

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