

The background of the entire image is a soft-focus photograph of numerous pink cherry blossoms. The blossoms are in various stages of bloom, with some showing distinct petals and centers. The colors range from light pink to a deeper magenta. The lighting is bright and even, creating a gentle, celebratory atmosphere. The text is centered over this background.

Officers' Cause
June -2022

Editorial

PRIVATISATION OF BANKS: IT IS NOW OR NEVER- TIME TO STAND UNITED AND PLUNGE INTO ACTION.

It needs no iteration to recollect that, with Narasimham Committee recommendations, Governments, irrespective of political lineage, have been demonstrating their intention to denationalize the Public Sector Banks, in whatever name it is called – be it stake off-loading, disinvestment, take-over, Mergers & Acquisitions (M&A), etc. Subsequent to Narasimham Committee, there were numerous Committees formed which invariably contained references to transfer of ownership from Government, disinvestment of stake in PSBs etc which all ultimately boils down to one point - Government to disown the Public Sector Banks and to hand over them to private players, obviously, the business houses. However, the Government is fully aware repercussions that could emanate and that they have to encounter an adverse public opinion in the event of bank privatisation. Hence, the government has already launched a narrative and coming out with several measures viz. raising the limit of deposit insured to Rs.5 lakh, highlighting the need for privatisation through social media etc. to mobilize public opinion. It is conspicuously visible that Government has been giving a lot of publicity to this aspect, to drive home that the deposits in Banks are safe even in private banks.

For over four decades, trade unions in the banking industry have been fighting against privatization and have successfully defended PSBs so far against privatization. **This was only on account of the unstinted support of members.** Members have risen to every call of the trade unions to

oppose privatization. The vision and mission of every trade union in the banking space have been very clear on this aspect. Irrespective of the affiliation, every trade union has been very clear that de-nationalization (privatization) will be a disaster for the nation and the common man.

With the present Government in the power enjoying brute numerical strength in Lok Sabha, it is very likely that the government will aggressively pursue the agenda of de-nationalization. We must understand that the privatization of banks is clearly a political agenda and which can never be substantiated economically or financially as history shows that M&As in the banking space have not been successful contrary to the tall claims of the government. The harassment of customers over technological issues, closures of branches have ushered in 'financial exclusion'. Albeit, it is a known truth that the BFIS (Banking, Finance & Insurance Sector) in the country is the target of business houses, both nationally and internationally, in the garb of opening up of the economy, *laissez-faire* trade policy.

We may recall that the Hon'ble Finance Minister had categorically announced on the floor of the Parliament while presenting the union budget last year that two PSBs would be privatised. It is common knowledge that unless the mother acts are amended, no public sector bank can be privatised. It is worth recollecting that we have opposed the move in all possible ways, on the street and on the media. The conviction of trade

unions, spearheaded by AIBOC was demonstrated vibrantly when we embarked upon campaigns, demos, strikes, agitation and the historic *Bharat Yatra*, which was the first of its kind in the annals of the trade union history to create the awareness among banking fraternity and the common man. *#BankBachaoDeshBachao*, pioneered by the All India Bank Officers' Confederation drew the attention of the common man towards the contentious issue. This made the Government revisit the potential move and ultimately decided not to table the bill during the winter session to amend relevant Banking Acts to pave the way for privatisation. Our Facebook Page *#BankBachaoDeshBachao* along with Twitter Campaigns has made a significant impact in the struggle. Our united fight has been a major hurdle to the Government and has also acted as a speed-breaker thus far.

Though the Bill(s) amending Banking Laws to enable privatization has not been placed before Parliament so far, we are apprehensive that the Government could bring up the Bill in the ensuing monsoon session. If such amendment(s) amends for privatisation/disinvestment are passed, it is certain that Government will resort to handing over the PSBs to the private sector sooner or later. As such, our first and foremost priority shall be to oppose such banking amendment bills tooth and nail. The leaders, therefore, have to realise the gravity of the threat and sensitise members to plunge into all out action.

Towards this end, we must all know the catastrophic effect of privatisation which is nothing but the reversal of the Nationalization of banks. We must reach out to customers, the common man and every section of society that privatization will turn the clock back to the pre-1969 era. It is our duty to drive home to citizenry the ill effects of denationalization. We must sensitize them that banking will be unaffordable. Lending to deprived society will be taking a hit. Common man, farmer, SHGs, and deprived will be pushed into the hands of the out-sourced model of banking -CSPs, NBFCs, and Fin-Techs which charge exorbitantly. Priority Sector Finance will be through the out-sourced model. Sooner or later, this will give scope for systemic failures, frauds, misrepresentations

and exploitation. Finally, the security of their hard-earned deposits will be at stake.

We, the internal customers also should be wary of the fallout. The service rules will be one-way, whimsical and exploitative. The bargained perks, monetary benefits and social security will be the first casualty. Every effort will be made to truncate the monetary benefits, superannuation age and benefit (as is being attempted in private sector banks). Collective bargain powers will be clipped, transfers will become a tool of punishment than an administrative need and the work environment will be toxic and hostile. The tendency will be to force out the seniors and replace them with underpaid recruits. Privatization will benefit a handful of top executives, at the cost of lakhs of officers/staff down the line.

