



# 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**

Beloved Comrades,

We are proud of the youth who are raising their voices. You are young, militant curious and want things to happen fast. This is how we also were when we were young. There is an old saying

*“Wise we are we think our parents fools  
Wise will be our children – They will think us so”*

I was a student leader, I have lead agitations, I have gone to jail as a student leader. As an Award staff, I closed down my branch when a colleague was attacked by a customer and police did not arrest him. When my Federation was under attack by the then Chairman, I went to Court. I got the Charge sheet issued to the President & General Secretary quashed. When the Chairman withdrew the check off I got a stay from Court. When the stay was not implemented I filed a contempt petition and succeeded. I got a stay restraining visit to a foreign country enroute Indian destination on LFC and till date officers are availing LFC and going abroad. This stay was for AIBOC also. I have been in the Trade Union Movement for 40 years. I have always supported Govt policies where needed as a leader of the Organisation and criticized when needed. We have strengthened the State Units. We have brought visibility to AIBOC. We prepared alternate Turn Around Plan for 11 Banks. We brought out the book. “Laudable Performance of Public Sector Banks- Facts and Lies” . We campaigned against FRDI Bill. We appeared before the Joint Parliamentary Committee. The bill is not passed because of our efforts to mobilize public opinion against it. We have brought out a book, “Indian Banking Current Challenges and Alternatives for Future” & Banking Sector Reforms – Killing the Golden Goose. We have mobilized all Public Sector and Central Govt Officers together under All India Public Sector and Central Govt gazetted Officers Confederation.

I was personally involved in the preparation of Charter of Demands for the 10th Bipartite and the present Charter of Demand. I have read the report of 6<sup>th</sup> & 7<sup>th</sup> CPC in full. The 6<sup>th</sup> CPC gave good increase but introduced New Pension Scheme and killed Assured Pension Scheme. In the 9<sup>th</sup> Bipartite we were forced to accept NPS for getting 2<sup>nd</sup> option for pension. The 7<sup>th</sup> CPC gave only 12% increase. The seventh CPC did not implement the Aykroyd formula for nutrition and 15<sup>th</sup> Labour Conference formula for minimum wage which should have been Rs.24000 but fixed it at Rs.18000/-.

However there are positive formula in the CPC for a Minimum Wage and Decent Wage which we have covered in our COD and we are pursuing the same.

All along the Govts have forced us to go on strike and delayed settlements upto 34 months. They had refused even minimum increase saying Banks are not doing well, they had demanded Wage Revision upto Scale III in the last 2 settlements also but our perseverance and struggles under UFBU yielded results.

This time we have discussed the non monetary issues, demanded settling issues of the record note of previous wage revision on superannuation benefits and want a wage revision in comparison to the market wages. We have given many notes. We will pursue to get what we demanded in the COD. The success depends on our Unity, Lobbying, Perseverance and agitations.

We are matured organization with more than 50 years History and Experience. We also understand the aspirations of the youth. That's why we have focused on quality of Life and Work Life Balance. Our demand for 5 Day Week, Crech Facility, Child Care Leave etc are aimed towards that. We also want an assured Pension Scheme for which there is a need for larger struggle.

The present strike is for 2 days. This is only a wake up call for the Govt. Only 2 demands – Wage revision upto Scale VII and Decent Wage Revision. Our Charter of Demand is what we are pursuing. Though IBA asked us to mention a percentage whole UFBU opposed it. So we will pursue the goal with utmost sincerity and solidarity. We will go on indefinite strike if needed.

You may read my book, "Glimpses of the Historic Indefinite Strike -1969". I was a participant in the 2006 Indefinite strike in SBI as an Office bearer.

UFBU is unique. That Uniqueness is our strength. We have difference of opinion at times. we will never sacrifice the interest of our members. There are serious efforts to break UFBU, serious efforts to break AIBOC. So be watchful. Beware of what is happening around. What are the intentions? Who are behind the efforts to disrupt.

Let us remind us of the stories of 4 Bulls as well as the Birds and the Hunter. Our forefathers taught us Unity through the moral stories.

Let me end with my favorite story. Once upon a time, Long Long ago in a Village in Greece, a Philosopher was invited to speak to the Public. Everyone was saying that he knows everything and he can answer every question correctly. A smart young boy couldn't believe it. He wanted to prove it wrong. No one could answer every question correctly he said. When the wise man was brought to the stage under a banyan tree, the boy ran to him and greeted him. He said, 'Sir, I am glad you are here. They say you can answer all questions and doubts correctly. I have a question'. The man queried "Yes my dear Young boy, what is it? The boy showed a small little humming bird within his fingers and palm and asked, "Sir, tell me whether it will live or it will die?" The boy was sure of proving the wise man wrong. The wise man replied in a second, "My dear young boy, it is in your hands. Whether it lives or dies depends on your hands."

My beloved comrades, the same way the future of Wage Revision, future of AIBOC, Future of the younger Generation, Future of Banks, Future of the Nation is 'In your hands'.

I am sure with your wisdom, courage, confidence and above all UNITY we will achieve our Goals. Together we can – We will.

*'The young man knows the rules but the old man knows the exceptions' –Oliver Wendell Holmes*

Thank you,

Comradely yours,



**(D.T.FRANCO)**  
**GENERAL SECRETARY**

