



State Bank of India Staff Union Hyderabad Circle

H.Q. HYDERABAD

(AFFILIATED TO ALL INDIA STATE BANK OF INDIA STAFF FEDERATION)

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CIRCULAR NO.09
TO ALL UNITS/MEMBERS:

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MERGER OF ASSOCIATE BANKS OF SBI WITH THE BANK

Members are aware that the Government has approved the merger of Associate Banks of State Bank of India with SBI with effect from the 1st April 2017 and the gazette Notification, in this regard, has already been issued. Earlier, State Bank of Saurashtra and State Bank of Indore were merged with SBI in the years 2008 and 2010 respectively.

The present merger of Five Associate Banks Viz. State Bank of Bikaner & Jaipur, State Bank of Hyderabad, State Bank of Mysore, State Bank of Patiala and State Bank of Travancore brings in around 40,000 employees in Clerical and Subordinate cadres into the Bank. We wholeheartedly welcome each and everyone into our SBI family. As a responsible Trade Union, we consider it highly essential for the blend of senior and junior employees of Associate Banks and also the young generation of bank employees including the recently recruited Junior Associates and Junior Agricultural Associates to be conversant with the history of Trade Union Movement in the Bank.

It is known that **All India State Bank of India Staff Federation (AISBISF)**, which is affiliated to **National Confederation of Bank Employees (NCBE)**, is the sole negotiating organisation for the Clerical and Sub-ordinate employees of the Bank since Imperial Bank days. Our Federation secured a twenty year scale for SBI employees in 1965 pioneering revolutionary steps in wage settlements of Bank employees. Our Federation also has the unique credit of signing the very first bipartite agreement separately with the bank on the wages and service conditions of Clerical and Subordinate employees in the year 1967 and subsequently fetched several benefits to the Clerical and Subordinate employees through various bank level settlements agreed bilaterally with the bank management.

The apex level organization, NCBE, has been playing a pivotal role in the bipartite settlements on wages and service conditions of bank employees since Third Bipartite, when SBI also was brought under the Industry level settlements. The role of NCBE in the recent stupendous achievement of 15% increase, that too under very difficult circumstances, is known to the entire trade union fraternity. With its vigilance, firmness and stubbornness to logic, NCBE could succeed in bettering the lot of Bank employees helped by organizational solidarity, unencumbered independence to pursue matters without meddling by political masters and unbounded faith of the rank and file in NCBE.

Both the Federation and NCBE are independent and non-political organizations and are run by the serving employees for the employees. Similarly, all the individual Circle Unions are also independent and non-political organizations led by serving employees. Our mighty organization, State Bank of India Staff Union Hyderabad Circle (SBISUHC) has the unique credit of leading the national organizations Viz., the Federation as well as the NCBE for more than 25 years. The dedication, commitment of the membership and their great display of Unity all these years has not only strengthened the leadership but also brought glory to the organization.

It is a matter of pride that the All India State Bank of India Staff Federation could achieve several additional benefits as under to the Award Staff in the Bank:

- (i) Graduation and Professional Qualification Pay - Higher quantum than the industry level provision
- (ii) Reimbursement of Petrol Expenses
- (iii) Reimbursement of Entertainment Expenses
- (iv) Special Pay to Junior Associates/Junior Agricultural Associates
- (v) Higher limits of Individual Housing Loan (IHL)
- (vi) Group Insurance covering the IHL under welfare measures
- (vii) Three Retiral Benefits Provident Fund, Gratuity as per Act and Pension/Family Pension
- (viii) Uniforms and Shoes for all categories of Subordinate Staff
- (ix) Uniforms and Shoes for all Technical Staff promoted to Clerical cadre from Subordinate cadre
- (x) Higher Special Pay under Career Progression Scheme
- (xi) Bank's P.F. contribution to those employees who are recruited on or after 01.08.2010 and are covered under Defined Contribution Pension Scheme

The credit for the additional benefits as above can be attributed to the proactive approach of the management on one side and pragmatic approach of the Federation on the other side. But, the status of the Federation as sole negotiating organisation and due to maintaining a single union in all Circles of the Bank is the actual reason behind the achievement of the above additional benefits.

It is beyond doubt that the inter-twined relationship of the Federation and its affiliated circle unions ensured the needed bargaining power to the Federation that fetched several additional benefits to the membership. **Knowing this fully well, subsequent to mergers of State Bank of Saurashtra and State Bank of Indore with the bank, considering the sincerity, commitment and the strength of the Federation and NCBE, all the workmen employees of the erstwhile State Bank of Saurashtra and near 100% workmen employees of erstwhile State Bank of Indore have joined the Federation affiliated Circle Unions in their respective Circles expecting absolute safety and protection from the mighty NCBE. Our Circle Union, SBISUHC, is also no exception and all employees of the erstwhile State Bank of Saurashtra and State Bank of Indore under Hyderabad Circle have come under the fold of SBISUHC.**

The present merger of Five Associate Banks of SBI with the bank will increase the strength of Clerical and Subordinate employees from the present 150,000 to 190,000 at all India level. In respect of Hyderabad Circle, around 6700 award staff would join the present 13500 clerical and subordinate employees of the Circle, who are active members of SBISUHC. We take this opportunity to wholeheartedly welcome all employees of Associate Banks of SBI into the family of SBI, Hyderabad Circle as well as State Bank of India Staff Union Hyderabad Circle.

We also request our entire membership to extend helping hand and co-operation to all those employees who are joining the SBI family and put in their valuable efforts in enrolling the comrades working in nearby branches/offices of Associate Banks as our members in order to retain the unique identity and the sole bargaining status of SBISUHC even after merger of the remaining Five Associate Banks of SBI with the Bank.


(V.V.S.R.SARMA)
GENERAL SECRETARY