



TRIENNIAL 2014-2017 DELEGATES CONFERENCE

Sarawak Bank Employees' Union



SBEU successfully held their Triennial Delegates Conference in Bandar Sri Aman from 18 – 20 September 2014. More than 70 delegates and officials from all over Sarawak attended the 3-day conference.

While in BSA, the delegates spent some time at an orphanage and a nearby longhouse as part of the Union's community service.

President, Pn Hadiah Leen and General Secretary, Mr Law Kiat Min are amongst the key officials who were returned to their post unopposed. Mr Andrew Lo continued on as Chief Executive Officer.

We congratulate all officials and are confident that they will drive SBEU to greater heights and to ensure that members' interests are protected,

We also like to express our deepest appreciation and gratitude to all out going officials, Vice President/Director (Clerical), Theresa Wong Hung Kiong and Assistant General Treasurer, Hazelyna Liza Chong for their service, dedication and contributions to SBEU.

EXECUTIVE COUNCIL

President

Hadah Leen

Deputy President

Faizal Dennis Aidan Abdullah (up to 5/7/2)

Joseph Kong Ying Lung (wef 1/2/13)

Vice President- Clerical

Wong Hiung Kong

Vice President – Non Clerical

Rojuan bin Juih (up to 31/1/2013)

Zaidi bin Sirat (wef 1/2/13)

Vice President – Special Grade/Non Executive Officers

Agnes Tang You Keong

General Secretary

Law Kiat Min

Asst. General Secretary

Ling Tiang Ho (up to 30/6/12)

Faizal Dennis Aidan Abdullah (wef 5/7/12)

General Treasurer

Thong Meng Hon

Assistant General Treasurer

Hazelyna Liza Chong

Branch Secretaries

SOUTHERN
Anderson John Lahi

(up to 17/5/13)

Sukhdeep Singh

(wef 17/5/13)

CENTRAL
Joseph Kong Ying Lung

(wef 12/6/09)

NORTHERN
Lai Hui Khim

(wef 16/8/10)

Internal Auditors

Chiong Yew Hock (up to 12/10/13)

Anne Sabut (wef 12/10/13)

Mohd Taufan bin Mohd Yassin

External Auditors

Ernst & Young

Panel of Arbitrators

Augustine David John

Chong Jan Kim

P S Maniam

Christopher Ng

Lennon Laing Ngau Wan

Scrutineers

Bernard Wong Ling Fook

Steve Ngeaw Soon Lai

Ismail bin Rosli

Neil Olson Ak Aleen

Justin John

Tellers

Wong Kiing Hock

Anderson John Lahi

Hii How Ming

Lau Sii Wen

Robert Joseph

Trustees

Joseph Kong Ying Lung

Joseph Reis Ak Enang @ Chua Kok Chiong

(up to 12/10/13)

Bisi Rakon

Anderson John Lahi

(wef 12/10/13)

INTRODUCTION

The Executive Council of the Sarawak Bank Employees' Union has great pleasure in presenting this Report to the 18th Triennial Delegates Conference (TDC). This report covers the 3 years period up to 31 July 2014 and incorporates the Financial Statement for the 3 years period ending 31 March 2014 of both the General Funds and SBEU Benevolent Fund.

COLLECTIVE AGREEMENT

We continue to dispute SCBA's refusal to honor the MOU on extending the benefits granted to our counterpart in West Malaysia and Sabah to SBEU for the 2006-2008 SCBA/SBEU Collective Agreement, specifically on the Annual Increment amount, COLA and 2% additional to Sabah employees. We are appealing against the decision of the Industrial Court and High Court to the Court of Appeal and hearing is fixed on 29/9/2014.

We have also concluded the 2012-2014 Collective Agreement with a 13% salary adjustment for Non-Clerical and 10% salary adjustment for the Clerical and Special Grade, ex-gratia of 2% yearly for 3 years to be paid for the clerical and special grade cadres. Those who are at the maximum of the salary range will have one additional increment. The CA provides for job empowerment and new duties, including sales function to raise the job value of our members.



THE FINANCE SECTOR

The Banking & Financial Industry continued its reforms and consolidation with the mergers of the EON Bank into Hong Leong Bank in May 2011. Total number of Bank/Finance companies Branches in Sarawak stood at 167.

We are very concern about the impending merger between CIMB Bank, RHB Bank and MBSB which we believe is not the interest of consumers, reduce competition, destroy jobs and does not create value. It will result in a bank that is risky as it may become too big to fail. We remain skeptical whether these mergers & restructuring will succeed in the long term. Research in Europe has shown that only 15% of mergers are successful.

We regret that the merger appears to be top driven without consultations with all stakeholders.

The Banks and Finance Companies have performed well with record profitability for the 3 years ending 31/12/2013.

RESTRUCTURING, RE ENGINEERING & REDUNDANCIES

A major source of concern is the continuing deteriorating employment environment in the Banking Industry. Banks continued to outsource jobs. We foresee further reduction in jobs in the Banking Sector that will have an impact on SBEU's membership.

We deeply regretted the closure of HSBC Bank Commercial Banking in Sarawak and the underhand tactics deployed by the Bank to coerced and pressure its staff to take up the VSS and the lack of integrity and honesty of the CEO

We managed to minimize the adverse impact on our membership by making organizing our core focus. Unfortunately our application to expand our scope to cover all employees in the financial sector has yet to be approved by DGTU. This is unacceptable as all players are now integrated into the Financial Services Act from four Act, namely, BAFIA, Exchange Control Act, Insurance Act and Payment Systems Act. It is obvious that financial industries have become one industry; offering integrated financial services and products.

Compared to the previous 3 years, there were fewer VSS during the period with only Hong Leong Bank, CIMB Bank and HSBC introducing such schemes. Employees are applying for the VSS as they are generally disillusioned with their jobs which have become more stressful, target driven and competitive due to the ever increasing demand from shareholders to increase profits.

DISPUTES

Major trade disputes during the period are with SCBA over the refusal to honour the MOU on extension of benefits for the CA 2009-2011 and with HSBC on the closure of its Commercial Banking. We must take the most severe form of action including strike action to protect the livelihood and security of our members, otherwise other banks can follow suite and make similar decision detrimental to the membership.



PERFORMANCE

The performance of SBEU officials at HQ and Branch level in managing the union has room for improvement. It is crucial that we improve to place greater emphasis on the quality of SBEU programme and activities. We need to further enhance the initiative and resourcefulness of officials. They must be proactive in the management of SBEU, display commitment. A passion for the job and always strive. All officials and EXCO must display leadership and lead by example and built teamwork. We need develop second line officials, especially women so that we are ready to take on the challenging roles in SBEU.

MEMBERSHIP

Members continued to be very supportive and united. Their patience and perseverance have been justly rewarded by the Industrial Court when it handed down its award 798/2002. Members also contributed RM962,637.26 after the signing of the 2012-2014 CA.

FUTURE

The future looks challenging for unions in the country in general and in the Banking Industry in particular. Yet SBEU is positive that there are opportunities. We must adapt and change; and we must be allowed by the authorities. While we gear ourselves to meet the challenges of the future, we must not forget our past. We must do what we are set up to do: to

ensure that bank employees get good pay and other benefits for their labour, to be employed in meaningful jobs and to see that our workplace are safe and congenial.

These are the tasks that SBEU officials and members, with hard work, vision dedication and professionalism of officials plus the solidarity and support of all members, will succeed in achieving.

This 18th Triennial Executive Council report is divided into the following sections.

1. **MEMBERSHIP**
2. **ADMINISTRATION & MANAGEMENT**
3. **FINANCE**
4. **COLLECTIVE AGREEMENT**
5. **INDUSTRIAL RELATIONS**
6. **TRAINING & EDUCATION**
7. **VALUE ADDED SERVICES**
8. **AFFILIATION**
9. **WOMEN & SOCIAL WELFARE**
10. **RESOLUTIONS OF 17TH TDC HELD IN 2011**
11. **APPENDIXES**

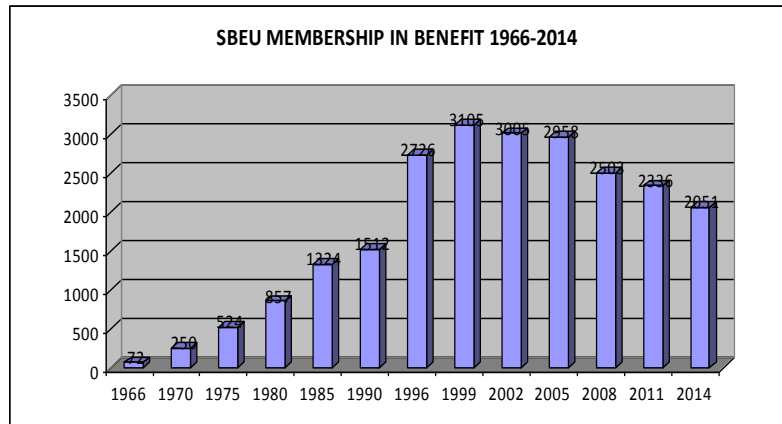


01 MEMBERSHIP

Members in benefit is 2051 (2336), a decrease of 285. We lost one bank, Eon Bank which was merged with Hong Leong. Whilst we also have members (90) who were promoted to non-executive officers, our effort to recruit other officers to join are difficult with most display a disappointing apathy towards the union. We are continuing our efforts. Females outnumber males by 1235 to 816, and account for 60% (61%) of total membership. 35% (55%) of members are 30 to 40 years old and 27% (24%) under 30 years.

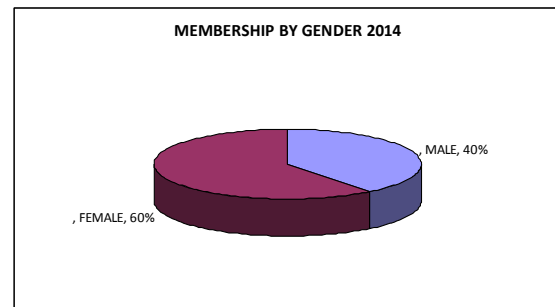
During the period 228(568) employees joined SBEU reflecting the falling recruitment for the Clerical grades in the Banking and Financial Industry as the Bank focus on Sales staffs.

At the same time a total of 676(288) members left the union, due to promotions and resignations and, sadly, redundancies. A total of 68 (28) members opted for the Voluntary Separation Scheme (VSS) during the period.



As a result, membership declined significantly. Due to our vigilant and constant organizing effort, we achieved the remarkable figure of more than 95% representation of eligible employees in 15(15) Commercial & Islamic Banks.

There is an urgent need to expand our scope of representation. Currently we can only represent employees of institutions registered under the Banking & Financial Institutions Act (BAFIA). The last EDC has decided to amend our constitution to allow SBEU to represent employees working IN the Financial Services. This will enable SBEU to organise and represent employees who are engaged in providing services to the Banking & Financial, such as outsourcing and contract & part time employment. Unfortunately to date, DGTU have still not approved our application.