Similarly, we have many issues which are dear to us, but still to be resolved. Promises and assurances were made by IBA/Government, but not kept. Residual issues of 8th Joint Note, 5 Day Work Week, Pension Updation, bringing back Conventional Pension Scheme, honouring industry level commitment in all Banks and ultimately securing the interest of the human resources in the banking industry is our prime concern. These need an organized agitation.

The time has come for decisive, sustained action. Please sensitize each one among you, of the need to rise to the occasion. Let us prevail upon all the society about the catastrophic effect of privatization.

Let us participate in every action programme, both on-street and on the social media to voice our resentment. Let us show to the powers that be that trade union in banks are truly patriotic and does not leave any stone unturned to keep the banks safe. Public Sector Banks belong to billions of this country and not to billionaires. We have to protect the interest of the common man who depends on the public sector banks.

No one is safe, until everyone is safe!

If we do not fight for our cause, none else will do!!

SUCCESS AWAITS AT THE DOOR WHERE DILIGENCE IS

LEAVE FARE CONCESSION (LFC)/ HOME TRAVEL CONCESSION (HTC) ENTITLEMENT OF AIRFARE

Text of AISBOF Circular No. 23/2022 dated 01/04/2022.

We like to draw your kind attention to the fact that the LFC entitlement of any officer was arrived at by taking the apex airfare chart for that sector declared by Air India, which enjoyed the status of 'National Carrier'. After the take-over of Air India by Tata's, it has lost its status as the national carrier. Therefore, no apex fare from any National Carrier is available now which has posed operational problems to the bank in regard to determining the benchmark fare to calculate the entitlement of an official who applies for LFC/LTC.

02. We have compared the recent fare charts provided by various airlines and have found that apex fares quoted by other airlines in certain sectors are often more than that quoted by Air India since it was taken over by the Tata group.

03. We are of the considered view that the entitlement of an officer for LFC/HTC should be based on the apex fare quoted by any airline in that particular sector.

04. We, therefore, request your good office to kindly consider the above suggestion for the benefit of the officers' fraternity. ■

DISCUSSION WITH IBA ON 13.04.2022 FOR EARLY RESOLUTION OF RESIDUAL ISSUES

Text of AIBOC Circular No. 12/2022 dated 15/04/2022.

OUR DEMAND FOR EARLY RESOLUTION OF PENDING AND RESIDUAL ISSUES DISCUSSIONS WITH IBA ON 13-04-2022

All our Unions are aware that we have been pursuing with the IBA for resolution of the various pending and residual issues. Last month, at the call of UFBU, we had also organised demonstrations demanding early resolution of these issues. In this background, the IBA invited our Workman Unions and Officers Associations for a discussion on 13-04-2022.

Accordingly, the discussions were held on 13-04-2022 at IBA Office in Mumbai. Chairman of the IBA Mr. A.K. Goel (MD & CEO of PNB) participated in the discussions along with Mr. M.V. Rao, Chairman of HR Committee of IBA (MD & CEO of Central Bank of India), Mr. Sunil Mehta, Chief Executive of IBA and Mr. GopalMuraliBhagat, Dy. CE, IBA.

Representatives of AIBEA, NCBE, NOBW, INBEF

from Workman Unions and AIBOC, AIBOA, INBEF, NOBO from Officers Associations participated in the discussions held respectively with Workman Unions and with Officers Associations. After welcoming Mr. A K Goel who had recently taken over as the Chairman of IBA, we explained all the pending and residual issues and urged upon him to work out a time-bound programme of discussions to amicably resolve the issues through mutual discussions because all these issues remaining pending for a long time.

He listened to all our viewpoints and issues patiently and assured to take steps to address the same. We reiterated our point that discussions should be held on regular basis so that the issues can be resolved without further delay.

We furnish herein the letter addressed by us to the Chairman of IBA in this regard and we expect and hope that IBA would fix further rounds of discussions at the earliest. Further developments will be informed to units in due course.

ARISE, AWAKE, STOP NOT TILL THE GOAL IS REACHED

Text of Letter No. UFBU/2022/02 dated 15.04.2022.

**The Chairman,
Indian Banks' Association,
Mumbai**

Dear Sir,

Residual and pending issues – Our meeting with you on 13-4-2022

We thank you for inviting our Unions for discussions on the residual and pending issues. In the respective meetings with the Officers Associations (AIBOC, AIBOA, INBOC, NOBO) and Workman Unions (AIBEA, NCBE, NOBW, INBEF), we have brought to your attention the following important issues.

1. Five Day Banking
2. Updation of pension, improvement in pension scheme and other pension related issues.
3. Clarifications/FAQs to be given to the Banks on various important issues like

stagnation increment, fixation for Ex-servicemen employees.

4. Issuing FAQ on issues referred by Banks regarding implementation of Bipartite Settlement/Joint Note dated 11-11-2020.
5. Residual issues as listed in the minutes of discussions signed with Workman Unions on 10-12-2020 and with Officers Associations on 4-1-2021.
6. Renewal of Group Medical Insurance Policy after discussions with the Unions on improvements. Discussion to be held on ways and means to reduce the premium payable by retirees.

