



THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



Post Box No.1754, State Bank Building, No.84, Rajaji Salai, Chennai - 600 001.

Office : 044-2521 9329 | 2522 0731 | 2522 7179 | Fax : 044-2524 3524

E-mail : sbsugeneral@gmail.com | sbsuchennai@yahoo.com | Web : www.sbsuchennai.com

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Dear Comrades,

As we come to the end of 2024, it is time to reflect on the happenings and vow to take our Bank and Union to the next level in 2025. Empathy towards fellow comrades will create a sense of belongingness and oneness among all. Requesting all to be united and vigilant in whatever duties you perform.

Deposits remain the basis of Banking business for further lending. More deposits to be mobilised tapping all avenues of businesses to provide for a better tomorrow. Kindly concentrate on the core activity of our Bank and contribute to a better tomorrow.

Having spoken about business, next important area to concentrate is "Customer Service". When all financial institutions provide similar products and services, the key aspects that differentiate us from our competitors is exceeding expectations of the customer in providing a better experience and "Customer Delight". The first and foremost habit to be developed is to be on time to Bank.

"Punctuality is not just about being on time: it reflects respect, discipline and reliability.




RBI has issued strict guidelines on Gold loan renewal process, reiterating to follow Bank's instructions meticulously.

Our Federation who has constantly been concerned about the welfare of its members and thus discussions on various issues have been made at apex level in improvement of service conditions and benefits. We are expecting some good news shortly.

As far as pensioners are concerned our Federation has taken up with IBA for changing the base year for calculation of dearness allowance from (1960=100) to (2016=100) as per 12th Bipartite Settlement/ 9th Joint Note for pensioners who retired prior 01.11.2022. This change may help our pensioners to some extent.

Wishing all a Happy and a Prosperous New Year 2025. May this New Year unfold new aspirations, new hopes and new avenues and excellence in all the endeavours.


V. SRIDHARAN
GENERAL SECRETARY

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MEMBERS' MEET OF TIRUVALLUR ZONE (ZONE XXVIII) AT ARAKKONAM

Members' Meet of Tiruvallur Zone was held at Arakkonam on 23rd November 2024. Members from all over the zone participated with full enthusiasm. AGS of the zone, Com. Chandran B welcomed the gathering. Our President Com. Khaja Fakrudeen presided over the meeting. Vice President of the Sub-Office Chennai 1 Com. A.K.Kumar, DGS Com. S. Kannan and Com. A. Habeeb Rahiman addressed the members and spread the spirit of Trade Unionism. Our beloved General Secretary Com. V. Sridharan interacted with the members and answered queries raised by them to the satisfaction of our comrades. Vote of thanks was delivered by DGS (brs) Com. Saleem A.



MEMBERS' MEET OF BRANCHES AT NILGIRIS DISTRICT (ZONE XX) AT OOTY



A Members' Meet was organised for branches in Nilgiris District (Zone XX) at Ooty on 1st December 2024. Com. Jayachanthiran J, AGS welcomed the gathering. Our President Com. P.A.Khaja Fakrudeen rendered the presidential address. Deputy General Secretaries Com. Senthil Kumar S and Com. Sylesh H addressed the gathering. Our General Secretary Com.V.Sridharan delivered the Special Address. Members actively participated in the interaction session with our General Secretary and deliberated on various issues pertaining to the zone. He appreciated the office bearers of Coimbatore Sub-office for well organising the event in the short span of time. DGS (brs) Com. Sathya Priya B delivered the vote of thanks.

INTERACTION WITH ALL INDIA STATE BANK OF INDIA STAFF FEDERATION (AISBISF) GENERAL SECRETARY COM. L. CHANDRASEKHAR



A tradition has been followed that whenever our Federation General Secretary visits our Circle a small interaction with the members or office bearers is arranged. Our vibrant Federation General Secretary Com. L. Chandrasekhar met city office bearers and NCBE office bearers at Com. D.Veugopal Reddy Trade Union Training Institute, Mylapore Chennai on 10th December 2024.



during his visit for the inauguration of ICT Kabbadi. In his address, Federation General Secretary praised the foresight of our forefathers in establishing such institute to inculcate Trade Unionism in its members. The interaction was fruitful where all the queries were patiently answered by him. He also welcomed suggestions from one and all.