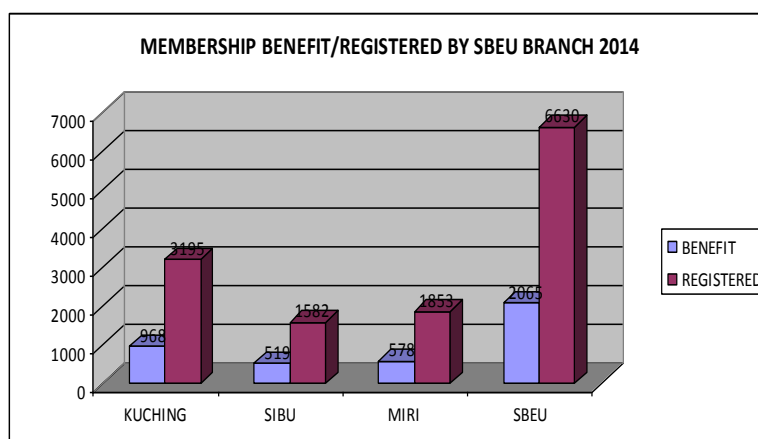
SBEU MEMBERSHIP BY BANKS & GENDER - IN BENEFIT 2014					
		BRANCHES	FEMALE	MALE	TOTAL
1	ALLIANCE BANK BERHAD	5	18	10	28
2	AFFIN BANK BERHAD	6	42	18	60
3	AM BANK BERHAD	16	85	44	129
4	BANK ISLAM BERHAD	7	31	35	66
5	BANK MUAMALAT BERHAD	3	133	78	211
6	CIMB BANK BERHAD	17	163	119	282

7	HONG LEONG BANK BERHAD	31	38	20	58
8	HSBC BANK BERHAD	4	273	216	489
9	MAYBANK BERHAD	29	9	8	17
10	OCBC BANK BERHAD	2	6	5	11
11	PUBLIC BANK BERHAD	23	239	150	389
12	RHB BANK BERHAD	29	160	91	251
13	STANDARD CHARTERED BANK BERHAD	4	25	12	37
14	UOB BANK BERHAD	4	18	7	25
	TOTAL	180	1240	813	2053

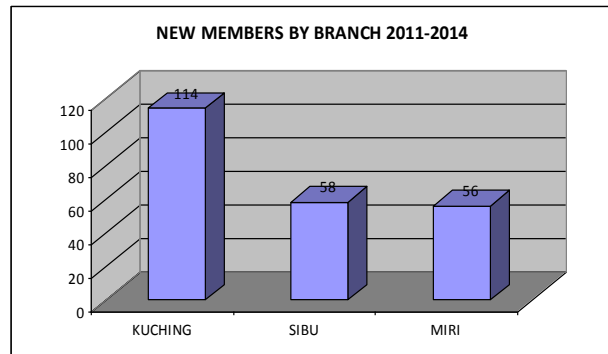
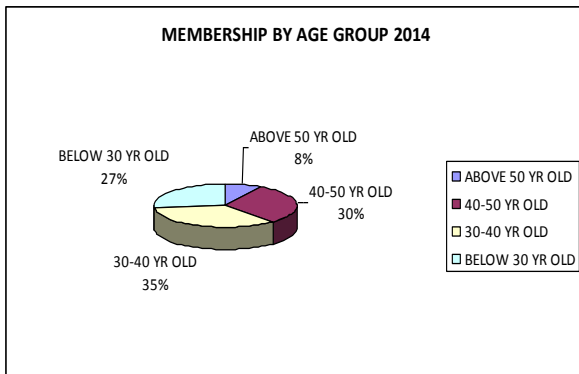
With the implementation of the Malaysian Financial Masterplan, Bank Negara Malaysia is committed to further consolidate and restructure the financial industry in this country through mergers, consolidation and integration of all financial business.

BNM has actively encouraged outsourcing of non-core operations. It is only logical that therefore union representation must also be allowed to develop accordingly so that the social dimension of globalisation is given due recognition.

The employment of freelance marketing staff and agents are prevalent as well as the use of labour contractors.



Very disappointingly, the Minister of Human Resources has rejected our appeal against the DGTU decision to reject our application to amend our constitution to allow SBEU to represent all employees in the Banking & Financial Services Industry. We have filed in judicial review of the Minister Decision at the High Court. Unfortunately, the Human Resources Ministry has yet to embrace this proactive development and has continued to operate under very rigid, inflexible and in some cases, regressive rules. They are very reluctant to allow Unions to grow and progress. The High Court and the Court of Appeal seems to be taking the same view as the DGTU/Human Resource Minister when it comes to expanding our membership scope.

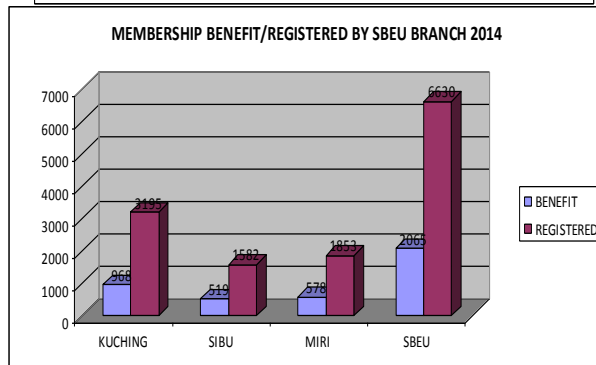
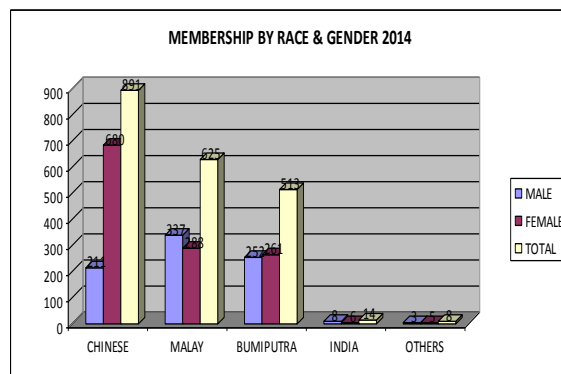


1.1 RECRUITMENT OF NON -EXECUTIVE OFFICERS

We are continuing our efforts to organize the non-executive officers. We have invite AMBank to Collective bargaining for the Frontline Executive, E, E1 categories and Maybank for the Class II (Grade 49) categories. As expected, both Banks have refused to recognize SBEU to represent them claiming SBEU is not the competent Union claiming that the officer are executive categories

The Human Resource Minister ruled that the officers are executive in full agreement with Bank. We have filed for Judicial Review and matter is pending hearing. Most officers adopt a wait and see attitude and some even cited the subscription fees as a reason not to join. This again show the apathy of these officers

The Director General of Trade Union has even registered an officers union, whose scope of membership conflicts with SBEU. This is an attempt to further split the trade union movement into numerous small and ineffective unions. As expected some banks have accorded recognition to this Union to represent non executive officers.



1.2 ORGANISING – SBEU @Workplace

To enhance the effectiveness of our organising efforts our key ROM programme has been transformed and enhanced SBEU @ workplace.

Under this programme, Branch Officials visit members at their workplace to listen to their views and to attend to their grievances and other issues that may arise at the workplace.

During the period under review, SBEU made more than 304 (270) visits and reached out to 3550 (3278) members. This indicates that members are visited at least once during the period.



The reduction in number of visits is due to the consolidation of Bank Branches due to mergers as well as us making the visits more selective. This programme is instrumental in forging solidarity and unity amongst members as well as improving our services and assistance to our members.

SBEU @ Workplace

	Apr 2011 - Mar 2012		Apr 2012 - Mar 2013		Apr 2013 - Mar 2014		TOTAL	
BRANCH / REGION	NO. OF VISIT	MEMBER	NO. OF VISIT	MEMBER	NO. OF VISIT	MEMBER	NO. OF VISIT	MEMBER
SOUTHERN	41	577	41	574	38	403	120	1554
CENTRAL	37	442	28	322	31	313	96	1077
NORTHERN	32	308	30	359	26	252	88	919
TOTAL	110	1327	99	1255	95	968	304	3550
TOTAL	220	2654	198	2510	190	1936	608	7100

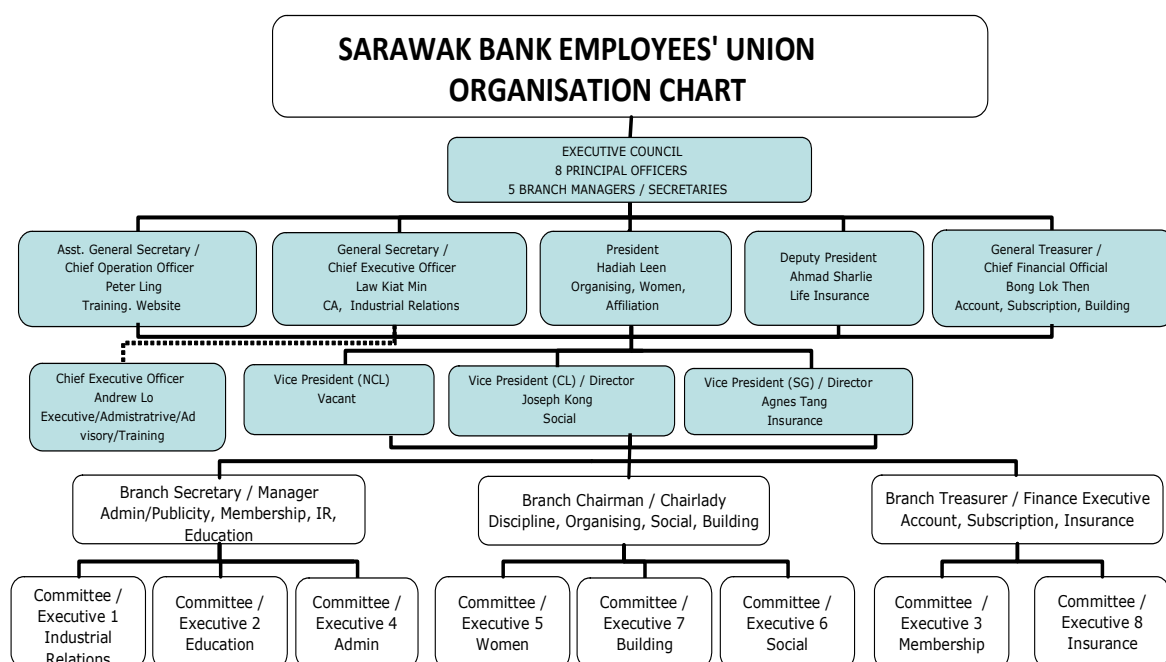
1.3 NON MEMBERS

It is unfortunate that a total of 29 eligible employees members in PBB Sibul, Bintulu & HSBC Bintulu & Miri who refused to be members despite our best efforts. While it is ideal to have 100% membership, we do not wish to have in our ranks employees who are disruptive and do not appreciate the value that SBEU gives to bank employees.

2 ADMINISTRATION & MANAGEMENT

The key feature in SBEU's administration and management structure is the Annual Management Workshops held in the 1st quarter of 2012, 2013 & 2014. The workshops, attended by all key officials of SBEU are very useful in reviewing the work of the Union for the previous year and to lay out the programs for the coming year. The Management Handbook, now in its 17th edition, was produced as a guide and reference to assist officials to carry out their duties in a professional and effective way.

SBEU introduced the Functional Organisation Structure in 1996. The Annual Workshops further reviewed and streamlined the functional authorities of Principal Officials at HQ and Branch level by allocating functions to the official best suitable that job. There are clear duties and responsibilities for each official both at HQ and at Branch level. Going forward we may develop a more lateral organisational structural to better suit the varied demands and requirements of our members.



2.1 OFFICIALS

During the term Peter Ling Tiong Ho resign as as Assistant General Secretary upon leaving the banking. Rojuan Bin Juih resign as Vice President Non-Clerical.

3 Officials obtained their Masters in Management and 1 in Bachelor of Management from AEU University. This should instill greater professionalism and effectiveness for SBEU. We need to have a critical review of the effectiveness of our scholarship program.

Overall the General Secretary, assisted the CEO, is responsible for the administration and management of SBEU. The Branch Secretaries/Managers and 4 full time staff assists in Day to day running. The General Secretary is seconded full time to SBEU. The President and G-Treasurer are granted time-off from 1PM to 5.30 PM while AGS, D-President, Kuching Br Sec and Miri Br Sec. are

from 3pm to 5.30 pm, Monday to Fridays. VPCL and VPSG are on time off from 3pm to 5.30 for 3 days in a week.