We thank you for your patient hearing on the issues raised by us and your assurance that IBA would address all these issues. As pointed out by us during the discussion, these are important issues and have been pending for quite a long time. Hence these issues need to be discussed and amicably resolved expeditiously. Hence, we request you to arrange for further discussions on these issues so that the issues are resolved at the earliest in a time-bound manner. ■

**IT RELATED ISSUE: TECHNICAL GLITCHES IN ONLINE BANKING
OPENING OF STDR/TDR/MOD ACCOUNTS**

Text of AISBOF Circular No. 32/2022 dated 30/04/2022

We would like to draw your kind attention to the fact that recently branches are receiving complaints from the customers as they are unable to open TDR/STDR or MOD from joint accounts for the last few days through Internet Banking/YONO. While trying to open such an account, an error is displayed by the system as:

“Unable to set the mode of operation for your Term Deposit Account. Please contact your branch.”

02. It was later revealed that TDR/STDR accounts had been opened in the system but the same was closed before EOD due to non-funding in the account. This has led to customer grievances

leading to a spate of complaints.

03. Sir, while our bank is emphasizing digital banking as a measure of sustainability and combating competition in the market, the grievances arising out of such inconveniences faced by the customers will not only tarnish the reputation of our esteemed institution but also definitely lead to losing our potential business. In fact, many such issues were highlighted in the recently concluded 28th Triennial General Council meeting of our Federation.

04. We, therefore, request your good office to kindly initiate remedial measures to resolve the problem forthwith. We also request your good office to convene an IR-IT meeting at the earliest so we can flag several issues related to CBS and technology and also offer possible solutions. ■

WORK IS WORSHIP , DO YOUR DUTY

HRMS: 5-IN-1 FACILITY
Conveyance Reimbursement
Fuel Price Rate: Our Suggestion

Text of AISBOF Circular No. 34/2022 dated 07/05/2022.

You are aware that the 5-in-1 reimbursement with the auto-approval facility (Straight through Process) was introduced in April 2021 following our suggestion for implementation of the same. The facility ensured that all officers are credited with reimbursements without waiting for the manual intervention of approvers in HRMS. This has not only expedited the entire process; it has also addressed the grievances of officers whose reimbursement claims were kept pending for various reasons.

2. Sir, you are also aware that under this facility, fuel prices are fixed in January / July for the next six months before it is revisited. However, with the fuel prices heading north following the Russia-Ukraine crisis and the embargo imposed by the UN on Russian oil imports, the oil prices are likely to be driven further upwards. As a result, the officers are at a disadvantage as there is a substantial disparity between the half-yearly fixed rates and current market rates. Significantly, the difference between the southern states viz. like

Andhra Pradesh, Telangana, Karnataka, and the northern states is nearly ₹ 20/- per liter. The loss to an officer is estimated at around ₹ 1000/- to 1500/- per month, which is quite substantial. Whereas, for Award staff, the steep rise in prices has not affected their quota of reimbursement due to the continuance of manual input of fuel prices.

3. Sir, the Banks extant instruction makes an officer eligible for a certain quota of fuel. However, on account of the "Straight Through Process" the fuel prices prevalent at a particular centre is taken for conversion of the fuel quota in monetary terms which makes officers in some area eligible for a higher quota of fuel and in other parts of the country for lower quota. To illustrate further, we append, in tabular format the disparity ineligibility for an SMGS-V official in three centres viz. Shillong, Mumbai and Vijayawada (Andhra Pradesh) taking into account the actual rate of petrol prices (Normal petrol) prevalent in those centres vis-à-vis the rate at which it was reimbursed through HRMS for the month of January, February, March and April 2022 for your objective analysis:

Month	VIJAYWADA			MUMBAI			SHILLONG		
	actual price/ litre	price reimbursed/ litre	Actual Quota availed (for SMGS V-eligibility = 115 litres)	actual price/ litre	price reimbursed/ litre	Actual Quota availed (for SMGS V-eligibility = 115 litres)	actual price/ litre	price reimbursed/ litre	Actual Quota availed (for SMGS V-eligibility = 115 litres)
Jan-22	111.91	107	109.95	110.98	107	110.88	94.81	107	129.79
Feb-22	111.17	107	110.69	110.98	107	110.88	94.81	107	129.79
Mar-22	118.61	107	103.74	117.72	107	104.53	100.32	107	122.66
Apr-22	121.05	107	101.65	122.07	107	100.80	103.45	107	118.95

From the table above it is observed that wherein a centre like Shillong, an SMGS-V official is reimbursed a higher quota of petrol than his/ her eligibility but in centres like Mumbai and Vijayawada they are deprived of their eligible quota.

4. Hence, we are of the considered view that reimbursement of conveyance at current / month-end fuel rates to be implemented for each state separately to put an end to the disparity in eligibility rather than fixing the fuel rate for six months and taking the fuel price from a particular

LET CUSTOMER SERVICE BE OUR MOTTO

centre. This can be easily implemented in HRMS, as State-wise fuel prices are already updated and maintained in HRMS for Award staff every month. Along similar lines and based on the policy decision in arriving at fuel price, viz. average fuel rate, lowest / highest fuel rate in a month/state, etc. fuel price table for each state/UT and each month can be incorporated into HRMS. As per the

updated maintained table, conveyance reimbursement will be auto-calculated and paid without any manual intervention for approval. The reimbursement on the basis of state-wise monthly rates will be beneficial to the bank as it will reduce overhead costs in case of any reduction in oil prices. Simultaneously, officers will not be out of pocket while claiming reimbursements.■

ISSUES CONCERNING WOMEN OFFICERS

Text of AISBOF Circular No. 35/2022 dated 13/05/2022.

