

A landscape photograph featuring a single, tall, leafless tree standing in the center of a grassy field. The sun is positioned directly behind the tree, creating a strong backlight effect with visible rays of light and a warm, golden glow. The sky is a clear, vibrant blue. In the background, there are rolling green hills and a line of trees. The overall mood is peaceful and contemplative.

*Officers' Cause,
December -2022*

*Message from
General Secretary*

"Coming together is a beginning, staying together is progress, and working together is success" Henry Ford



After assuming charge of the General Secretary of the All India State Bank Officers' Federation (AISBOF), I am honoured and humbled to have been bestowed the responsibility of safeguarding the rights and privileges of the officers' fraternity in our esteemed Bank. I take this opportunity to extend my warmest greetings to every one of you. While taking office I pledge to dedicate my tenure to the service of the membership, as has been my sole aim while serving the Chandigarh Circle Association and the Federation in various capacities until now.

2. As hitherto, the role of the federation under my stewardship will be consistent in its focus on the welfare and well-being of our fraternity. We are faced with numerous challenges which stare each one of us in the face, notwithstanding the position that we hold, and we resolve to meet these challenges with grit and determination.

3. While improvement in our service conditions and the welfare of our fraternity members is at the core of our attention, the progress of our beloved Bank is no less important for us. Being a responsible organization, Customer Service, the development of the Bank business, and the reputation of our beloved Organisation is our prime concern. We are in an era of cut-throat competition. People as well as organisations who cannot keep up with the pace will perish and only the fittest will survive. Therefore, we appeal to all for making sincere efforts for ensuring the resolution of compliance issues, providing efficient customer service, taking care of the interests of the organisation at all levels and ensuring that our Bank remains the most preferred Bank in the Nation. We would again like to emphasise that every member of AISBOF is keenly dedicated to ensuring all-around growth in the Bank's business robustly and maintaining the momentum of progress with our hard work, honesty and sincerity. In this regard, there is a need to constantly improve and upgrade the technology and strengthen the connectivity at

NATION FIRST, ORGANISATION NEXT, INDIVIDUAL LAST

the equipment as well as the human level.

4. Amongst the various areas of concern, from our interaction with a large cross-section of our membership, an apt work-life balance occupies the numero-uno position in the minds of our fraternity. Our members yearn to spend a peaceful, uninterrupted and quality weekend time with their families, sharing their joys and sorrows and being allowed to attend to societal calls. Our leadership in the UFBU toiled hard to clinch a “five-day week” during the last wage settlement negotiations, but that is elusive still. For the moment we would like to focus on what we have already achieved. Though the top management of the Bank has brought out clear instructions on maintaining a healthy work-life balance in the Bank, our day-to-day experience tells us that the concerns of the top management have not seeped well into the lower echelons and at the operational levels. We will focus our attention on this grey area and would emphasise the immediate need to ensure the implementation of the instructions in this regard in letter and spirit.

5. An unhealthy strategy if adopted by any of the controllers like mounting unbearable pressure for forced-selling of third-party products leading to miss-selling, sanction of dubious proposals for being number one in the MD matrix etc. would result in damaging the basic tenets of our esteemed institution and compromising the ethos, principles and values. We believe fervently that such unethical practices should be shunned by all, or else the Bank will have to pay a heavy price in the long run and we all will suffer.

6. It is a well-known fact that whatever benefits have passed on to our fraternity, both monetary and non-monetary, have happened due to the continuous struggle of the federation over years and years of hard work and application of some of the brightest minds. We shall be using every available forum to raise our genuine demands and struggle to achieve what is just, fair and deservedly

ours. We will ensure using the forum of structured meetings at the Corporate Centre to emphatically raise our demands and work untiringly to fulfil our aspirations.

7. The onus for strengthening our ranks rests equally on the leadership as well as on the membership. We have to cement our bonds and project ourselves as a united force. While I would appeal to the leadership at all levels to build strong bonds with the membership at the grassroots, we would also appeal to the membership to stand shoulder-to-shoulder with their leaders. The need of the hour is to strengthen this bond further on a perennial basis all-round the year and for that, we need to build strong communication links. Leadership at all levels should ensure the maintenance of a healthy communication system by harnessing the available technology and also by having regular interactions physically. We would emphasise the need to hold Regional Conferences & branch meetings periodically which should be attended by Circle/ Federation leadership. It will be incumbent upon the membership to participate in such conferences in full strength. The membership should also ensure whole-hearted participation in all the programmes of the Association/ Federation whether agitational or otherwise. Together we can achieve the unthinkable.

8. Comrades, we have a long and arduous path to trek, but let us not tread this path in isolation. Let us join hands and make our journey a pleasurable one. Let us repose our trust in one another and fend for our courage and strength amongst our fellow officers. Unity among the ranks will lend strength to our struggle and success will be ours for the taking. “Coming together is a beginning, staying together is progress, and working together is a success.” This famous quote attributed to Henry Ford and Edward Everett Hale remains relevant today to

SUCCESS AWAITS AT THE DOOR WHERE DILIGENCE IS

keep the flag of our mighty Organization as well as beloved Federation/ Association high. ■

COM DEEPAK KUMAR SHARMA TO TAKE OVER AS GENERAL SECRETARY

W.E.F. 1ST DECEMBER 2022

(Text of AISBOF Circular No. 69/2022 dated 30/11/2022)



The time has come to bid an emotional goodbye to all of you and pass on the baton of this mighty federation in the capable hands of Comrade Deepak K Sharma, President, AISBOF, in terms of the succession plan declared on 24th

April, 2022 at Guwahati confirmed in the 1st Executive Meeting held at Guwahati on the 17th November, 2022.

2. Com. Deepak Kumar Sharma comes from a very humble background, having been born in a modest family in a small village named Shoghi near the world-famous tourist attraction of Shimla. His father, a simpleton school teacher yet a strict disciplinarian imbibed a rich value system in young Deepak's mind which was ably augmented by his humble housewife mother.

3. Com. Deepak completed his Graduation in Medical stream from Shimla. Later, while in the service of the Bank he completed both parts of CAIIB and Post-Graduation in Hindi. He is fond of writing poems, his writings being mainly revolutionary, and many of his poems have received admiration at various forums. He is also fond of gardening, a hobby that is well served by the conducive climate of his native place. Deepak ji is a good sportsman too, his favourite sports being cricket and kabaddi.