Principal Officials who are not on time-off are required to spend at least 4 hours a week at the Union Office, excluding the weekly secretariat/work sessions. Branch committees are required be present at the weekly work sessions at the union office. Attendances at these sessions are consistently above 80%.

President Hadiyah Leen has been appointed to the EPF Board to replace CEO wef from June 2011 and reappointed June 2013). GS has also been appointed to the SOCSO Appellate Board for a 3rd 2 year term beginning January 2014. CEO is appointed as a member of the National Wage Consultative Council in Sept 2011 and member of the National Labour Advisory Council form 2012. CEO was appointed as Deputy Leader of the Pemandu Lab on Huan Ca[ital Development in 2011. CEO is also actively involved in discussion in the formulation and implementation of the Minimum Retirement Age Act 2012 , Minimum Wage and the proposed Unemployment Insurance

Several SBEU officials were appointed as workers Panel members of the Industrial Court.

The performances of all officials must improve Officials have to demonstrate more professionalism, resourcefulness and initiative in discharging their duties. Leadership and teamwork must improve to justify the investment and honorariums and allowances paid.



2.2 EXCO MEETINGS

A total of 13 EXCO meetings were held during the period. Each Region hosted a meeting at least once, whilst the rest were held in Kuching/Retreat. Decisions are taken by consensus and mostly unanimously. We need to encourage more debate and constructive input during the meetings

2.3 STAFF

SBEU currently employ Chief Executive Officer plus 4 full time Administrative Executives at HQ at HQ and 9 staffs at the Retreat.

		EXECUTIVE COUNCIL	
	DATE	VENUE	ATTENDANCE
67th	10/19/2011	Centre, Lundu	12
Exco	12/30/2011	Imperial Hotel, Miri	11
68th	4/2/2012	Centre, Lundu	12
69th	7/3/2012	Room, Miri	11
70th	11/8/2012	Centre, Lundu	10
Exco	2/1/2013	RH Hotel, Sibu	10
71st	3/21/2013	Room, Kuching	12
72nd	7/25/2013	Room, Kuching	10
73rd	11/28/2013	Room, Sibu	12
Exco	1/27/2014	Room, Kuching	12
74th	3/21/2014	Centre, Lundu	12
Exco	4/28/2014	Room, Kg	8
75th	6/6/2014	Room, Kuching	11
66th	6/17/2011	SIBU	11

Staffs list as attached below.

We seek Delegates endorsement on the appointment of all staffs and to empower the EXCO to employ staff as and when the need arise. In view of the business expansion at the retreat, we foresee that we will need additional 1 Administrative Assistant and 3 staffs at the Retreat to ensure optimal services and proper maintenance of our facility.

2.4 OFFICES

All Branches have their own fully equipped offices all linked on line. This has improved our effectiveness in reaching out to members and in communications between Branches & HQ. It enables the EXCO to make urgent decisions.

We have installed our Membership Information System (MIS) that give us the ability to consolidate our membership data base with information on our value added services. Our computerized accounting system allows us to keep track of our budget and preserve transaction integrity. We need to improve on our internal audit and enhance our compliance and control levels.

We continue to beef up our library and research materials by subscribing to the online Current Law Journal and the Industrial Law Reports. We also purchased several reference materials on Industrial Relations & Human Resources Management.

2.5 SBEU WEBSITE

SBEU regularly maintain and update our interactive Website. The Website is a gateway for members to access up to date information about their own union, including their Benevolent Fund accounts.

We have implemented online reservations and payment of for the Retreat through our website. The address is [www. sbeu.org.my](http://www.sbeu.org.my)

BGM / EGM			
BRANCH	DATE	ATTENDANCE	QUORUM
KUCHING	6/19/2009	695	61%
	2/5/2010	828	76%
	1/21/2011	644	57%
	5/20/2011	563	51%
		2730	
SIBU	6/13/2009	332	58%
	2/6/2010	385	67%
	1/23/2011	320	55%
	6/18/2011	303	54%
		1340	
MIRI	5/15/2009	278	56%
	1/22/2011	243	49%
	5/17/2011	257	51%
		778	
BINTULU	5/16/2009	125	58%
	2/7/2010	153	72%
	1/22/2011	105	50%
		383	
TOTAL		5231	

2.6 BRANCHES

To be more cost effective SBEU merged SibU and Sarikei branch in early 2009 into Central Region branch and Miri with Bintulu branch into Northern Region branch in 2011.

The merger of Sbu & Sarikei is successful and Miri/Bintulu is less so mainly due to the longer distance. We may need to review this.

All branches continued to be very active with numerous activities organised, apart from taking up issues and grievances at their level. Southern Branch however needs major improvement.

All Branches BGMs were held on schedule with attendance way above required quorum. This is commendable especially when taken into account that a large number of members are from outstation locations



Attendance at Branch Committees meetings and weekly secretariat sessions are consistently above 80% for all Branches. Attendances at IRC meetings are above 70 %.

2.3 STAFF AT HEAD OFFICE AND UNION YES RETREAT

	NAME	POSITION	DATE JOINED
	ADMINISTRATION STAFF		
1.	Andrew Lo Kian Nyan	Chief Executive Officer	01/10/2009
2.	Rachel Lee Ai Chyang	Sales & Service Executive	17/05/2010
3.	Bong Chiew Sian	Senior Administrative Executive	04/06/2012
4.	Landi Lee Choon Lian	Administrative Executive	01/02/2013
5.	Annie Sim	Administrative Executive	02/09/2013
6.	Vacant	Senior Administrative Executive	
	RETREAT STAFF		
1	Solhan B Ramzi	Retreat Superintendent	01/02/2006
2	Law Hui Shyan	Sales & Service Executive	01/05/2008
3	Azeli Bin Jerin	Maintenance/Housekeeper	01/07/2008
4	Rosita Binti Jerin	Receptionist/Housekeeper	01/11/2008
5	Ilyas Irama bin Mohamad	Maintenance/Housekeeper	01/02/2012
6	Chong Lie Na	Receptionist/Housekeeper	01/08/2013
7	Kendy King	Receptionist/Housekeeper	06/09/2013
8	Priscilla anak Latip	Receptionist/Housekeeper	06/09/2013
9	Ang Wei Hock	Retreat Manager	01/03/2014
10	Vacant	Security Guard	
11	Vacant	Receptionist	
12	Vacant	Sales & Service Executive	

3 FINANCE

The Executive Council is pleased to table the Financial reports of the SBEU General Fund & The SBEU Benevolent Fund for adoption by the TDC. The reports, duly audited by External Auditors without any qualifications, are compiled in two separate folder. We are also proud that we have maintained our record of submitting our audited accounts to the Trade Union Department within the stipulated date.

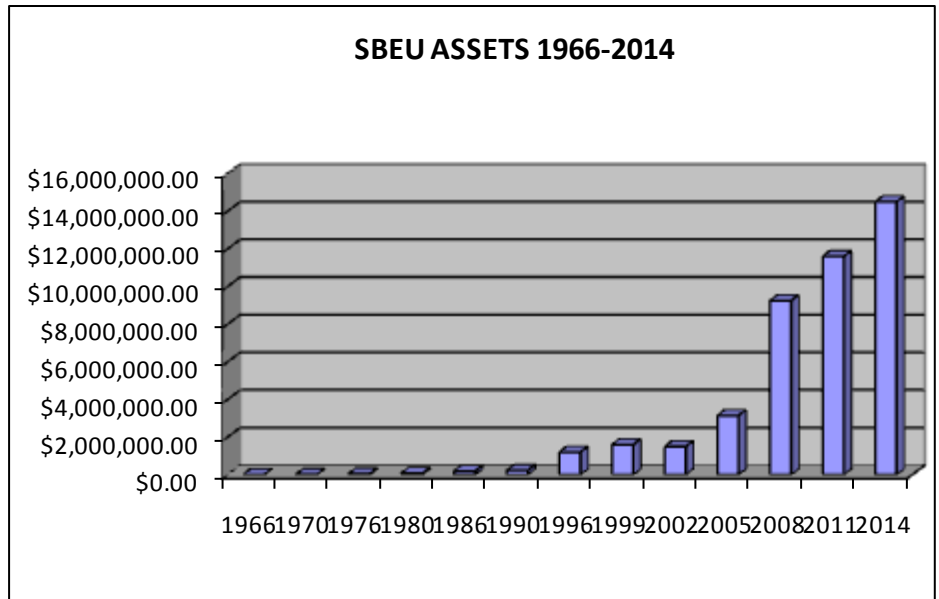
3.1 GENERAL FUND

The Financial position of SBEU continues to improve with total assets increasing from RM11.6 million to \$14.5 million. This is mainly due to the 10% levy amounting to RM962,036, Benevolent Fund premiums and returns on investments. The above figure does not take into account market appreciation of our properties.

Our subscription income increased from \$634,000 to \$ 776,000 per year.

This is due to the salaries increase arising out of the Collective Agreement concluded during the period. Our monthly membership subscription fee is 1% of salary.

Our value added services contribute a substantial \$244,000 to our income for the year ending 31/3/14. Other sources are rental from our buildings and interest on FDs.



Major expenses are staff salaries, allowances of officials, meeting expenses, Trade disputes and Collective Bargaining. We also spend a major portion on training and education and social welfare. While we maintain a surplus budget, we are always conscious of the need to manage our expenses prudently. Annual budget is in excess of \$1,200,000.00

We manage to keep our expenses to manageable levels despite more issues and disputes to handle. The computerized accounting system is fully operational and will allow the SBEU to keep a tighter control of spending and ensure that expenses are within budget. The annual management workshops has enable SBEU to manage our budget in a prudent and more importantly, in a cost-effective manner. We must continue to exercise financial prudence and discipline.

Please refer to the Financial Reports for more details.



3.2 BENEVOLENT FUND

We continue to build up the asset of the Benevolent Fund which reached RM8,941,892.98 (5,123,000). The increase is due to the increase in the premium from RM20 to RM30 with effect from January 2012. Member's fund of those in Benefit - stood at RM6,630,335.08 (RM4,169,000).

We have invested the Benevolent fund into properties and the Union Yes Retreat. This is a deliberate policy as the priority is to provide a low risk and secure investments to protect members' money and further protect the fund and to preserve value. The Fund declared dividend on 4%, 5.5% & 4.5% for the year ending 2012, 2013 and 2014 respectively. Our Retreat@Siar contribute a substantial \$590,337 to our income for the year ending 31/3/2014.

Our application to increase the monthly premium from \$20 to \$30 was approved by the DGTU. Our application to introduce new benefits including giving personal loans to members remains outstanding.

The High Court in Wee Nai Li v SBEU case has affirmed the Magistrate's court decision that officers who are promoted to Officer 2 or other non executive officers are not eligible to withdraw form the Benevolent Fund

Total withdrawal amounted to RM697,895.52 (284,807.62) by 276 (287) members who have retired, left the banking industry or promoted to an executive category. The Fund paid out Funeral benefit of RM2000 to the beneficiaries of 5 (2) members who died during the period.

3.3. SBEU PROPERTIES

During the period we have develop our Retreat further by building a beach house 1 and 2 at a cost of RM648,000. We are now adding 5 Cabins at an estimated cost of \$350,000 to increase capacity at peak periods

SBEU now a total of 10 properties throughout Sarawak - 4 in Kuching, 2 in Lundu & one each in Miri & Bintulu, Sibul & Sarikei.