You are aware that the Government of India has given the utmost importance to the enhancement of women's status in all sectors and all walks of life. It is also considered necessary to put in place a policy that can enable women employed under the public sector undertakings to discharge their responsibilities as wife/ mother on the one hand, and productive workers on the other, more effectively.

02. In the present scenario, the strength of lady officers has increased manifold and their representation works out to nearly 22% of total officers' strength. Incidentally, in the recently concluded 28th Triennial General Council of our All India State Bank Officers' Federation at Guwahati, the issues concerning women officers, the lack of work-life balance, transfer/posting related issues and some other pertinent and sensitive women-centric issues came up for detailed discussion. Considering the entire gamut of these critical issues, we request your good office to address the following issues with utmost compassion and sympathy.

i. **Soft Transfer Policy:** Women officers are proving their mettle in every assignment and contributing with their might to all the corporate priorities set by our Bank. Unfortunately, many deserving women officers are compelled to compromise their careers only because of the extant transfer policy which often comes as an impediment to their familial responsibilities. We emphasise that a soft transfer policy for women needs to be put in place to encourage them to pursue career advancement without compromising their personal life as we are all aware of the dual responsibility shouldered by women in the patriarchal society. In fact, this was specifically recommended by the 7th "Action Taken Report" of the committee on the action taken by the government on the

recommendations contained in the fourth report (16th Lok Sabha) of the committee on the subject "**Working condition of women in public sector banks**". The Hon'ble Supreme Court recently ruled that the government's transfer policy needs to be compassionate towards women employees recognising that they share an unequal workload being primary caregivers at home. "Women are subject to the patriarchal mindset that regards them as primary caregivers and homemakers and thus, they are burdened with an unequal share of family responsibilities." Justice Chandrachud said. State Bank of India, is the premier financial institution of the country and as a model employer, needs to revisit the extant guidelines.

- ii. **Gender Sensitivity:** Gender sensitivity is the need of the hour with the growing number of women employees in our esteemed institution. We have an ethical responsibility in shaping the current structures by breaking the previous norms. We are of the considered view that during all training sessions and official meetings this aspect needs to be a part of discourse so that all employees become aware of the fact that they need to respect everyone irrespective of gender.
- iii. **Compulsory health check-up for all women officers:** While learning and skill updation is mandatory in our banking career, Annual Health check-ups should be made compulsory. All officers, including lady officers, should undergo periodic health check-ups and necessary changes to be incorporated into HRMS so that it cannot be compromised anyway.
- iv. **Reimbursement of expenses for infertility treatment:** This issue was flagged by the four

BE TRUTHFUL, BE FEARLESS

officers' organisations in the last salary revision talks. While the IBA team was sympathetic to the issue, no concrete decision emerged. We are of the considered opinion that at the bank level there should be a serious thought for reimbursement of treatment for infertility, which is substantial, as such cases are significantly on the rise along with the growing lifestyle diseases.

- v. **Provision of sanitary pad vending machine and incinerator:** It goes without saying that the personal hygiene of women officers is to be ensured at the time of their menstrual cycle. Considering the rise in the number of women employees and officers, we feel that branches/offices/establishments need to be provided with sanitary pad vending machines and an incinerator in all ladies' restrooms.
- vi. **Enhancement of period of maternity leave from 6 months to 12 months/ Introduction of Child Care leave for 2 years:** While this issue was also discussed at the IBA level during the last salary revision talks, the issue could not be settled to the satisfaction of the concerned parties. Incidentally, Central Government has implemented 2 years of Child Care Leave (with pay) and many state governments have introduced 12-month maternity leave for women employees in the backdrop of the present social structure dominated by nuclear families, we feel that at the bank level such a path-breaking initiative can be taken as industry leaders in the introduction of Avant grade HR initiatives.
- vii. **Provision of crèche facility:** The bank had initiated the setting up of crèche facilities at all LHO centres before the pandemic to address the concerns of young mothers. While

the facility was introduced at Bhopal, the same initiative has not been pursued at other LHO centres.

- viii. **Introduction of menstrual leave:** many corporates and multinationals have introduced Menstrual leave of one day every month for women employees to address the inconvenience caused during the menstrual cycle. We feel that introduction of such a facility will be of immense help to the women employees/officers in discharging their duties effectively.
- ix. **Sanction of sabbatical leave:** The lady officers who are confronted with extreme exigencies are often compelled to apply for sabbatical leave foregoing their salary and allowances. However, we have received feedback that at the RBO level such requests are being rejected rampantly by controllers without applying their minds to assess the merit of the case which is against the spirit of this important facility introduced in the bank.
- x. **Posting at the same station for both spouses:** The request for transfer of the spouse at the same station should be considered with utmost sympathy. In fact, it is the policy of the Government that as far as possible and within the constraints of administrative feasibility, both spouses should be posted at the same station to enable them to lead a normal family life and to ensure the education and welfare of their children.

