

# STATE BANK OF INDIA OFFICERS' ASSOCIATION [Chennai Circle]

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Circular to All Unit Secretaries / Members:

No. 56 /14/ 2018  
16.05.2018

Dear Comrade,

**AN APPEAL TO OUR YOUNG AND SENIOR COMRADES  
STRIKE ON 30<sup>TH</sup> & 31<sup>ST</sup> MAY 2018**

We reproduce hereunder AISBOF Circular No.40 and 41 dated 14.05.2018 , the contents of which are self explicit.

With Greetings,

Comradely yours,  
Sd/-

**(D. THOMAS FRANCO RAJENDRA DEV)**  
**GENERAL SECRETARY**

Text of AISBOF Circular No.41 dated 14.05.2018

**AN APPEAL TO OUR YOUNG AND SENIOR COMRADES  
STRIKE ON 30<sup>TH</sup> & 31<sup>ST</sup> MAY 2018**

We reproduce hereunder the text of AIBOC Circular No.2018/22 dated 13<sup>th</sup> May, 2018 contents of which are self-explicit.

**(Y. SUDARSHAN)**  
**GENERAL SECRETARY**

**TEXT**

**QUOTE :**

You were the back bone of the organization and built up the strong edifice and you continue to be the pillar.

The Govt and Management will try their age old game of divide and rule. I am sure you will understand and act.

**Q. Why we demand Wage Revision upto Scale VII**

The 7 Scales were the outcome of the Pillai Committee Recommendations. After the PCR we have all along had Wage Negotiations upto Scale VII. Even in the last Wage Negotiation IBA insisted on restricting negotiations upto Scale III.

Some Management also gave restricted mandate. But we turned it down and achieved our target. We also got an additional increment for Scale IV. Though we tried the same for Scale V also we could not achieve the same. But we had been ensuring decent wage hike for all.

**Q: What will happen if the WR is restricted to Scale III in Bipartite?**

The individual Managements will have the freedom to decide. Uniformity will be lost. Relativity will be given a go by. Performance will be made criteria but performance mark will be decided by the Boss. Unless you please the boss you will not get better pay or promotion. You will be left to the mercy of the Management. Discrimination will increase. Humans are not perfect. Performance depends on the environment. Already in some banks this is

happening and the resentment is increasing day by day. Hence this will only lead to divide and rule and later the officers will be left to the mercy of the Management.

Today the Associations are the watch dogs which Protest & Protect.

A rich man had 2 dogs which were guarding the house watchfully in the night. One day a friend told him that he is wasting so much of money to feed the dogs. So the rich man gave away the dogs. Sold for a price. Within a week robbers came. They looted all his money and jewels. Now the rich man cried. Regretted that he did not realize the role of the watch dogs.

Same will be our position. When the role of the Association is taken away the Management atleast most of them will bounce on you. Step by step , stage by stage. By the time you will realize, you will be at great loss.

**Q. What are the arguments of AIBOC for continuing these scales?**

1. The Pillai Committee Recommendations and the acceptance of the same by Govt. & Banks.
2. Officers Service Rules are same upto Scale VII and they can't be tampered with as salary structure is part of the OSR.
3. It is the Association which defends these officers in case of a charge sheet.
4. Managements want us to demand that Officers upto Scale VII should be outside the purview of CVC and CBI. The same should be the case for Wage Negotiation.
5. If not us who will negotiate for them?
6. Officers are recruited under IBPS. They should have same service conditions. Leaving it to individual managements will create disparity.
7. Many Officers upto Scale VII are members of the Association. They have to be given Wage Revision on the same formula.

8. No Management will give a better salary if there is no negotiating body.
9. If the Managements want to give more really, they can provide the amenities apart from salary which will be tax free too.
10. No Govt. No Management is benevolent. Without an Association they will become oligarchy. They will discriminate on Caste, Creed, Religion, Language; everything will come to play.

**Q. Why can't you prevent the Management from giving individual letters?**

Managements can't support the strike. It is mandatory to issue letters asking not to join the strike. But no Management can take action against an individual for a collective action. The Trade Union Act protects us. Hence you need not worry.

**Q: Managements can transfer?**

Transfers take place as per transfer policies and when you go up in the ladder it is mandatory. Can a Management transfer everybody who participates in the strike?

**Q. Can I participate in the Strike when I am under probation?**

Yes. We all have participated during probation. Probation can't be extended for that. All under probation should join the strike.

Comrades,

We appeal to you. It's a question of life and death. We have to stand united as we have done all along. Take the plunge. Join the strike. Ensure a brighter future.

Comradely yours,

**sd/-**

**(D.T.FRANCO)**

**GENERAL SECRETARY**

**UNQUOTE :**

**Text of AISBOF Circular No.40 dated 14.05.2018**

We reproduce hereunder the text of AIBOC Circular No.2018/21 dated 13<sup>th</sup> May, 2018 contents of which are self-explicit

(Y.SUDARSHAN)  
GENERAL SECRETARY

**TEXT**

**QUOTE :**

The decisions for 2 days strike was taken in the UFBU meeting on 5<sup>th</sup> May at Mumbai. As I explained in the EC meeting the proposal was for one day but on our proposal it was made two day. Though AIBOC suggested to have on 28<sup>th</sup> & 29<sup>th</sup>, some constituents stated that members will take it as 4 days holiday and there will be poor attendance in demo. Hence the dates were decided as 30<sup>th</sup> & 31<sup>st</sup> and the convener was asked to send a letter to the Finance Ministry and after waiting for some time issue the strike notice. I clearly mentioned in the EC that as per the sentiments of the EC members we will try to change the dates but if we can't we will continue with this strike and in future we will insist on combining the Holidays.

As decided on 10<sup>th</sup> May EC I proposed and convinced the Officers Organisations to agree to our proposal of 28<sup>th</sup> & 29<sup>th</sup> and quickly communicated to the convenor. Unfortunately he had already issued the Circular & Notice. I spoke to him and he said that as he will be away fo few days and the dates were already decided and this was the second notice of strike the content was ready and he issued the Notice of Strike along with programmes of action. On getting our letter he has replied that as the Notice

has been already circulated all over the country now changing it will be difficult and create confusion. Moreover it will require a discussion with all 9 Constituents. Hence the dates are final now i.e.30<sup>th</sup> & 31<sup>st</sup> May 2018.

Under this circumstances I am of the opinion that there is no disrespect to AIBOC and the Notice of Strike clearly has stated our demand for Wage Revision upto Scale VII. An united struggle will be more powerful than we alone going on strike separately. Larger Unity is always better and UFBU was created by us and there is no reason to break it now. Our endeavour should be to ensure 100% participation, prevent clearing houses from functioning and mobilise massive demo and other actions.

There strike will not be withdrawn without achieving our demand.

In the 4 Officers Organisation we have also discussed about our COD and the principles for a decent wage in terms of the CPC formula and we have decided we will have another sitting with ground work to arrive at our formula to achieve the same.

We have also decided that if need be we will have a strike by 4 Officers Organisations.

The Govt, IBA and some Managements want to divided us. Let us show them our Unity and Solidarity.

I appeal to all our EC members to convey this to all our members and have a positive campaign to ensure 100% success.

We will prove our Capability, Strength and clear approach to achieve our goal.

Our Unity Long Live

Comradely yours,

**Sd/-**

**(D.T.FRANCO)**

**GENERAL SECRETARY**

UNQUOTE :