



# **IDBI Officers' Organisation**

(Affiliated to BMS through NOBO)  
Reg.No. B.Y. - II-7963

## **22nd Biennial Conference 2018 Pune**

**Saturday, 24th November 2018**

### **GENERAL SECRETARY REPORT**



**2016-2018**

**PUNE**

Dear Brothers & Sisters,

After retirement of Shri. Vilas H Joshi (General Secretary) I assumed the responsibility of General Secretary from September 2017.

It gives me great pleasure to welcome you all at the 22nd Biennial Conference of our beloved Organization. I am very happy to place my report for the period 2016 to 2018, before this august house.

Our organization was established in the year 1978, having long experience of 40 years in the trade union activities. IDBI Officers' Organization is affiliated to Bhartiya Majdoor Sangh (BMS), through, NOBO, the number one trade union in our nation. BMS was established in the year 1955 by devoted and dedicated team headed by late Shri. Dattopantji Thengadi.

You are aware that after merger of United Western Bank in to IDBI Bank our organization has continuously worked for resolving various issues. During the last 12 years BMS and NOBO have extended valuable guidance to our organization on all the fronts. Membership of IDBIOO is growing day by day. I am pleased to announce, that non UB members have now outnumbered UB officers.

**In April 2016 Shri. Dilip Velhankar (President of the IDBI Officer Organization) & Shri. Sharad Joshi (Ex. President NOBO) & Shri. Lakshma Reddy (vice president BMS) met honorable state finance minister Shir. Jayant Sinhaji & submitted a memorandum for our various issues. In Dec 2016 all of them again met state finance minister Shri. Santoshji Gangawar.**

During the town hall meeting of the then MD and CEO, at Pune it was declared that management is open to talk to any union or any group of officers on the long pending issue of wage revision. During this meeting, our vice President Shri Bhalchandra Kunte was present. Taking advantage of this announcement and considering the fact that despite repeated letters, management had not invited IDBIOO for any dialog, he requested President Shri Dilip Velhankar to write a letter to management, to immediately call us for negotiations.

All these efforts materialized and the management of our Bank started calling us for negotiations as well as for other meetings. We are pleased to inform you that we are now a recognized organization. **As per the guidelines of the Govt. of India, Management constituted Monitoring Committee for turnaround plan and our Vice President Mr. Bhalchandra Kunte has been appointed as the member of the said committee. The other members of this committee are DMDs/ EDs and one representative each from the three recognized unions of officers and class III/ IV employees.** Shri Kunte has carried out the assignment effectively by making several recommendations during the monthly meetings held at corporate office. Some of the recommendations with regard to prioritizing recovery efforts / HR and NPA management were accepted and implemented.

#### **Meeting of Executive Committee:**

The meeting of Top office Bearers & Executive Members were held and conducted smoothly as below.

Top office Bearers Meeting	Executive Committee Meetings
02.10.2016	25.03.2017
26.10.2016	20.08.2017
22.11.2017	29.10.2017
24.06.2017	09.12.2017
01.12.2017	18.02.2018
09.09.2018	25.03.2018

The meetings of the above committees were regularly held and the issues concerned were discussed thoroughly and decisions were taken unanimously. I received full support of all members of Executive Committee for which I am very much thankful to all.

#### **Present Banking Scenario:**

During the last 2 years the Government of India has taken various drastic decisions making a deep impact on economy as well as banking industry like mergers, amalgamation, demonetization & introduction of GST. All these majors have adversely affected the banking industry. During the same period there has been a rise in NPA's of the banks and this has severely affected profitability of number of public sector Banks, Private Sector Banks as well as Co-Operative Banks.

Government under the leadership of Prime Minister, Hon. Shri. Narendra Modi re-vitalized the image of India through his visits to many countries and super powers of the world, which resulted into all time high Foreign exchange reserves of India. Agenda of 'Make in India' is set, through which growth is expected to follow.

The RBI took number of measures to have more control on Banking Industry and initiated PCA for corrective actions to improve the health of the Banks.

Despite these measures, the stress on treasury, shortage of capital and bottom line has been the major challenges before the Banking Industry.

#### **BHARATIYA MAZDOOR SANGH:**

Bharatiya Mazdoor Sangh is now established as single largest trade union encompassing almost entire industrial activities in India. BMS was adopted as a leader of the forum essentially because of largest membership, spread in almost all the industries and also in all the geographical area. Most important fact is that, the nationalist thinking is quite distinctive feature in BMS to make it prominent amongst all the trade unions. Despite the success in terms of participation, the government / labour ministry preferred to ignore the feelings of the workers. In banking Industry, the XIth Wage Settlement is a challenging proposition due to sharp rise in NPAs which resulted in to reduction in profitability. Various frauds which have taken place across Banking Industry have added fuel to fire.