We do hope that the issues detailed in the foregoing would be duly considered and would come to fruition in the near future. ■

2ND GENERAL BODY MEETING OF SBIOA (AMRAVATI CIRCLE) HELD ON 28TH MAY 2022- A MASSIVE SHOW OF SOLIDARITY

Text of AISBOF Circular No. 36/2022 dated 01/06/2022.

Srinivasa Auditorium, in the holy city of Tirupati was the destination of over 3000 officers of SBIOA (Amravati Circle) who congregated from nook and corner of Andhra Pradesh on 28.05.2022 to witness an 'astonishing' event- the 2nd General Body meeting. Further, more than 3000 members were witnessing

the live streaming of the event. The meeting was hosted by two module committees viz. Tirupati and Kurnool.

2. The event commenced with a colourful 'bike' rally attended by hundreds of comrades whose slogans resonated across the entire stretch of the rally. The guest and the dignitaries were ushered into the auditorium amidst drumbeats. The entire arena was

OUR LIFE IS WHAT OUR THOUGHTS MAKE IT

overflowing with members who had congregated from every nook and corner of the state of Andhra Pradesh. The Circle Association flag was hoisted by Chairman, AISBOF Com. Rupam Roy, President AISBOF Com. Deepak Kumar Sharma and the undersigned along with the President and General Secretary of Amravati Circle in the presence of the Presidents and General Secretaries of affiliates of AISBOF and Circle Association Office bearers. Com. T. Venkatapathi, CRS Tirupati Module, one of the co-hosts, welcomed all the dignitaries and the members to the meeting.

3. The meeting commenced with a mesmerizing dance recital that portrayed the cultural heritage of the state.

4. The Presidents and General Secretaries of other circles along with the principal office bearers of the Federation and other dignitaries were welcomed on the dais with slogans and rousing reception by President, General Secretary and office bearers of the Circle. The guests included Shri Khadri Gundu Rao, General Manager, Net Work-III, Deputy General Manager(B&O) Tirupati, Regional Manager, Tirupati who was also the Chairman Reception Committee, Com L Chandra Sekhar, General Secretary SBISU(AC), Shri N. Aravind Kumar, General Secretary S.E.W.A and Shri PSVS Sarma, General Secretary, SBIPA(AC).

5. The office bearers of other Circle Association present on the dais included:

Com.Nilesh Radia Com.Pinakin Brahmabhatt	President General Secretary	Ahmedabad
Com.S.K.Srinivas	General Secretary	Bangalore
Com.Sanjay Kumar Sharma	President	Chandigarh
Com.Nalla Perumal Pillai	President	Chennai
Com. Jatinder Pal Singh Sethi Com. Sushil Ahuja	President General Secretary	Delhi
Com. Appa Swamy S Com. A. Sai Prasad	President General Secretary	Hyderabad
Com.Ramavtar Singh Jakhar Com.Vinay Kumar Bhalla	President General Secretary	Jaipur
Com.Premchandran V.K	President	Kerala
Com.A.K.Agnihotri Com.Pawan Kumar	President General Secretary	Lucknow
Com.Mohan Shamji Gohil Com.Manohar Baboo Devrukhkar	President General Secretary	Mumbai Metro
Com.Udaram Hedaoo	President	Maharashtra
Com. Amresh Vikramaditya	General Secretary	Patna
Com. Narendra V Kulkarni	Treasurer	AISBOF

6. Com. Chitra's rendition of the prayer song was followed by the lighting of the ceremonial lamp by guests and dignitaries.

7. Com. G. Kishore Kumar, President, SBIOA (Amaravati Circle), in his warm and passionate welcome address greeted the dignitaries and the members. He briefly touched upon the activities and achievements of the Circle Association and also stressed the importance of solidarity and unity of the members.

8. Shri Khadri Gundu Rao, General Manager (Net Work-III), expressed his pleasure to welcome the dignitaries to the city of pilgrims, Tirupati. He congratulated and thanked the officers' fraternity for the yeoman services rendered by them during the pandemic and highlighted the achievement of Circle. He appreciated the Circle Association for many of its initiatives and the active participation of officers. He expressed his happiness about the performance of the Circle in many areas such as ORM ranking, RFIA score etc., and requested the house to garner new business to retain the position of numero uno in the industry.

9. Com. L Chandrashekhar, General Secretary, SBISU(AC) congratulated team SBIOA (Amravati Circle) and expressed happiness mentioning Staff Union and Association were working together for a common cause.

10. Com. Aravind Kumar, General Secretary, SEWA also congratulated the Circle Association for the massive show of solidarity and expressed the need for working in unison for resolving issues.

11. Com. PSVS Sarma, General Secretary, SBI Pensioners' Association (Amaravati Circle) congratulated the Circle Association for carrying forward the legacy of the association with enthusiasm and dedication. He touched upon issues concerning pensioners.

