



ALL INDIA BANK OFFICERS' ASSOCIATION

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November 19, 2018

TO

ALL AFFILIATED UNITS / STATE COMMITTEES

Comrades,

REPRESENTATIVES OF STATE COMMITTEES MEET AT JAIPUR

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As decided in the Secretariat meeting held on 13th October 2018 at Mumbai, to prepare a road map for organisational actions pertaining to present attacks on Banking Industry- Amalgamation of three Banks, fresh attempts to bring in the concept of Variable Pay in the Wage Revision talks and also the collective decisions of four officers' organisations on work - life balance for officers, a meeting of Presidents and General Secretaries of State committees was held at JAIPUR on 17th November, 2018 along with the members of secretariat.

2. The meeting was presided over by Com. Alok Khare, Vice Chairman AIBOA and subsequently joined by Com. Vinod Bakshi, Vice President AIBOA. At our invitation, Com. Mahesh Mishra, General Secretary, Rajasthan Pradesh Bank Employees' Union attended the meeting.

3. The leave of absence was granted to Com. A.N. Suresh, President, Com. P. K. Bharuch, GS. AIBOA - Assam State Committee Dr. Kumar Arvind, GS AIBOA - Bihar State Committee, Com. Sanjay Khan, President AIBOA - Delhi State Committee and Com. Sadhan Das, GS AIBOA-Jharkhand State Committee.

4. The meeting commenced at 10.40 A.M., with the brief address outlining the purpose of the meeting by the General Secretary and emphasised the focussed presentation on the issues listed out in the communication already circulated to the State Committees. The role of State Committees in enlarging the activities with particular reference to the present crisis in the system as well as the wage revision issue was placed to the participants for a meaningful debate. The circulars issued by the central office of AIBOA need to be reproduced by the State Committees with copy marked to AIBOA.

5. Com. Mahesh Mishra, General Secretary, RPBEU, addressed in a brief presentation, the attitude of the SBI management towards erstwhile SBBJ staff members and also the change in the behaviour of the representatives after the merger with SBI. The direction of the court in deducting the subscription, non provision of the list of members from whom the subscriptions are deducted and direct attack on trade union by SBI were some of major pains inflicted on TUs. The health of SBI, every-body knows, from the print media that in 200 years history SBI, it booked loss for the first time after merger of 5 Associate Banks. There is a need to conduct an independent study about the mergers carried out in the past to decide the same for future growth of the economy.

6. The meeting was participated by 16 state committees' Presidents and General Secretaries, representative from AIDBOU, President and General Secretary of KMBOA besides office bearers of AIBOA – Rajasthan State Committee, the host. In all 21 representatives from the states, they presented their view points on the issues listed out. Com.Lokesh Mishra, representative of DBOU Rajasthan and Com. S.A. Sridhar, Vice President of AIBOA shared their expressions on pains and gains of merger respectively and also the steps that are to be initiated were presented by them.

7. **After the deliberations, the decisions were arrived at :**

a. **Merger of three Banks:** The pains of merger will have to be explained to staff members through cluster meetings; The problems relating to the customers particularly pertaining to interest rate structure, availability of services because of long relationship are also to be explained through a leaflet in vernacular languages; Approaching the peoples representatives in the respective states mainly and others through available communication channels and all other avenues to focus the issue. Due to Bad loans and the ineffectiveness of the authorities leading to the present stage are to be brought to the notice of Public at large. The poster campaign launched by our organisation has to be completed immediately by the rest of state committees without any further delay.

b. **Wage Revision:** With the present attitude of the Bankers on fractured mandates from five Banks and new proposal of variable pay based on ROA and Net profit. The situation is really challenging. The nine constituents are to respond to the situation very effectively and immediately. The need to raise the level of preparedness of the Officers to fight back the tendencies of the Bankers was discussed. The situation is pointing towards the direct action of the affected workforce in the Industry which is becoming inevitable.

c. **Work Life Balance:** The programme launched on 02.10.2018 of not responding to the calls of the management from 20.00 hrs to 08.00 hrs by officers needs to be escalated by the State Committees and also by the affiliated units on a continuous basis, as the same is gaining moment.

d. Strike in Jan 2019: The representatives were expressing the viewpoints on the strike call given by CTUS on the present status of the economy as well as the misrule by the Government. However, appropriate decision will be taken by the Secretariat depending upon the circumstances. In due course

e. Organisation: As there is a repeated insistence on the conflicting interest between the State Committees and All India Bank wise Federations in the matter of remittance of subscriptions to state committees, wage revision levy and also on representations in the All India Body, it was proposed to have a specific reference to a committee consisting of the senior comrades in course of time. Notwithstanding the problems faced currently on account of transfers, there is an imperative need to establish the District Committees and raising the financial support is also an essential exercise which should not escape the attention of the organisers at State level.

Vote of thanks: Com. M.A. Srinivasan, Dy.Gen.Secy, AIBOA profusely thanked the office bearers in general and Com.N.K. Sharma Gen Secy, AIBOA-RSC in particular for the excellent arrangements made to transact the issues listed in the Agenda by providing excellent ambience in a short time by co ordinating with all State Committees to make the exercise more meaningful and purposeful in content. Further the electronic media coverage, in spite of the elections in the State was impressive and also fine.

Onward march to build the organisation at States and at All India Level with preparedness to face emerging challenges in the Industry.

Yours comradely,


S. NAGARAJAN
GENERAL SECRETARY

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Mangaluru
20.11.2018

Sd/-
(K. RAGHAVA)
GENERAL SECRETARY