BMS National Executive Meeting was held at Hyderabad on 7<sup>th</sup> February 2016, where in our Vice President Shri. Bhalchandra Kunte and Special Invitee Shri. Sharad Joshi were invited to present the specific HR issues related to IDBI Bank Ltd. During this meeting our representation for un- resolved issues was given to Shri. Vrijesh Upadhyay, Ge. Secretary, BMS, who assured to arrange meeting with Ministry of Finance in the month of April 2016. Accordingly, the meeting was arranged by Shri. Lakshma Reddy (vice president BMS) with honorable state finance minister Shir. Jayant Sinhaji.

In April 2016 Shri. Dilip Velhankar (President of the IDBI Officer Organization) & Shri. Sharad Joshi (Ex. President NOBO) & Shri. Laxma Reddy (vice president BMS) met honorable state finance minister Shir. Jayant Sinhaji & submitted a memorandum for

our various issues. In Dec 2016 all of them again met state finance minister Shri. Santoshji Gangawar.

BMS had convened its triennial conference at Kanpur in 2017. The conference envisaged the need for preferential rural development as the villages are the backbone of Indian Economy and that the future development of India is necessarily in proportion of the development of rural economy. We, at IDBIOO, ensured the participation of our delegates as per the expectation of Parent body. In Maharashtra, BMS also had its Pradesh conference held in Panvel in April, 2018 and the new Executive Committee was elected there. We wish the new team all the best for achieving their projects and development plans.

#### **NOBO's active role in UFBU :**

UFBU of which NOBO is one of the constituent has opened the agitation programme for amicable wage settlement for Banking Industry. After initial apparent urge displayed by Ministry of Finance, the IBA did not evince interest in Wage Settlement negotiations though 11th Bi-Partite Settlement is still pending.

After initial talks through various sub-committee meetings, very recently in May, 18 the offer of meagre 2% rise was improved to 6% by IBA. The same was discarded by UFBU through utter protest and a sharp communication was sent requesting Ministry of Finance to intervene positively.

But, on experiencing the adamancy of IBA and Government of India,, the strike call for 48 (Forty Eight) hours was observed by UFBU as on 30-31st May, 2018.

#### **NOBO CONFERENCE:**

12<sup>TH</sup> all India NOBO conference was held at Bangalore on 16<sup>th</sup> January 2016 was attended by Vice President Shri. Bhalchandra Kunte and E.C. Member Shri. Shrikant Dixit. We congratulate following members of our Organisation who got elected on NOBO E.C.

Sr. No.	Name	NOBO Designation
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1	Shri. B. M. Kunte	Vice Prsident
2	Shri Prabhakar Patil	Central Committee Member
3	Shri.Upendra Upasani	Secretary
4	Shri.Pandurang Chakor	Secretary
5	Shri. Vilas H. Joshi	Secretary
6	Shri.Sunil Shembekar	Secretaray
7	Shri.D.R.Deshpande	Special Invitee
8	Shri Dilip Velhankar	Special Invitee

This year NOBO conference is scheduled on 24<sup>th</sup> December, 2018 at Bhopal.

### **IDBIOO's active role in our Bank**

During the town hall meeting of the then MD and CEO, at Pune it was declared that management is open to talk to any union or any group of officers on the long pending issue of wage revision. During this meeting, our vice President Shri Bhalchandra Kunte was present. Taking advantage of this announcement and considering the fact that despite repeated letters, management had not invited IDBIOO for any dialog, he requested President Shri Dilip Velhankar to write a letter to management, to immediately call us for negotiations.

All these efforts materialized and the management of our Bank started calling us for negotiations as well as for other meetings. We are pleased to inform you that we are now a recognized organization in IDBI Bank. **As per the guidelines of the Govt. of India, Management constituted Monitoring Committee for turnaround plan and our Vice President Mr. Bhalchandra Kunte has been appointed as the member of the said committee. The other members of this committee are DMDs/ EDs and one representative each from the three recognized unions of officers and class III/ IV employees.** Shri Kunte has carried out the assignment effectively by making several recommendations during the monthly meetings held at corporate office. Some of the recommendations with regard to prioritizing recovery efforts / HR and NPA management were accepted and implemented.