12. Com. Deepak Kumar Sharma, President (AISBOF), in his warm and passionate address, expressed admiration and appreciated the participation of a large number of members of the circle in the Triennial General Meeting. Referring to the historic achievements through the 8th Joint Note, he appreciated the active role of AIBOC for pursuing many other issues with IBA like Updation of Pension, 5 Day week and scrapping of NPS etc. He also appreciated the role of AIBOC leadership in taking forward the fight for "Bank Bachao Desh Bachao" movement across the country and appealed to the

LET US BUILD A STRONG AND SELF RELIANT INDIA

members to intensify the movement as the intent of the government was to hand over all national assets to crony corporate houses. He also touched upon the importance of improvement of the working environment, and customer service including internal customers and advised to follow systems and procedures, Bank's laid-down instructions for compliance. He briefed the audience about the pending issues including disparity in salary and allowances between the award staff and officers, and other financial and non-financial issues which they have raised with the Management of SBI during their visits to the Corporate Centre and in CNC meetings.

13. The undersigned in his address expressed happiness for the wholehearted participation of members. He warmly congratulated the Circle Association who had done a splendid job by organizing the massive gathering of members especially the presence of youth and lady members in large numbers. Appreciating the bike rally that was conducted before the commencement of the meeting he expressed his regret for not taking part in the same due to his late arrival in the city. He placed his appreciation to the functionaries of SBIOA Kurnool and Tirupati Module, the co-hosts for shouldering the onerous responsibility of staging such a massive event. He stressed the need to encourage youngsters to be given an opportunity to lead from the front to strengthen the Circle Association as well as the Federation. He expressed the present pain points of the officers' fraternity which were extended working hours, working on Sundays/Holidays, compliance-related pressure leading to unwarranted errors, misbehaviour of few controllers, shifting priorities etc. He reminded the house that the government is expected to attempt for tabling the Banking Laws Amendment Act 2021 during the ensuing monsoon session of the Parliament. AIBOC would continue to oppose the policies inimical to the interest of the common man. In regard to the women officers in the bank, he apprised the house that the Federation had flagged many issues like provision of exclusive restrooms, LFC for both husband and wife, Soft Transfer Policy, compulsory health checkups, provision of sanitary pad vending machines and incinerators in ladies restrooms, enhancement of maternity leave, provision of crèche facility, posting at the same station for both spouses et al. Appraising the

activities of the Circle Association, he pointed out that the circle leadership had taken many new initiatives for the cause of members and the bank as well. The undersigned appreciated the pension scheme introduced by the Circle Association for the Association staff and requested them to guide other affiliates. He concluded his speech by giving a clarion call to intensify the fight against the Government by mobilizing public support in large numbers to take forward the #BankBachaoDeshBachao movement across the country before wishing a grand success of the meeting.

14. During the course of the meeting, veterans of the undivided SBIOA Hyderabad Circle, who belonged to the state of Andhra Pradesh were felicitated.

15. Com Surya Kumar, General Secretary, during his address flagged several unresolved issues pertaining to the officers' fraternity and to Amaravati Circle in particular and urged the leadership to pursue the issues to a logical conclusion with all earnestness.

16. In response to the issues flagged by the Circle General Secretary, the undersigned updated on the efforts of the Federation on the following issues:

- (i) The undersigned and Federation Chairman, and President were scheduled to meet executives at Corporate Centre as well as the IT department at Belapur to make suitable changes for permitting circle level rates in the next few days.
- (ii) Case has been filed at Hon'ble Calcutta High Court on the issue of linking mandatory learning with payment of perks
- (iii) Substantiated correspondences have been made, discussions have taken place in exclusive meetings and the top management on the prevailing disparity in wages.
- (iv) Expressed that the new promotion policy needs to be continued at least for 5 years.

17. The function concluded with the vote of thanks proposed by Com. T.V. Raman, CRS, Kurnool Module The undersigned congratulates SBIOA (Amravati Circle) for their excellent arrangement and for the massive display of unity and solidarity. ■

1ST GENERAL COUNCIL MEETING OF SBIOA (MAHARASHTRA CIRCLE) A MASSIVE SHOW OF VIBRANCY AND SOLIDARITY HELD ON 29TH MAY 2022

Text of AISBOF Circular No. 37/2022 dated 01/06/2022.

The historical 1st General Council meeting of Maharashtra Circle was a head-turning event. More than 1000 members congregated at SBOA Public School, Nerul, Navi Mumbai, the venue of the historic meeting from every nook and corner of Maharashtra and Goa State. The stage was named **“Com. Vijay Khedgikar Manch”**, as a tribute to the memory of the great leader, one of the heroes of the epic '69 indefinite strike and former General Secretary of the erstwhile Mumbai Circle.

2. The venue bore a festival look with the beats of traditional drums and bugles and the guests were welcomed with Maharashtrian Tutari and with customary Pheta. The event started with the hoisting of the Association flag by Com. Rupam Roy, Chairman, AISBOF, Com. Deepak Kumar Sharma, President, AISBOF, Shri Ajay Kumar Singh, Chief General Manager, Maharashtra Circle, Com Udaram Hedao, President, SBIOA Maharashtra, Com Bhushan Mahajan, General Secretary of SBIOA Maharashtra and the undersigned in presence of all the leaders of the affiliates and activists of the host circle. Jai Bhavani Jai Shivaji, Bank Bachao Desh Bachao reverberated across the venue as the guests made their way to the auditorium. The entrance is named **“Keshav Thaokar Pravesh Dwar”**, as a mark of tribute to the late former General Secretary of the undivided SBIOA Mumbai Circle.

