

# SUPERVISION

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## STATE BANK OF INDIA OFFICERS' ASSOCIATION (HYDERABAD CIRCLE)

C/o SBI Buildings,  
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Contributions on topics of interest are invited from the members, and they should be sent to the association office addressed to the Editor, **SUPERVISION**.

*From the General Secretary's Desk..*

**Dear Comrades, ALL INDIA STRIKE BY ALL BANKMEN ON 28.02.2017  
CLARION CALL OF U.F.B.U. – A THUNDEROUS SUCCESS**

At the outset, with a sense of highest pride and satisfaction, I stand to congratulate all the members of SBIOA(HC) who have unstintedly supported the United Forum of Bank Unions (UFBU) in making the All India Strike on 28.02.2017 a THUNDEROUS SUCCESS. When all possibilities are exhausted and all the roads are closed, then only — having no other option, that too with a lot of pain, the strike call was given. Some of the issues raised in the Strike call needs a mention for the importance they carry for the Banking Industry as a whole and Officers' community in particular.

Comrades, I am sure you all would agree to the fact that, it is not the intention of the Federation/ Association to cause any inconvenience either to the customers or to the Bank, that too sacrificing a day's wages/salary. In the Banking Industry, when the principle of "No work, No pay" is implemented, why should there be hesitation for "extra work, extra pay". Is it not a rightful demand?

All of you are quite aware, when demonitisation call was given, as loyal members of the Bank and Society, everyone rose to the need of the hour and made the Government's call a true success by all means, not caring for self in the overall interests of the Nation. But, unfortunately, when it comes to the matter of taking care of Bankers, they were shown a back-seat by the Government. The words of appreciation in oral terms could not be converted into actions when we ask for extra compensation for the extra work put in. Is it not a rightful demand to question this obvious double standards?

You are also aware, 5-day week was one of the major and dear demands in our 10<sup>th</sup> Bipartite, which could be fulfilled partially only by getting two days holidays on 2<sup>nd</sup> and 4<sup>th</sup> Saturdays. For the mental and physical strain we are all undergoing daily in our routine spending late hours in the Branches/Offices meeting the targets besides pressures for getting business in cross selling, digital banking, recovery of NPAs etc. In such an environment, unless the body and mind get two days rest and recuperation, it is undoubtedly difficult to work with full vigour. Is it not a justified demand that we, as sincere Bankers, deserve the much needed rest?

Similarly, the long established practice of 'Participative Management' has virtually been given a go-by and the positions of employee/Officer Director in the Banks' Boards have not been filled in for quite a long time. Our repeated reasoned and legitimate representations did not heed a positive result due to the stubborn anti-labour stance by the Government. Is it not a rightful demand as a Stake Holder?

Our valiant members would appreciate that the Bank's interest is also paramount for the Organisation besides the members. The financial strength of the Bank cannot be compromised at any cost and therefore, the expenditure on account of demonitisation which was thrust on the Banks must be compensated by the Government. As a responsible Organisation, is it not our bounden duty to protect the financial strength of the Bank?

Another demand enumerated by the UFBU in the strike notice was tackling the Wilful Defaulters by providing additional strength and legal support to the Banks to combat the menace of mounting NPAs, particularly in high-ticket advances extended to highly influential individuals. Is it not a justified demand to seek additional administrative powers to strengthen the recovery mechanism to safe-guard the public money?

I once again SALUTE the entire membership for their exemplary rally round the banner of the Organisation – be it SBIOA(HC) or AISBOF or AIBOC or UFBU, for the Just demands. Your display of Unity and Solidarity in responding to the Calls given by the Organisation at all times is unmatched and I wish and hope, would continue in the days to come to take the flag of the organization to further heights furthering the cause of the membership and the Bank as well. With warm greetings.

**(G. SUBRAMANYAM)  
GENERAL SECRETARY**

**UFBU/AIBOC/FEDERATION NEWS****ALL INDIA BANK STRIKE ON 28<sup>TH</sup> FEBRUARY 2017**

"UFBU meeting was held on 31<sup>st</sup> January 2017, under the chairmanship of Com. K. K. Nair, Chairman of UFBU, at Delhi.

The meeting deliberated on various issues confronting the banking industry, particularly on the developments taking place in the banking sector on account of the various policy decisions of the Government such as financial reforms, attempts to wipe out pro-labour provisions in the name of amendments to labour laws, the indifferent approach of the managements of some of the banks to the instructions of Government on the process of next wage revision of bank employees and officers, the voluminous bad loans in the Banks and unwarranted concessions that are being given to defaulters, etc.

The meeting took serious note of non-payment of eligible compensation to the employees as per bipartite provisions for the extra hours of work performed by them subsequent to implementation of demonetisation scheme as announced by the Government. Officers were also made to work for long hours and on Sundays / holidays without compensation or with notional payment. The meeting also took note of the resultant adverse effect of cost of demonetisation on the next wage revision, the inordinate delay in the appointment of workmen/officer employee directors in the Boards of many banks, the casual approach of IBA/ Government combine to the pension related issues, non-implementation of Compassionate Appointment Scheme on the lines of Central Government as approved by the Government subsequent to decade-long struggle by UFBU, etc.

