



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 20 issued by the Federation on 01/03/2019 , the content of which is self-explicit, for the benefits of our members.

With Greetings

(General Secretary)



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)

State Bank Buildings, St. Mark's Road, Bangalore – 560 001

CIRCULAR NO.20

DATE: 01.03.2019

TO ALL OUR AFFILIATES/MEMBERS:

**22ND GENERAL BODY MEETING OF SBIOA, PATNA CIRCLE
A MASSIVE PARTICIPATION – STUPENDOUS
SHOW OF UNITY AND SOLIDARITY**

It was a grand event. Over 2000 comrades from all parts of Patna Circle had assembled to participate in the Triennial General Body Meeting of the Association, in the city of Patna on February 23rd. It was highly inspiring for all those who were present on the occasion. The Circle leadership and the Federation leadership along with the leaders of the fraternal organizations were present on the occasion. The continuous raising of the slogans by the militant members of the Circle Association along with their leaders set a solid foundation for the conduct of the 22nd Triennial General Body Meeting. The venue, S. K. Memorial Hall, Patna is a renowned place where the activities of our Patna Circle Association are organized.

2. The Coordinator Com. Kumari Nivedita welcomed Com. Kamlakar Singh, the President and Com. Ajit Kumar Mishra, the General Secretary of the Circle Association, on the dais. Both of them welcomed the dignitaries with flower bouquet and a memento, "Ashoka Pillar of Emperor Ashoka," on the dais.

3. The dignitaries who were present on the dais included Shri Rana Randhir Singh, Hon'ble Minister of Cooperatives, Bihar, Shri. Sandeep Tewari, Chief General Manager Patna Circle, Pradip Kumar Ghosh, GM NW-I, Amulya Kumar Sahu GM NW-II & Bijay Singh Negi, GM-NW III, Mr. Paresh Chandra Barik, DGM,CDO, Patna Circle and other DGMs.

4. The dignitaries who were present on behalf of the organizations were Com. Debasish Ghosh, President, AIBOC & General Secretary, AIUBOF, Com. Soumya Datta, General Secretary, AIBOC and President, AISBOF & General Secretary, SBIOA, Bengal Circle, Com. G. Subramanyam, Chairman, AISBOF & General Secretary, SBIOA, (Hyderabad Circle) Com. Ramkumar Sabapathy, General Secretary of the Federation, Com. Ravinder Gupta General Secretary, SBIOA, Delhi Circle, Com. Sushil Ahuja, President SBIOA, Delhi Circle, Com. Pawan Kumar, General Secretary SBIOA, Lucknow Circle, Com. Ajay Saxena, President, SBIOA, Lucknow Circle, Com. Rupam Roy, General Secretary, SBIOA, N.E Circle, Com. Dilip Kumar Roy Choudhary, President, N.E. Circle, Com. Pinakin Brahmabhatt, General Secretary, SBIOA, Ahmedabad Circle, Com. Nilesh Radia, President, SBIOA Ahmedabad Circle, Com. C. Suryakumar, General Secretary, SBIOA Amravathi Circle, Com. G Kishore Kumar, President, SBIOA Amravathi Circle, Com. S.K. Srinivas, General Secretary, SBIOA, Bangalore Circle, Com. V.N. Nagesh, President, SBIOA Bangalore Circle, Com. Sambit Mishra, General Secretary, SBIOA, Bhubaneshwar Circle, Com. Arun Kumar Bishoyi, President, SBIOA, Bhubaneshwar Circle, Com. Sanjeev Sabhlok, General Secretary, Bhopal Circle, Com. Madan Kishore Jain, President, SBIOA, Bhopal Circle, Com. Sanjay Kumar Sharma, President, Chandigarh Circle, Com. G. Selvaraj, General Secretary, SBIOA, Chennai Circle, Com. R. Balaji, President, SBIOA, Chennai Circle, Com. B. Sukkaiah, President, SBIOA, Hyderabad Circle, Com. V.K.Bhalla, General Secretary, SBIOA, Jaipur Circle, Com. V. Murlidharan, SBIOA, General Secretary, Kerala Circle, Com. C.P. Krishnanandan, President, SBIOA, Kerala Circle, Com. Sunil Shinde, General Secretary, SBIOA, Mumbai Circle, Com. Anil D. Nare, President, SBIOA, Mumbai Circle, Com. Sabuj Mistry, President, SBIOA, Bengal Circle, Com. Mithun Dutta, Assistant Secretary, AISBOF, Com. Sanjay Singh, General Secretary of SBISA, Patna Circle, Com. Devendra Kumar, General Secretary, SEWA and Com.Y. Sudarshan, Ex-General Secretary, AISBOF.