4. Com. Deepak joined SBI as a Clerk-cum-Cashier at Mandi in Himachal Pradesh on 21.06.1985. During a period when promotions in SBI were hard to come by, Deepak ji was promoted to Assistant Manager, System in

August 1993 and subsequently promoted as Deputy Manager in April 2003. While serving his assignments as a System Officer he travelled far and wide and came into intimate contact with a large number of officers. It was a period when automation was in its infancy in the Bank and the support of System Officers was very crucial to the staff who, by and large were novices in the field of computerization. It was during this period that Com. Deepak traversed the extra mile in helping out his colleagues and earned appreciation and was held in awe in the Bank.

5. Right from the day of joining the supervisory cadre in the Bank, Com. Deepak showed a keen interest in Association activities. In his very first posting as an officer, he was elected as Assistant Secretary of Z.O. Haryana Unit, where he served from 1993-1996. Thereafter from 1997-2003 he served as Chairman of Z.O. Shimla Unit. The leadership of the Shimla Module Officers' Association led by Com. D K Sharma was quick to recognize his talent and soon in 2003 he was elected as Zonal Treasurer of H.P. Module Officers' Association, a position that he served till 2010. His activism and his dedication to the cause of the officers earned him widespread admiration which was duly recognized by the leadership of SBIOA, Chandigarh Circle. In 2010, he was elevated to the position of Dy. General Secretary of Chandigarh Circle Association at LHO Chandigarh where he had the advantage of working in close proximity with the Circle Leadership. He continued as DGS till 2015, a period that was marked by turmoil in the Industrial Relations of the Bank. During this period Association office bearers became the targets of the Management and every effort was being made to victimise them. It was during this period that the real Comrade in Deepak Sharma came to the fore and he faced all challenges with fortitude and determination. Even his superiors in the hierarchy were impressed by his ability to deal with every emerging situation boldly. While devoting precious time to the work of the

ARISE, AWAKE, STOP NOT TILL THE GOAL IS REACHED

Association, Com. Deepak ensured that his attention towards his routine work at the Bank was not compromised and this trait earned him due recognition from his controllers.

6. Having proved his mettle as a capable trade unionist it was only natural and deservedly so, Com. Deepak was elected as the President of the Chandigarh Circle Association in 2015, a position that he held till 2017. During this tenure, he forged a strong bond with the General Secretary of the Circle Association and worked tirelessly as a team for the welfare of the officers. Eventually, in 2017 Com. Deepak was elevated to the position of the General Secretary of Chandigarh Circle Association, a position that he serves to date. As General Secretary of the Circle Association, Com. Deepak set very high standards in leadership ethics. He proved to be a fearless crusader, facing challenges with courage and conviction. In an instance in December of 2019, during the breakdown of industrial relations in the Circle, he plunged into agitation in the Circle, singlehandedly, for which he received the full support of his membership and the federation alike. He launched agitation programmes throughout the Circle. The Management soon realized the potential of his mobilization capability and invited him for negotiations and the impasse was resolved amicably.

7. Com. Deepak joined AISBOF as an Executive Body member in 2014 and later served the Federation in various capacities as its Dy. General Secretary, Vice President and Sr. Vice President. He was elected as the President of the Federation in May 2020 a position that he holds to date. During his illustrious tenure in the Federation Com. Deepak has proved his potential and his worthiness as a trade unionist beyond description. He is intelligent, forthright, proactive, fearless and above all an intensely passionate trade union activist. The welfare of the membership and love for the Federation lies at the core of his heart. He is a pragmatic thinker with an optimistic demeanor. His greatest quality, which the undersigned has always been appreciative of, is that while discussing issues, he does not just come up with problems but provides solutions as well in the same breath. He has an ardent acumen in negotiating skills

and is steadfast in his resolve to achieve his goals. He is equally innovative in his ideas and resolutely pursues his targets till they are met.

8. The undersigned has attempted, a humble one at that, at portraying the immense contributions of Com. Deepak Kumar Sharma in the service of the Association and the Federation, yet the undersigned is of the opinion that he was not able to do justice to his contributions. While the undersigned hands over the baton to him today, as he lays down his office as the General Secretary of the Federation, he is quite sanguine and assured that the future of the Federation and that of its membership is quite safe in the hands of Com. Deepak Kumar Sharma. He is confident of his leadership quality and does not doubt that he is handing over charge to the ablest of his fellow trade union leaders. As the undersigned harps on at every meeting, the Federation is now on auto-pilot mode and under Com Deepak Ji's able leadership the Federation will scale new heights, taste ever-new glory, and bring laurels to the trade union movement in the Bank.

9. On his personal behalf, the undersigned expresses his deepest gratitude for the unflinching support extended by Com Deepak ji during his entire tenure. Whatever decision was taken was a collective one. We functioned as one unit.

10. The undersigned all wishes to place on record his deepest appreciation to all the affiliates in this journey. There could be a feeling that at the bank level more issues could have been sorted out and more benefits for the fraternity could have been clinched. However, there was no dearth of efforts from the undersigned. Many issues have been taken up and the undersigned is confident that the issues will be taken up to their logical conclusion in the near future. Let us work in unison to take the Federation and our esteemed institution State Bank of India to greater heights and the pinnacle of glory. ■

MarchOnAISBOF
OurUnityLongLive

WORK IS WORSHIP , DO YOUR DUTY

BIDDING ADIEU TO THE LEGENDARY TRADE UNION STALWART COM. SOUMYA DATTA

(Text of AISBOF Circular No. 70/2022 dated 01/12/2022)

Com Soumya Datta, General of the All Secretary India State Bank Officers' Federation (AISBOF) and the All India Bank Officers' Confederation (AIBOC) has demitted office on attaining superannuation from the bank's service on 30th November 2022 after putting in more than 35 years of illustrious service in the bank.



2. Born in Kolkata on 27th November 1962, Com. Datta completed his graduation in Economics from the prestigious Jadavpur University. Later, he completed his LLB and in pursuit of his passion for knowledge and academic excellence, went on to obtain an MBA, LLM, and CFP degrees and complete the CAIIB.

3. He joined the State Bank of Bikaner & Jaipur as a Probationary Officer on 10th November 1986. After three months, he eventually joined the State Bank of India as a Probationary Officer on 2nd February 1987 and reported to Krishnagar Branch for his first branch training.

4. In an unparalleled & befitting felicitation ceremony at the historic Mahajyati Sadan at Kolkata on 26.11.2022, Hon'ble Chairman SBI Shri Dinesh Kumar Khara, DMD (HR) & CDO Shri O P Mishra & CGM SBI Kolkata Circle Shri Anup Kumar Sinha bid farewell to our stalwart leader in the presence of the



AISBOF Leadership and unprecedented gathering of comrades from all across the country.