**Recently wage revision for the year 2012 to 2017 has been finalized by our Bank Management. In the entire wage negotiation process IDBIOO joined the talks from March 2017. Till then only other association was on the table of negotiations which was engrossed in several rounds of talks without much progress. On this backdrop,**

**we played vital role in resolving this long pending issue, after IDBIOO, was allowed to participate.**

The Bank has already given mandate to IBA for the next wage revision i.e. 2017 to 2022. We will strive hard for early settlement through NOBO.

The Government of India has now come out with offloading of their equity to LIC upto 51%. As per the valuable guidance received from our parent Body, BMS and NOBO, we have not opposed this deal in order to save the Bank. The ideology of BMS is "Nation First, Organization next and Individual last". Keeping this ideology in mind our organization has decided to save identity of the Bank. **We are keeping constant watch on the development of LIC deal and we have in unequivocal terms insisted upon top management of the Bank that the service conditions of the employees must not be affected in any case. Memorandum to that effect has been submitted by BMS to the Government of India.**

IDBIOO's has taken various issues to the top management including

1. Shortage of staff at all levels.
2. High attrition rate.
3. Pressure of TPD business.
4. Fear of Staff Accountability Report.
5. Transfers of Officers.
6. Second option of Pension.

We are raising these issues in various meetings. We have also requested the management to start negotiations on Non payslip Components.

A delegation of NOBO under the leadership of Dr S U Deshpande, President NOBO met DMD and ED (HR) IDBI Bank. A memorandum on early settlement of long pending wage revision and other HR / IR issues was given to the management.

Following members participated in this delegation.

- 01) Shri Viraj Tikekar – General Secretary, NOBO
- 02) Shri Thakkar Basant – Dy General Secretary , NOBO
- 03) Shri Bhalchandra Kunte – Vice President, NOBO
- 04) Shri Kishor Bhosale – Ex Officio Member, NOBO.

### **New Membership**

Due to various meetings and personal contacts the organization succeeded in getting new membership from various states like

1. Maharashtra
2. Gujrat
3. Goa
4. Rajasthan
5. Delhi
6. Madhya Pradesh
7. Andhra Pradesh
8. Uttar Pradesh, etc

Major credit goes to our President Shri Dilip Velhankar for increasing the membership.

We are having state secretaries & other office bearers in all the above states. It is to be noted that all the like minded officers are joining our organization in large scale.

### **Our website**

We are pleased to inform you that we have successfully launched our web site namely [www.idbioo.org](http://www.idbioo.org) The website is still under up-gradation & it will updated in near future.

### **Obituary**

In the last two years India saw repeated attacks by terrorists in Jammu & Kashmir and similarly in Naxalite areas in Maharashtra and around. Many innocent citizens lost their lives in such attacks. The Country has lost many brave Soldiers, NSG Officers & Policemen fighting with the terrorism and Naxalite groups.

During the period under report some of our colleagues in service and retired colleagues left for heavenly abode. Shri. G. V. Kulkarni (Ex. Joint GS) and Shri. Sharad Joshi (Ex. President NOBO) and Shri Ashwinikumar Purandare were the office bearers of IDBIOO. Shri sharad Joshi was instrumental for rasing various issues to the Government and increase membership. He was a guiding force for the organization, we lost a devoted Karyakartas.

We extend our deep condolences to their families and pray the Almighty to rest the souls of the deceased in peace.

**Expression of Gratitude:**

To conclude the reporting, I would certainly have to record my sincere thanks to the following Dignitaries.

- Shri Laxmaji Reddy, in-charge, Banking Sector
- Shri. D. R. Deshpande, Ex. President IDBIOO
- Dr. S. U. Deshpande, President, NOBO
- Shri. Viraj Tikekar, GS NOBO
- Shri Hajarilal Meena, working President, NOBO.

My earnest thanks are due to all senior colleagues in committee of Office Bearers and Central Executive Committee.

The Top Management, all the executives at H.O., Z.O.s and R.O.s and the colleagues in HR Dept. made my journey a memorable and satisfactory.

Entire credit of all the positive things that could happen through these two years is that of the inspiration obtained from one and all referred above while the shortcomings, if any, can be solely attributed to me.

After being in your service for last two years, I really enjoyed working due to your love, affection and wholehearted support. I humbly acknowledge your faith and patronage which prevailed on me to stick to the role of 'Karyakarta'. I am really indebted to each one of you.

Brotherly yours,

**Kishore Bhosale**

General Secretary