5. The programme was inaugurated by lighting the lamp. Thereafter, Homage was paid to martyr soldiers who sacrificed their lives in the terrorist attack in Pulwama (J&K).

6. Com. Devendra Jha presented a motivational poem which boosted up the morale of the leaders of Federation as well as Circle Associations.

7. Com. Ajit Kumar Mishra, the General Secretary of the Circle Association rose to extend a warm welcome to the dignitaries and the members who were present on the occasion. He was greeted with thunderous applause and slogans from the members of the Circle Association. Com. Ajit Kumar Mishra, a popular leader of Patna Circle Association had served the organization for the last several years in various capacities before taking up the onerous responsibility of leading the Circle from the front. He is loved by all the membership across the Patna Circle. He is an inspiring leader for the membership in the circle. In his welcome address, he shared the pride of Bihar, the holy land of Mithila, Bhagwan Goutam Buddha, Mahabira, Samrat Ashoka, Aryabhatta the Mathematician, Dr. Rajendra Prasad, the first President of India, Ramdhari Singh Dinkar, a renowned Hindi Poet, Phanishwar Nath Renu, Indian religious hero and Birsa Munda, the freedom fighter, Mountain-man Dashrath Manjhi, Vir Kunwar Singh and Jai Prakash Narayan , Sampoorna Kranti Nayak.

8. Thereafter Com. Suvendu Kishore Pandey, Com. Anjani Kumar Sinha, Former CCM, SBIOA Senior, Com. Chunchun Ratha, former AGS, Ranchi Module, Com. Suresh Kumar, former General Secretary, SEWA, Com. G.D.Prakash, SBIOA, Seniors, Com. Sivaji Singh, former General Secretary, SBIOA, Patna Circle were felicitated for their contributions to the Circle Association.

9. Shri Rana Randhir Singh, Hon'ble Minister of Co-operative, Bihar, was highly impressed with the wonderful conduct of the meeting and he expressed his thanks to the Circle Association as well as Com U.K.Singh for

giving him an opportunity to deliberate in front of crowd of such an educated and skilled Bank- Officers from all over the country. He expressed that SBI is always the first choice of every Indian for any Banking solution in the country. He assured that he will definitely raise the issue related to Salary, Pension and welfare related issues of Banker's fraternity. He praised the work of Co-operative society by Circle Association and mentioned about the role of "Sahakarita" (co-operative) in the society. He also referred to the contribution of the Banks toward financial literacy in the past and appealed to build a road map for the future.

10. Shri. Sandip Tiwari, the Chief General Manager, Patna, Circle too was highly impressed with the wonderful conduct of the meeting and specially the huge gathering of officers at one place. He also expressed his thanks to the Circle leadership for giving him an opportunity to participate in the Annual General Meeting of the Association. He expressed his happiness that he is now heading such a proud Circle which has done quite well in last 19 months of his tenure. He expressed his homage to martyr soldiers including Major Krishnan and Major Khodiyal. He placed before the house, the gesture of present Chairman of SBI, Shri Rajnish Kumar, by way of waiving of all kinds of loans availed by the martyrs and taking steps for early payment of Insurance of Rs. 30.00 lacs for maintaining Defence Salary account with SBI. He also elaborated about the various developments in the Banking Industry and said that there are changes in Technology and in customer requirements for which we need to change ourselves and improve our knowledge. It is observed that many employees are discharging their duties without adequate knowledge resulting in committing some mistake or other. Since the formation of the Bank, the basics are the same and one should always remember the basics. He advised not to violate the system and procedure. He advised the staff and Officers to go through the latest circulars and update themselves on the technology as this will help to improve ourselves. He further stated that to reduce the pressure, we have to work as a team

helping each other and interacting within the team. Now-a-days, Customer service is one of the major challenges confronted by SBI. He advised the Officers to listen to the customers and make an honest attempt to solve the problem which will help in building the confidence of the customers. He also appealed to everyone to manage the Work life balance by doing things smoothly, orderly and systematically so that day to day work is completed in time. The SBI has presence in every nook and corner of the country having divergent products and the staff should take advantage of that. He requested to contribute whole heartedly to take the Bank to greater heights. He wished all the success for the Triennial General Body meeting of the Circle.