5. On the occasion an exceptional documentary was played portraying the journey of Com. Soumya



Datta from his childhood to this day and the reminiscence of the same by the stalwart had been the glittering takeaways from the event.

6. The event marked an unprecedented vibrancy with an agglomeration of an enthusiastic and



LET CUSTOMER SERVICE BE OUR MOTTO

electrifying assemblance in the jam-packed venue that has a history of sophistication and majesty of its own. It was the love and respect for the iconic leader of the congregated members from all across the circle as well as from different parts of the country that created a memorable and mesmerising atmosphere that will remain fresh in the memories of the audience for a long.

7. As a trade union leader, Com. Datta has shown an uncompromising stance on issues of social and economic justice, ensuring the dignity and self-esteem of the officers' fraternity, fighting for fairness of pay and perquisites and other financial benefits to enable a decent living, congenial work environment and work-life balance, and regularly ameliorating the grievances of the common members. He has been perseverant in highlighting all such issues before the management during his long journey as a trade union leader. This will remain his enduring legacy in the annals of the trade union movement in the banking industry. With a fine blend of his ability to develop and inspire people and rare pragmatism, as well as his transparency, he has demonstrated an instinctive feel for the welfare of common members.

8. I applaud Com. Soumya Datta for years of yeoman service to the State Bank of India as a Banker and his unparalleled commitment and achievements as



a gritty trade union leader, fearlessly spearheading the Banking trade union movement in the country for the past 4 years. Com Datta, always believed in the adage that "a leader should always lead by example". From the very beginning of his career in the SBI, his propensity to work for the cause of the

officers' fraternity and his commitment towards taking up the cause of civil society and the less privileged sections of society prompted him to opt-out of a bright career in the banking services despite having multiple professional qualifications and a proven academic record. He led many campaigns to their logical end and was successful in bringing a plethora of benefits to the Officers' community. He went on to become one of India's pre-eminent trade union leaders, deeply respected amongst the rank and file across the country.

9. Com. Datta has traversed a long and eventful journey as a trade unionist since his confirmation in the bank's service in the year 1989 and contributed immensely to the cause of the officers' community under the banner of the AISBOF and the AIBOC as well. The very fact that he plunged into trade union activities from the day he started his career in the State Bank of India and dominated centre stage for more than three decades, speaks volumes of his leadership qualities, his acumen, and his empathy for common members. He also excelled at various sports including football, table tennis, swimming, and hockey, and is a regular quarter marathon runner. He was a University Blue at hockey. He actively participated in literacy missions and environmental awareness programmes. He also excelled at quizzing and debates. He actively participated in the students' movement at Jadavpur University, which possibly laid the foundation of his ideology, his principles, and his general attitude to life.

10. His stewardship of the trade union movement has been marked by prudence as well as a humane perspective and vision for the enduring welfare of officers and a congenial work environment. He made numerous valuable contributions to the improvement of pay scales, and perquisites, ensuring the respect and dignity of officers, and waging a battle against injustices. His excellent negotiation skills came to the fore during the last wage negotiation talks as he matched the stalwarts of the IBA negotiating team word for word. No quarters were asked for and no quarters were conceded. This paved the way for a historic settlement against all odds.

11. When the top management in the SBI launched a scathing attack on the top union leaders across the country, he fought valiantly against such a move by the management despite huge personal suffering, which bears testimony to his courage and convictions. This also possibly made him what he is today.

BE TRUTHFUL, BE FEARLESS

12. As President of the Federation, I am indeed fortunate to have enjoyed a very close and longstanding association with Soumya Datta ji, who can aptly be accentuated as a down-to-earth person, sincere, hardworking and honest to the core. While penning down these lines, my memory goes back to the year 2008 when I met him for the first time and that was the dawn of a very strong bond between us. As a new entrant in the Executive Committee of the Federation after a few years, it was inspiring and interesting to observe the contribution of a seasoned leader in Com. Soumya Datta. I found in him a leader with a golden kind heart always humane in his approach.

13. Comrade Datta's strategic thinking, strong leadership qualities, respect for colleagues, ready wit and great sense of humour are just a few of the reasons that he is an inspiration to all of us. Indeed, his exceptional qualities have inspired us in so many ways and he is popularly known as "the members' General Secretary". He has put tremendous effort into instilling values such as determination, tolerance, equity, patience, honesty and professional stewardship. His monumental contribution towards the forward march of the AISBOF and AIBOC is perhaps unparalleled. He has been instrumental in strengthening the Federation and the Confederation by dint of sheer industry, vision and the ability to carry everyone along.

14. Com. Datta is the embodiment of optimism and hard work. He is not only a brilliant and dedicated leader, but he is also an exceptional human being. His commitment to the cause of officers is unparalleled. His octogenarian mother was bedridden due to geriatric problems and needed constant care and attention from her son. But Com. Datta could hardly devote time to her because he was often out of station due to his preoccupation with organizational work, especially the crucial salary revision talks. He has brought inspirational leadership to the AISBOF. We have been incredibly honoured and extremely privileged to have Com. Soumya Datta at the helm of affairs. His leadership has been a beacon for the trade union movement in the country. The intervening years since Com Datta's elevation to the post of General Secretary have witnessed a transformation in the physical and intellectual landscape of the trade union movement in the banking sector.

15. Com Soumya Datta has also been an inspiration

to many who pursue career advancement and knowledge empowerment. He has conducted promotional classes for job aspirants since 2008. His blog "SBI Step Up" was followed by candidates across the country. He took regular classes for new recruits as a guest faculty member at the Kolkata Training Centre of SBI. He is a regular member of the guest faculty at disciplinary workshops conducted by affiliates of the AIBOC. In fact, he has been invited as a guest lecturer by eminent management institutes on the topic of 'Art of Negotiation' and 'Leadership Development. As an officer, he excelled in various assignments. During his stint as Nodal Officer (C & ITU) at PBBU, SBI Kolkata LHO, the circle became the pan India topper in corporate package accounts. A stickler for discipline, he would always be the first to reach the office throughout his entire service life. It would not be an exaggeration to say that he is a born trade unionist as he spent his entire service life for the trade union movement while his other batch mates worked towards promotion into the upper management echelons.

16. 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, straightforwardness, compassion, warmth and welcoming behaviour- he is an amalgamation of all these good human qualities. In all his assignments in the journey of the trade union movement, he showed the professionalism of a true trade unionist, and superb collective bargaining and negotiation skills, which often helped him to sail through difficult situations. He always believed that to drive home a point one needs to improve the quality of arguments and not raise his voice. Rarely has one seen him flustered as he would always display a calm demeanour in the face of adversity. His innate ability and vision have given the AISBOF and AIBOC a leading edge in the industry. This takes a leader with great integrity, the spirit of eternal optimism, a clear vision, humanity and respect for all. Com. Datta has done an absolutely incredible job and AISBOF is fortunate to have had his leadership. His contribution will remain a legacy forever, enabling the AISBOF to rise to new heights.