The meeting also deliberated in detail on the imperative need for reimbursement of cost of demonetisation to the Banks by the Government, adequate recruitment in all cadres and immediate introduction of 5-day banking, removal of ceiling on Gratuity under Payment of Gratuity Act, 1972 and total exemption of Income Tax on Gratuity and Leave Encashment on retirement.

The representatives of constituent unions of UFBU unanimously felt that the recalcitrant/adamant approach of the IBA/Government/bank managements on the above main issues and demands needs to be resisted by resorting to agitation without any further delay including call for One Day All India Bank Strike on 28<sup>th</sup> February 2017. Further, it was decided that the General Secretaries of all constituent Unions of UFBU will meet on 5<sup>th</sup> February 2017 to finalise the agitation programme.

Accordingly, the General Secretaries of all constituent unions of UFBU met on 5<sup>th</sup> February 2017 at Mumbai. In the meeting, the representatives of constituent unions NOBO & NOBW have expressed their inability to participate in the Strike although they fully support all the issues. However, on the insistence of representatives of other constituent unions of UFBU, the representatives of constituent unions NOBO & NOBW have assured to consider their decision once again and advise their decision to UFBU in due course. It was unanimously decided to launch

agitation on the following issues and demands:

**OPPOSING**

- Banking/Labour Reforms
- Government moves infringing Trade Union rights
- Outsourcing of permanent jobs

**DEMANDING**

- ✓ Legitimate compensation to employees and officers for extra hours of work performed on demonetization work
- ✓ Removal of Gratuity Ceiling under Payment of Gratuity Act, 1972 & Total Exemption of Income Tax on Gratuity and Leave Encashment on retirement
- ✓ Immediate appointment of Workmen/Officer Employee Directors in all Banks
- ✓ Early initiation of process of next wage revision of bank employees
- ✓ Pension related issues Improvements in Pension Scheme similar to RBI/Central Government including for past retirees - Extension of erstwhile Pension Scheme in banks in lieu of NPS - Follow-up of Record Note dated 25.05.2015
- ✓ Implementation of Compassionate Appointment Scheme on the lines of Central Government as approved by the Government
- ✓ Adequate Recruitment in all cadres
- ✓ Reimbursement of cost of demonetization to Banks by Government
- ✓ Immediate introduction of 5-Day banking
- ✓ Stringent measures to recover bad loans and accountability of top executives
- ✓ Criminal action against wilful defaulters of bank loans

**CONCILIATION PROCEEDINGS INCONCLUSIVE - STRIKE STANDS**

A Conciliation Meeting in response to the Strike Notice of UFBU for observing all India strike on 28th February, 2017, was held on 21.02.2017 by Sh. Anil Kumar Nayak - CLC in his chamber at Shram Shakti Bhavan, New Delhi. Representatives from constituents of UFBU, except from NOBO and NOBW were present in the meeting.

AIBOC was represented by Com. Harvinder Singh, General Secretary, Com. Ajay Jaitley - President of Delhi State Committee and Com. Pankaj Kapoor, Treasurer, AIBOC. Sh. S.R. Mehar, Dy. Secretary, D.F.S. represented Government in the meeting. Sh. K.S. Chauhan, Sr. Vice President and Sh. Atul Gautam, Sr. Advisor were present on behalf of IBA. After brief introduction, CLC asked UFBU to present their case. All issues covered in the strike notice were presented and explained by UFBU. IBA & Government representatives submitted their views. In brief they argued that most of the issues are based on apprehensions only and the remaining issues are in process of consideration at various levels. After listening to both the parties and considering the views of both sides, CLC made a request to Unions to withdraw the strike. CLC also advised DFS and IBA to initiate the dialogue for settlement of issues of the strike so that the same can be averted. In view of no positive response or commitment, UFBU was firm on its decision of strike.

### **OUR CONFEDERATION FILES SPECIAL LEAVE PETITION (CIVIL) AGAINST THE FINAL JUDGEMENT AND ORDER DATED 20.04.2016 IN WRIT PETITION NO.10053 OF 2008, PASSED BY THE HIGH COURT OF MADRAS**

Our members are aware that couple of Affiliates of AIBOC and some other Unions had filed a joint Writ Petition No.10053 in the year 2008 at Madras High Court, seeking a declaration/order that amendments to Section 17(2) of Income Tax Act, 1961 as amended by Finance Act 2007 and also Circular dated 16.07.2007 was unconstitutional and void. Due to the impact of the amendment under Section 17(2) of the said Circular, value of the benefit to the Officers and Employees (i.e. assesses) resulting from the provision of interest free or concessional loan made available to the employee during the relevant previous year by the employer or by any other person on his behalf was to be determined as perquisite. Its value was equal to the difference in simple interest computed at the rate charged per annum by State Bank of India. Hon'ble High Court had granted stay on applicability of the impugned amendment. Case was pending for more than eight years. By the final judgement and order dated 20.04.2016, Hon'ble High Court of Madras vacated the stay in writ petition No.10053 of 2008.