SBEU PROPERTIES						
Date of Purchase	LOCATION	PROPERTY TYPE	CURRENT POTENTIAL USE	Tenure(Lease)	Expiry Date	Purchase Price
1 03 Apr, 1990	3rd Floor, Lot 32 Blk D King Centre, 93350 Kuching	Strata Title 3rd Floor of 4 storey Shophouse	SBEU Dormitory	Leasehold 60 Years	24 Sept 2038	RM84,190.03
2 05 July 1994	Lot 3672-3-2 2nd Floor Medan Jaya Comm. Centre Blk 31 Kemena Land Dist 97000 Bintulu	Strata Title 2nd Floor of 3 storey Shophouse	Bintulu Branch Office General Treasurer Office	Leasehold 60 Years	27 Feb. 2052	RM100,507.94
3 28 Feb 1995	Lot 2441 Blk 5 Miri Concession Land Dist. 98000 Miri	Commercial 3 Storey Shophouse	Miri Branch Office & Gr and 1st Floor rented out	Leasehold 60 Years	21 Jan 2050	RM453,487.20
4 17 Nov 1998	2nd Floor, Lot 79 Queen's Court, Jalan Wan Alwi 93350 Kuching	Strata Title 2nd Fl of 4 Corner Unit 4 Storey Shophouse.	SBEU HQ & Kuching Br Office	Leasehold	Pending Title	RM200,000.00
5 29 Jun 2001	Lot 371 Blk 5 Gading Land Dist. Siar Beach, Lundu Kuching	Beach Front land	Union Yes Retreat	Freehold Perpetuity		0 RM355,000.00
6 23 Apr 2004	Lot 317 Blk 4 Matang Land District, 11th ML Matang Rd Kuching	Country Land adjacent to mountain stream	VACANT Picnic/Camping Retreat	Leasehold 60 Years	12 Aug 2014	RM140,000.00
7 3-May-05	Sublot 10 Lot 16 Blk 24 SLD Tiang Soon Height Sarikei	Corner Unit 3 Storey Corner Shophouse	RENTAL INCOME	New Development		RM485,000.00
8 26-Feb-08	Lot 9 Block 5 Gading Land Dist	Beach Front Land	UnionYes Retreat	Leasehold	2036	RM500,000.00
9 11-Jul-08	2nd Fl Lot 78 Bld W Queens	2nd Flr of 4 Storey Intermediate Shophouse	Kuching Branch/MTUC	Strata Title Leasehold		RM243,000.00
10 18-Jun-10	Lot 2351 Blk 9, Seduan Land District Sibul Pulau Li Hua	Vacant Land 1 Acre	Proposed Sibul Office & Recreational Centre	Leasehold 99 years	17-Oct-98	RM912,042.00

4.1 SCBA/SBEU CA 2006-2008

- I. We have initiated grievances, in December 2010, wearing of protest badges and selective picketing in January 2011 and statewide picketing as SCBA continued to refuse to extend the benefits granted to NUBE & Sabah BEU to us.
- II. We are pleased with the tremendous support by members during the statewide picket on 21-23/2/2011.
- III. A failed conciliation meeting was held on 18/2/2011 by Director of IR, Sarawak. The HR Minister refer the matter to Industrial Court 7/3/2011.
- V. Hearing held on 23-24/2/2012 . SCBA represented by Reddi & Co while SBEU is represented by CEO.
- V. Industrial Court handed down its award dismissing our claim on the ground that the MOU which was not given cognizance is not binding.
- VI. A dissenting decision was made by the employee panel who decided that there are enough authority to enforce the MOU and that the 3 items of salary range, annual increment and salary adjustment of 2% merits favorable action by the court.
- VII. We filed for Judicial Review at High Court. The High court on 20/2/2013 dismissed our application on the ground that the MOA was executed prior to the signing of the 12th CA and has not been taken cognizance with the CA.
- V. We have filed an appeal against the High Court decision to the Court of Appeal. Case handled by Bodipalar Advocates and Solicitors. Hearing on 29/9/2014

4.2 AM Bank/SBEU CA 2009-2011

Have disputed AmBank payment of Performance Bonus 2009 of only average of 1.65. Meeting held with Bank Head of IR on 24/2/2011 and 2 options proposed:

Option 1: Forgo the 2009 PB issue for the Bank to give commitment that payment to be uniform with that paid to West Malaysia

Option 2: Top up the 2009 bonus by 0.35 to make up 2 months and moving forward, bank commit to pay at average of 2 months pool.

Meeting held with Bank on 24/2/2011. Bank agreed to top up the 2009 bonus with a pool of 2.33 using the December 2010 salary as the base. The performance bonus data from AmBank confirmed they have complied with the understanding reached with average payment of 2.39 months.

4.3 HSBC/SBEU CSB CA 2010-2013

HSBC/SBEU CA for CSB signed on 14/12/2010 in HSBC Building, KL attended by CEO, GS and President witness by CSB representative from Kuching and Sib. The improvements are:

- 9% salary adjustment, the other landmark art
- No limit for filling and dental treatment. Spectacle is separate out at RM600.
- Pregnancy, pre and post natal, and miscarriage shall now be borne by the bank.
- Additional increase equivalent to one annual increment for Employees at Maximum at RM4578.
- Arrears article in MOA as one off payment and eligible for members only.

4.4 SCBA/SBEU CA 2012-2014

After 3 round of negotiations, SCBA has increased the offer to 10% salary adjustment for Clerical and Special Grade Clerical with an ex-gratia of 2% to be paid for 3 years for taking on additional sales function. Non-

Clerical given a 13% salary adjustment. Those at the maximum of the salary scale to be given one additional increment.

After 5 round of negotiations we have concluded the CA. We have signed off the CA to be effected from 28/2/2013. Official signing on 22/3/2013.

We did the roadshow to obtain the ballot on the CA and three other matters including the levy of 10% from 29/1/2013 to 3/2/2013. 94% members voted in favour of the CA.



4.5 AM Bank/SBEU CA 2012-2014

We have signed off the CA with AmBank on 29/5/2013. New salary was paid in May 2013 and arrears will be paid on 22/7/2013 together with July 2013 salary payday.

We have rectify the error for increment amount on the column of above average for Special Grade Clerical in the Increment Matrix table. The correct amount should be RM226 instead of RM188. The variation under Form N has been jointly signed and deposited in Industrial Court for cognizance.

4.6 HSBC/SBEU CSB CA 2013-2016

The HSBC/SBEU CSB CA expired on 30/6/2013. We have submit in our proposal for CA negotiation with the Bank on 5/7/2013. We have sign off on the effective date during meeting on 30/9/2013. Bank had submitted their counter proposal.

After two rounds of negotiation, the Bank has made the following offer:

- a. 10% salary adjustment
- b. Additional 2% if SBEU agrees to move into merit increment
- c. Increment at pool of 5%
- d. Minimum move up from RM2235 to RM2250
- e. Maximum move up from RM4578 to RM5500

SBEU maintained that we are in favour of merit increment with the following:

- a. 10%+ 2% salary adjustment
- b. Increment at pool of 6%
- c. Maximum move up to RM6,000

We have given the bank one month to respond. We are also monitoring the development with regards to negotiation between the Bank with NUBE and Sabah BEU.

4.7 EXGRATIA

All banks except AmBank, Alliance Bank, Hong Leong Bank, RHB Bank and Public Bank are paying performance Bonus and /or exgrata staff to their employees in Peninsular And Sabah in additional to the contractual Bonus. Such performance bonus and exgratia are not provided for in their respective CAs.

However the bank did not pay us any exgratia or contractual bonus, claiming that this is not in our CA.

Our members have been discriminated against by Banks as they are paying additional bonus/ex-gratia to other employees over and above their Collective Agreement but our members are only paid what is due to them in accordance with the CA

We view this is unfair labour practice and discriminate us for adopting performance pay. We are initiating a strike ballot as all efforts to request the banks to pay has failed.

5 INDUSTRIAL RELATION

5.1 AFFIN Bank

I. Job Description and KPI

Kuching Branch has introduced a Job Description that is not relevant and realistic as there are beyond the staff's control. Met with Bank HR on 29/6/2012.

The Bank has amended the KPI and Competency to 40:60 from 90:10 We believe this is a fairer measurement for appraisal rating.

II. Ex-gratia to West Malaysia and Sabah employees

We requested the bank to pay ex-gratia to our members as they have paid the same to our counterpart in West Malaysia and Sabah on the basis that they perform the same functions and duties. Bank made payment of an amount equivalent to 0.25 months salary in September.

III. Warning letter- Ahmad Sharlie

We have assisted Ahmad Sharlie – officer grade who is our member in replying to the bank's show cause letter for his oversight in approving an overdrawn account. The Bank had issued him a warning.

IV. Nur Irma Binti Bojet

The Bank has terminated the employee on the basis that she is unfit for duty due to her obese condition. We have disputed the bank's claim and file in under section 20 for unfair dismissal. The Bank agreed to confirm her in permanent employment with limit on medical expenses at RM10, 000 for first year and to be review upon completion of her first year of employment. The limit will be taken off once her medical condition improves.

V. Diana Michael Yusop- Non-compliance of Branch Operations Manual

Assisted member to reply to the bank's allegations that she did not change her combination password to CDM for the last two years. Bank issued her a caution to ensure that the requirement is comply with. We consider the matter resolved.

5.2 AMBANK

I. Non compliance Annual Increment 2008

2 members in Jalan Pedada, Sibü were given an increment of RM70 instead of RM120 based on their appraisal grades.

Bank's data for 2008 and 2009 showed that the bank has complied with the requirement that total increment should be equal to or more than the average increment. Recommend not to pursue the matter.

II. Harassment by Officers on QMS

Bank has assured us that they have instructed their branch officer/manager not to indulge in such unwarranted practice. Feedbacks from branches confirm that the harassment has stopped.

III. Performance Bonus 2010- Grievance by Sim Lee Lyne

Sim Lee Lyn dispute change of her rating by regional manager and again at Head Office level. After our intervention, Bank has reviewed and upgraded her rating and has paid her 2 months bonus and consequential increase in increment 11/11.

IV. Business Rationalization- Call & Recovery Centre

Due to the rationalization of business functions by May 2012, the bank will reduce staff strength in Kuching and Sibü resulting in excess of 9 and 2 respectively. The Bank has approach SBEU to seek for an amicable solution over the matter. The Bank suggested that a VSS be offered to those affected.

We insist that VSS should be offered to all employees to avoid discrimination and coercion and widen the pool of potential applicants. The Bank has yet to introduce the VSS.

II. Dismissal of Matthew Linggoh- Personal Financial Officer of Sarikei Branch

The member who is an officer has been dismissed due to poor performance on 15/3/2012. Records showed that he has been put under PIP since 2010 and has not improved on his sales record for 2010 and 2011.

Conciliation meeting held on 18/6/2012 attended by GS, CRBS and CRBC. The Claimant has accepted a settlement of 9 months with the bank.

III. Grievances on Performance Bonus 2011/2012

Mohamad Saffaee B Haji Usop of Auto Finance, Sibü- and Din Ak Jahie of Auto Finance, Kuching. The Bank agreed to resolve the grievances by paying them one increment based on rating of average with arrears backdated to 1/4/2012.

Grievances on Performance Bonus 2011/2012- Juk Ajang

The Bank has reviewed his rating and pay him 1 mth bonus and increment of RM77.

IV. Closure of Marudi Operation

The Bank will be closing its Marudi branch by middle of April. The two members will be transfer to Miri which is the nearest town. We have requested the Bank

to pay additional one off payment of RM5,000 to offset hardship caused by the closure and transfer. Bank to revert on SBEU request.

V. Behaviour of Bernard Wong- Branch Manager of Miri Branch

We have received complaints from staffs of the said branch with regard to abusive behavior and instruction. GS had spoken to Head of IR and Regional Head of Sarawak. Bank had counseled the said Manager not to repeat similar incident in the future. Northern Region will continue to monitor.

