

SARAWAK BANK EMPLOYEES' UNION

MANAGEMENT HANDBOOK

28TH EDITION 2025/2026

ORGANISING

1. Freedom of Association under the amendments to the Trade Unions Act will represent a huge challenge as well as immense opportunities. We are amending our Rules to expand our scope to include all financial and related sales & services, by the next TDC in 2026.
2. We managed to organise and obtain recognition from RHB Insurance. We are targeting our efforts to represent non-Executive Officers in AmBank (M) Bhd.
3. The organising activities for the year are mainly concentrated on the SBEU@Workplace visits. The Workshop sought to make SBEU@Workplace visit more relevant and to focus on performance pay and organising issues. Branches are expected to take more accountability and to be very proactive in implementing the visits via a combination of physical, online and hybrid sessions. The Checklist and Report Form are further updated.
4. The Workshop reiterated the need to monitor closely the effectiveness of these Workplace visits. The responsibility is with President. We experience membership loss of 37 for the year.
5. We expect there will be increase in the number of SS3 employees as provided for in the Collective Agreement. This would reduce instances where Banks are promoting Members to Officers without any executive functions.
6. SBEU's target is that all eligible employees must join the Union within 6 months from the date of employment. Towards this end, Branches must issue ORG-1 to these employees, if any. We will also recruit all contract, temporary and probationary staff.
7. The following are available in the CD ROM: ORG1, ORG4, ORG8, ORG9, Guidelines for organising non executive officers, Guidelines for Insurance Co Recruitment.