Aggrieved by the Order dated 20.04.2016, couple of Affiliates of AIBOC filed an appeal against the orders of the High Court in the Hon'ble Supreme Court of India. Since All India Bank Officers' Confederation was not a party to the original case in High Court, AIBOC did not prefer to join in the appeal before Hon'ble Supreme Court. However, some Affiliates of AIBOC raised some apprehensions that the members of other Affiliates who are not party to the case, may not get the benefit of appeal filed in Hon'ble Supreme Court. Our Confederation decided to join the appeal filed by some of the Affiliates. Our Confederation has made a Special Leave Petition No.4327/2017 in the Hon'ble Supreme Court of India, seeking special leave to appeal against the final judgement and order dated 20.04.2016 passed by the High Court of Madras in writ petition No.10053 by condoning the delay of 216 days in filing the same against order dated 20.04.2016. We shall keep you informed of the developments.

### **NOTICE OF STRIKE BY UNITED FORUM OF BANK UNIONS**

Our members are aware that UFBU had given a Strike Notice for industry-wide strike on 28.02.2017. We have already advised that conciliation meeting was convened by CLC (C) on 21.02.2017, whereby, the CLC (C) made an appeal to UFBU to withdraw the strike and settle the issues through negotiations. He also made an appeal to IBA to convene the meeting immediately to resolve the issues through amicable settlement.

Indian Banks' Association vide their communication dated 23.02.2017 proposed to hold a meeting with UFBU in the first week of March, 2017, provided the call of strike is withdrawn and made an appeal to us to call off the strike. This communication was a surprise to us as the withdrawal of strike was made a pre-condition. Comrades, you are aware that strike call was given as a last resort, after exhausting all available remedies. In view

of these facts, leadership of constituents of UFBU unanimously decided that though UFBU was ready to negotiate with IBA to find satisfactory solution at any moment, the calling off of strike cannot be made a pre-condition. Accordingly, the decision of UFBU was conveyed to the IBA.

### **ENHANCEMENT IN GRATUITY CEILING FROM RS.10 LACS TO RS.20 LACS - AMENDMENT IN INCOME TAX ACT FOR TAX FREE GRATUITY**

Our members were advised vide AIBOC Circular No.2016/70 dated 01.12.2016 about a meeting of delegation of AIBOC with Shri Bandaru Dattatreya, the Hon'ble Minister of State for Labour & Employment. It was also advised that apart from our other issues, the issue of enhancement in Gratuity ceiling from Rs.10 lacs to Rs.20 lacs and also making it Tax-free was one of the agenda, which was discussed during the meeting of more than two hours. It was advised in the Circular that Confederation was assured that a tripartite meeting required to be held between the Central/State Governments, Employer and Employees' Organisations shall be held at the earliest to resolve the issues. The seriousness with which AIBOC had been following up the issue is evident from the fact that our Confederation insisted for inclusion of this issue in strike notice of 28th February, 2017.

We are happy to inform you that the above tripartite meeting of all the stake holders was held on 23.02.2017 and an agreement has emerged to enhance the Gratuity ceiling from Rs.10 lacs to Rs.20 lacs. It is also reported by the officials that the Hon'ble Minister has also agreed to consider the reduction in present minimum 5 years service criteria for Gratuity payment. The Hon'ble Minister is also known to have informed the members attending the meeting that the Bill to amend the Gratuity level may also have a mechanism to ensure automatic revision of Gratuity ceiling as and when the Pay Commission suggests the similar revision for Central Government employees.

However, the provision of Tax exemption on Gratuity falls under Section 10 of Income Tax Act, which needs to be amended if the full Gratuity is to be made exempt from Income Tax. For a change in Gratuity provisions i.e. to enhance the Gratuity limit from Rs.10 lacs to Rs.20 lacs and for increasing the Tax exemption from present level of Rs.10 lacs to full Gratuity, both the payment of Gratuity Act and Income Tax Act would have to be amended. The demand of Confederation as discussed with the Hon'ble Minister and the officials of the Department, was to give back-dated effect of the amendments from 1<sup>st</sup> January, 2016 i.e. from the date of implementation of 7<sup>th</sup> Central Pay Commission. No assurance to this effect is known to have been made by the Hon'ble Minister. Representatives of AIBOC shall try to meet the Hon'ble Minister/Ministry officials once again for follow up of the demand of retrospective implementation of the enhancement in Gratuity ceiling as well as Tax-free Gratuity. We shall keep you apprised of the developments.

### **ONE DAY ALL INDIA BANK STRIKE ON 28.02.2017**

#### **A GRAND SUCCESS**

"Congratulations Comrades – The frustration of the bank employees and officers, on account of various issues pending for

settlement and the ill-fated moves of the Government in the name of banking/labour reforms against the interests of general public/entire work force of the Country, was revolutionarily displayed through the One Day All India Bank Strike on 28<sup>th</sup> February 2017. The one day Strike, at the call of UFBU, was total with all the Public Sector Banks, Old generation Private Sector Banks and Regional Rural Banks observing full day's strike, which paralysed the banking services throughout the Country.