17. He is respected widely by the management both at the Circle and the Corporate levels. The felicitation organized by the Bank on 6th November 2022 in Mumbai was unprecedented for any General Secretary of the Federation and bears testimony to

his stature. In an unprecedented gesture, Shri Dinesh Khara ji, Chairman of the SBI, personally attended the felicitation program organized by the Federation in Kolkata on 26th November 2022.

18. The year 2012-13 was the most turbulent period in the history of the officers' movement in the SBI. However, Com. Datta exhibited impeccable leadership qualities and provided exemplary support to Com. Y. Sudarshan, the then General Secretary of the Federation, to steer the Federation out of those storm-tossed waters. The most glorious moment came on 1st July 2018 when he was unanimously elected President of the AISBOF. He was also elected General Secretary of the AIBOC on 1st July 2018, while on 1st May 2019, he was elected General Secretary of the AISBOF. In this capacity, he led more than one lakh officers in the State Bank Group, a position he held with distinction till his retirement.

19. His involvement with the SBIOA (Bengal Circle) started way back in 1990 when he was elected Asstt Secretary, Ranaghat Composite unit in the year 1990; he was later elevated to a Zonal Committee Member in 1993. His sterling performance as an activist facilitated his election as President of the Commercial Branch Kolkata in 1994 and he became Asstt. Zonal Secretary in 1995. With his leadership qualities, acumen and vision, he was the automatic choice for the post of Regional Committee Member, Kolkata in 1996. Thereafter, he was inducted as a member of the Central Committee. His uncompromising stance on the principle of equity and justice and his deep commitment to the general interest of common members created some roadblocks as he did not budge to make unholy compromises in his journey on the ladder of elevation to senior Union positions till 2006, when he was elected Asstt. Secretary, Circle Association. Impressing all who observed him with his organizing skills and empathy towards common members, in 2010 he was elected Deputy General Secretary, Bengal Circle and in 2012 he was the automatic choice for the post of President, SBIOA Bengal Circle. In 2015 he was elected General Secretary, SBIOA Bengal Circle. Com. Datta's thirty-two years of journey from a common member to the top position of the Federation and Confederation is phenomenal; he inspires all members and office bearers with his devotion and dedication. He has always exhibited the rare qualities of an ardent campaigner and an ace negotiator when he

brought a bonanza of benefits and other facilities to the officers working in the State Bank. His valiant campaigns against the wrongful economic policies of the Government and his crusade against the threat of bank privatization will remain a golden chapter in the history of the banking industry. He championed the cause of the public sector throughout his career. The pan India campaign of '**Bank Bachao Desh Bachao**' launched under his leadership has so far thwarted the Government of India from presenting the necessary Bill in the Parliament for the privatization of some PSU Banks. The Bharat Yatra conceptualised by him will be etched in golden letters in the annals of the history of the Confederation.

20. By his hard work, negotiating skills, gift of the gab, amiable character, humility, modesty and unassuming nature he has emerged as an icon during his lifetime. His connection with young people is worthy of emulation. Many generations to come in the banking industry will remember and cherish the era of Com. Soumya Datta, has left an indelible impression in the minds of lakhs of officers and employees. Those who have crossed swords with him realized that beneath the 'soft' outer layer, lies a steely inner resoluteness.

21. In Com. Soumya I see a perseverant negotiator who never buckles under pressure. He is always patient and thorough in his approach. He has been a key person for the Federation in each and every negotiation. Words cannot express quite how helpful and effective his guidance and advice have been in unlocking many critical situations. Comrade Soumya Datta will always rank high among the eminent leaders in the history of the trade union movement. We salute him for his vision, unmatched leadership, work ethic and especially for his sense of humour and goodwill. We have and will continue to value his leadership and tireless commitment to our trade union movement, his advice and his unending support.

22. He raised each and every issue and followed up vigorously for its resolution. He contributed immensely to the Survey on Work-Life Balance with the help of the Mumbai Circle Association and shared the report highlighting ground realities with the management. The report and efforts were appreciated and his suggestions to address the issue have been duly considered by the Management. Com. Datta is a very effective communicator and has always made himself accessible to common members. As General Secretary of the SBIOA (Bengal Circle) and even during his

tenure as Federation and Confederation General Secretary, he would often visit hospitals in the city on holidays to visit ailing members of the SBI family. He also personally defended many critical cases and ensured that justice is done to members. His acumen in respect of disciplinary cases and vast knowledge of the banking space has left an indelible impact; he has protected and brought justice to several members. We are deeply grateful for his support and guidance and we respect the values espoused by him while discharging his role as a trade union leader.

23. We are bidding adieu to Com. Datta with a truly heavy heart. We will miss his wisdom, experience



and guidance, his smile and his signature attire: the white shirt with the letters AIBOC/ AISBOF embossed on it and the black backpack slung over his shoulder. Though not to our liking, yet an inevitable moment has come and we bid him farewell only to be inspired to achieve the noble ideals cherished by him. This will be the lode stone to our hearts and the lode star to our eyes.

24. On my personal behalf as well as on behalf of the Federation, I take this opportunity to wish Com. Soumya Datta is a very active, happy, healthy, peaceful and contented retired life. We will be failing in our duty if we do not place on record the unwavering cooperation and support extended by his wife Mrs. Nipa Datta, a school teacher by profession, and his daughter Ms Shinjini Datta, who is working as a Senior Research Analyst in CRISIL. Both of them have borne the brunt of isolation during his campaigns and struggles. But without their support, he would not have reached the pinnacle of his achievements. We fervently believe that Com Datta is just retiring from the bank's service on superannuation, but he is not quitting the battlefield on which he has fought so valiantly for the cause of society in general and members in particular. We will feel extremely privileged to have the benefit of his guidance as the AISBOF marches forward. ■

COM. RUPAM ROY – TAKES OVER AS PRESIDENT OF THE FEDERATION

(Text of AISBOF Circular No. 71/2022 dated 01/12/2022)

We are delighted to inform all our members that Com. Rupam Roy, Senior Vice President of the



Federation, who is also the General Secretary of the SBI Officers' Association (North Eastern Circle) has been elevated as the President of the Federation, in consonance with the succession plan declared at the Triennial General Council of the Federation held at Guwahati in April 2022 and confirmed in the 1st Executive Meeting held at Guwahati on the 17th November, 2022. He is assuming the responsibility as President of the Federation today i.e. 01st December 2022.

