



**STATE BANK OF INDIA OFFICERS' ASSOCIATION**  
**CHANDIGARH CIRCLE**  
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Circular No. 2017/128

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TO ALL UNITS/MEMBERS,

**YET ANOTHER YEAR COMES TO AN END**  
**2017 PROVED A TOUGH YEAR FOR BANKERS**

We reproduce hereunder the Circular No 121 dated 29.12.2017 issued by All India State Bank Officers' Federation on captioned subject, the contents of which are self-explicit.

With greetings,

(Deepak K Sharma)  
General Secretary

**QUOTE**

The New Year is at our door step. The usual enthusiasm and joyous mood prevails all over to warmly welcome the near year. A look back and analysis of the year which will end in a couple of days may be helpful to understand what is in store for us in the coming year. The year commenced with a tough period for the bankers all over the country who became target of the public wrath due to the implementation of the demonetization of Rs.500/- and Rs.1,000/- notes resulting in a huge rush in front of all the bank branches irrespective of the place where the bank was situated.

**BANKING:**

The bankers withstood the pressure and managed the challenge in an admirable manner commanding all round applaud, including the appreciation of the Prime Minister for the excellent manner in which the whole scheme was managed by the bankers throughout the country. The media both print and electronic were covering day in and day out, the entire episode. The entire operation was being monitored by the Reserve Bank of India at the instance of the Government. More than 75 circulars were issued in a short period of 2 months to monitor the entire episode. Nevertheless the Bankers came out victorious in the implementation of the scheme.

**NPA MENACE:**

The performance of the banks' came into a sharp focus in view of the growing NPA's and the need for additional equity which was promised by the Government, but not forthcoming. The NPA's have touched a staggering figure of about Rs.7.34 lac crores in the process. Government intended to initiate the recovery of NPA's through Insolvency and Bankruptcy Code and subsequently a direction through RBI for initiating recovery procedure in respect of few accounts with a huge NPA's.

The resolution is not easy. The Banks were told to be prepared to take a hit to the extent of 50 to 80% of the outstanding which was affecting the equity position of the banks. Basel Norms required to be observed. It is at this stage, the Government came forward to offer equity support to the extent of Rs.2.11 lacs crores.

### **IMPACT OF GST:**

One of the major decisions of the Government was implementation of GST with a view to introduce single point taxation in the country. There were lot of initial hiccups which were managed by the GST Council and periodical review of the implementation. The opposition united in criticizing the Government for the hasty manner with which the scheme was implemented by the Government.

### **2G SCAM CASE BEFORE THE SPECIAL COURT:**

The Special Court acquitted all those who were prosecuted for the scam by CBI and ED enforcement in a judgment pronounced at the fag end of the year.

### **FOREIGN POLICY AND ELECTIONS:**

The NDA Government made all efforts to improve its relationship with our neighboring countries. The Indo-Pak relations continue to remain strained. The Prime Minister's visit to US and other major countries helped in projecting the image of the country as an advancing economy and were willing to extend co-operation with all those countries who are willing to have trade relations with India. The irritation of China and its attempts to create problems in the border areas continue unabated.

The NDA also won the State Elections in both, Gujarat and Himachal Pradesh, which had aroused a lot of interest in the country in the light of the various political decisions that were taken by the Government in particular the demonetization and the GST Implementation.

### **LABOUR LEGISLATIONS:**

In the area of labor field, the Government initiated several moves to amend the Labor laws which included the Minimum Wages Act, the introduction of restrictions on Provident Fund, Industrial Relations Bill etc., which went into rough weather due to the strong opposition by the AIBOC and Central trade Unions. The Government at last placed the amendment to the Gratuity Act 1972 revising the ceiling from Rs.10 lacs to Rs.20/- lacs a move awaited by the workforce since long time.

### **CENTRAL TRADE UNIONS – CAMPAIGN:**

The Central Trade Unions carried forward its campaign against the ill moved actions of the Government in regard to the Privatization of the Public Sector Units in particular the Banks in the Public Sector. The Government succeeded in its attempt to merge all the Associate Banks as well as Mahila Bank with the State Bank of India with effect from 1<sup>st</sup> April 2017. It was a major move on the part of the Government towards the consolidation of the Banking Industry.

## **INDUSTRIAL RELATIONS IN BANKS:**

The major issue concerning the Banking Industry was the discussions on the Charter of Demands submitted by the United Forum of Bank Unions. There are no major developments as regards the negotiations are concerned except the four Sub Committee meetings on Residual Issues and Disciplinary matters. The issue of truncated mandate and the resolution of the residual issues of the last bipartite negotiations continue to remain unresolved due to the failure of IBA to effectively take up the matter with the Government. There were a number of meetings between the Small Committee and the constituents of UFBU to take forward the negotiations but so far no definite clue is available as regards the truncated mandate, the proposal of the IBA in regard to the increase in the salary etc. The issue may figure prominently in the next rounds of discussions.