Reports received from different parts of the Country confirm that employees in large numbers have participated in the mammoth rallies and demonstrations held in all the major centres all over the country. Reports from various State Units conveyed to AIBOC whole hearted participation. Thought provoking speeches of leaders of trade union fraternity, in support of our cause, and eminent personalities, who are opposed to the anti-people moves of the Government, provided the needed encouragement to the striking employees and officers.

We once again reiterate that the intention of the UFBU is not to cause inconvenience to the customers or aimed at disturbing the routine of the general public. As informed by us earlier, the conciliation held on the 21st February 2017 was inconclusive, with the directions of the CLC (Central) to the representatives of UFBU and the IBA/Government to settle the issues amicably through bilateral discussions. Even though, UFBU was ready for bilateral discussions on any day including holidays before the date of strike, the IBA could not conduct the bilateral meeting. Thus, UFBU was compelled to resort to the strike action, which could have been avoided.

#### **STAFF HOUSING LOAN - ELIGIBILITY CRITERIA**

We are happy to inform that the Management has acceded to the long pending demand of reducing the eligibility criteria from 5 years to 2 years for availing housing loan by our members, which will benefit many of our young probationary officers and employees.

Federation had taken up the issue vide their letter No. 6528/66/2014 dated 25.08.2014 circulated through Circular No. 101 of 25.8.14 and letter No. 6528/106/2016 dated 29.12.2016. This issue was taken up in several CNC meetings held at Kochi on 08.08.2015, Shillong on 25.02.2016 and also at Mumbai on 26.8.2016.

The Corporate Centre have issued necessary instructions vide e-Circular No. CDO/P&HRD-IR/95/2016-17 dated 17.02.2017.

Members are requested to take note of the same and avail the benefits.

#### **CIRCLE NEWS**

#### **CADRE DEVELOPMENT PROGRAMME AT CHANDIGARH HELD ON 12.02.2017**

SBIOA Chandigarh Circle organized a 2 days Cadre Development Programme at Chandigarh on 11<sup>th</sup> and 12<sup>th</sup> February 2017. NATURE, wing of AISBOF was entrusted with the task of conducting the above programme. Com. G Subramanyam, General Secretary, SBIOA (HC), & Senior Vice President of AISBOF was assigned the task of representing the Federation in the Inauguration

and also valedictory function of the above CDP as both Com. D T Franco Rajendra Dev, President and Com. Y Sudarshan, General Secretary of AISBOF were pre-occupied.

NATURE also assigned the duty of playing the role of faculty to Com. G Subramanyam, and allocated the subject "Need for Officers' Organization, How to strengthen it? Tasks before it". The above subject introduced by NATURE for the first time in the CDP received appreciation from the other senior faculty members of NATURE Com. G D Nadaf, Com. G Muthuswamy and Com. D Shyam Sundara Rao and said that the conscious decision to include the above subject for the first time has gained importance after Com. G Subramanyam's handling of the session. The participants expressed that the subject was a very important one and acknowledged that their awareness levels have increased and the value of Officers' Association has been superbly demonstrated. The Cadre present stated that they became emotional and ardent lovers of the Officers' Organization.

#### **UNITED BANK OF INDIA OFFICERS ASSOCIATION GENERAL BODY MEETING HELD AT HYDERABAD ON 25.02.2017**

Com. G Subramanyam, General Secretary, of SBIOA (HC) & Secretary, AIBOC ( AP & Telangana) was invited as Chief Guest for the 2<sup>nd</sup> Triennial conference of Bangalore Region of United Bank Officers' Association on 25th February 2017 at Hyderabad and addressed the members on the various developments at the Industry level and on their request of the members dealt with the draft Charter of Demands for XI Bipartite Settlement prepared by AIBOC.

#### **AGITATION PROGRAMME - DEMONSTRATIONS**

A centralized massive demonstrations were held on 27.02.2017 under the banner of UFBU state units of AP & Telangana at SBI, NRI Branch, Hyderabad LHO premises where more than 500 members from all constituents of UFBU participated enthusiastically and ventilated their feelings by raising full throated slogans against the ill-advised moves of the Government. Com. G Subramanyam, General Secretary, SBIOA (HC) and Secretary, AP & Telangana State units of AIBOC addressed the gathering and explained at length the issues involved in the one day All India All Bank Strike on 28.02.2017

#### **A O COMMITTEE MEETING OF HYDERABAD AO II HELD ON 18.02.2017**

A.O. Committee Meeting of Hyderabad AO II was conducted on 18.02.2017 at Shubham Conference Hall, Secunderabad Branch. Various issues faced by the members particularly, usage of harsh words by some of the management functionaries, merger of Associate Banks, proposed All India Banks Strike on 28.02.2017 etc. were discussed at length. Com. B Sukkaiah, President, Com. G Subramanyam, General Secretary and Com. NVS Vedamurthy, Treasurer addressed the committee.