11. Shri Pradip Kumar Ghosh, General Manager, Network-I, Patna Circle expressed his satisfaction, for maintaining standard work culture in the Circle. He urged upon all to maintain cleanliness and hygiene in the Branch premises where we spend almost 8-10 hours of the day.

12. Shri Amulya Kumar Sahu, General Manager, Network-II, Patna Circle expressed that changes and transformation are part of our life and Banking Sector is no exception to that. We should adopt the changes to reduce the mishaps at our work place and also overcome the situation by enriching our job knowledge. It is the dual responsibility of Management as well as Associations to ensure this.

13. Shri Vijay Singh Negi, General Manager, Network-III, Patna Circle expressed that Management and Association are two wheels who can take the Bank way forward. Compliance is one of the biggest challenges in Banking Sector and this is due to lack of knowledge and hurry to complete the task. We should increase our business with proper compliance.

14. Comrade Debasish Ghosh, the President of All India Bank Officers' Confederation thanked the Circle leadership for giving him the opportunity to join and address this big gathering. He expressed that there are some problems in banking industry due to lack of capital and NPA but main issue

in Indian Banking System is Politicization in Banking Industry. He requested the Chief Guest of the meeting to take forward the issue to the Government. He expressed that every Bank has done its own Corporate Social Responsibility but real CSR activities should be the financial literacy in farmers community and under privileged people of the society. Many corporate loans which have been approved by the Board comprising representatives of RBI & Government have become NPA. But the blame comes on officers of the Bank which has damaged the image of the Bank officials. There is a need to take this issue to media, people and explain the facts. He further stated that the Pension is not updated since long and issues of Pensioners including the Family Pensioners need to be addressed to ensure a honourable and peaceful living after retirement. The issue of appointment of Workmen and Officer Director In the board is still pending even after the court directions, which is a matter of concern for the banking industry. He appealed the members to stand firm and not allow the process of merger in order to save public sectors and stated that, AIBOC has opposed the decision of merger of PSBs. He expressed that the General Secretary, AIBOC, Comrade Soumya Datta, has clear idea of the developments of wage negotiation and definite course of action as to how to do, when to do and where to do. Recalling the statement of the Hon'ble Finance Minister on Chanda Kochar, former CEO, ICICI Bank, he stated that it is also expected that the Finance Minister appreciates the noble steps taken by Shri Rajnish Kumar, Chairman of SBI, towards the family members of the martyred soldiers by waiving the outstanding loans and paying the sum of Rs. 30 Lacs of insurance amount to those Jawans who had their salary accounts under DSP in SBI. He expressed that, we banker are the architect of Modern India and wished all the best to General Body.

15. Com. Soumya Datta, General Secretary of the All India Bank Officers' Confederation & the President of our mighty Federation, a popular leader of entire Banking fraternity in India, known for his powerful oratory skills and a militant leader who has served the organizations in various capacities was

greeted with thunderous applause and slogans from the members. He congratulated and complimented the membership for such a wonderful gathering as a mark of unity and solidarity and for making the rally in Delhi on February 4th a grand success. He explained at length the grounds on which the Confederation had to take a decision to call a strike in the banking industry. He also emphasized the stand of the Confederation against the ill-advised decision of the Government in regard to merger of Vijaya Bank, Dena Bank and Bank of Baroda which was uncalled for. He explained at length the efforts of the Confederation in driving home the points both to the Government as well as the RBI and IBA in regard to this unwarranted move on their part. He also stated that the organization is exploring all the alternatives in resisting this move of the Government. He shared that the Confederation has also filed the writ petition against the merger in Delhi High Court, to stop merger of these three banks in the interest of the country, the customers, and the employees as well. He stated that the merger issue was fought through various activities like signature campaign, submission of memorandum but the process did not stop. So we have approached the court to have legal relief on this issue. As regards the Wage revision, he stated that the Govt. has utilized our services for implementation of Govt. Programmes, like demonetization, insurance, Adhar linkage, opening of Jandhan Accounts and many more schemes and the bankers have cooperated and made them successful. He also referred to the major issues confronting the banking industry and the need for continuous struggles to overcome all those issues. The issues connected with the State Bank under the leadership of the Federation were also elaborated on the occasion. He desired that the Work Life balance should not remain only on paper but it should be implemented meaningfully by each and every controller in the Bank so that the benefit of the same is passed on to all the staff. To address the issues of banking industry he referred to the attempt made by the Government to destroy trade union movements and unilateral decision of harassing the officers. We have raised our voice and conducted