5.3 ALLIANCE BANK

I. Grievances by Members on Bonus 2008

Members complain on the payout of only 0.36X of their salary. The bank decline to review but will pay 2009 Bonus based on market rate .

Bank refused to consider the case despite advice from SCBA during the Standing Committee meeting on 20/10/2010 to top up the figure. We have declared deadlock and have taken action against the bank. However Minister did not refer our dispute to the Industrial Court on 18/8/2011.

II. Performance Bonus 2010/2011

The Bonus payment for 2010/2011 at an average of 1.63 is below market average of 2.66. We have dispute the payout as it is grossly inadequate and below industry average while the same rating of 3 for all staff is not in compliance with the SCBA/SBEU CA.

After SBEU instructed members to take protest action, Bank resolved the matter by agreeing to pay a lump sum of RM2000 as additional Performance Bonus for 2008/2009 and 2010/2011 to be paid in 15th December 2012.

III. VSS

The bank has introduced VSS limited to staffs in Sabah and Peninsula Malaysia. Some members requested to extend the VSS to Sarawak. We are of the view that Union's role is to preserve jobs, therefore we will not be making such request.

5.4 BANK ISLAM

i. Dismissal- Yusuf Bin Mosli

Member was dismissed for failure ascertain the number of cash bags handed to him and failure to keep watch over the said cash bags resulting in one bag being missing. Section 20 filed and matter referred to Industrial Court on 24 May 2011.

An amicable settlement was reached 13/1/2012 after bank agreed to pay 20 months salary to RM48,000.00. He has donated RM2,400 to SBEU.

II. Employment of Temporary Employee as Greeter

Bank has stopped the practice.

III. Outsourcing of Administration of Medical Benefits

Bank have replied giving assurance that the outsourced company –PM Care Sdn Bhd continue to provide medical benefits as provided in the CA. PM Care have started paying the service fee effective from May 2011.

IV. Performance Bonus Payment 2011.

Bank paid an average of 1.45 months for the full year 2011. This is below the industry average. Despite the bank improved performance. The payment is also not consistent with the individual rating. The Bank took into account the branch's performance, which is not within the provision of the CA.

We refer the matter to the Standing Committee. The matter was resolved after the bank agreed to pay an additional 0.25 months to all the members in Aug 2013.

V. Non-Confirmation of Saiful Bin Nepi

The Bank has not confirmed the employment on 18/2/2014 without giving any reason. We have assisted him in filing in Section 20 of the IRA and conciliation held on 24/3/2014. Awaiting decision by HR Minister to refer the case to IR Court.

5.5 Bank Muamalat

I. Temporary Employment by Outsourced Company

Bank has since absorbed the staff as permanent employee on November 2010.

II. Performance Bonus 2011 payment

We disputed Bank's payment of Performance Bonus for 2011 of average 1.54 months average, which lower than previous year below industry standards.

The matter is resolved as the bank paid an average of 3.9 months for 2012.

5.6 CIMB Bank

I. Circular- Dismissal for Poor Performance

We have issued circular reminding members in CIMB Bank not to signoff performance appraisal if they do not agree with targets and ratings and to file in grievance. The Bank had dismissed several non-SBEU members for poor performance based on performance appraisals.

II. Attendance at Sales Convention

We have issued circular reminding members in CIMB Bank to make all necessary claims, especially for those outstation branches and a copy of the claim form are forwarded to the branches and monitor payment. All Claims paid.

III. Performance Bonus 2010

The Bank have paid Performance Bonus to five members of Auto Finance, Kuching after we met with CIMB HR. Bonus ranging from 1.25 to 1.5 were paid based on the appraisal rating.

IV. Loans Referral Campaign

The Area Manager of Kuching region has made threatening remarks that those who did not provide leads during the ASB loan campaign will be subject to serious action including transfer. We have protested to the Bank HR. The Bank has assured us that the intention of the campaign was to reward and not to penalize those who did not meet their targets. Members were reminded to report if there is any disciplinary action taken over the above non-achievement.

V. Allegation of breach of procedure-Nora Bte Kamal

We have assisted Nora to reply to show cause letters. She has been issued a letter advising her to exercise due care in discharging her duties in the future.

VI. Mutual Separation Scheme

We express our displeasure at the MSS exercise as the bank has not consulted SBEU and that the exercise is targeted at only the HP staff. This will cause undue pressure on those affected to apply for the scheme. The bank gave its assurance that the scheme is entirely voluntary and not targeted at any employees.

VI. Bandar Sri Aman- Appraisal of all 6 members in

Branch did not conduct a open appraisal . All members were not paid Bonus. We dispute the banks claims that they should not be entitled to the Bonus as the branch is not performing. This is not in compliance of the CA. Dispute remains outstanding.

VII. Rubber Road- Grievance on Performance Appraisal by 3 members

Two clerical members were not paid Bonus and a non clerical moderated down. We dispute the claim that they did not perform up to expectation merely because they did not meet the KPI target for sales as their performance as Tellers should be the main consideration for deciding on their ratings. Meeting at head office level held on 9/1/2014 with no positive outcome. Will continue to pursue the matter.

VIII. CIMB AFC- Grievance on Performance Bonus

A non-clerical complained of being unfairly appraised resulting in non payment of performance bonus. Meeting at Head office level held on 9/1/2014 with no positive outcome. Will continue to pursue the matter.

IX. Grievance on Performance Appraisal/Performance Bonus for 2013 by 21 members

A total of 22 members- 9 from Kuching, 4 from Miri and 9 from Bintulu have filed in grievances due to the downgrading of their overall rating. We believe

the downgrading was done unfairly by the Regional Director due to low sales referral. This is unacceptable as they are operation staffs. Will continue to pursue the matter.

X. Miri -Suspension of Wilson Sulong Anak Richard Sulong

The staff has been suspended pending investigation into irregularities of crediting proceeds of cheques into personal account instead of loan account. we have assisted him in drafting the explanation letter. We have also written to the Bank to express our displeasure at the immediate suspension as there are no elements of fraud or risk to hinder investigation. He was one year stoppage of increment . We consider the matter resolved.

5.7 EON BANK

II. Increased Teller Limit

Bank stated that the increase in teller limit does not have much impact on staff performance due to the existence of the self banking lobby. We are agreeable to the increase as this is the way to increase the value of the Job to justify any increase in salary.

III. Performance Bonus - 2009

Two members in Kuching & Bintulu filed in grievance due to non-payment of bonus. The bank will top up their bonus for payment for 2010 by one month.

5.8 HSBC BANK MALAYSIA BHD

I. CSB - Teller function at Premier Counter

Bank met SBEU on 08/7/2009 on the inclusion of teller function for CSB station at premier counter and they will be paid RM125 teller allowance. An MOU is signed on 15/7/2009. However, the bank has yet to introduce the additional functions.

II. Variable Performance Bonus 2010

We have dispute the Bonus as follows:

- The range is lower compare to other grade of staff
- That range is the same for West Malaysia and Sabah even though they have 2 months contractual bonus
- That the range within the same rating is too wide
- That rating of 4 should also be entitled to payment

A joint reference was made to the Human Resource Minister on 20/1/2012 to refer the dispute to the Industrial Court.

During hearing in Kuching on 6-7/2/2012, both parties agree to resolve the case by the Bank making a top up to those at the rating of 3 to reach 18%.

III. Branch Centralization

We regret the bank's move on Branch centralization and there is an excess by 11 persons in Sarawak, with 3 in Sibu and balance in Kuching. Have meeting with Bank over the transfer package on 13/9/2011 to include monthly housing allowance, relocation allowance, home passage and others. Transfer package agreed by both parties which include a monthly housing allowance of RM600.

IV. Targeted VSS

We have protest against the Bank's move to introduce a Targeted VSS for those who are 54 years old and above. We deem this as discriminatory and put those targeted under pressure to apply. It will also reduce the potential applicants pool. This exercise does not affect SBEU members.

V. Discretionary Bonus 2012

We have demanded that our members should be paid 2 months bonus similar to that was paid to West Malaysia and Sabah as they perform similar functions. This is in view of the bank having exceptionally extended the discretionary bonus base on performance for 2012 to West Malaysia and Sabah. The Bank maintained their discretionary bonuses for all regions. We will continue to pursue this matter.

The Bank however has agreed that they will give due consideration to pay discretionary variable bonus to employees who are rated "4" on a case by case basis depending on the merits of each case moving forward.

VI. Closure of CMB and VSS

The bank will be closing down their Corporate Banking division in Sarawak and offer VSS to all those affected. We dispute the closure and the Bank targeting only CMB staff for the VSS.

The bank also threatened to transfer those who did not apply for the VSS to outside Sarawak or be retrenched.

Our initial demand is that the Bank offers the VSS not worse than that of 2002 VSS to all employees to reduce victimization, discrimination and pressure on CMB staff. We considered the matter resolved after the Head of HR and the Special Advisor to the CEO gave its assurance that staff who did not apply the VSS will remain in the home base and will be given roles to perform, at a meeting on 24/2/2014.

However the HSBC CEO on 16/4/2014, said that they are not able to find suitable position for them and cannot therefore honour the understanding given on 24/2/2014. This is a great deception and we must now take all action necessary to protect the livelihood and security of our members, otherwise other banks can follow suite and make similar decision detrimental to the membership.





5.9 MAYBANK

I. Harassment by Officers on QMS

Bank HR had instructed their Regional Manager- Sarawak to ensure bank branches do not resort to such unhealthy practice of manipulating QMS.

II. Stoppage of Increment- Sapia Bte Piee

Bank has reinstated her increment on Jan 2010 after reviewing the decision of stoppage from one year to six months.

III. Ex- gratia to West Malaysia employees and advance bonus for Sarawak

Bank has again made an ex-gratia payment to employees in West Malaysia while in Sarawak, members are only entitled to performance bonus base on their appraisal rating. We consider this practice as double standard.

Have requested the Bank to pay equivalent ex-gratia to our members who perform the same functions as their counterpart in West Malaysia and Sabah. Bank replied to say that the ex-gratia is tied to performance and therefore our members have the ex-gratia component incorporated in the bonus.

Bank will ensure that they will make similar payment when making ex-gratia payment in the following year.

IV. Grievance on Performance Bonus 2010– Neil Olson

We have written to the bank to dispute the manner in which the bank allocate targets which is not relevant to the job and beyond his control. The bank has upgrade his rating by one step and paid him 2.75 months bonus in October 2012.

V. Consequence Management on four staff in Lawas

The 4 members have been taken off the Consequence Management.

VI. Behaviour of Lawas Branch Assistant Branch Manager- Wong Toh Siong

Our reports indicate that she has stop pressing QMS number and no longer making verbal abuse against the staff. Will continue to monitor.

VII. Briefing on Branch Front End System

We have been briefed on the above on 6/7/2012. The Bank assured that the change in the system will have no affect on the number of staff in each branch.

VIII. KPI Scoring

We request the bank to review its KPI scoring of 1,3 and 5 as it is rigid and restrictive. The bank had changed to a 5 score KPI rather from 3 score.

IX. Employee Service Agreement

Bank have agreed to remove the offending and oppressive provisions of the employee service agreement.

X. Florence Francis- Termination during Probation

Matter resolved in August 2013 after Bank agreed to pay exgratia of 5 months salary and testimonial.

5.10 OCBC BANK

Performance bonus 2010

Have dispute the payout, which is below industry average. The Bank initially refused to review. After strong protest by SBEU bank agreed to pay an additional payment of 0.25 months in April 2013. This will bring their average payout to 2 months .

5.11 PUBLIC BANK

I. Non-members, Sibuluan, Jalan Central

5 others still refused to join. See—membership audit

II. Harassment by Officers on QMS

Have written to the Bank and received assurance from Bank HR that they do not condone such harassment by Officer/Manager on tellers to meet QMS. .