GENERAL SECRETARY ADDRESSING NEW RECRUITS

Our President Com. P.A.Khaja Fakrudeen and General Secretary Com. V. Sridharan along with Head Quarters office bearers and Coimbatore Sub-Office office bearers addressed the second batch of new recruits who underwent training at SBILD Coimbatore on 2nd December 2024. An awareness on Trade



unionism and particularly the role of our Union and Federation was created among the young blood. All 46 new recruits were inducted into our fold.

FLORAL TRIBUTE TO OUR LEGENDARY LEADER COM. V. GANESAN ON HIS DEATH ANNIVERSARY AND DISTRIBUTION OF RELIEF MEASURES UNDER SBSU CARES @ VILLUPURAM DISTRICT

In fond remembrance of the legendary leader Com. V Ganesan on his death anniversary, a floral tribute was arranged at our Union Office on 4th December 2024. Our President and General Secretary paid their respects and addressed the members. They spoke on his inspiring leadership and pledged to carry forward his enduring legacy. City Office bearers and members from nearby branches paid homage on this solemn occasion.

On this day, relief measures to the tune of Rs. 1,50,000 were distributed to people who were adversely affected by the recent Fengal cyclone in Sathanur Village, Vikravandi Taluk of Villupuram District under our Trust "SBSU Cares". Rice bags, Toor dhal and Water cans were distributed by the team headed by DGS (Brs) of Salem Sub-office Com. Muralidharan. S.



RUNNERS IN INTER CIRCLE TOURNAMENT - HOCKEY

Hockey tournament was held at Goa, our circle team won the second place losing the finals to Bhopal Circle on 26th November 2024. It was a nail-biting match where both the teams couldn't secure goals. Finally, in the penalty shootout we lost to Bhopal scoring 4 - 3 goals.



INTER CIRCLE TOURNAMENT - BADMINTON

Our Men's Badminton team won the second place in the Inter-Circle Tournament held at Jaipur on 5th December 2024. Guwahati Circle emerged as the winners.



INTER CIRCLE TOURNAMENT - KABADDI

The Inter-Circle Tournament Kabaddi was inaugurated on the 10th December 2024 at the Jawaharlal Nehru Indoor Stadium by Deputy General Manager (IR) Shri. Mahesh Kumar Pandey, General Manager (NW 2) Shri Parvesh Kumar Subudhi, General Manager (CAG) Shri. Srinivasa Rao Vallamchitti and General Secretary of All



India State Bank of India Staff Federation (AISBISF) Shri. L. Chandrasekhar. The team headed by DGM & CDO Shri. Sanjeev Kumar were also part of the organisation committee. Our Circle secured the second position losing the cup to Bangalore Circle, while Jaipur Circle bagged the third place. On 13th December 2024, during the closing ceremony Our Circle Chief General Manager Shri. Parminder Singh and our General Secretary Com. V.Sridharan distributed the medals and Cup to the teams that emerged victorious.

The man behind the success of the show is the vibrant and committed Vice President (HQ) of our union and Secretary, Circle Welfare Committee (CWC) Shri. R. Ragunathan. His hard work and dedication are worthy of mention. The hospitality and well organisation of the entire event was not possible without the tireless efforts of our members. Volunteers toiled to make the tournament a grand success.



ALL INDIA STATE BANK OF INDIA STAFF FEDERATION (AISBISF) - THE EPITOME OF BILATERALISM

In 1940s, even though unions existed in all the three Circles of the Bank viz., Bengal, Bombay and Madras, there was no proper contact or co-ordination amongst them. When the Central Government was planning to have its control on Banking, a need was felt for a Federal structure, taking into consideration the developments and discriminations against the bank employees all over the country. The need was also felt looking into the common sufferings and hardships.

These two unions of Calcutta and Madras met in All Indian Conference of Imperial Bank employees on 23.10.1947 at Madras. It was at this conference, the present All India State Bank of India Staff Federation was born assuming the modest name of **"The Imperial Bank of India Indian Staff Federation"**. The comrades of Bombay Circle joined the Federation in the month of September 1948. The Federation has become much bigger and stronger when all the three unions operating in Bombay Circle merged themselves into one organization under the name of State Bank of India Employees Union, Bombay Circle in 1951 and became an integral part of the Federation.

Consequent to the change in nomenclature of Imperial Bank of India into State Bank of India on 01-07-1955 by a special enactment of State Bank of India Act, 1955, the name of the Federation was changed as **All Indian State Bank of India Staff Federation** by an amendment adopted at the 5th conference of the Federation held at Calcutta on 12th & 13th March, 1956.