2. Com. Rupam Roy joined the Bank in the year 2001 as a clerk cum cashier. He was initially posted in a remote branch at Roing in Arunachal Pradesh. From his initial days, he exhibited tremendous leadership skills in helping out the members and had shown his zeal for helping others. In the year 2006, he was selected as a Trainee Officer and served in different states of the North East Circle during his probation days. After being confirmed as an

DUTY FIRST, RIGHT NEXT

Assistant Manager in 2008, he was posted at HRMS cell of LHO Guwahati. During his stint at HRMS, he did a stupendous job in helping out the officers and employees of NE Circle and within a swing of the wheel, he could attain the limelight both in the eyes of the Association as well as the Management.

3. Com. Roy had been appreciated by the Management on several occasions for his concerted sense of responsibility and ability to resolve issues. For his excellent technological acumen and specific interest in the field of Disciplinary and fitment, he came to the notice of the then SBIOA NE Circle office-bearers and he was requested to contest the election in 2010. In his first term, he came out with flying colours and got one of the highest-ever mandates from the members. After being elected as the Central Committee Member, he served as the Central Committee Member, then was inducted into the Executive Committee of the Circle Association as Assistant General Secretary of the Guwahati Module. In the next term i.e. in 2013, he was elevated to the position of Secretary of Finance where he has been instrumental in taking care of the finance of the Circle Association as well as the SBOA Public School. He introduced many new initiatives both in the Association and the School and it is his tireless efforts that made the school register mark among the best schools in the North east.

4. In November 2015, in the wake of the

superannuation of Comrade Samir Kumar Mukherjee, Com. Rupam Roy was elected as the General Secretary and since then there was no looking back. He continued to excel further and further in pursuit of even higher goals. He was elected as the Sr. Vice President of AIBOC, Senior Vice President of AISBOF and he was elected as the Chairman of AISBOF in April 2022.

5. Com. Rupam Roy has since established himself as one of the dynamic leaders of the country and has registered to be the youngest General Secretary of the SBIOA N. E Circle and as he assumes office he is the youngest President of the Federation.

6. It is a matter of pride for the federation that Com. Rupam Roy is also taking over as the General Secretary of All India Bank Officers' Confederation (AIBOC) w.e.f. 01.12.2022, being the youngest General Secretary of the largest trade union of officers' fraternity. He truly is a mass leader, who will never compromise on ethics and principle. We are confident that under his capable leadership the future of the Federation and Confederation is in safe hands and he will continue to carry forward the rich legacy of the organization in scaling greater heights in the days to come.

7. We take this opportunity on behalf of the Federation to extend our warm felicitation and wish him all success in his endeavour in the days to come.

COM. R. BALAJI – TAKES OVER AS CHAIRMAN OF THE FEDERATION

(Text of AISBOF Circular No. 72/2022 dated 01/12/2022)



We are delighted to inform all our members that Com. R. Balaji, Senior Vice President of the Federation, who is also the General Secretary of the SBI Officers' Association (Chennai Circle) has been elevated as the Chairman of the Federation, in consonance with the succession plan declared at the Triennial General Council of the Federation held at Guwahati in April 2022 and confirmed in the 1st Executive Meeting held at Guwahati on the 17th November, 2022. He assumed the responsibility on 01st December 2022.

2. Com. R. Balaji, born on 3rd April, 1963 joined the Bank in the year 1985 graduated as a CAIIB and became a Trainee Officer in 1997. He is now

working as Chief Manager (RB-FI), Administrative Office, Chennai South. He is also a Faculty Member of the Cadre Development Programme.

3. A voracious reader and a powerful orator, he was elected as a Deputy Treasurer in the year 2008 and became the Deputy General Secretary of SBIOACC in the year 2011. He became the Regional Secretary of the Chennai Module having the largest Membership of prominent units in 2012. With his immense knowledge of DPC, he saved many of our colleagues from disciplinary proceedings as Defence Representative.

4. He authored the popular book on DPC **"One Point Reference Book for Defence Representatives"**, **"One Point Reference Book of SBIOSR Service & Conduct Rules"** and periodically updates the most sought-after **"Gateway to Promotion"** Book and **"You Should Know"** and **"Service Conditions of SBI Officers"**.

5. Com. Balaji became President of our mighty SBIOACC in April'18 and was co-opted as Deputy General Secretary of AISBOF in May'18. He became General Secretary of SBIOA (Chennai Circle) and holding the position since 01.04.2019. The recent publication of a book authored by him by compiling various court judgments on Service Matters titled

"Judgments at a Glance" depicts his dedicated contributions to Member's interests and the Officers' Association. He is a dynamic and vociferous leader and flagged several issues in the Federation.

6. Due to his tireless work, immense interest and contribution to the field of education, he has been a recipient of many awards viz. Education Stalwart, Education Icon, Best Educationist Award etc. The University of Central America recognized his tireless service to Education and awarded a Doctorate for his accomplishments in public life in promoting education for establishing a just and equitable society. Under his leadership, the SBIOA Educational Trust has achieved many milestones and now it has been declared **"India's Most Trusted Educational Institution"** and **"India's Education Excellence Award"**.

7. We are confident that under his able leadership as the Chairman, the Federation will be further strengthened by his rich experience and able guidance and will continue scaling greater heights in the days to come.

8. I take this opportunity on behalf of the Federation to extend our warm felicitation and wish him all success in his endeavour in the days to come.

COM RUPAM ROY TO TAKE OVER AS GENERAL SECRETARY AIBOC W.E.F 1ST DECEMBER, 2022

(Text of AIBOC Circular No. 2022/36, dated 30.11.2022)

The time has come to bid an emotional goodbye to



all of you and pass on the baton of this mighty Confederation in the capable hands of Comrade Rupam Roy, President-designate AISBOF, in terms of the unanimous decision of the 96th Executive Committee meeting held at Chennai on 14th and 15th September, 2022 and subsequently confirmed in the 97th Executive Meeting held at Guwahati on the 18th November, 2022.

Com Rupam Roy joined the State Bank of India in 2001 as Clerk-cum-Cashier with an initial posting in a remote branch at Roing in Arunachal Pradesh. His leadership capability was exhibited from day one when he helped the staff members and others, ignoring the pains of posting in such a remote place. He was selected as a Trainee Officer in 2006 in recognition of his banking skill and served different states of the North-East during his probation days. He was posted at Guwahati LHO of the State Bank

TIME AND TIDE WAIT FOR NONE

of India in 2008. He did a stupendous job assisting the officers while being posted at HRMS Department. His probation to assuming the leadership in the Circle Association of SBIOA (North-Eastern) Circle was quite natural and synonymous with his demonstrated quality of standing by the members from day one of his service life.