Com (s). B Ranganadham, DGS, K Anjaneya Prasad, AGS, G Venkatram, AGS, Regional Secretaries, Com(s) S Ravi Kumar, AO, T Suresh Babu, R-I, Md. Shafi Ahmed, R II, J Srinivasa Murthy,

R-III and P Sridhar, R-IV attended the AO Committee Meeting.

**SUPERVISION** congratulates Com. B Ranganadham, DGS, Hyderabad AO II and his team for conducting of the above meeting.

#### GENERAL MEETING

##### HELD ON 03.02.2017 AT BHIMAVARAM

A "General Meeting" was held on 3<sup>rd</sup> February for the branches of RBO – VI in Cinamiram branch premises. The meeting commenced at 9:00 p.m. Even in the late hours, around 120 members attended the meeting including lady comrades! Kudos to all of them.

Com G.Rama Krishna, Regional Secretary invited the dignitaries on to the dais. He informed the house the latest developments in the Region, the problems being faced by some of the officers regarding leave, working on Saturdays/Sundays/Holidays, non payments of out of pocket expenses in some branches, ifams, delay in payment of medical bills etc.

Com K.Raghuram, Deputy General Secretary thanked all the members for attending the meeting, though it was delayed by 2 ½ hours. He narrated at length the latest developments in the bank at national level, circle level and AO level. With regard to demonetization of bank specified notes, he congratulated all the officers who worked in the branches for 2 months without any relaxation. He said that it was handled by the Government smoothly because of the pivotal role played by the SBI and its officers. Though the employees and officers have worked for 2 months they were not compensated properly, he criticized.

With regard to wage revision, the respective unions would submit the charters of demands after March as the base date for calculations is 31<sup>st</sup> March, 2017, he said. So far, the Bank has not rectified the lesser amount of arrears paid to employees in X Bipartite settlement of wage revision, he added. He also informed the house that the UFBU would go on one day strike on 28<sup>th</sup> February with certain demands including revision in pension, enhancement of gratuity etc.

He explained the pros and cons of merger of associate banks with the SBI. He said that the merger of associate banks would take place after March, 2017. He told that the management has not yet responded on the demand of the Federations for compensation on account of merger of associate banks with the SBI. He informed the house about the meeting with the Regional Manager, RBO – VI earlier and advised the members to bring to the notice of Association if members faced any problem.

Com(s). VRK Mohan, Assistant General Secretary, Vijaya Sekhar, P.Srinivasa Rao and P.Nagesh, Regional Secretary also attended the meeting. Com. Nagendra Kumar, RBO proposed vote of thanks.

#### BRANCHES VISIT ON 03.02.2017

Com K.Raghuram, Deputy General Secretary along with Com VRK Mohan, Assistant General Secretary, Com VV Sekhar, Com P.Srinivasa Rao and Com P.Nagesh, Regional Secretaries has visited Bhimadole, Nallajerla, Devarapalle, Chityala, Prakkilanka, Polavaram, Kovvur and Tanuku branches on 03.02.2017. The problems expressed by

some of the members was heard patiently and the solutions/suggestions to their grievances was advised by DGS. He also promised to look into the matters which were required to be taken up with higher authorities.

#### GENERAL MEETING HELD AT AMALAPURAM

##### ON 07.02.2017 IN MAIN BRANCH PREMISES

A "General Meeting" of branches situated in Amalapuram region (RBO-VII) was held on 07.02.2017 in the branch premises. Com N.Satyanarayana, Regional Secretary invited the dignitaries on to the dais. Sri G.V.Subba Rao, Chief Manager presided over the meeting. In his opening remarks he told, that the officers are suffering from different problems and the leaders of the organization would guide them to overcome the same. Com VRK Mohan, Assistant General Secretary while speaking on the occasion advised the members to ventilate their problems openly to find out the solutions. The very purpose of the meeting is to know the problems of the officers working in the region. Later, Com N.Satyanarayana appraised the present situation in the region elaborately. He narrated all the problems that are being faced by the officers such as login days, usage of abusive language by the controllers, non sanction of leave, pressures, ill treatment etc.

Thereafter, in the deliberations, around 20 members from different branches participated and voiced their day to day problems.

While replying to the deliberations of the members, Com K.Raghuram advised the house the latest developments at the Bank level, Circle level and AO level. He requested the house to make all the agitation programmes connected with the proposed strike on 28<sup>th</sup> February 2017 a grand success. Regarding the present situation in the region, he requested all the members to escalate the matter to the AO whenever any unhappy thing takes place to an officer. He would take up the matter with the concerned, he told. He advised the members to be united to fight against the rude behavior of the management. If we are not united some people may take advantage of the situation, he cautioned. He advised the members not to tolerate the vulgar and abusive language being used by any official.

The meeting was attended by more than 75 members and concluded at around 10.00 P.M. After completion of the meeting, Com K.Raghuram and other office bearers have felicitated Com MVB Trinadha Sarma, Amalapuram, Com K.Rama Satyam, RBO and Com B.Ranganath, NTR Marg, Amalapuram branches who were superannuating shortly.

