



**STATE BANK OF INDIA OFFICERS' ASSOCIATION**  
**(HYDERABAD CIRCLE)**  
 (Registered Under Trade Unions Act 1926:No.3396 A.P.)  
 (Affiliated to All India State Bank Officers' Federation)  
**S.B.I.BUILDINGS, BANK STREET, KOTHI, HYDERABAD – 500 095**  
 TEL:GEN.SECY.Off.2475 6440,Resi:2339 4866, Fax:040-2475 6874  
 E-mail:sbioa.hyderabad@gmail.com  
 Visit our Association's Website: <http://www.sbioahc.com>



Circular No.68

18<sup>th</sup> November, 2017

**11<sup>th</sup> BIPARTITE NEGOTIATIONS MANADATE**

We reproduce hereunder Circular No.115 dated 18<sup>th</sup> November, 2017 issued by All India State Bank Officers' Federation, the contents of which are self-explanatory.

*G. Subramanyam*  
**(G.SUBRAMANYAM)**  
**GENERAL SECRETARY**

**Quote:**

We reproduce hereunder the text of AIBOC Circular No.2017/61 dated 17<sup>th</sup> November, 2017 contents of which are self-explicit.

**Sd/-**  
**(Y.SUDARSHAN)**  
**GENERAL SECRETARY**

**TEXT**

Please find enclosed the joint submission given by the UFBU to the MDs of the Bank, the contents of which are self-explicit.

**Comradely yours**  
**Sd/-**  
**D.T. Franco**  
**General Secretary**

<b>UNITED FORUM OF BANK UNIONS</b>	
<b>(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)</b>	
C/o. State Bank of India, LHO, Plot No.1, Sector-17A, Chandigarh - 160 017	
Phone (Office) : 0172-4567142, 4567042, 2702518 Fax – 0172-2721716	
Mobile – 09417032548 e-Mail – ufbu.chd@gmail.com	
<b>K K NAIR</b> Chairman	<b>SANJEEV K. BANDLISH</b> Convenor

UFBU/ 2017/23

14<sup>th</sup> November 2017

**The Chairman & Managaing Director,**  
**Dena Bank**  
**Mumbai.**

Dear Sir,

**11th BIPARTITE NEGOTIATIONS MANDATE**

We are glad that the process of Wage Negotiations have started. However, we are surprised that you have given mandate upto Scale III. The management must consider the wage hike as an investment in their employees and officers. Otherwise, with more private banks to be set up, they would easily poach from PSBs with higher pay packages. This will result in PSBs losing out after having spent considerable time, energy and money in fresh recruitment and training of the employees and officers.

Prior to the Pillai Committee, Bank officers had a better starting salary. In the name of uniformity with Central Govt, Pillai Committee Report brought in same basic pay for Bank Officers and Class I officers of Central Govt. They also introduced 7 scales which continue even today and we demand that this has to continue. In this connection, we would like to highlight few points.

1. If not us who will negotiate their pay? On what basis it will be determined? Unilateralism will lead only to discrimination. We will not allow any one-sided action/decision on the part of the management which will rather pave the way for the discrimination of our officers.
2. Officers up to Scale VII are associated with the Unions in different ways. As member / Benevolent Fund Member / Credit Society Member / Housing Society member etc. we take care of their welfare. Thus, the proposal for the restriction of the negotiation up to Scale III defies logic. We make it very clear that we will not agree to any conditional mandate authorising the IBA to negotiate only in respect of officers in Scale I to III.
3. Divide and Rule Policy, as practiced by the British, is not good for the country. This attempt to divide and rule will destroy the banking industry.
4. It is our Association representatives only, who defend the officers in case of disciplinary proceedings against them. Hence, there is no point why these officers would be deprived of the benefits of bilateralism.


*[Handwritten signatures and initials]*

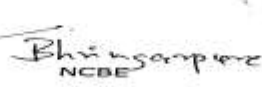
5. Bilateralism has brought uniformity in the industry and peaceful environment. It should not be disturbed for the sake of the industry itself. Now, the conditional mandate as proposed goes against the spirit of bilateralism that has been followed for years now. We demand for negotiation with us for all the scales of Officers which has been the practice hitherto, based on the recommendations of the Pillai Committee.

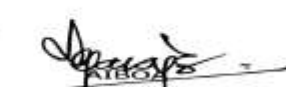
6. Hence we request you to revise the mandate and communicate to IBA immediately.

Comradely yours

AIBEA

  
AIBOC

  
NCBE

  
AIBOA

BEFI

  
INBEF

  
INBOC

  
NOBW

  
NOBO

<b>UNITED FORUM OF BANK UNIONS</b>	
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<b>K K NAIR</b> Chairman	<b>SANJEEV K. BANDLISH</b> Convener

UFBU/ 2017/ 23

16 November 2017

**The Managing Director & CEO**  
**Punjab National Bank**  
**New Delhi.**

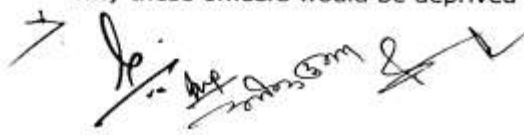
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*[Handwritten signature]*  
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NCBE

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AIBOA

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BEFI

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INBEF

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INBOC

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NOBW

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NOBO

Unquote

RESIDENTIAL LINES:

PRESIDENT - 2767 2555  
GENERAL SECRETARY - 2339 4866

TREASURER - 2756 8687  
DY.GEN. SECY (HQ)- 2795 7033