He has excellent control over the technological developments sweeping the industry and touching every bit of our life. He is also an accomplished Defence Representative and has a specific interest and control over disciplinary matters and fitment issues. He was elected as a Central Committee member of SBIOA (NE) in 2010. His probation in the leadership echelon of the Association was smooth. He was selected as Secretary of Finance in 2013 and given independent charge of Finance and SBOA Public School at Guwahati. His passion for the entrusted responsibilities made the school one of the best in the city of Guwahati.

In 2015, Comrade Roy was elected as the General Secretary of the Circle Association and had been leading SBIOA (NE) from the front ever since. His extraordinary organisational skills, commitment to the members, and mastery over the issues affecting the fraternity brought him to a broader national arena. He was elected as Senior Vice President of both AIBOC and AISBOF. He was elected as the Chairman of AISBOF in April 2022. He will take over as the President of AISBOF from 1st December, 2022.

In the Confederation, he was the Administrative Secretary during Com DT Franco's tenure and was elevated to Senior Vice-President in 2018. He was one of the signatories of the historic 8th Joint Note. With his razor-sharp faculty and an excellent grasp of technology, and having age on his side, he would definitely prove to be the ideal choice to take our Confederation to the next level.

The undersigned is immensely grateful to the affiliates and the Executive Committee members for having the trust in Comrade Rupam for leading the Confederation as General Secretary from 1st December, 2022. He is confident that his dynamism, proven leadership qualities, and passion for the trade union movement will write many a glorious chapter in the annals of the Confederation in the coming days ensuring continuity at the top.

All of us are aware that our immediate challenge is to thwart the government's ill-motivated design for privatising the public sector banks. With his immense exposure in handling social media, the undersigned is confident that Comrade Rupam Roy will take the campaign #BankBachaoDeshBachao to a new height covering many unexplored terrains. Other vital issues include Wage Revision, the introduction of 5 day work week, and settlement of all residual issues, including updating pension. He is also confident Com Rupam will carry forward the arduous task of rejuvenating the state units; focusing on RRBs and Co-operative banks, and drafting more women in the movement. AIBOC will continue to remain the dominant force of the bank employees' movement in an officer-driven industry.

Before the undersigned signs off, he acknowledges his gratitude to all the senior leaders that he had the privilege to work in tandem, viz., Com Soumen Roy Choudhury, Com Dilip Saha, Com Debasis Ghosh, Com Sunil Kumar, Com Murali Soundararajan T. and remains ever grateful to them for extending unflinching support and guidance. He is indeed thankful to all affiliates and state unit members for the support provided in difficult times. He is also confident that Com P M Balachandra and Com Rupam Roy will make an incredible team to take the Confederation to the next level.

The undersigned places on record his unbounded gratitude to the entire membership, members of the Executive Committee, his secretariat, and veterans of the movement who have provided him with their love, blessings, and support at all critical junctures. The tumultuous four and half years that the undersigned was at the helm have transformed his life. He has tried his earnest best to espouse the cause of our fraternity with the goal and objective of making AIBOC the dominant force in the banking trade union industry and resisting the banking privatisation bill at any cost. The extent of his success is up to the membership to assess, but the undersigned would again wish to reiterate that there was no dearth of his effort and commitment and that he had tried heart and soul. AIBOC will flow through his veins till his last breath, and he will continue emotionally and spiritually attached to this mighty Confederation. ■

MarchOnAIBOC
OnlyChoiceAIBOC
RightChoiceAIBOC
BankBachaoDeshBachao

NEVER BEND BEFORE THE INSOLENT MIGHT

AIBOC BIDS ADIEU TO COM SOUMYA DATTA, GENERAL SECRETARY, ON HIS SUPERANNUATION FROM THE SERVICES OF THE STATE BANK OF INDIA

(Text of AIBOC Circular No. 2022/37, dated 01.12.2022)



Comrade Soumya Datta, General Secretary, AIBOC and AISBOF, had laid down his office on 30th November, 2022 on his superannuation from the active service of the State Bank of India.

Comrade Soumya Datta was born on

27th November, 1962 in Kolkata, had his schooling at South Point High School and did his graduation in Economics from Jadavpur University. He completed his LL.B., MBA, and CAIIB and has several other professional and academic distinctions. He joined the State Bank of India as a Probationary Officer on 2nd February, 1987.

His optimism, passion for hard work, dedication, and commitment to the cause, apart from being an exceptional human being with the highest level of analytical skill, ensured his movement from Assistant Secretary of Ranaghat Composite Unit of SBIOA (Bengal Circle) in 1990 to General Secretary of the Circle itself in 2015. He was a natural choice for General Secretary, AIBOC in July 2018 and also assumed the Chair of President AISBOF.

Comrade Soumya Datta had spent better parts of the last two decades ensuring moments of rare soaring pleasure to thousands of bank officers. He may not have been aware of how much the leadership and the Confederation benefitted through his intermittent conversation covering the entire nook and corner of the country. We know of his prowess, and he mesmerised us with his exciting and gripping discussion on issues confronting the Confederation.

The Confederation has no hesitation in admitting that the past 4 years would not have been the same without Comrade Soumya Datta at the helm. The Confederation underwent an inevitable major transition ensuring historical achievements during this

eventful time, and Comrade Soumya Datta was the principal architect. This was reflected umpteen times starting from the sordid episode involving Kalyan Jewellers, determination to have a full mandate for discussions on the charter of demands, accomplishing a wage settlement including improvement of family pension during trying Covid times, when wage cut, retrenchment, are the order of the day. It is his contribution to make AIBOC the determining force of the bank employees' movement with his singular realization that it is now an officer-driven industry. He should also be credited for imploring us that the officers' organization signs the Joint Note and that Bipartite should be banished from our vocabulary.

He exhibited the rare quality of an ardent campaigner against the wrong economic policies of the government, and he is a crusader against the threat of bank privatisation. The pan India campaign of BankBachaoDeshBachao launched under his leadership has seen an unprecedented response with 313K plus likes as of now, be it raising a storm in social media, be it taking it to the street with the ground-breaking initiative, Delhi Chalo Jatha," be it launching a country-wide mass movement, the obdurate action on the part of Comrade Datta has all along been illustrative of his leadership, shrewdness and his never yielding attitude to act as a defiant for a cause. We need to carry forward this campaign which should be our best tribute to this living legend.

