



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.31

DATE: 01.05.2019

TO ALL OUR AFFILIATES/MEMBERS:

FAREWELL TO

**COM. RAMKUMAR SABAPATHY, GENERAL SECRETARY, AISBOF
SR. VICE PRESIDENT, AIBOC**



Com. Ramkumar Sabapathy, General Secretary, All India State Bank Officers' Federation(AISBOF) and Sr. Vice President, AIBOC has demitted office on attaining superannuation from bank's service on 30th April, 2019 after putting in more than three decades of illustrious service in the bank.

Born on 16th April 1959, he did post-graduation in commerce from Pune University. He started his journey in SBI on 28th July 1988 from a branch in Aurangabad. Prior to this, Com. Sabapathy sojourned almost seven years in a Government job. He excelled his prowess as a trade unionist in SBISU. He left indelible marks as an activist of Staff Union.

Com. Ramkumar Sabapathy was immediately spotted by senior functionaries of SBIOA(Mumbai Circle), who inducted him in the folds of the Officers' Association on his promotion in the officer's grade in the year 2004. There was no looking back for him as he immersed himself into the activities of SBIOA (Mumbai Circle). By dint of his abilities and stewardship, he was elevated in the organisational hierarchy and he did not return to his domicile at Pune and continued his activities in Mumbai, thus sacrificing his family life for the sake of his extended family. The very fact that he plunged into trade union activities from the day he started his career in State Bank of India and dominated the centre stage for more than three decades speaks volumes of his leadership qualities, commitment and acumen. He navigated SBIOA, Mumbai Circle to safe moorings after passing through turbulent periods.

His strategic thinking, strong leadership, respect for colleagues and great sense of humour are just a few reasons that he is an inspiration to all of us. Indeed, his exceptional qualities have inspired us in so many ways. He has put in great efforts in instilling values such as determination, tolerance, equity, patience, honesty and professional stewardship. His monumental contribution towards forward march of AISBOF is colossal. He is an embodiment of optimism, pragmatism and hard work. He is not only a brilliant and completely dedicated and committed leader, but also a great human being. He has brought inspirational leadership to AISBOF. We were incredibly honoured and extremely privileged to have Com. Ramkumar Sabapathy at the helm of affairs.

As we look back to recapture his journey in SBIOA (Mumbai Circle) - Com. Sabapathy was elected as Chief Regional Secretary; Corporate Module, SBIOA (Mumbai Circle), in the year 2006. He steered the Association to make it most vibrant and dedicated himself to serve the members. There is not an iota of doubt that he possesses a rare combination of vision, fairness, and understanding- crucial qualities for a successful leader. Simplicity, straight forwardness, compassion, warmth and welcoming behaviour- he is an embodiment of all these good human qualities, which has endeared him to the membership. In all his assignments in the journey of trade union movement, he showed his professionalism of a true trade unionist, (who regards himself as a Trade Union 24 x7), collective bargaining, and superb negotiation skills which helped to unlock difficult situations so many times. His innate ability and vision have made AISBOF a leading edge in the industry. It is true that it takes a leader with great integrity, a spirit of eternal optimism, clear vision, humanity and respect for all others as well. Com. Sabapathy has done an absolutely incredible job in his short stint spanning just nine months and AISBOF is fortunate to have had his leadership. What he has done will have a legacy forever as evolving AISBOF to a new height and level.

Impressed by his organizing skills and empathy towards the common members, he was elected as Organizing Secretary in 2010. This was the most turbulent period in the history of officers' movement in SBI. However, Com. Sabapathy exhibited exemplary leadership qualities and was the main

support to Com. Y.Sudarshan, the then General Secretary of the Federation, to steer the Federation out of its most turbulent times and was eventually elected as General Secretary of SBIOA, Mumbai Circle in the year 2013, a post he held till he relinquished it in March, 2019. The most glorious moment came in the month of June 2018 when he was elected unanimously as General Secretary of the Federation at the Triennial Conference in Chennai. Com. Ram's fourteen years of journey from a common member to the top position of the Federation is not only phenomenal but also inspires the members and office bearers with utmost devotion and dedication. He was the obvious and unanimous choice for the post of General Secretary, AISBOF leading more than 1,00,000 officers in State Bank Group. He exhibited rare qualities of an ardent campaigner, an ace negotiator when he brought a bonanza of benefits and other facilities for the officers working in State Bank. His valiant campaigns against the wrong economic policies of the Government, his struggle against Privatisation, Liberalisation, Globalisation of our financial institutions, will remain a golden chapter in the history of Banking Industry. He championed the cause of Public Sector throughout his career.

By his hard work, negotiating skills, oratory, amiable character, humbleness, modesty, unassuming nature which were infectious, he emerged as an icon during his life time. Many generations to come in the Banking Industry will remember, cherish the era of Com. Ram, who has left an indelible impression in the minds of innumerable officers and employees in the Banking Industry.

