



ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.:3427/Delhi)

State Bank of India Officers' Association

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To All Affiliates/State Units/ Members

Dear Comrades,

AN APPEAL TO OUR YOUNG AND SENIOR COMRADES – STRIKE ON 30TH & 31ST MAY 2018.

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 Managements 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,



(D.T.FRANCO)
GENERAL SECRETARY