Comrade Soumya Datta, whom we had admired, shared some beautiful moments with us all in the Confederation. All those moments and feelings will reverberate for many days. We know that we are not going to live that time again. He may sometimes look passive and disappointed either in himself or the world around him. Still, his determination would never allow him to get his dream shattered because he knew ignominy would haunt the movement, and he would be the last person to accept such a situation.

We strongly believe that Comrade Soumya Datta is just retiring from bank service. His leadership is a deed of historical significance and a genuine milestone in our confederated life.

LET NOBLE THOUGHTS COME TO US FROM EVERYWHERE

In our capacity and on behalf of all members of AIBOC convey our sincere appreciation for his colossal contribution and urge him to intensify his

fight to safeguard the rights of commoners and assist the banking unions in particular. We also wish him an active and healthy life in the years to come. ■

12TH TRIENNIAL GENERAL COUNCIL OF SBIOA CHANDIGARH CIRCLE A STUPENDOUS EXHIBITION OF UNITY, STRENGTH AND SOLIDARITY

(Text of AISBOF Circular No. 68/2022 dated 15.11.2022)

12th November 2022, Indradhanush Auditorium, Panchkula, Haryana was the destination of over 2000 officers of SBIOA, Chandigarh Circle to attend the 12th Triennial General Council, who came from every nook and corner of states of Haryana, Punjab, Himachal Pradesh and UTs of J&K, Ladakh and Chandigarh.

2. The event witnessed the participation of leaders from all over the country. They were welcomed to the venue by traditional folk dance teams from Punjab, Haryana, Himachal Pradesh and Jammu & Kashmir. The whole area was decorated with banners and posters of leaders and revolutionary slogans. At the entrance to the auditorium, a tunnel namely the "Free Expression Tunnel" was installed to enable members to express their thoughts freely in the space provided. Many of the comrades expressed their feelings with marker pens, graffiti art and quotes. One of the major demands was a 5-day work week and work-life balance.

3. The event started with the hoisting of the Association flag by Com. Rupam Roy, Chairman of the Federation, Com. Sanjay Sharma, President of Circle association and Com. Deepak Kumar Sharma General Secretary of the circle, who was also President of the Federation along with all leaders from other affiliate circles and the undersigned. As a mark of the event, hundreds of colorful hot-air balloons were released by the leaders and activists of the circle amidst slogans "**BankBachaoDeshBachao**", "**AISBOF Zindabad**", "**SBIOA Zindabad**" that reverberated across the entire area.

4. Team of anchors on the stage viz. Com. Dinesh Devghariya, Com. Ram Kishor Poddar and Smt. Monika Arora welcomed all the leaders and members and requested the participants to download the Facebook lite app and subscribe to the social media "**BankBachaoDeshBachao**" page.

5. Com. Rajiv Sirhindi, DGS, Chandigarh Circle welcomed Com. Sanjay Sharma and Com. Deepak Sharma, President and General Secretary of the Circle Association, on the dais amidst thunderous slogans and applause from the audience. All the

dignitaries were escorted to the dais by EC members of the Circle association and were welcomed on the dais with a shawl and sampling by the President and General Secretary. The dignitaries on the dais included Com. Rupam Roy, Chairman AISBOF, the undersigned, and Presidents and General Secretaries of all Circle affiliates. The distinguished guests were Shri Ranjan Gupta, Chief General Manager (HR) CC Mumbai, Shri Vinod Jaiswal, Chief General Manager, Chandigarh Circle, Com. Sanjeev Bandlish, General Secretary NCBE & Convener, UFB, Com. Amar Pal Ex GS, Chandigarh Circle & Ex-President of the Federation, Shri Sumit Kumar Phakka GM NW-1, Shri Sujit Kumar GM NW- 2, Shri Ajay Kumar Jha, GM NW-3. Many Senior Executives of the Bank, retired office bearers, trade union veterans, representatives of AIBOC Chandigarh Tri-city, Federation EC members and other affiliates and Bank officials of Chandigarh Tri-city also participated in the occasion.

The office bearers of the affiliate Circle Associations whose presence made the occasion special were:

Com. Nilesh Radia	President	Ahmedabad
Com. Pinakin Brahm Bhatt	General Secretary	
Com.V.N.Nagesh	President	Bangalore
Com. Kiran S. Mathad	General Secretary	
Com. Madan Kishore Jain	President	Bhopal
Com.Sanjeev Sabhlok	General Secretary	
Com. Arun Kumar Bishoyi	General Secretary	Bhubaneswar
Com.P.Nalla Perumal Pillai	President	Chennai
Com.R.Balaji	General Secretary	
Com. Jatinder Pal Singh Sethi	President	Delhi
Com.S.Appa Swamy	President	Hyderabad
Com. Vinay K.Bhalla	General Secretary	Jaipur
Com. Biju T	President	Kerala
Com. Asitava Kundu	President	Bengal
Com.A.K.Agnihotri	President	Lucknow
Com.Mohan Shamji Gohil	President	Mumbai Metro
Com.Manohar Baboo Devrukhkar	General Secretary	
Com. Udaram Hedao	President	Maharashtra
Com. Bhushan Mahajan	General Secretary	
Com. Amaresh Vikramaditya	General Secretary	Patna

6. The function was inaugurated with the lighting of the ceremonial lamp by Shri Vinod Jaiswal, CGM Chandigarh Circle and other dignitaries. An ethereal atmosphere was created with the flute played by Sh. Pritam Chandel was in the background and was followed by Ganesh Vandana. Com. Kumar Sachin and Com. Shailesh Varma sang a medley of songs

SELF HELP IS BEST HELP

and ended with the popular song "Bank Bachao Desh Bachao".

