



ALL INDIA STATE BANK OFFICERS' FEDERATION

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

Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001

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To All Affiliates,

SBIOA (K) Bangalore elections - Debunking Misinformation and Clarifying facts

Dear Comrades,

As the triennial elections of SBIOA(K), Bangalore Circle, approach, it has become necessary for the Federation to place certain facts on record and address misinformation being circulated in recent weeks.

AISBOF carries a proud and distinguished legacy as the first trade union body of officers formed in the banking industry. It represents the collective cause of officers across Circles and negotiates issues with Bank Management at the national level. At the Circle level, elected SBIOA representatives negotiate circle specific issues with the Circle Management. This structured and recognized framework is the foundation of our strength.

Democracy grants every comrade the sovereign right to vote and to contest. The choices made at the Circle level determine who carries local concerns forward to Circle Management and onward to the Federation within the recognized negotiating structure.

In recent weeks, numerous videos and messages have been brought to our notice wherein certain individuals are making sweeping claims about resolving major, bank wide issues.

The Federation places on record, with complete clarity, that Bank Management has categorically affirmed that only recognized trade unions, AISBOF at the apex level and SBIOA at the Circle level, are authorized to negotiate general service matters. Welfare associations have been clearly advised to function strictly within their defined scope.

It has also been claimed by some individuals that they were personally instrumental in the restoration of the Compassionate Appointment Scheme, the conceptualization of Circle Based Officers, CBO, recruitment, improvement in their service conditions, and the conversion of Specialist to Generalist officers, among other matters.

The facts are unequivocal.

The revised Compassionate Appointment Scheme secured in March 2021 and the CBO recruitment channel initiated in August 2021 were the outcome of years of persistent and painstaking negotiations by the Officers' Federation at the Central Negotiating Council. These were collective victories, won through unity, structured dialogue, and sustained effort, not the achievements of any individual.

The issue of conversion from Specialist to Generalist cadre was unfortunately disrupted due to unnecessary noise created by part time actors seeking visibility without commitment. Such interference has, in the past, adversely impacted serious negotiations at the Bank, IBA, and DFS levels. AISBOF has formally requested Management to keep the matter alive, and Management has assured a relook at the issue.

The Federation continues to pursue issues that affect officers on a daily basis. The implementation of the already agreed five day work week for all bank officers remains a priority, and sustained efforts are underway to secure its early realization.

The Federation, with collective efforts of all, has secured the increase in pension from 40 percent to 50 percent of last drawn pay, achieved special pay, grade pay improvements for officers in the Bank, and continues to press for restoration of the Old Pension Scheme for all banking employees, an issue central to financial security and dignity in retirement.

Under the leadership of the General Secretary of AISBOF and AIBOC, along with a committed negotiating team that included Federation office bearers such as Com. Giriraj K N, the historic 9th Joint Note wage revision was secured in March 2024. This milestone, achieved through coordinated negotiation at the highest levels, delivered cumulative benefits to officers that surpass the gains of previous settlements taken together.

The Federation is also relentlessly raising the issue of adequate recruitment, fully cognizant of the workload pressures faced by members across Circles. These are ongoing efforts being pursued through recognized channels, with discipline and credibility.

Affiliates are advised to remain vigilant against rhetoric and unverified claims. Matters relating to promotions, postings, workload, service conditions, and long term welfare can only be addressed within the recognized negotiating framework that provides legitimacy and enforceability.

The strength of the Federation lies in unity, discipline, and adherence to established processes that give collective voice its power.

All affiliates are requested to disseminate these clarifications appropriately and ensure that members are guided by facts and by the institutional framework that safeguards their interests.

With comradely greetings,



(Rupam Roy)
General Secretary

At the Service of Members for more than 6 Decades

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