Born as a small organization in 1947, covering hardly about 1000 employees, the Federation has now grown into a powerful edifice with membership strength of around 120,000. The **FEDERATION IS NON-POLITICAL AND INDEPENDENT TRADE UNION** representing the employees of State Bank of India and led by serving employees alone. The Federation is an Organisation of employees, by the employees and for the employees.

The merger and acquisition of all Associate Banks of SBI by the Bank has resulted in increase in the number of Administrative Circle of the Bank. The Federation at the time of formation had two affiliates alone and presently has the affiliates in all the administrative circles of the Bank.

SL.NO.	ADMINISTRATIVE CIRCLE OF BANK	NAME OF THE AFFILIATE UNION
1	Ahmedabad	SBI Employees' Union, Ahmedabad Circle - SBIEU
2	Amaravati	SBI Staff Union Amaravati Circle - SBISUAC
3	Bengaluru	State Banks Staff Union, Karnataka - SBSU (Karnataka)
4	Bhopal	SBI Award Staff Employees' Union, Bhopal Circle - SBIASEU
5	Bhubaneswar	SBI Staff Association, Bhubaneswar Circle - SBISA
6	Chandigarh	SBI Staff Association, Chandigarh Circle - SBISA
7	Chennai	State Banks Staff Union, Chennai Circle - SBSU (CC)
8	Delhi	SBI Staff Association, Delhi Circle - SBISA
9	Hyderabad	SBI Staff Union Hyderabad Circle - SBISUHC
10	Jaipur	SBI Staff Association, Rajasthan Circle - SBISA
11	Kolkata	SBI Staff Association, Bengal Circle - SBISA
12	Lucknow	SBI Staff Association, Lucknow Circle - SBISA
13	Mumbai	SBI Staff Union, Mumbai Circle - SBISU (Mumbai)
14	North-Eastern	SBI Staff Association, North Eastern Circle - SBISA
15	Patna	SBI Staff Association, Patna Circle - SBISA
16	Thiruvananthapuram	State Banks Staff Union, Kerala - SBSU (Kerala)

FEDERATION FOCUS – APEX LEVEL ADVOCACY

SBI WEALTH RETIRED STAFF ELIGIBILITY CRITERIA:

SBI offers wealth services to premium customer segment. The eligibility criteria for retired SBI staff to be on boarded on the SBI Wealth Management platform is set at Rs. 1 crore as per the revised guidelines. Federation requested the Bank to reduce the requirement to Rs. 50 lakhs aligning with the requirement for regular customers.

PAYMENT OF GRATUITY - INCREASE IN CEILING

Whenever the Government of India issues a Gazette Notification regarding amendments to the provisions of gratuity, the Bank issues corresponding guidelines to implement the same in line with the instructions received from the Government of India. Government of India has increased gratuity from Rs.20 lakhs to Rs. 25 lakhs w.e.f 1st January 2024. In view of the above developments, our Federation requested the Bank to issue the necessary guidelines to extend the revised gratuity limit of Rs.25 lakhs to employees of our Bank, with effect from the date of the Gazette Notification.

REVISION OF PENSION IN RESPECT OF EMPLOYEES RETIRED BETWEEN 01.11.1997 AND 31.10.2002

Our Federation has urged the Bank to reconsider the revision in the pension of retirees who retired during the period 01.11.1997 and 31.10.2002 (i.e. 7th Bipartite retirees) by including the CCA (if any) while calculating the substantive salary as per the Rules of Service and for revision of pension to the eligible pensioners accordingly.

INCLUSION / REVISION OF ELITE INSTITUTES IN INDIA FOR INCENTIVE SCHEME FOR MERITORIOUS CHILDREN OF STAFF PURSUING PROFESSIONAL COURSES

With an objective to incentivise the children of all categories of permanent members of the staff in the Bank who are excelling in their professional academics, an incentive scheme for meritorious children of staff pursuing professional courses at elite institutes in India has been introduced in the Bank. Our Federation has requested Bank to consider including a) Emerging institutions, b) Diverse Educational Choices and c) including internationally acclaimed institutions. Thus expanding the list would significantly boost employee morale and underscore the organisation's commitment to supporting our families' educational pursuits.

EDITORIAL

Editor in Chief - **Com. P.A. Khaja Fakrudeen** - President

Associate Editors:

1. **Com. Emmanuel Elaventhan** - Vice-President (HQ)
2. **Com. Habeeb Rahiman A** - Deputy General Secretary, Chennai - 1
3. **Com. Usha U** - Assistant General Secretary, Zone - 2
4. **Com. Ananthakrishnan S** - Ex-Servicemen Representative