7. In his welcome address Com. Deepak Kumar Sharma, General Secretary, SBIOA Chandigarh Circle greeted all the dignitaries, guests and delegates who were part of the 12th Triennial General Council. He shared that many officers of the circle were on duty due to the conduct of the assembly election in Himachal Pradesh, Panchayat Election in Haryana, National Lok Adalat, the JAIIB exam and the Clerical recruitment exam. He expressed happiness that despite all these factors venue is witness to the biggest ever conglomeration of 2000+ bank officers in Panchkula and appreciated the efforts of membership for proudly showcasing the strength, unity, and commitment of the officers' fraternity to the entire country. He congratulated the members, especially lady members, who had assembled from the far-flung areas of the Circle which comprises three states (Haryana, Himachal Pradesh and Punjab) and three UTs (Chandigarh, Ladakh and Jammu & Kashmir). He thanked the management for providing assistance to all staff members during Covid pandemic. He congratulated all the staff for their contribution to achieving the highest historic profit during the previous quarter and previous financial year. He requested all the members to always showcase good conduct, inside as well as outside the Bank, to protect & build the positive image of the Bank. He also cautioned the members not to post any issues/problems on social media which may damage the image of the bank and advised them to share the issues through association and federation for satisfactory resolution through structured forums. He insisted that to compete with other banks knowledge updation of the members is a must, which helps in acquiring a business and providing the best customer service. He shared the pain points of the members that many times Customer service gets affected due to technical glitches in the branches. He cautioned against the practice of mounting pressure on huge targets which may lead to unethical means to achieve them and advised members to carry out the work keeping the S-T-E-P-S in mind. He shared that calling the officers on Sundays/holidays and public humiliation and disrespect from higher-ups had affected the morale of officials, affecting them mentally and physically. To avoid mental stress, he advised us not to hide the truth and be there for each other in times of need. He also advised us to help and work together to keep the bank's interest first to have a better life for all. He requested Com. Bandlish for necessary measures to remove the hurdles in 5 day work week, wage negotiations and resolve them at the earliest. He concluded with slogans SBI Zindabad, AISBOF Zindabad, SBIOA Zindabad and Membership of SBIOA Chandigarh Circle Zindabad.

8. Shri. Vinod Jaiswal, Chief General Manager,

Chandigarh Circle in his inaugural address thanked the Circle membership for their contribution and collective efforts for highest ever profit of SBI. He stressed improvement in market share, particularly SME and Agricultural business. He advised the staff to make all efforts for mobilising deposits for the bank. To have positive results and improvement in the bank business the only mantra is world-class customer service. The Association and the management are the two sides of the same coin and it is the need of the hour to work together for the development of the bank as well as the staff members. He pressed for timely compliance at the bank level as well as the Government level. He also advised following the bank's instructions meticulously. For the success of our organisation everybody should contribute and work together smartly. Everybody should always be disciplined, be ethical and should own their work. Everybody should take utmost care not to tarnish the image of the bank through social media. He wished good health and happiness to all.

A book namely companion-2022 was released by all the dignitaries on the dais. On this occasion, Com. Priyvat, Circle Vice President, announced that the website of the circle association 'www.sbioacha.org' is revamped and the members will be able to book the guest houses maintained by the SBIOA Chandigarh circle through the online booking facility from 01st Dec 2022 onwards.

9. The Circle Association took an opportunity to felicitate the erstwhile leadership. Former General Secretaries of SBIOA Chandigarh Circle Com. Amar Pal, Com. Vijay Magon, Com. D K Sharma, Com. D P S Chabra as well as eABOA Unit Patiala Com. Amar Singh, Com. B C Bassi, Com. Pramod Sharma and Com. J P Gupta was felicitated with a shawl and sampling.

10. Com. Rupam Roy, General Secretary of North East Circle and Chairman, AISBOF in his special address advised the members and circle leadership to discuss all the issues particularly HR related in the business session. He also advised bringing those issues to the Federation for further discussion and follow-up with the management for early resolution. He advised narrowing the gap between members and the management.

11. Com. Sanjeev Bandlish, General Secretary NCBE & Convener UFBU in his special address stated that to oppose the privatization of Public Sector banks we marked our protest by calling strike calls whenever needed due to which the Government deferred the bill. The Government's intention was to merge banks to reduce losses. However, all PS banks have come out from losses and presenting healthy balance sheets. Due to the strong opposition from UFBU, the Govt. could not introduce the bill in Parliament, but we should not believe that in the future the Govt.

would not try to introduce it once again. We should always be ready with agitation programs including strike calls. He assured the members those residual issues of recent bipartite to be addressed before moving to the next wage revision talks. He talked about the updation of pension. He thanked the past leadership for their contribution and vision.

12. The Chief Guest of the occasion, Shri. Ranjan Gupta CGM, HR Corporate Centre Mumbai and Chief Guest of the function expressed his sympathy towards the staff who lost their lives during the Covid pandemic and paid his tribute. He thanked the leadership for sharing the concerns of the management with the members. He expressed his happiness for the large gathering to attend the Triennial General Council. The vision of the Federation and Management should be able to reach the members and we should use the right person in the right position to enhance productivity resulting in strong growth of the bank. He opined that there is a disconnect between the staff appointed before and after 2010 which is to be integrated into the mainstream for better coordination and improvement in work culture. He advised the staff to be cooperative towards our own retired people. He expressed his satisfaction with the contribution made by the undersigned to this great organization and wished him all the success for his next phase of life.

13. The undersigned in his keynote address shared his experience with the management and good relations with Shri O.P.Mishra, DMD (HR) & CDO and Shri Ranjan Gupta, CGM (HR), who were doing their best to ensure work-life balance in a letter and spirit. While reminiscing the journey with Com. Deepak Sharma expressed that by working in tandem, the Federation leadership could successfully flag and resolve several issues at the Corporate Centre. He expressed his happiness that as per the succession plan of the Circle Association the younger generation is taking over the responsibility of the trade union

movement in days to come. He insisted that to have good coordination within us we have to learn to respect each other including contractual employees, the same way as we do in our family. He expressed delight at the management's decision that the recent enhancement in Furniture & Fixture eligibility on the day of the Q-2 results is a recognition of the hard work done by the officials. He was of the opinion that Public Sector Banks are brand ambassadors of social harmony. He once again requested CGM (HR) to look into the disparity between the salary of officers and award staff for early resolution and wished that the dignity and self-esteem of the officer are to be protected. He expressed his satisfaction that the agitation program to save the banks from privatization through the 'BankBachaoDeshBachao' movement has touched the pulse of the nation. He cautioned the members while using social media that each one should be vigilant and take responsibility for protecting the bank's image. He concluded his address with the trademark slogan "BankBachaoDeshBachao".

14. Com. Amar Pal Ex-General Secretary of Chandigarh Circle and Ex-President of the Federation expressed his happiness that the future Federation leadership is with Chandigarh Circle. He advised the leaders to fight against Privatization and other issues by declaring an indefinite strike if need be. He requested the leadership to take up the issues of pensioners. He had the opinion that the interest rates for all staff loans should come down drastically.

15. The inaugural session concluded with a Presidential address and vote of thanks proposed by Com. Sanjay Sharma, President, SBIOA Chandigarh Circle followed by a rendition of the National Anthem.

We congratulate our Chandigarh affiliate for the super all-round show that instilled confidence amongst the rank and file to repose the utmost trust of the Circle Association leadership.■

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