## **SITUATION IN STATE BANK OF INDIA:**

The Federation has been able to constantly follow-up all the major issues that are pending with the Management during the Central Negotiating Council Meeting. The Federation was bogged down for the major part of the year, in ensuring the smooth implementation of the merger process of the Associate Banks with State Bank of India and in attending the fall out issues affecting the industrial relations in the Bank. The integration of the Officers fraternity with that of the State Bank of India at a short notice was not without problems. Many issues related to mergers were taken up for litigation and the Management assured the Hon'ble High Court at Hyderabad all the issues connected with the service matter will be looked into, and an interim order was made by the Court to this effect. However, the issues which could not be resolved by mutual understandings hence would continue to be litigated in the High Court of Hyderabad.

The issue of placement, the promotions, the immunity of transfer to the office-bearers, the merger of the smooth integration of the Associate Banks Units with the Circle Associations in different circles took considerable time of the Federation and we could resolve in a smooth manner. The daily functioning has been streamlined in the Circles where the Head Quarters of the Associate Banks were situated. The rationalization of the branches, closure of overlapping branches, the integration of the accounts, the HR related issues integration etc., are still on.

## **CENTRAL NEGOTIATING COUNCIL MEETINGS:**

The Central Negotiating Council Meetings also could not transact much business in the beginning of the year since several issues connected with the Promotion Policy etc., became a bone of contention between the Management and the Federation. A few rounds of exclusive meetings were held on all the contentious issues in order to move forward and ensure that the promotion process is not affected. The Management agreed to look into a number of suggestions made by us in the process.

## **WORK LIFE BALANCE – REMOVAL OF ANOMALIES:**

The last CNC meeting was a significant one for the reason that the Management acknowledged the demand of the Federation for providing relief to the officers from attending the office on holidays including 2<sup>nd</sup> and 4<sup>th</sup> Saturdays. The Bank came out with clear instructions, that calling of the officers on holidays and 2<sup>nd</sup> and 4<sup>th</sup> Saturdays should be avoided and the officers should be allowed to have quality of life and spend the time with their families. The Bank also insisted that the controllers should not cancel the leave applied for availing leave fare concession etc. This came as a great relief and vindicated the stand of the Federation that the officers are being subjected to harassment and they should be able to enjoy their leisure time with the members of the family and to attend to their family requirements.

The last CNC meeting as also considered several issues extending the parity to the members of the erstwhile Associate Banks in particular the Housing Loan etc. These decisions extended a lot of benefit to our colleagues from the erstwhile Associate Banks. Apart from the above, the historical benefit of extending medical assistance to the extent of 100% to the family members was also achieved. The extension of repayment of vehicle loan beyond retirement, introduction of the vacation leave policy, the bereavement leave, etc., were some of the recent achievements.

### **AIBOC:**

We are happy that the entire year we were part of the various activities meant for the consolidation of the working class and also in extending our moral support to the struggles launched by the Central Trade Unions criticizing the ill-advised moves of the Government and its attempt to privatize the Public Sector Banks. The Federation as the major constituent of AIBOC, participated in all the campaigns undertaken by the leadership of AIBOC, led by Com.D.T.Franco, as the General Secretary of the Confederation.

The All India Bank Officers' Confederation under the leadership of Com. D.T. Franco Rajender Dev, our President and Com.Dilip Saha has been taking great strides. When the Government perceived certain Banks as weak Banks, the AIBOC drew up a turnaround plan ahead of the respective Bank Managements and thwarted any attempts on undue intervention. Because of the opposition to mergers by the AIBOC along with the UFBU and other central trade unions, the process has been put on hold temporarily. The blatant introduction of various amendments to labour laws has also slowed down. The greatest success of the AIBOC was the glorious fight against the FRDI bill which has been deferred. The pressure mounted for the enhancement of gratuity limit along with our Federation has yielded results. The efforts to clinch an early wage settlement with an unconditional mandate and improvements in superannuation benefits will continue along with the all out efforts to achieve the '5 – Day week'. The National youth conventions at Kolkatta, the Women's Convention at Mumbai and the efforts to put in place the 'People's Parliament' are laudable. The consolidation of all financial sector trade unions in the form of the All India Public Sector and

Central Govt. Officers Confederation (AIPOC) will lend further flip to the trade union movement.

**FUTURE OUTLOOK:**

The Federation is fully geared up to pursue all the major issues confronting the banking industry in particular the salary revision negotiations. The Federation will continue to extend all co-operation and support for the issues championed by the Confederation and also the new organization set up by the initiative of the Confederation. To ensure that the salary revision is concluded in good time so that the new scales could be implemented without loss of much time. The Federation appeals to all the members to continue to extend their valuable support in our struggle so that we should be able to make our contribution for the growth of the economy as well in the process.

With warm regards,

A handwritten signature in black ink, slanted upwards to the right. The signature appears to read 'Y. Sudarshan' in a cursive style.

(Y. SUDARSHAN)  
GENERAL SECRETARY

UNQUOTE