Com Chikkam Prasad, Komaragiriapatnam proposed vote of thanks.

**SUPERVISION** congratulates Com. K Raghuram, DGS, Vijayawada AO and his team for conducting of the above programmes.

#### ONE DAY STRIKE CALL BY UFBU ON 28.02.2017 - VISAKHAPATNAM

As a part of the one day Strike call given by UFBU, the strike on 28<sup>th</sup> February 2017 was total and success in Visakhapatnam AO. Many of the employees and officers working in about 350

branches of public sector as well as RRBs situated in and around Visakhapatnam city assembled at 10 A.M. near Mahatma Gandhi Statue, Opposite GVMC Office, Visakhapatnam and conducted massive demonstrations continuously for about two hours. All the leaders of the constituent unions of UFBU delivered spirited speeches, inspiring the mammoth gathering.

All the leaders of constituent organizations of UFBU lead by Com. CAS Prabhakar, DGS, Visakhapatnam AO and Convener, UFBU, Visakhapatnam attended the rally. Fraternal support was extended by LIC Employees' Union. The event was widely covered by media and press.

**SUPERVISION** congratulates Com. CAS Prabhakar, DGS, Visakhapatnam AO and his team for conducting of the above programme

#### **TIRUPATI A.O - CLUSTER MEETINGS**

##### **AT BADVEL & KADAPA ON 05.02.2017**

Cluster Meetings were conducted at Badvel and Kadapa on 05.02.2017. Com. Surya Kumar, DGS, Com. G.Bhaskar Reddy, AGS, Com. DVS Naidu, RS, R-6 and Com. Rangaswamy, RS, R-4 have attended the meeting.

At our Badvel Branch, meeting commenced at 11:00 am on 05.02.2017. All the members from nearby branches attended the meeting and each and every member expressed their feelings and problems faced by them.

Their grievances are:

\*Using of harsh words and filthy language insulting the friends and family members of our members by some of the management functionaries.

\*Unrealistic business targets set by the RM to harass the members leading to undue work pressure

\*Sanctioning of leave to the officers by the branch manager being restricted by RM

\*Members suggested implementation of mentoring system to the newly promoted officers.

##### **AT KADAPA MAIN BRANCH**

Meeting was conducted at 5.00 pm on 05.02.2017. Members from the Kadapa cluster branches attended the meeting and expressed their grievances which are:

- Review meetings being conducted by RM regularly till late hours.
- Vengeance on few officers.
- Using of filthy language by RM against members in the review meetings

The DGS assured to take up the issues at the appropriate forum.

##### **ADMINISTRATIVE OFFICE NEGOTIATING COUNCIL MEETING (A O N C) ON 21.02.2017. AT TIRUPATI AO**

The Administrative Office Negotiating Council Meeting of Tirupati Module was held on 21.02.2017 at Administrative Office, Tirupati. The Association was represented by Com. C.Surya Kumar, Dy, General Secretary, Com. G.Bhaskar Reddy, Asst. General Secretary, Regional Secretaries Com(s) P.Veerabhadra Reddy, R-I, G.Kasi

Viswanadham, R-II, V.Narendra Simhaji, R-III, K.Ranga Swamy, R-IV, Md. Zia-ur-Rahman, R-V and DSV. Naidu, R-VI,

The following agenda items were discussed in the meeting.

- Staff shortage.
- CDS related problems.
- CAS and Associated problems.
- Fitment related problems.
- Transfers and Reliefs.
- Alternate channel associated problems – ATM outsourcing.
- Fringe Benefits and staff loans associated problems.
- Disciplinary Proceedings and related matters.
- Non compliance of Circle Audit.
- Placement policy and deputation.
- Training needs.
- Cash Department procedures associated problems.
- Any other matter with permission of chair.

##### **REGIONAL COMMITTEE MEETING HELD AT SBIOA GUEST HOUSE KURNOOL ON 19.02.2017**

The Regional Committee Meeting of the SBI Officers' Association (Hyderabad Circle), Tirupati Module was conducted on 19.02.2017 at SBIOA Guest House, Kurnool. The following office bearers participated in the meeting.

- Com. B. Sukkaiah, President
- Com. G. Subramanyam, General Secretary
- Com. C. Surya Kumar, DGS, Tirupati AO
- Com. G. Bhaskar Reddy, Assistant General Secretary
- Regional Secretaries Com(s) P.Veerabhadra Reddy, R-I, G.Kasi Viswanadham, R-II, K.Ranga Swamy, R-IV, Md. Zia-ur-Rahman, R-V and DSV. Naidu, R-VI,

The Regional committee decided the following action plan

- To conduct cluster meeting at all Regions
- To raise the following issues in AONC.
  - Leave Problem
  - Usage of Harsh words
  - Delay in payment of benefits
  - Enormous pressure on officers
  - Threat of Transfers
  - To demand training for OJMs 2014 onwards
  - Login days causing deterioration of advances.
  - The about current developments like mergers, Demonetization etc. was discussed and resolved to educate the members in the Cluster meetings.