3. Com. Udaram Hedao, Com. Bhushan Mahajan, President and General Secretary of the Circle Association was welcomed onto the dais amidst thunderous applause. Rich tributes were paid to the veterans - Com. Keshav Thaokar, Com. Vijay Khedgikar, former General Secretaries, Mumbai Circle, Com. T. N. Goel, former President of AISBOF, Com. Shantha Raju, former General Secretary of AISBOF and AIBOC, had passed away during their current tenure.

4. President and General Secretary of Maharashtra Circle welcomed all the dignitaries on the dais with a bouquet and a Photo frame of Chhatrapati Shivaji Maharaj. The dignitaries on the dais were Shri. Ajay Kumar Singh, CGM, Maharashtra Circle, Shri. Alok Kumar Chaturvedi, Dy. General Manager & CDO, Maharashtra Circle, Com. Nilesh Pawar, Secretary AIBOC Maharashtra-I, Com Anil Gamre, General secretary, SBI SC/ST/BC Employees Welfare

Association, Mumbai Metro Circle. True to tradition, former office-bearers were facilitated, which included Com. Himmat Mahant, former General Secretary, Mumbai Circle, Com. Sunil Shinde, Former General Secretary of Mumbai and Maharashtra Circle, Com Anil Nare, former President Mumbai Circle, Com. Anil Balkawade former General Secretary, Mumbai Metro and other veterans.

The office bearers of other Circle Association/ AISBOF present on the dais included:

Com. Nilesh Radia	President	Ahmedabad
Com. S.K. Srinivas	General Secretary	Bangalore
Com. Sanjay Kumar Sharma	President	Chandigarh
Com. Nallaperumal Pillai	President	Chennai
Com. Jatinder Pal Singh Sethi	President	Delhi
Com. Sushil Ahuja	General Secretary	
Com. Appa Swamy S	President	Hyderabad
Com. A. Sai Prasad	General Secretary	
Com. Ramavtar Singh Jakhar	President	Jaipur
Com. Vinay Kumar Bhalla	General Secretary	
Com. V.K.Premchandran	President	Kerala
Com. A.K. Agnihotri	President	Lucknow
Com. Pawan Kumar	General Secretary	
Com. Mohan Shamji Gohil	President	Mumbai Metro
Com. Manohar Baboo Devrukhkar	General Secretary	
Com. Amresh Vikramaditya	General Secretary	Patna
Com. Narendra V Kulkarni	Treasurer	AISBOF

5. The event started with the rendition of Ganesh Vandana by Kumari Sai Mahajan in the form of a dance recital, which was followed by a traditional Maharashtrian group dance led by Smt. Geetanjali Pitale. This was followed by the lighting of the ceremonial lamp by the guests and dignitaries. A short documentary on the journey of SBIOA Maharashtra Circle was screened. On behalf of the Circle Association, Shri Ajay Kumar Singh, Chief General Manager, handed over a cheque of Rs 1 lakh to Balagram Sanstha situated in Gevarai of Beed District which is taking care of destitute kids.

6. Com. Bhushan Mahajan, General Secretary (Maharashtra Circle) welcomed the delegates. In his address, he appreciated the encouragement of Shri Ajay Kumar Singh, CGM who has always been open to suggestions and has provided easy access. He also said that issues pertaining to officers' fraternity were being flagged regularly to Circle Management and many of them have been addressed by the management. He further said that he was hopeful that the issues remaining will be

NEVER BEND BEFORE THE INSOLENT MIGHT

resolved at the earliest. He requested Shri Ajay Kumar Singh, CGM to virtually inaugurate the new guest house at Nashik. During his address, Com. Mahajan also announced that as per the decision of the CEC, the value of the memento to retirees has been enhanced from ₹ 3000/- to ₹ 6000/-, and the financial assistance to the family of the deceased members has also been enhanced from ₹ 2 Lakh to ₹ 3 Lakh. He said that the issue of transfer between Mumbai Metro and Maharashtra is yet to be resolved. He requested the Federation to address this long pending issue on priority. He also touched upon the issue of customer service, compliance, and the threat of the Bank losing its premier position in the wake of the merger of HDFC and HDFC Bank. He thanked the Federation leadership for the successful signing of the 8th Joint note. He also thanked the Federation leadership for resolving the lease rental issue between the two circles after bifurcation. He requested the Federation leadership to prioritize the issue of parity of salary between officers and award staff.

7. Com. Manohar Devrukhkar, General Secretary, Mumbai Metro in his address requested both the circle management to resolve the issue of the 2017/2018 batch transfer to their respective circles. While assuring that the officers will take care of customer service in branches, he expressed concern about the internal customer service.

8. Com. Anil Gamre, General Secretary, SBI SC/ST/BC Employees Welfare Association, Mumbai Metro Circle requested both the management and the Federation to resolve the contentious issues that had surfaced following the bifurcation of Mumbai Circle.

