



STATE BANK OF INDIA OFFICERS' ASSOCIATION
(NORTH EASTERN CIRCLE)

(AFFILIATED TO ALL INDIA STATE BANK OFFICERS' FEDERATION)

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TO ALL MEMBERS/UNITS

We reproduce the circular no 12 issued by the Federation on 03/02/2018 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



CIRCULAR NO.12

DATE: 03.02.2018

TO ALL OUR AFFILIATES/MEMBERS:

**DELAYING TACTICS OF IBA
NEGOTIATIONS ON SALARY REVISION IN SNAIL PACE
UFBU TO DECIDE ON STRONGER ACTION**

Our members are eagerly awaiting, all over the country, for an early settlement of 11th Bipartite Agreement, due to the fact that the IBA and the Government raised the hopes and confidence of the workforce that they are serious in completing the negotiations on the Charter of Demands in good time. The last bipartite term ended on 31st October 2017, and since then there was no serious attempts on the part of the IBA to take forward the negotiations in a meaningful manner.

2. On the part of the Federation and Confederation we pursued the issue in all seriousness. We had submitted a comprehensive Charter of Demands signed by all the 4 Officers' organizations in good time. We also appreciated the statements made by the Chairman of IBA that they are very serious and would like to complete the entire process of negotiations on the Charter of Demands submitted by the 9 unions and would complete in a systematic way within the time frame to ensure that the 11th Bipartite settlement is implemented at an early date.

3. The IBA took a position during the initial rounds of discussions that they would take up the residual and the non-monetary issues before they take up the issues related to the salary revision. The organizations appreciated their sincerity and were confident that the pace of negotiations would be speeded up.

4. The IBA set up two sub-committees on the pretext that the full committee may not be able to meet at frequent intervals and the sub-committees would concentrate on the nitty-gritty issues of the salary

revision and place their recommendations for the consideration of the larger committee. The committees which have limited power were not able to address some of the serious issues which cropped up in course of negotiations. In respect of the left over issues of the last negotiations known as residual issues which consists of the superannuation benefits as well, the IBA has just expressed their wishful thinking but was not in a position to take the issues to logical end. The issue of 100% D.A. neutralization the response was that the matter is in the Court and we may wait for a positive judgment. The issue of improvement of family pension, improvement of the pension etc., no positive indication of an early solution was forthcoming. The entire burden was passed on to the Government, thus creating a confusing status in our Negotiations.

5. The IBA also showed interest in improving and framing uniform guidelines in the area of Disciplinary Proceedings in the bank. A few rounds of discussions have been held.

6. The Public pronouncements of the Governments at periodical intervals appreciating the role of the workforce in the banking industry, in particular in handling the de-monetization, the implementation of Jan Dhan and other schemes also created a lot of hopes and aspirations amongst the rank and file in the banking industry that the Government is serious about the conclusion of the salary revision for bank employees at an early date. The Government came forward with recapitalization of the banks and wanted the banks to clean up the balance sheets.

7. Yet another major issue is the question of 'Mandate' namely negotiations on all the 7 scales by the Officers' organization with IBA. Unfortunately, some of the banks raised the issue of truncated mandate once again thus creating a serious bottleneck in our approach towards negotiations. Some of the bigger banks have not given mandate for the discussions of all the scales and they intend to introduce 'cost to company concept' at higher scales in the industry. This has led to a chaotic condition. The Confederation has been serving the entire officers' fraternity without any discrimination. Any deviation from this approach is bound to have strong repercussions amongst the rank and file all over the country.

8. The issue was debated at length in the Executive Committee meeting of the Confederation and there was strong resistance to the moves of the IBA for segregating Officers into two categories for the purpose of Salary Negotiations at the industry level.

9. The IBA is yet to come out with a concrete proposal on all the issues raised above. The Confederation has urged upon the UFBU to take up the issue seriously and take such decisions which will compel the IBA to come to the negotiating table rather delaying tactics.

10. Comrades, the Federation has been championing the cause of the entire Officers' fraternity in the State Bank of India. We have not allowed any attempt in dividing the Officers' on the basis of the scales and grades in the Bank. We have membership including the senior executives of the bank and they have been supporting the Federation ever since its establishment and have been part of our struggles throughout. Hence, there is no case for us subscribe to the suggestions of the IBA for truncated negotiations. We will be enforcing the settlement on all the scales and grades in order to take care of their interests in the Bank. Hence, we have sought immediate intervention of the UFBU in the matter. We are happy to inform all our members that the UFBU will be meeting on 6th February 2018 and will take necessary organizational stand to speed up the negotiations and take care of all the ill-advised moves of the IBA in the matter.

11. We appeal to all our members to wait and watch for further developments in this regard.

With warm greetings,



**(Y.SUDARSHAN)
GENERAL SECRETARY**