



THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



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Issue No. 26 - FEBRUARY 2025 - FOR INTERNAL CIRCULATION ONLY.

Dear Comrades,

Our Union affiliated to All India State Bank of India Staff Federation (AISBISF) is a member of National Confederation of Bank Employees (NCBE) our apex body which is affiliated to UFBU. United Forum of Bank Unions (UFBU) is the umbrella organisation with 5 award staff unions and 4 officer association as members which negotiates with Indian Banks' Association (IBA) on behalf of bank employees. As you are all aware, we have initiated agitational programs for implementation of 5 day banking, adequate recruitment in all cadres, against unlawful labour reforms and many other legitimate demands, it has been decided to go on strike on 24th and 25th March 2025.

A big thanks to each one of you for showing your support during the demonstrations on 14th February 2025 and 21st February 2025. Our "X Campaign" was a grand success with more than 2,90,000 powerful posts. Every shared post is a step forward in our collective struggle. Requesting all to keep the

momentum alive and participate in the future programmes of the organisation. Our unity and solidarity alone will help us win the battle.



Happy to share that the retirement award under DARBS has been increased from 10,000/- to 15,000/- as decided in the 39th General Council on 25th August 2024 and disbursement has begun from January 2025 onwards. To celebrate womanhood, recognise their hard work and respect the dedication women display in every walk of their lives, we have proposed to celebrate International Women's Day for our members at Coimbatore on 8th March 2025, we invite comrades from nearby places to grace the occasion and make it a grand success.

V. SRIDHARAN
GENERAL SECRETARY

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UFBU'S CLARION CALL

As a part of the agitational programs, mass demonstrations were displayed on 14th February 2025 and 21st February 2025 throughout the country. Members of our great edifice enthusiastically participated and showed their love and solidarity towards the organization. In Chennai demonstration was organised by us on behalf of UFBU and held in front of SBI Anna Salai Branch on 14th February 2025 and in front of Collector Office opposite Beach Railway Station on 21st February 2025. Our General Secretary who is also the General Secretary of NCBE presided the demonstration.



CENTRAL BIPARTITE MEETING AT HYDERABAD



On 25th January, 2025 Central Bipartite Meeting between SBI Management and our Federation was held at SBIRD Centre, Hyderabad. Our General Secretary Com. V. Sridharan and President Com. P. A. Khaja Fakrudeen participated along with other Federation Executives. Issues like recruitment of Armed Guards and Messengers, restoration of ICT for post 2019 recruits, Sensitive Position, Mandatory Leave and increase in ceiling of payment of gratuity, Car loan eligibility for Award staff to be brought down to 2 years besides payment of Special Pay were discussed. Corporate center management gave a patient hearing and assured us to look into the issues reinforcing the cordiality prevailing between us.



MEMBERS' MEET OF ZONE XVIII (RBO NAGERCOIL)

A members' meet was organised on 22nd February 2025 at Nagercoil. Around 200 members participated and displayed their unity and affinity towards the organisation. Former AGS of the zone Com. Vishnu welcomed the gathering. Our President Com. P.A. Khaja Fakrudeen presided over the meeting. He spoke about the role of Trade Union in protecting the Rights of our members and requested youngsters to actively involve in Trade Union activities.



Vice-Presidents (HQ) Com. N. Emmanuel Elaventhana and Com. R. Raghunathan addressed the gathering. Deputy General Secretaries of Sub-Office Madurai Com. R. Barathan and Com. M. Senthil



Kumar also shared their views to the members. Our beloved General Secretary Com. V. Sridharan interacted with the members and answered the queries to the satisfaction of the members. In his key note address he emphasized them to follow the systems and procedures and assured that the grievances of Armed Guards will be taken up at the appropriate level. Vote of Thanks was rendered by AGS Com. R. Bharath.

INAUGURAL SESSION OF 26TH GENERAL BODY MEETING OF SBISU, HYDERABAD CIRCLE

Our President Com. P. A. Khaja Fakrudeen and General Secretary Com. V. Sridharan participated in the 26th General Body Meeting of SBISU, Hyderabad Circle at Hyderabad on 25th January 2025. Federation President Com. R. Sriram who is also the General Secretary of the Circle was felicitated in the presence of a mammoth crowd of 4000 enthusiastic members from Hyderabad Circle Union on account of his superannuation from Bank's service.



CO-ORDINATION COMMITTEE MEETING

The Co-ordination Committee of SBSU (CC), SBIOA (CC) & SBIPA (CC) meets often to discuss issues related to the Pensioners and to take it up at the appropriate levels. The Committee met at Chennai on 19th February 2025 and discussed on various issues related to pensioners like Medical facilities and other related issues. It was unanimously resolved to urge the Apex level leaders of AISBIOF, AISBISF and AISBIPF to discuss all the issues with the Top Management at Corporate Centre for timely and smooth resolution.



MEMBERS' MEET OF ERODE CITY BRANCHES

A members' meet was organised at Erode on 31st January 2025 by AGS Com. Mukundan P. T. Around 60 members of Erode city branches participated and shared their grievances. Deputy General Secretary Com. S Senthil Kumar elaborated the gathering about the latest happenings in the Central Bipartite meeting held at Hyderabad. DGS Com. Sylesh and Vice President Com. Christopher Jayachander were also present.



MEMBERS' MEET SALEM MAIN BRANCH

On 2nd February 2025, a members' meet of branches in Salem City was conducted at Salem Main branch. Members from all over the area participated with great enthusiasm. Deputy General Secretary Com. Sathish Kumar S and Com. Sreeram S addressed the gathering. Vice President Com. Premkumar and Assistant General Secretary Com. Vignesh also participated in the meeting.