March to Parliament in a large number on 4th Feb 2019 and gave a strong message to the Government. Narrating the reasons for the stalemate in the talks of salary revision, he explained that after submission of Charter of Demands in May 2018, talks are not moving in the right direction as five banks have given restricted mandate. We are demanding the pay equal to Central Govt. officers but there is an attempt to divide us, which will not be allowed. IBA wants to bring performance linked pay which is linked to growth of the concerned bank in terms of Operating Profit and Return on Assets. He wanted the membership to stand up to the occasion and fight against the injustice rather than suffering in silence. He demanded that the Management should take necessary steps against the humiliation and ill treatment of officers by the controllers lest it will lead to frustration and the productivity in the Bank will be largely affected. Today, the young officers have low level of tolerance and they need to be supported emotionally by the Management. He wished all the best to Patna Circle comrades for their General Body and urged to be united for survival.

16. Com.Ramkumar Sabapathy, the General Secretary of the Federation expressed extreme happiness on the occasion and appreciated the militant comrades for attending in such a large numbers which will enthuse the entire rank and file across the country. He appreciated the Chairman, Shri Rajnish Kumar for the quick decision to waive the outstanding loans and payment of insurance to the family members of martyr jawans who lost their life in terrorist attack at Pulwama. He expressed that we should create a corpus for those jawans who get injured in the border. He requested all the affiliates who have their own educational institutions, to arrange for education of the children of 600 soldiers who were killed during the last four years in the terrorist attacks and cross boarder firing. He also appealed to Management to take up the initiative of providing education to the children Martyrs as a project under SBI Foundation. He appreciated the way the programme was conducted and complimented the poetry on leadership

written by Com. Devendra Jha, the good work done by the volunteers and the membership, felicitations of social workers.

17. He complimented the various initiatives taken by the Confederation and assured the leadership present on the dais that the AISBOF will extend all the support to protect the interest of the members. He also emphasized the need for taking our organization to greater heights in the days to come. He congratulated Com. Soumya Datta for creating a history by giving a strike call by AIBOC on 21st Dec 2018 and a mass rally to Parliament in New Delhi on 4th Feb 2019. He complimented the members for the massive success of the strike. Talking on the issue of the participation of Scale IV & V in the strike, he clarified that as members of the Association, they should respond to the call given by the Association and should take part in all the agitational programmes called by the Association. He further informed that the issue of letters served to these set of Officers is a settled one and minutes were recorded on the issue in 2007 with the Management, wherein the Management has agreed on the constitutional position as stated by the Association. He reiterated the constitutional right of the members of the Association and assured that all required steps will be taken to protect the interest of the officers.

18. He referred to the increasing trend of Suicides in the Banking Industry in the recent times and stated that while every case of suicide is not related to work pressure, there is a need for the Management to study the reasons and initiate corrective measures to arrest this trend. He appreciated the Circular on Work Life Balance issued by the Corporate Centre and stated that though log out timing is being monitored by CC, the position has not changed much at the Branches due to Shortage of manpower and disproportionate time allotted to Core Business and the undue priority & pressures for Cross selling. He appealed the members to avoid foreign trips & the gala party in Five Star Hotels conducted by the SBI Life and clarified that the Federation is not against Cross Selling but opposes the individual commission & incentives that are being doled out. He demanded that the

commission should be credited to the Bank's commissions account and the foreign trips should be stopped forthwith in the interest of the Bank. He criticized the undignified felicitations in respect of Cross selling. He appealed the Officers to focus on recovery of amounts held under AUCA as this will be in the interest of the Bank. He expressed the concern that Single officers Branches are increasing day by day but no steps are taken by the Management to address the issue. However, he appreciated the approach of the Corporate Centre for other HR initiatives and resolving the issues taken up by the Federation in the Central Negotiating Council meeting. He extended his revolutionary greetings and wished meaningful deliberations in the business session of the Triennial General Body Meeting.

19. Com. Kamlakar Singh extended the vote of thanks.

20. Comrades, the 22nd Triennial General Body Meeting of the Patna Circle Association will be recorded in the golden letters in the history of the Circle Association for the militant and exemplary show of unity. The gathering of members in huge numbers has given a caution to the Government to desist from the moves which are against the interest of the people. It also revived our spirit and aspirations in the collective action in ensuring success to all our future struggles in the days to come. The memories of the meeting will remain in the hearts of the members for a long time to come.

With greetings,



(RAMKUMAR SABAPATHY)
GENERAL SECRETARY