III. Confidential Assistant

Wrote to the bank that CAs who were designated to perform Cashier duties must be eligible for SBEU membership. The Bank have since convert them to Officer 2 position. We believe that they remain eligible for SBEU membership

IV. Sales Activities

Bank will introduce incentives for clerical staff to perform sales activities - but without targets. Bank assured that those who do not generate sales will not be penalized. We have no objection to such move.

V. Non-clerical Performing Control of QMS and TCCS

Received reports that banks have instructed non-clerical to assist in controlling QMS and directing customer to correct counter. Also they have been asked to

perform TCCS duty. We welcome their additional roles as part of Job empowerment.

VI. Officer's Retirement Benefits Fund

The Bank confirmed that those who remain as member of union are not entitled to the benefits of the fund.

The banks stance tantamount to discrimination against trade union membership and may be of the reasons as to why it is very difficult to organise officers in PBB as they are worried that they may lose their retirement benefits under this fund if they to be a member of SBEU. This we believe contravene section 5 of the IRA and is against Article 8 of the Federal Constitution.

After strong presentation and with advise form SCBA, the Bank agreed to amend the rules of the Fund to ensure that union members will enjoy the benefits of the Fund.

Grievance on Performance Bonus 2012

Have received grievances by members in Medah Sentral- Tan Jern Ru, Penny Ling CHing Fung and Winston Ak Andrew Kalom and Bintulu Town- Wong Hung Kiong and Nguang Ung Siew who are not satisfied with the rating and the payout received. Meeting had been held at branch level, however the matter remain unresolved and refer to Head Office level.

The bank had confirmed that the same rate of bonus was paid to staffs who obtained the same appraisal score at a range of 2 to 2.75. The Bank will take note of the Union's suggestion to pay at a range of 2.5-4 months in future payment. As such we consider the matter resolved.

VII. Dismissal Winston Anak Andrew Kalom

The member who was charged for theft of a handphone was dismissed after a domestic inquiry panel find him guilty of the charge. We have assisted him in the DI with the submission and appeal against the dismissal. Assisted him to file in Section 20 under IRA. He has agreed to settlement sum of 3 months compensation.

VIII. Implementation of half day leave

The bank had introduced half day leave effective from 1/4/2013. We have no objection to the introduction of such leave as it will allow members flexibility on utilization of their annual leave.

IX. Dismissal Mujah Anak Langkau

The member was charged for misappropriation relating to 23 transactions relating to four customers amounting to RM45,500. He has tendered his resignation prior to attending domestic inquiry to be held on 18/11/2013. Bank accepted his resignation and in view of the serious charges against him, we have advised him from making further claims against the Bank.

5.12 HONG LEONG BANK

I. Extended Banking Hours

We regretted the bank did not inform SBEU on the extension of banking hours before Chinese New Year. Bank replied saying it is entirely bank's right to extend banking hours and there is no need to inform SBEU. We have replied expressing our displeasure at the way the bank conduct itself in its dealing with SBEU.

II. Executive Performing Cashier/Teller Function

Bank arrogantly inform that it is their right to assign job function to Executives despite our protest that this is not in compliance with art 14(3) which requires consultation with SBEU on duties that fall under SBEU representation. We have declared deadlock over the matter. We are now in the midst of organizing the officers in HLBB.

III. Take over of EON Bank

Hong Leong Bank has met us and have given us the assurance in their letter to us on 19/5/2011 that EON Bank employees will be offered continued employment with Hong Leong Bank with no loss of seniority and benefits. Merger effected in May 2011 has taken place smoothly and all EON Bank employees be absorbed by Hong Leong bank with no lost of rank, seniority or benefits.

IV. VSS

Hong Leong Bank has initiated VSS for members on 02/11 to 21/11/2011. We have made it clear with the bank that if there is a need to transfer, such transfer can only be effected once a transfer package have been agreed to by SBEU. A total of 14 Clerical and 4 Non Clerical have their VSS approved.

V. Dismissal- Chang Ngik Ching

She was dismissed from the Bank on 03/8/2010 on the allegation that she has altered her spectacle claim from RM30 to RM300. Conciliation was held on 8/12/2010. Human Resource Minister did not refer the case to IR Court.

VI. One Time Payment for those at Maximum of Scale

The Bank has paid those employees from EON Bank the one time payment during the February 2012 salary payment.

VII. Attitude of Rosemary Tien Fatt Kee, ABM – HLBB Jln Merbau

She has been transferred to Boulevard Branch since August 2012. She has since improved on her attitude and behaviour. Will continue to monitor the situation.

VIII. Special Grade Performing Chief Cashier function

Ex EON Bank special grade have been assigned Chief Cashier function. This is a positive development that Banks are now releasing the important role that our

members played and we can use this to now recruit officers/E4/E3 as our Special grade are actually performing higher duties than those above.

IX. Grievances On Performance Appraisal/Performance Bonus

5 grievances by members in Khoo Hun Yeang street (2members) and 3rd mile (3members) . Matter resolved with the Bank paying them a top-up bonus of 0.5 months in February 2013.

X. Branches and Centers Rationalisation

The Bank has rolled out 1st phase of rationalization exercise of branches in Limbang, Sri Aman and Miri. We have requested the bank to properly appraise the staff concern and to engage SBEU in further rationalization exercise and to resolve outstanding issues in sincere manner. The staffs have since been absorbed by branches within the same vicinity.

XI. Centers Hubbing and Ralocation

The Bank have written in to inform that implementing rationalization exercise of branches resulting in certain departments being centralized in Kuching or Klang Valley. We have requested for more details on such move and what plans is in place to alleviate any hardship involved. Bank have yet to revert and the rationalization exercise have yet to be carried out.

VI. Outsourcing of Medical Benefits to MI Care

The bank suggested that the service provider pay service fees for SBEU members only but not the family member. We are of the view that this is not in line with the industry practice. MI Care will revert within one month on their position.

VII. Tun Jugah Br- Grievance on Performance Appraisal

A member who is dissatisfied her PB as she feels that it is not consistent her rating of 4. Bank provide relevant data which showed that those who receive the rating of 4 was given similar payment of 1.97. As the payment is consistent with the rating given, we consider the matter resolved.

5.13 RHB BANK

I. Performance Bonus 2009

2 members from Regional and 1 in Jalan Tabuan have dispute their performance rating and bonus payout. 1 Bintulu member is not satisfied with the payout while 3 others were not paid bonus due to their rating below 3.05.

Bank has agreed to increase the payment for Karen Kueh Keng Tieng, Norliza Binti Saibi, Simon Lejau George, Abdul Rahim, and Nora Bte Mohd Ali while SBEU dropped 6 cases.

We are still insisting that the Bank review the other 4: Zammari B Ibrahim Roslina Bte Hj AbdulRashid, Susanna Gapor and Zamani Bt Mahrof.

In view of the Bank agreeing to review the grievances for Performance Bonus 2010, we agree to drop the case.

II. **Restricted Separation Scheme**

Bank has written to us on their intention to carry out a RSS in Sarawak. We dispute the exercise which is meant to reduce workers in Sarawak.

III. **External Service Provider**

We are disputing the bank's attempt to engage external service provider to perform duties that are within the scope of SBEU.

IV. **Behaviour of Clement Tang- Miri Auto Finance Manager**

We have raised the issue of Clement behavior with the bank. Matter resolved after his apology to members on 26/7/2011. SBEU will monitor his behaviour closely

V. **Proposed merger with Maybank/CIMB**

Have raised strong protest and mobilised public opinion against the merger. Even though the proposed merger was called off, we will monitor the situation and take appropriate action where necessary.

VI. **Dismissal- Pal Singh**

Pal Singh was dismissed after DI found him guilty of the charge of theft of one thousand Ringgit of RM1 denomination on 26/1/2011. Conciliation meeting held 7/7/2011. Minister did not refer the case to IR Court.

VII. **Performance Bonus 2010**

3 members from Regional office and 6 from Wisma Mahmud have filed in grievance to dispute on the appraisal rating and the payout received. The bank has reviewed the rating and paid a top up bonus of 0.5 months to the 9 members in June 2013.

VIII. **Transfer Amirrul B Mohd from Miri to Marudi**

The Bank currently pay him RM300/months as per the CA.

IX. **Show Cause Nanie Hartinie Bte Herun**

The member who have allegedly raised her voice to the Manager and thereafter posted an offensive remark in the online networking site- Facebook. She has apologized and the Bank has cautioned her accordingly.

X. **Closure of RHB Kuching HUB Processing Centre**

We have been informed by the Bank that the Bank intends to close their Kuching HUB centre on 30 June 2014 and the Bank have assured that the 4 members will be relocated to branches within the vicinity of Kuching City.

5.14 STANDARD CHARTERED BANK

I. **Service Leader Allowance/Housing Loan**

Bank stopped payment of service leader allowance to Lily Wong and Yii Ching Ming upon their re-designation from service team leader to special grade clerk.

Industrial Court handed down award in favour of the Bank. High Court judicial review application quashed with cost. Have appeal the high court decision. On 28/5/2012, CA has dismissed our appeal with cost of \$30,000.

Non Compliance filed by complainant- Lily Wong and Yii Ching Ming. They have filed in application to join SCBA in the dispute. .

Parties have signed an MOU to amicably settle the dispute, jointly sign by SBEU, SCB and witness by SCBA. Agreement was for SCB not to pursue the Court of Appeal Legal Cost of RM30, 000, the two members to be paid RM10, 000 each. Furthermore, before the Bank initiate any redesignation, transfer or upgrade of STL, the Bank will discussed with SBEU.

II. Performance Bonus- 2010

Member in Kuching and Sibuluan branch have filed grievance on the payout as it is not consistent with the rating given, average payout is the lowest in the industry and specifically on the bank's system of using branch performance to determine performance bonus.

Dispute on Performance Bonus 2008 and 2010 was resolved with the bank paying a top-up of 15% on the amount of bonus paid in 2010.

III. Warning- Naimah Othman, Rizanee Arshad, Kho Bee Heng and Caroline Kang Siew Ling

The Bank issues warning letters for not witness physical counting of cash on the basis that the breach can compromise the dual control requirement leading to fraud and/or discrepancy. SBEU dispute the decision of the Bank as there was no breach of the BOP, nor has any discrepancy been reported. The Bank maintained that the sanctions commensurate with the lapse.

We have issued newsflash and declare trade dispute over 3 issues, there are the grievances and payment of performance bonus for 2010, warning letter to tellers for not witnessing transfer of case to chief cashier and 8 minutes waiting time. We have call members to be ready to take all necessary action against the Bank.

IV. Other issues with SCB

- Outsourcing- Bank gave the assurance that it will consult SBEU before any outsourcing,
- Overtime- Bank will communicate to all Head of Department that staff will be allowed to claim for any OT work done,
- request for increase in staff strength- Bank will do an Audit to ascertain whether the staff strength is adequate and Union will be informed accordingly,
- Queue Management- Bank to give general circular to warn against any manipulation,
- Score Card- Bank will consider unions view on the item of "near miss" which is arbitrary and unfair,

- Performance Appraisal- Bank to ascertain on the exercise whether it is arbitrary and stringent,
- Service Ambassadors- Bank's previous practice is to give two point jump for those who are move into that position, Bank to revert,
- Customer Service Representative, Job Description and Duties and Functions- Bank to investigate if the target and job duties are similar,
- Cash Shortages- Bank will consider taking out -10 points from the performance rating when staff incur cash shortages,
- Staggered Hours- Bank will revert on Unions position that there is no business case for staggered hours

The Bank will meet SBEU to has resolve other outstanding issues

5.15 UNITED OVERSEAS BANK

I. Dismissal David Lim- Customer Service Officer

David Lim- our member who is an officer has been dismissed from employment over a purported fraud on RM20,137.07 from a deceased customer, after a DI was conducted.