"ECHOES OF OUR LEGACY: THE JOURNEY OF OUR TRADE UNION"

UNITED FORUM OF BANK UNIONS (UFBU)

During the 6th Bipartite wage revision in the banking industry, relations between the unions were strained to a greater extent and the normal relationship that should have existed between the leaders of respective organizations vis-à-vis the concerned authorities got badly disturbed. As a consequence, the otherwise cordial relations existed for years between workmen and officers at some of the branches and offices have also suffered a setback.

In these circumstances, the workmen and officers working at the branches and leaders of unions did feel and expressed that someone should take initiative and make efforts to bring about harmony and cordiality. All the leaders of All India Unions operating in the Banking Industry entrusted this important and difficult task to NCBE, the apex level organisation of our mighty Federation.

On the efforts of NCBE, leaders of all organisations, covering 100% of the workmen and officers, met on 14.02.1997 to take stock of the various issues facing the Bank employees and the industry and jointly fight towards resolution of the issues through a common programme. Thus, the challenging and important task entrusted to our apex level organisation by all unions and their leaders had been accomplished with dignity to the satisfaction of one and all.

The unity and camaraderie achieved at the above historic meeting on 14.02.1997 led to formation of joint forum to discuss common issues / problems and draw up joint action programmes to tackle them.

The representatives of all the nine unions operating in the banking industry met at New Delhi on 12th and 13th March 1997 and felt that the united platform that emerged comprising all unions requires a proper identity in order to crystalise and concretise the impact of united movement. All the unions agreed to function under the united platform.

Thus, the **UNITED FORUM OF BANKS UNIONS (UFBU)**, the joint forum of unions operating in banking industry and representing 100% of the workmen, and officers, was formed. The Five workmen unions and four officers association in the UFBU are as under:

1. All India Bank Employees' Association (**AIBEA**)
2. National Confederation of Bank Employees (**NCBE**)
3. All India Bank Officers' Confederation (**AIBOC**)
4. All India Bank Officers' Association (**AIBOA**)
5. Bank Employees' Federation of India (**BEFI**)
6. Indian National Bank Employees' Federation (**INBEF**)
7. Indian National Bank Officers' Congress (**INBOC**)
8. National Organisation of Bank Workers (**NOBW**)
9. National Organisation of Bank Officers (**NOBO**)

The Joint Forum i.e., United Forum of Bank Unions has successfully concluded six Bipartite Settlements/Joint Notes so far and the unity and camaraderie displayed for the last 25 years should be further strengthened so as to achieve more and more benefits to the bank employees. Incidentally, the year 2022 is the Silver Jubilee of formation of UFBU and still continuing its successful united journey.

FEDERATION FOCUS – APEX LEVEL ADVOCACY

MEDICAL REIMBURSEMENT SCHEME FOR AYURVEDIC TREATMENTS

With reference to the e-Circular CDO/P&HRD-IR/31/2024-25 dated 18.07.2024 regarding the Medical Reimbursement Scheme for Ayurvedic Treatments, which extends reimbursement of Panchakarma therapy charges only to confirmed officers. In the current banking scenario, employees experience significant stress and fatigue while handling a large volume of transactions. Additionally, prolonged hours at the counters expose them to health risks such as repetitive strain injuries and infectious diseases.

In view of the above, our Federation has urged the management to extend the reimbursement of Panchakarma therapy charges to award staff, as it plays a crucial role in promoting employee well-being by reducing stress, strengthening immunity, and supporting holistic health.

DISCREPANCIES IN PERFORMANCE APPRAISAL SYSTEM AND CDS GRADE INCLUSION IN PROMOTION AVENUES

The allocation of marks for Performance Appraisal, as stipulated in the Settlements and subsequent circulars, differs significantly from the provisions outlined in HR Volume II. Which has led to

considerable confusion and concern among employees regarding the Performance Appraisal process for promotions under Subordinate to Clerical and Clerical to OJM channels. Our Federation has request that necessary amendments have to be made to HR Volume II to accurately reflect the provisions of the Settlements and also urge the reiteration of existing instructions in alignment with the Settlements to ensure uniformity in the implementation of the Performance Appraisal system.

FEEDBACK ON MASS ENGAGEMENT PROGRAMME - SuPer SBI - GREAT TO GREATER

Although the content of the two-day programme is thoughtfully designed, covering our Bank's rich 218-year legacy, there are certain flaws in the content of the program and the execution by the retired employees, which was rightly pointed out by our Federation. The prestigious 'Project Dhruva' (toll-free 1800-1234), which allows customers to avail 44 non-financial transactions, was not adequately explained at several centres. Furthermore, conflict management, a topic that would greatly benefit all participants, was not covered sufficiently in detail.

INCORPORATION OF 12th BIPARTITE SETTLEMENT BENEFITS IN HRMS PORTAL

The following benefits has not yet been incorporated into the HRMS portal:

Dental treatment, Domiciliary Treatment of 15 additional diseases in addition to the existing 48 diseases which are already covered, annual eye check-up, special maternity leave, 720 days of sick leave, Mid-academic transfer allowance and Periodic Health Check-up. The provision of a mobile handset facility once every three years (up to ₹10,000) and a monthly reimbursement of ₹400 for a data plan was extended to all Special Associates and Chief Associates under the 12th Bipartite Settlement, as per the circular dated 15.07.2024.

In this connection, our Federation has urged Management to immediately implement the above said benefits extended in the 12th Bipartite Settlement without any further delay to arrest the growing concern and to pacify the aggravated employees.

WE CARE FOR SBSU CARES

Com. P Mohanakumar, Senior Associate Nanjundapuram Branch, Coimbatore Zone XIX contributed Rs. 5000/- towards SBSU Cares on account of his retirement from Bank's service. His generosity is highly appreciated.



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