The meeting was presided over by Com. B Sukkaiah, President. Com. G Subramayam, General Secretary, SBIOA(HC) explained in detail, the issues confronting the Banking Industry, our Bank and many other issues faced by members at grass root level. Com. C Surya Kumar, DGS, and his entire team took active part in the meeting.

#### **REGIONAL CONFERENCE HELD ON 19.02.2017 AT KURNOOL MAIN BRANCH PREMISES.**

Regional Conference was conducted at Kurnool Main branch on 19.02.2017. The meeting was presided over by Com. B. Sukkaiah, President. Com. G. Subramanyam, General Secretary, Com. C. Surya Kumar, Deputy General Secretary, Com. G. Bhaskar Reddy, Assistant General Secretary, Com. P. Veerabhadra Reddy, Regional Secretary, Region – I, Com. G. Kasi Viswanadham, Regional Secretary, Region – II, Com. Zia-Ur-Raheman, Regional Secretary, Region – V, Com. D.S.V. Rama Naidu, Regional Secretary, Region – VI and Com. K. Ranga Swamy, Regional Secretary, Region – IV attended the meetings.

120 Comrades from all the branches of our Kurnool Region attended the meeting and raised issues / problems related to the work environment, Fringe benefits, Staff Loans & Advances, Leave, Transfers, Reliefs arrangement etc.

Com. B. Sukkaiah, President, Com. G. Subramanyam, General Secretary and Com. C. Surya Kumar, Deputy General Secretary replied to the queries raised by the members to their satisfaction.

Vote of thanks was proposed by Com. Sreedhara Sarma, Branch Secretary, Main Branch, Kurnool.

The meeting which commenced at 4.00 P.M. and concluded at 09.00 P.M.

**SUPERVISION** congratulates Com. C Surya Kumar, DGS, Tirupati AO and his team for conducting of the above programmes.

#### **AONC MEETING OF GUNTUR AO**

The AONC meeting of Guntur AO was held on 30.01.17 in the conference hall of Guntur AO. The following agenda items were discussed.

- Harsh/insulting language without hearing the ground level problems. Not recognizing the pressure of multi tasking/monitoring by multi channels. Personal victimization/harassment.
- Cash recyclers / CDM: Burden on joint custodians. ATM channel managers to be posted as per norms.
- Pressurizing the officers to work on Sundays/holidays and continuous late sitting. Adverse effect on the family relations and mental/physical health of officers.
- Medical Bill of Mr. Ramanujachari, Venkatagiri.

The DGS elaborately explained the hardship of the officers. It was well received by the management and assurance was given on mitigation of the hardship of the officers to the extent possible and also assurance was given that the self respect of officers will be protected.

The DGM expressed his happiness over the supportive / participative functioning of the SBIOA

(HC) office bearers in the AO and he appreciated the role played by the officers during demonetization.

#### **GENERAL MEETING AT ONGOLE ON 22.01.2017**

The General Meeting of Region-IV Ongole was held at Ongole on 22.01.2017 in the Main Branch premises. The following office bearers participated in the Meeting.

- Com G Kishore Kumar, Dy General Secretary.
- Com K Pullaiah, Asst General Secretary.
- Com M Sudhakar, Regional Secretary, Tenali.
- Com M Sree Raghavendra, Regional Secretary, Region-II Guntur.
- Com V Srinivasa Rao, Regional Secretary, Ongole.

Com. MJV Prasad, Branch secretary of Ongole branch, welcomed the members to the meeting and the leaders on to the dais. Com G Kishore Kumar, DGS of the module presided over the meeting and in his inaugural address, he welcomed the members and congratulated their militancy in attending the meeting in large numbers within a short notice. He advised the members to raise the issues which they are facing in their day to day operations to enable the office bearers to represent to the Management.

- CM Ongole Main branch addressed the gathering and welcomed the members for the meeting and expressed his happiness for conduct of the association meeting in the Branch and also thanked the members for the valuable service rendered during the demonetization period.
- Com Sudhakar, RS, Tenali cautioned the members against false compliance and stressed on the importance of submission of control forms, BMMC and Charges returns etc.
- Com M Sree Raghavendra, RS, Guntur Region shared the information on the purchase of guest house site at Guntur. He explained about importance of the association, Migration of the customers to alternate channels and requested the members to participate actively in the deliberations.
- Com V Srinivasa Rao, RS, Ongole Region thanked the gathering for attending the meeting in such a large scale and also explained the importance of such meetings. He advised the members to avoid commuting in general and by two wheelers in the late nights, in particular, to avoid the risk of road accidents etc.
- Com K Pullaiah, AGS explained on the importance of S&P in the Bank and custody of undelivered Rupay Cards. He discussed about the General Body meeting to be conducted in the year 2018 at Guntur. He thanked Com. Obul Reddy for his efforts in recovery of Rs.60.00 lacs in Markapur fraud case.
- Com G Kishore Kumar, DGS, deliberated on the pressures of cross selling and requested the members not to miss sell. He explained the various issues taken up by the General Secretary in the CNC meeting and the instructions issued by CGM in response to the representation made by the association. He also said that our CGM is very keen on the issues presented

by association and is very prompt in responding to the issues faced by the officers and the Bank. He explained the importance of work life balance and the importance of updating the knowledge. He explained the different issues faced by the members for deviating the banks instructions due to the pressures from higher officials and the role played by the association in bailing them out. He strongly expressed that the Bank and the Banks instructions are most important than the individuals who pressurize us to deviate the instructions for their personal goals. He reassured that the association is always with them and insisted that it is the bounden duty of every member to strengthen the association.