Matter referred to Industrial Court. Industrial Court hearing on 13/6/2012, 14-16/8/2012, 5-7/11/2012, 21-23/5/2013 and 13-16/8/2013 and submission on 3/10/2013. Court yet to hand down its decision.

II. Performance Bonus for year 31/12/2010

We dispute the payout by UOB at 1.5 months and request for the Bank to top up to an average of 2.5 months by 30/6/2012 and that the payout is similar to West Malaysia and Sabah who continue to enjoy the contractual bonus.

UOB have agreed to top up the performance bonus by an additional 0.4 months for two consecutive years of 2010 and 2011 to be paid in March 2013. This will bring the average payout to 2 months salary.

III. Hotel Accommodation and Transportation Claims for medical treatment - Nelly Ting

The Bank has paid up her claim in full. The Bank has agreed that the practice of obtaining medical report from her is erroneous and will put a stop to such practice. Will continue to monitor to ensure that such practices do not recur.

6 TRAINING & EDUCATION

SBEU continue to place emphasis on Training and Education of our officials and members. The Education Programme was reviewed and consists of:

- Induction Programme (IP) and Know your rights and responsibility as SBEU members Courses for IRCs & Members
- Industrial Relations and Domestic Inquiry Course for EXCO and Br Committees
- Performance Appraisal Workshops for Members, IRCs & Br Committees
- Leadership Courses, Branding the New You & Motivation Camp for key officials
- External courses conducted by MTUC, UNI, & Management & Training Consultants

Our programme continues unabated with 63 Educational & Training courses organised during the past three years for 2173 members, IRCs and officials. This represents the total membership of SBEU.

TRAINING AND EDUCATION ACTIVITIES 2011 - 2014								
BRANCH	INDUCTION PROGRAMME	GRIEVANCE HANDLING	PERFORMANCE APPRAISAL WORKSHOP / SEMINAR	OTHER TALK	LEADERSHIP / X-CHANGE PRGM / MOTIVATION CAMP	OTHERS (INTL/NATIONAL COURSES)	TOTAL	TOTAL PARTICIPANTS
KUCHING	3	2	5	1 (AKPK)			11	903
MIRI/BINTULU	1	3	4	1 (AKPK)			9	406
SIBU/SARIKEI	1	1	4	3 (AKPK /			9	647
HQ			1 (Joint with SCBA)	1 (Mindset)	1 (Excellent)		3	142
EXTERNAL						31 (MTUC / UNI /	31	75
TOTAL	5	6	14	6	1	31	63	2173

Officials were also sent to national level courses conducted by SBEU, UNI, MTUC and professional organizations in Sarawak & West Malaysia and overseas to attend Regional Training Courses & Conferences.

Education and training remains a key priority for SBEU and the EXCO will continue to implement a comprehensive training programme for the Union.

Our Union Yes Retreat and Training Centre has enabled us to hold more programs comfortably and economically at our very own training centre.

With the inclusion of a performance pay bonus system in the Collective Agreement, we have revamp the Performance Appraisal course to prepare and educate members on their roles and rights in the appraisal process. This will ensure that the performance pay system will be equitable and there is a fair and objective assessment of the employee's performance.

Law Kiat Min, Anderson John, Wong Hung Kiong had completed AEU Executive Master in Management and Robert Joseph, the AEU Bachelor of Management. We will review the effectiveness of the sponsorship programme in meeting the objective of enhancing the knowledge and qualification, professionalism and commitment of officials before we sponsor anymore officials

We will empower members to strive for service excellence in their career and hope the management will view SBEU as a relevant partner in ensuring a better workplace and improved productivity in the Bank. Ultimately, with improved productivity and enhanced customer service, members can look forward to better benefits and higher pay.



7 VALUE ADDED SERVICES

Our Value added services is what distinguished SBEU from other unions. Apart from offering value added services for our members, the scheme also generate substantial income for the union with insurance contributing \$699,405 and Retreat contributing \$1,393,772.66 for the 3 year period ending 31/3/14 .

7.1 UNION YES RETREAT & TRAINING CENTRE

Our very own Retreat & Training Centre opened for Business on 1st May 2006.

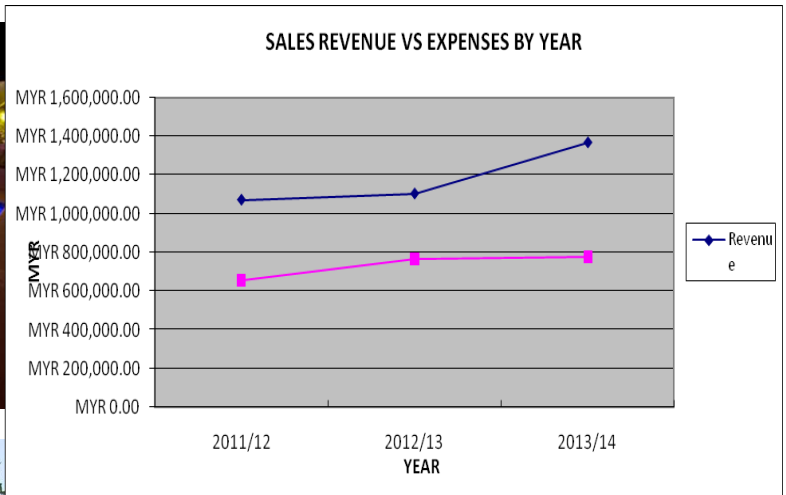
During the period under review, we have invested another \$800,000 to expand, upgrade the facilities to make it an exquisite resort of choice in Lundu/Sematan. The facilities include Beach House 1 and Spa Pool (completed 4th Quarter 2013) expanded café terrace and Beach House 2 (Completed by 2nd Quarter 2014)

We generated gross income of more than \$1.393m over the 3 years on revenues of \$3,543,172 against expenses of \$2,201,359.19. Our investment yield is about 5% per annum.

Our room occupancy rates maintained at 43%. We believe with the addition of beach house 2 and cabin, occupancy will reach 50%.

Members, including ex officials enjoy preferential rates. The Retreat is very popular during weekends and has hosted functions for Banks, Companies, NGOs, Government Departments and schools.

Customer feedback is positive. And we have very encouraging returning customers. Total staff is now 18 (including the café)



7.3 GMBIS

The SBEU/Great Eastern Life Insurance Ltd Group Multiple Benefit Insurance Scheme (GMBIS) was first introduced in 1985.

We launched the ING I Protection and Edusave (now known as AIA) in 2005.

Our roadshow on August 2013 to promote the GMBIS 577 has successfully brought in an additional 2,328 participants with monthly premium of RM120,000

GREAT EASTERN LIFE ASS (M) BHD							
Year	No. of Insured			Premium Received (RM)			
	Branch	2011/2012	2012/2013	2013/2014	2011/2012	2012/2013	2013/2014
	Southern	770	705	1648	382,449.00	359,844.00	518,314.00
	Central	725	698	1368	332,750.00	328,445.00	404,905.00
	Northern	708	670	1385	342,076.00	332,903.00	375,536.00
	Total	2203	2073	4401	1,057,275.00	1,021,192.00	1,298,755.00

AIA BERHAD							
Year	No. of Insured			Premium Received (RM)			
	Branch	2011/2012	2012/2013	2013/2014	2011/2012	2012/2013	2013/2014
	Southern	360	341	322	\$ 140,240.00	\$ 133,166.64	\$ 98,906.64
	Central	407	397	397	\$ 158,549.00	\$ 156,274.69	\$ 156,274.69
	Northern	533	498	497	\$ 207,633.00	\$ 201,302.57	\$ 197,866.37
	Total	1300	1236	1216	\$ 506,422.00	\$ 490,743.90	\$ 453,047.70

We continue to face service issues with Great Eastern and are disappointed that GELA is more concern about commission to its agents than in improving service for our members. We are taking steps to address the issue.

As at 31/3/2014 total of 5617(3699) members and their spouses participated in both schemes, an increase of 1,918 and average premiums increase to \$46,000 a month. The Scheme paid out a total of RM834,502.15 (RM467,076.32) for 31(16) claims during the period.

Date	Accidental / TPD	Death	Critical Illness	Hospital Benefits	Diagnosis
2/11/2011				\$ 180.00	Hospital Income
4/25/2011			\$ 73,426.84		Breast Cancer
7/28/2011	\$ 19,254.37				Lost of vision - 1st Installment
9/23/2011		\$ 68,096.90			Natural Death
12/27/2011				\$ 120.00	Hospital Income
5/23/2012		\$ 59,589.42			Natural Death
6/7/2012		\$ 103,339.43			Natural Death
7/18/2012			\$ 34,191.24		Breast Cancer
10/3/2012				\$ 360.00	Hospital Income
10/22/2012	\$ 45,000.00				Settlement for TPD Claim (28/07/20
11/5/2012			\$ 160,411.48		Breast Cancer
1/4/2013			\$ 34,532.44		Leukaemia
1/7/2013		\$ 14,804.04			Natural Death
1/7/2013		\$ 37,167.41			Natural Death
1/16/2013				\$ 30.00	Hospital Income
6/19/2013			\$ 75,022.47		Leukaemia
7/25/2013		\$ 38,575.80			Natural Death
10/18/2013				\$ 100.00	Hospital Income
10/18/2013				\$ 60.00	Hospital Income
11/4/2013				\$ 60.00	Hospital Income
12/17/2013		\$ 68,540.31			Natural Death
1/13/2014				\$ 50.00	Hospital Income
2/18/2014				\$ 50.00	Hospital Income
3/10/2014				\$ 300.00	Hospital Income
Total	\$ 64,254.37	\$ 390,113.31	\$ 377,584.47	\$ 1,310.00	

A. Protect Care & A. Educare Claims

Date	Accidental / TPD	Death	Critical Illness	Hospital Benefits	Diagnosis
3/28/2011	-	-	-	\$ 250.00	Hospital Income
4/26/2011	-	-	-	\$ 900.00	Hospital Income
7/28/2011	-	-	-	\$ 90.00	Hospital Income
11/02/2011					
2/2/2012					
4/10/2012					
10/23/2012					
	-	-	-	-	
Total	-	-	\$ -	\$ 1,240.00	

MEDICAL INSURANCE

We currently have tie up with AIA I Health medical insurance and ETIQA Insurance for members' spouses and children to take advantage of the provisions in the CA who allows members to claim up to \$500 off their family medical entitlement to buy such insurance. This benefit is also extended to Non-Clerical staffs.

OVERALL SBEU												
Year	AIA (A.HEALTH)		ETIQA H&S		OVERALL							
	No. of Insured	Premium (RM)	No. of Insured	Premium (RM)	No. of Insured	Premium (RM)						
2012	56	61,556	959	287,700	1015	349,256						
2013	37	15,613	943	282,900	980	298,513						
2014	37	15,613	1019	405,600	1056	421,213						

BY REGIONS												
AIA (A-HEALTH) / ETIQA H&S												
Year	No. of Insured						Premium Received (RM)					
	2012		2013		2014		2012		2013		2014	
Region	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa
Southern	29	416	29	406	29	427	58,180	124,800	12,237	121,800	12,237	169,966
Central	13	259	4	256	4	289	1,688	77,700	1,688	76,800	1,688	115,031
Northern	14	284	4	281	4	303	1,688	85,200	1,688	84,300	1,688	120,603
	56	959	37	943	37	1,019	61,556	287,700	15,613	282,900	15,613	405,600
Total	1015		980		1,056		349,256		298,513		421,213	

7.4 GENERAL INSURANCE

SBEU is an authorized agent for MCIS Zurich & Lonpac Insurance to sell General Insurance (Mainly Motor Insurance) to employees of the Bank and their immediate families. We also provide Fire Insurance and Home Content Insurance, amongst other types of General Insurance.

