



# ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)  
Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001  
Registered Office: 22, Rajaji Salai, Chennai- 600 001



**CIRCULAR NO. 19  
TO ALL OUR AFFILIATES**

**DATE: 11.03.2024**

**FROM VISION TO VICTORY**  
**BUILDING A BRIGHTER FUTURE FOR BANK OFFICERS**  
**AISBOF COMMENDS THE SUCCESS OF THE 9TH JOINT NOTE**



In a significant milestone for the banking community, we proudly acknowledge the remarkable achievements led by our apex body, the All-India Bank Officers' Confederation (AIBOC). The recent signing of the 9th Joint Note on March 8, 2024, after year-long spirited negotiations with the Indian Banks' Association, marks a significant step forward for prosperity and welfare of over 3 lakh bank officers across the country.



The undersigned has been a witness to the commendable dedication of Comrade Rupam Roy. Despite personal sacrifices, including missed family moments and the inability to be present during times of personal loss, Comrade Roy's untiring commitment to the success of the wage revision speaks volumes of his devotion and resilience. We have also witnessed Comrade Roy's exceptional ability to strike a balance with other constituents of UFBU without losing sight of the issues concerning the officers' fraternity. His leadership has been unparalleled, and we are proud to stand behind him as the largest affiliate of AIBOC.

AISBOF had the privilege to support AIBOC's efforts by providing office space for their secretarial team at our Sion Guest House, Mumbai. This venue became the crucible where strategies were forged, and negotiations were honed. There, we were privy to the tireless efforts of the AIBOC Secretarial team, from late-night deliberations to sacrificing weekends and personal time, their dedication has been both humbling and inspiring. We commend the State Bankers who were part of the secretariat team – namely, Com. Amaresh Vikramaditya, Patna Circle; Com. Rajesh S, Kerala Circle; Com. Priyvratt, Chandigarh Circle; Com. Prabir Sorkhel, Bengal Circle; Com. Suraj Pradhan, Guwahati Circle; and Com. Animesh Das, Guwahati Circle.



**AIBOC Secretariat Team with the President & GS of AIBOC and GS AISBOF**

Within our Federation, the General Secretaries and Presidents of different affiliates provided invaluable support whenever needed. Special acknowledgment goes to the Mumbai Metro Circle team, who consistently offered logistical and functional support to the entire team. We wholeheartedly thank the Mumbai Metro Circle team - erstwhile General Secretary Com. Manohar Devrukhkar, current General Secretary Com. Mohan Gohil, President Com. Padmakar Talvadekar, and their team members. We are also thankful to our Sion guest house staff who played an important role in facilitating the food and stay arrangements for the team throughout the year.



**Team AISBOF with IBA Officials after the signing of 09<sup>th</sup> Joint Note**

We also salute the efforts of other team members from different affiliates of AIBOC who closely collaborated with Com. Rupam Roy. The steady work of the AIBOC team has transformed challenges into opportunities, ensuring that the voice of every officer finds a place in the joint note. The fruits of this hard work are abundant, spanning substantial salary improvements, enhanced service conditions, and revolutionary revisions in leave regulations,

among numerous others. The negotiation team's strategic insights have led to a wage revision that not only provides financial upliftment but also promotes healthier work-life equilibrium.

The 09<sup>th</sup> Joint Note addresses the needs of all officers, with a focus on those requiring additional support. It introduces compassionate measures such as the establishment of a leave bank, extending benefits to officers caring for ill family members or those with

specially-abled children. Improvements in leave policies, maternity benefits, and LTC provisions, specifically for specially-abled officers, alongside broadened family definitions and the resolution of fitment anomalies and the introduction of more stagnation increments, underscore a commitment to inclusivity and well-being.

Provisions have been introduced for retired employees for the first time, guaranteeing that the monthly ex-gratia amount will be disbursed to pensioners and family pensioners who became eligible for pension on or before October 31, 2022, including those who retired on that date. While the amount may appear modest, it's important to acknowledge that this development signifies a significant stride towards ensuring regular pension updation with each wage settlement, laying the stepping stone upon which we can pursue further enhancements.

It's crucial to clarify that our agreement, which paves the way for five-day work week, was signed with full recognition of its importance. The provision for '**all Saturdays as holidays**' has been formally recognized in the recent bipartite settlement and joint note. The adjustment to working hours will be executed following the necessary approvals from the government.

In addition to the joint note, we are delighted to share the finalization of a Memorandum of Understanding addressing residual issues, to expedite the resolution of concerns within the officers' fraternity in a timely manner.

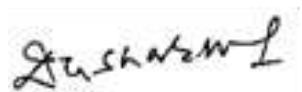
As we embrace this new era, it is imperative to recognize the responsibilities that accompanies our achievements. Our role as the backbone of the nation's economy necessitates an even greater commitment to service, integrity, and excellence. This wage revision is a testament to what we can accomplish together as a unified force and should serve as a catalyst for us to serve our beloved nation with renewed passion and dedication.

We extend our gratitude to the President, General Secretary & Working President of AIBOC; leadership of all affiliates, the constituents of UFBU, IBA functionaries, the negotiating team of bank managements, and the Department of Financial Services for their efforts in reaching a successful conclusion to the negotiations along with the five-day work week in the joint note and bipartite settlement.

With comradely regards and best wishes for our continued success.

**#OurUnityLongLive**

With greetings,



**(Deepak Kumar Sharma)**  
**General Secretary**

**At the Service of Members for more than 5 Decades**

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