- Around 40 members raised and shared various issues out of the 126 members who attended the meeting. The DGS of the module responded to all the issues raised and clarified their doubts. He thanked the members for their active participation.

The meeting concluded with vote of thanks by Shri Sharma, CM, SME Branch Ongole.

### COMMUNITY SERVICE ACTIVITIES

On the occasion of Republic Day on 26.01.2017, community service activity was organized by the association with the voluntary financial assistance of the officer working in RASMEC Guntur. Study material and uniforms were provided to the students of Hindu College Committee High School Guntur. The school is located in old Guntur in the remote part of Guntur. The economic background of the parents of the school children who are mostly daily wage earners is very weak. School uniforms were given to 30 students and study material was given to 10 students of 10<sup>th</sup> class. The programme was attended by DGS Com G. Kishore Kumar, M Sudhakar, Regional Secretary RBO, comrades from RASMEC, Guntur, Guntur Main branch and AO Guntur. Flag hoisting at the school was done by the DGS. In his address, he explained the importance of education and advised the students about the facilities and teaching techniques which they have in the school which the corporate schools do not have. He advised the students to study well and reach highest positions in their life. Sweets were distributed to more than 150 students gathered on this occasion. On the same day study material was also distributed to 13 students, of 10<sup>th</sup> class at ZPH School for girls at Nambur.

04. The meeting was presided by Sri GVN Babu, Committee Secretary of Hindu College.

### SOCIAL RESPONSIBILITY

#### ALL IN ONE BOOKS TO 10<sup>TH</sup> CLASS STUDENTS

On 2<sup>nd</sup> February 2017, with the contributions collected from the members of RASMEC, Guntur and the office bearers of SBIOA (HC), Guntur AO, 110 Study kits (All in one Books) of 10<sup>th</sup> class were distributed to the poor students of ZP high school, Merikapudi village near Sattenapalle. The school identified by the SUN organization, a voluntary student's organization run by students studying B.Tech who in their leisure time provide tuition/ education and assistance to the poor students in various govt.

schools and orphanages. The school head master and the teachers arranged a meeting, where in Com. G Kishore Kumar, DGS, Com. Maniprasad, Branch secretary of RASMEC, Com Srikanth, AGM of RASMEC and other activists participated. Our Comrades assured that assistance to the meritorious students of the school will be extended in future also. The teachers and students whole heartedly thanked the timely gesture of our organization in extending assistance well before the annual exams.

### BRANCH VISITS – REGION 5 – NARASARAOPET

Com. G Kishore Kumar DGS and Com. Pullaiah, AGS participated in the opening of new premises at Muppala and Nadikudi of Region 5 (Narasaraopet) on 06<sup>th</sup> February 2017 along with the DGM and RM of the region. While returning back, some branches were visited to have interaction with the members at their work place. Some of the problems were resolved then and there by speaking to the controllers over phone and the others were noted for representation. Members were cautioned about the staff accountability, the need for updating knowledge and the importance of compliance of Banks instructions.

### NEW BRANCH OPENING – REGION I (TENALI)

Com. G Kishore Kumar DGS and Com. M Sudhakar Regional Secretary Region I, participated in the opening of new branch at ATMAKUR and Ganganampet, Tenali of Region 1 (TENALI) on 10<sup>th</sup> February, 2017 along with the General Manager NW III, DGM (B&O) Guntur and the RM of the region. The Office Bearers greeted the new BMs and interacted with the members who participated in the function by sharing the latest developments in the Bank and the association.

**SUPERVISION** congratulates Com. G Kishore Kumar, DGS, Guntur AO and his team for conducting the above programmes.

### RETIREMENTS

The following officials retired from the Bank's service on attaining superannuation in the month of February 2017. **SUPERVISION** wishes them a happy, peaceful and healthy retired life.

#### Smt/Sarvashri

1	N Ravindranath	AGM LHO, HYDERABAD
2	L J Meclarin	LHO, HYDERABAD
3	V Pardhasaradhi	MAHABUBNAGAR
4	V Satyanarayanamurthy	NRI, HYDERABAD
5	T Durga Prasad Rao	RBO, R-V, HYD. AO-I
6	PVG Kishore	KAIKALUR
7	A Veerabhadra Rao	NIDADAVOLE
8	ABS Sastry	RBO-I VSP AO.
9	P Srinivas	TIRUPATI AO
10	E Hanumantha Rao	RASMECC, TIRUPATI
11	B Sukracharyulu	RBO, NARASARAOPET
12	A Trimurthy Rao	SAM, HYD.