He has proved his immaculate stewardship when Mumbai Circle Association, during his tenure as General Secretary of the Circle, conducted the Golden Jubilee of the Federation along with that of the Circle Association. The fabulous Golden Jubilee celebrations concluded with a grand and memorable Triennial General Council of the Federation in the year 2015 in Mumbai. Impressed with the leadership qualities of Com. Ram, the Federation nominated him for induction in Bank's board as an Officer Director. However, due to the indifferent policies of the Government, the vacancy is not filled till date. Unfortunately, the Bank missed a resourceful, unflustered

and, diligent comrade to their topmost decision making body of the premier financial institution of the country.

Com. Sabapathy popularly known as members' General Secretary possesses an extraordinary passion and commitment and never believed in shortcuts or unholy compromises. He has always been a key person for the Federation at each and every negotiation. Words can neither qualify nor quantify how helpful his guidance and advice has been effective in unlocking many critical situations during his tenure in different assignments in his long journey in the trade union horizon. His response to several critical issues that had cropped up in this period had been swift and prompt and he had not rested till they were taken to logical conclusions through his persuasive skills. We salute him for his vision, unmatched leadership, work ethic and especially his sense of humour and goodwill. His perceptiveness as a trade union leader transcended all boundaries and for him the path is endless. We have and will continue to value his leadership and tireless commitment to our trade union movement, his advice and his unending support.

Though Com. Ram got a very short tenure at the helm of the Federation, the work done by him during this period is just remarkable. He had hit the ground running from day one. He raised each and every issue and followed up vigorously for its resolution. He also fought unceasingly for implementation of Work Life Balance in letter and spirit. He conducted a Survey on Work Life Balance with the help of Mumbai Circle Association and shared the report highlighting the ground realities with the Management. The report and efforts were appreciated by the Management and the suggestions have been considered by the Management to address the issue.

He has been a very effective communicator and has made himself always available/accessible to the common members. Defending the disciplinary cases has been his core area of interest as the officers suffer most during this difficult time. He personally defended many critical cases and ensured that justice is done to members. As the Director of NATURE, more number of Disciplinary Proceedings Workshops were conducted to strengthen the disciplinary area. His acumen in respect of disciplinary cases and vast

knowledge in banking space has undoubtedly left an indelible impact in protecting the members and bringing justice to them. We deeply respect his contribution and the values espoused by him while discharging his role as a trade union leader. We express our gratitude for all his support and guidance he extended while discharging his role in various assignments as a trade union leader he held with distinction.

Com. Ram effectively transformed the functioning of SBOA Public School at Nerul and Aurangabad which reached its pinnacle of reputation within a short time. Com. Sabapathy has been a front runner to contribute for the welfare of the society. It was only due to his initiative and sustained efforts, Mumbai Circle Association could make donations to various social organisations. His appeal for contribution to Army welfare fund was endorsed by the members wholeheartedly. During Triennial General Council held at Pune in the year 2017, the Association donated 2 e-carts to Artificial Limb Centre, Pune for movement of injured soldiers from one place to another. This is a trend setter in the history of officers' movement.

We will be missing the reassuring presence, the infectious confidence and the resoluteness to encounter any situation with élan. But the inevitable moment has come and we bid you farewell only to be inspired, counselled to achieve the sublime and the noble ideals. We assure you Comrade, the noble thoughts; sublime ideals cherished by you will be the lode stone to our hearts and lode star to our eyes.

Retirement marks the start of another chapter in one's life. This is another beginning of your life. We convey our best wishes on your retirement. We do hope that you would spend quality time with your family and friends. May every moment of your life be fulfilling and full of joy. You will be missed and remembered and revered. Working with you has been an immense pleasure. Your humility and graciousness have won our hearts. The mountains that you have moved and the legacy that you leave will be remembered for generations to come.

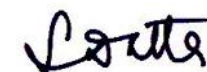

We will be failing in our duty if we do not place on record the unstinted co-operation and support extended by your beloved wife Mrs. Karpagam alias Mala and children, who bore the brunt of isolation, during your campaigns and struggles. But for their support you would not have reached the pinnacle of glory. We fervently believe that Com. Ram is just retiring from bank's service on superannuation, and he is not quitting the battle field for the cause of the society in general and the members in particular. We will feel extremely privileged to have his guidance in the forward march of AISBOF.

We, in our individual capacity and on behalf of all the members of AISBOF convey our sincere appreciation for his significant contribution and urge upon him to continue his fight against injustice, for the cause of the common man and the members and extend his valuable guidance to the banking Trade unions. We wish him an active, healthy, contented and fulfilling life.

With warm greetings,



(G.SUBRAMANYAM)
CHAIRMAN



(SAMBIT MISHRA)
PRESIDENT

(SOUMYA DATTA)
GENERAL SECRETARY