MOTOR INSURANCE									
Year	Branch	2012		2013		2014		Overall	
		Premium	Cases	Premium	Cases	Premium	Cases	Premium	Cases
HQ		42,190	46	16,260	22	92,708	231	151,158	299
Kuching/Southern		154,880	416	136,942	369	41,504	130	333,326	915
Sibu/Central		126,612	372	122,980	338	75,268	248	324,860	958
Miri/Northern		182,153	347	184,283	371	204,070	394	570,506	1,112
Bintulu		16,402	36	-	-	-	-	16,402	36
Total		522,237	1,217	460,465	1,100	413,550	1,003	1,396,252	3,320

700 members and their families purchased their insurance from SBEU. It is an important value added service to our members.

HOSPITALIZATION AND SURGICAL INSURANCE FROM 2012-2014													
OVERALL SBEU													
		AIA (A.HEALTH)		ETIQA H&S		OVERALL							
Year	No. of Insured	Premium (RM)	No. of Insured	Premium (RM)	No. of Insured	Premium (RM)							
2012	56	61,556	959	287,700	1015	349,256							
2013	37	15,613	943	282,900	980	298,513							
2014	37	15,613	1019	405,600	1056	421,213							
BY REGIONS													
AIA (A-HEALTH) / ETIQA H&S													
		No. of Insured						Premium Received (RM)					
Year	2012		2013		2014		2012		2013		2014		
Region	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	A-Health	Etiqa	
Southern	29	416	29	406	29	427	58,180	124,800	12,237	121,800	12,237	169,966	
Central	13	259	4	256	4	289	1,688	77,700	1,688	76,800	1,688	115,031	
Northern	14	284	4	281	4	303	1,688	85,200	1,688	84,300	1,688	120,603	
	56	959	37	943	37	1,019	61,556	287,700	15,613	282,900	15,613	405,600	
Total	1015		980		1,056		349,256		298,513		421,213		

8 Affiliation

8.1 MTUC

SBEU remains at the fore front of the Labour Movement in Sarawak through MTUC. The following SBEU officials hold positions in MTUC Sarawak Division:

- Chief Executive Officer - Secretary
- General Secretary - Assistant Secretary
- President - Head MTUC Women Committee,

We are assisting affiliates and other workers in conciliation meetings at Industrial Relations Department and in cases before the Industrial Court and will continue to provide whatever assistance we can to other unions and workers.

MTUC has provided valuable support for the various issues and disputes that SBEU was involved. Our joint efforts towards the amendments of the Sarawak Labour Ordinance have paid off. Our General Treasurer was selected to attend a all china federation of trade union (acftu), invitation programme - china southeast asian young union leaders seminar 2013.



8.2 UNION NETWORK INTERNATIONAL (UNI)

We enhanced our affiliation to UNI and participated fully in its activities. We continue to send participants to UNI training programmes. UNI also organised a Regional Training Course for Professional Manager and Secretary at our Retreat.



Affiliation to UNI has brought significant benefits to SBEU in terms training, International Solidarity, access a global network as well as to information and research relevant to the Trade Unions Movement.

We are concerned that UNI Malaysian intended wanted to be a national labour centre

8.3 FEDERATION OF TRADE UNIONS IN BANKS & FINANCIAL INSTITUTIONS

The Federation has been largely ineffective due to the problems in one of the biggest affiliates.

8.4 Malaysian Society for Labour and Social Security Law

CEO is an EXCO member of MSLSSL

SBEU also participated in activities of other NGOs which complement our efforts to promote a more caring, equitable and transparent society.

9 WOMEN & SOCIAL WELFARE

9.1 SOCIAL WELFARE

SBEU continued to organize numerous social & welfare activities during the term. Apart from giving value-added services to members & their families, SBEU Social Welfare activities mobilized significant contributions for charity and community development.

We set aside 10% of the levy collection for welfare activities as part of our Corporate Social Responsibility. We organized blood donations, visits to old age homes and participation at open day sales of charitable organizations such as Blind Centre and Bakti etc.

Social and recreational activities include futsal, badminton and bowling competitions, mass aerobics, charity car wash and of course our 45th Anniversary Dinner & Dance on 22 September 2011.

REGION	ACTIVITIES	PARTICIPANTS	COSTS
SOUTHERN	11	386	\$ 18,020.90
CENTRAL	9	792	\$ 36,422.65
NORTHERN	12	1044	\$ 45,596.56
HQ	4	234	\$ 8,381.45
TOTAL	36	2456	\$ 108,421.56

These activities help in solidarity amongst members as well as to assist the less fortunate members of society as well as activities that are geared to protecting the environment.



10.2 WOMEN

Women make 60% of the total SBEU membership a slight increase from 59%. Unfortunately there is a decline in the number of women officials. Only President and 2 of the 3 Vice-President are women with 1 Branch Secretaries & 1 Branch Chairman. Only 18 of the delegates to the TDC are women. This is a serious concern and we must put initiatives in place to encourage more women representation.

During the period we continue to organise numerous activities to integrate women into the union and to encourage them to play a greater role in the Union.

We also participated in activities organised by the Ministry for Social Development for Women Organisation and other Non Governmental Organizations.

We must continue to place emphasis on increasing women participation and developing women leaders.



10 - IMPLEMENTATION OF RESOLUTIONS

17th TDC - IMPLEMENTATION OF RESOLUTIONS

1. AUDIT FEES

The audit fee for Internal auditor have been revised to RM100.00 per audit per head to be implemented immediately by all branch.

2. NEW BRANCH TERMINOLOGY

The following is the new terminology to refer to the branches:

- For region covering Kuching, Lundu, Bau Serian, Sri Aman and Betong, is hereby referred to as **Southern Region Branch**,
- For region covering Sibu, Sarikei, Mukah and Kapit, is hereby referred to as **Central Region Branch**,
- For region covering Miri, Bintulu, Marudi, Limbang and Lawas, is hereby referred to as **Northern Region Branch**

Apart from the Trade union Department, for communication with members and 3rd parties purposes, the word "Branch" need not be included.

3. AMENDMENT OF RULES 3- MEMBERSHIP SCOPE

Have submit fresh application to the TUD on the amendment of membership scope on 13/10/2011.

DGTU have on 20/12/2011 rejected our application on the ground that there will be duplication of scope with another Union – Sarawak Commercial Employee's Union.

We have appeal to the Human Resource Minister on 16/1/2012. The Human Resource Minister has decided that the matter under section 38(3) cannot be appealed under section 71(a). We have filed in Judicial Review to challenge the Minister's decision and mandamus for him to make a decision over the matter base on the merits and the Law. Case handled by Nik Hussain and Partners.

The High court held that that appeal should have been made against decision of 2nd Respondent (DGTU). Decision for the respondents with cost of RM3,000.

We are appealing against the High Court decision. Regretable, the Court of Appeal dismissed our appeal on 14/7/2014

Case handled by Nik Hussain and Partners. Global legal fees for both court cases are fixed at RM20,000.

4. AMENDMENT OF BENEVOLENT FUND RULES 12- FAEDAH BERSARA

Have submitted application that only those who are promoted to a category outside SBEU membership scope are eligible for withdrawal. Application rejected by TUD on 20/12/2011 as we did not conduct a secret ballot under Sect 40(1) of the TUA. Secret Ballot held from 29/1/2013 to 3/2/2013 with 95.16% in favour of the amendment. We have submitted necessary application for such amendment to the TUD. Approved by TUD on 23/4/2013.

5. INCREASE IN BEN FUND SUBSCRIPTION UP TO RM40

We have carried out a secret ballot of all members on the increase of the Ben Fund Subscription and resubmit our previous application to DGTU. We have received approval on the increase of ben fund subscription to RM30.00

6. AMENDMENT OF RULE 4- SUBSCRIPTION FEES REDUCTION FOR THOSE GRADE WHERE RECOGNITION IS PENDING

Have submitted application to the TUD to reduce the subscription fees by 50% where recognition is pending on 13/10/2011. Application approved on 20/12/2011.

7. AMENDMENT OF RULE 9- INCREASE IN NUMBER OF DELEGATES FROM 10 TO 20

Have submit application to the TUD to increase the number of delegates on 13/10/2011. Application approved on 20/12/2011.

**EXTRAORDINARY DELEGATES CONFERENCE 12 October 2013-
IMPLEMENTATION OF RESOLUTIONS**

8. AMENDMENT of RULE 3(1) MEMBERSHIP

Have submitted fresh application to TUD on amendment of membership scope in view of the replacement of BAFIA by Financial Services Act 2013 on 12/11/2013. We have still not receive any decision over this application.

9. INTRODUCTION OF PERSONAL LOAN SCHEME

Have submitted application to amend to Benevolent Fund and SBEU Rules to allow for the introduction of the Personal Loan scheme on 12/11/2013. We have still not receive any decision over this application.

10. AMENDMENT OF RULE 14- TRUSTEE

Have submitted application to amend the rules to allow for circular ballot by Delegates for approval for disposal of properties by SBEU on 12/11/2013. We have still not receive any decision over this application.

11. CIRCULAR RESOLUTIONS

The following circular resolutions were adopted and implemented during the period.

RESOLUTION	SUBJECT	RESULT	DATE APPROVED
SBEU/R/CL/1/12	PROPOSED BUDGET FOR FINANCIAL YEAR ENDING 31/3/2013	BALLOTS ISSUED – 27 BALLOTS RETURNED – 27 VOTES FOR - 27	15/5/2012
SBEU/R/CL/2/12	PROPOSED BUDGET OF THE RETREAT FOR FINANCIAL YEAR ENDING 31/3/2013	BALLOTS ISSUED – 27 BALLOTS RETURNED – 27 VOTES FOR - 27	15/5/2012
SBEU/R/CL/3/12	ENDORSED THE DIVIDENT RATE OF 4% FOR THE SBEU BENEVOLENT FUND FOR FINANCIAL YEAR ENDING 31/3/2012	BALLOTS ISSUED – 26 BALLOTS RETURNED – 26 VOTES FOR – 26	15/5/2012
SBEU/R/CL/1/13	PROPOSED BUDGET FOR FINANCIAL YEAR ENDING 31/3/2014	BALLOTS ISSUED – 26 BALLOTS RETURNED – 26 VOTES FOR – 26	25/5/2013
SBEU/R/CL/2/13	PROPOSED BUDGET OF THE RETREAT FOR FINANCIAL YEAR ENDING 31/3/2014	BALLOTS ISSUED – 26 BALLOTS RETURNED – 26 VOTES FOR - 26	25/5/2013
SBEU/R/CL/3/13	ENDORSED THE DIVIDENT RATE OF 5.5% FOR THE SBEU BENEVOLENT FUND FOR FINANCIAL YEAR ENDING 31/3/2013	BALLOTS ISSUED – 26 BALLOTS RETURNED – 26 VOTES FOR – 26	25/5/2013
SBEU/R/CL/1/14	PROPOSED BUDGET FOR FINANCIAL YEAR ENDING 31/3/2015	BALLOTS ISSUED – 57 BALLOTS RETURNED – 55 VOTES FOR – 55	23/5/2014
SBEU/R/CL/2/14	PROPOSED BUDGET OF THE RETREAT FOR FINANCIAL YEAR ENDING 31/3/2015	BALLOTS ISSUED – 57 BALLOTS RETURNED – 55 VOTES FOR – 55	23/5/2014
SBEU/R/CL/3/14	ENDORSED THE DIVIDENT RATE OF 4.5% FOR THE SBEU BENEVOLENT FUND FOR FINANCIAL YEAR ENDING 31/3/2013	BALLOTS ISSUED – 57 BALLOTS RETURNED – 55 VOTES FOR - 55	23/5/2014