9. Com. Nilesh Pawar, Secretary AIBOC, MS-1 expressed his happiness in inviting him to the 1st General Council of Maharashtra Circle. He greeted and wished fruitful deliberations in the business session. He touched upon the threat of privatization, the need for strengthening banks and associations, the need for improvement of customer service, social media campaigns against privatization, and the necessity to make "Bank Bachao Desh Bachao" movement a mass movement. He also touched upon the disparity in treatment given to the bank employee's vis-à-vis to Government employees in taxation on NPS.

10. Com. Rupam Roy, Chairman, AISBOF in his brief address appreciated both Maharashtra and Mumbai Metro Circles for their vibrant slogans "Jai Bhavani Jai Shivaji" & "Har Har Mahadev" and the

enthusiasm that was on display during the last Triennial at Guwahati. He assured the support of the Federation to the issues pertaining to officers of both Circles. He wished the success of the 1st General Body Meeting of Circle Association.

11. Com. Deepak Kumar Sharma, President, AISBOF captivated the entire house with the thunderous and mesmerizing address. He congratulated the host circle. He appreciated the leadership for remembering the valuable contribution of veterans and naming the dais as Com. Vijay Khedgikar Manch. He observed that the rich tradition of Maharashtra was meticulously followed by the present leadership. He said that Maharashtra has produced many saints and warriors who guided the entire country. This spirit of fighting was in the blood of the people of Maharashtra. He lauded the role of the Circle leadership who was working continuously for the betterment of the members. He appreciated that Circle Association was taking care of the Bank as well as the Association and called upon youngsters to shoulder the responsibility. He said that officers owe their duty to Bank as well as to the family and Management should avoid summoning officers to work on holidays. He called upon officers to avoid mis-selling products and discourage unethical practices. He expressed his grief and sympathy towards the comrades who sacrificed their lives during Covid pandemic. He shared the concern that Government was keen on Privatization and this needed to be opposed by every means, including social media campaigns. He also touched upon some of the pending issues like 5 days a week, pension updation, NPS, etc. He said that the issue of transfer between Maharashtra and Mumbai Metro needs to be resolved amicably by Associations and Circle Management. He appreciated the General Secretary for his informative Secretary's report. He wished for the success of the General Council.

12. Shri Alok Chaturvedi, DGM, CDO expressed his happiness and assured support in resolving the issues. He said that majority of the compassionate appointments have been completed in the circle. He assured full cooperation in resolving issues of members.

13. Shri Ajay Kumar Singh, Chief General Manager, Maharashtra Circle expressed his happiness in joining the members as a chief guest of the function. He said that contribution of the circle to the profit earned by the bank was approximately 10% and complimented all officers for their diligent work. He recalled his association with the trade union and said that he was aware of the ground reality and

problems. He called upon all to be sincere and transparent while functioning. He said that issues if any, may be brought to his attention for resolution. He also said that he has instructed HR functionaries to dispose of the claims and bills without delay. He expressed concern about unauthorized absence, rising staff NPAs and the penalty levied by RBI. He called upon joint custodians to exercise care and caution.

14. The undersigned expressed happiness in attending the General Body meeting of one of the vibrant circles in the city of Mumbai, which he considered his second home. He was jubilated to witness the large participation of youth and lady officers. He also appreciated that the Circle Association had conducted Regional Conferences across the Circle and had involved the youth. He complimented Com Bhushan Mahajan for his humanitarian initiatives which included an instant decision to donate ₹ 1 lakh to the USTM Chancellor at Guwahati during the last Triennial General Council and helping out a girl, who had lost her father, the sole bread earner of the family in Kolkata to pay her school fees. During his address, the undersigned endorsed the recent promotion policy implemented by the bank and said that it would be beneficial to the institution as it favoured the officers deployed at branches. He touched upon the issue of parity of wages/scales, delinking of mandatory learning from perks, compassionate appointments, the need for the appointment of CBOs in all circles etc. He also called upon the internal customers of the bank i.e. staff needed to be treated fairly. He shared the concerns

on bank privatization, and how the mass movement **#BankBachaoDeshBachao** and the epic Bharat Yatra forced the Government to keep the issue on the back burner. He cautioned that the threat persists and we should be ready to fight again. He also cautioned that the rat race for numbers and CDS grades was affecting the team spirit and were inimical to the image and goodwill of our esteemed institution. He concluded the address by raising the slogan **"BankBachaoDeshBachao"** which reverberated across the venue.

15. In his Presidential address, Com. Udaram Hedao urged the members to take part in the activities of the Association. He further urged the members to maintain restraint while expressing views about the Association on social media, particularly WhatsApp. He appealed to the federation to take up the issue of conversion of RMROs/CROs to Generalist officers.

16. The entire programme was superbly anchored by Com. Aditi Sangwai, Com. Padmashree Bhagat, Com. Dattaprasad Pawar and Com. Ambarish Deshpande.

17. The meeting was concluded with a vote of thanks proposed by Com Pradip Kelkar, Vice President of the Circle Association. **"Officers' Cause"** congratulates SBIOA Maharashtra Circle for their grand show of solidarity. The conference was an eye-opener as a fledgling Circle Association had displayed its innate strength in a befitting manner. ■

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