



# THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



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## Dear Comrades,

It is a pleasure to connect with you all once again through our in-house e-magazine, "The Shield". This edition holds special significance as it marks the **second anniversary** of our publication. I extend my heartfelt gratitude to all for your support and contributions, which have been instrumental in its continued success. Through this magazine, we aim to foster a spirit of collaboration and knowledge sharing, enabling each one of us to stay abreast of important developments in Banking and Trade Union. I hope the purpose of connecting with the membership is being achieved through this magazine. At this juncture, I congratulate the editorial team of office bearers whose relentless efforts have made this achievement possible. In this edition, we will be reminiscing and cherishing important moments from 2024.

The year 2024 has been a remarkable one highlighted by the signing of XII Bipartite Settlement without any organisational programs along with several other achievements by our Federation. Our Union had a proud moment when the then General Secretary Com. G. Kripakaran was unanimously chosen as the "President" of All India State Bank of India Staff Federation. The Position which we have achieved in the Federation after long gap of 60 years.

In accordance with the Honourable Supreme Court of India Judgement dated 07.05.2024 on the civil appeal No. 7708 of 2014, the Tax Deducted at Source (TDS) on the perquisites for Interest Free or Concessional Loans, will be debited from January 2025 salary for the FY 2024-25. Our Federation had taken up the issue with the Bank and gave a detailed presentation on the hardships faced by our members in bearing the tax liability on perks and hope this issue will be resolved favourably.

I am delighted to share and extend my hearty congratulations to each one of you as our Chennai Circle has secured the top position in the MD rankings for three consecutive months. These rankings reflect our excellent performance across key parameters, including Advances

more specifically Gold Loans and Deposits. This remarkable achievement is a testament to your dedication and hard work. Mobilisation of deposits and CASA remains our priority. Let us continue to strive for excellence and take our circle and Bank to even greater heights.

In an era shaped by social media and Artificial Intelligence, the influence of technology on our lives hinges largely on how we choose to utilise it. While it has the power to empower and enlighten, unchecked consumption of irrelevant content can lead to mental stagnation. The Oxford University Press has announced **BRAIN ROT** as word of the year 2024. 'Brain rot' is defined as "the supposed deterioration of a person's mental or intellectual state, especially viewed as the result of over consumption of material (particularly online content) considered being trivial or unchallenging. Hence, it is crucial to discern meaningful content from the trivial and to balance our screen time wisely.

On that note, I urge you to prioritise a healthy work-life balance this year, by incorporating nutritious diet, regular exercise, and meaningful moments with your family into your routine. After all, as the saying goes:

**"You will never feel truly satisfied by work until you are satisfied by life."**

Thank you for all the support, love and trust in our organisation. Let us carry forward this spirit of unity and commitment as we progress together.

Happy Reading!!!  
Keep Learning!!!

**V. SRIDHARAN**  
**GENERAL SECRETARY**



## 2024 - A GIANT LEAP

2024 stands as a testament to remarkable achievements and unwavering dedication. It has been a year marked by triumphs, resilience, and impactful contributions under exceptional leadership. Every milestone reflects the tireless efforts and collective determination that turned challenges into opportunities, making it a truly victorious journey. This year was one of the most successful years in our Trade Union History with clinching of the XII Bipartite Settlement being the cherry on top of all the achievements.

### **MILESTONES OF 2024:**

- Signing of XII Bipartite Settlement and SBI internal settlement.
- Triennial General Body Meeting of our mighty AISBISF at Chandigarh.
- General Body Meeting of our Apex body NCBE at Chandigarh.
- Com. G. Kripakaran the then General Secretary was chosen as President of our Federation.
- 39<sup>th</sup> General Council of our Union at Chennai.

### **NOTABLE EVENTS:**

- Unit Secretaries Interaction Meet of Sub-Office Chennai I
- First Womens' Conference at Tiruchirappalli.
- NCBE (TN State Unit) General Body Meeting at Tiruchirappalli.
- Opening of "SBSU (CC) Com. S.P. Raman Guest House at Tiruchirappalli.
- All India State Bank of India Staff Federation Executive Committee Meeting at Kodaikanal.
- May Day Celebrations at Coimbatore.
- 79<sup>th</sup> Foundation Day celebrations at Chennai - Federation General Secretary Com. L. Chandrasekhar as the Guest of Honour.

- Members' Meet at Virudhunagar, Theni, Karur, Villupuram, Arakkonam and Ooty.

### **TRAINING PROGRAMS AT OUR TRAINING INSTITUTE:**

- Cash-in-Charge Interaction Meet of Zone V, VI & VII of Sub-Office Chennai II.
- Unit Secretaries Meet - Zone I, II & III of Sub-Office Chennai I.
- Interaction Meet with Federation General Secretary Com. L. Chandrasekhar.

### **COMMUNITY OUTREACH:**

Our union actively engages in community service and outreach programs, reinforcing our commitment to social responsibility.

- A trust named "**SBSU CARES**" was started in March 2023 and we have been performing service to the needy and destitute from the funds collected under the trust. This year, the second year after the founding of the trust, welfare measures were distributed throughout the Circle in all the RBOs in alignment with the Foundation Celebrations of our Union on 4<sup>th</sup> August 2024. The event was a resounding success with distribution of essential items like sewing machines, iron box, cooking utensils, wheelchair etc. to direct beneficiaries.
- Death Anniversary of our Legendary Leader Com. V. Ganesan commemorated by the distribution of relief measures to the tune of Rs. 1,50,000 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.
- GJMAS - Golden Jubilee Meritorious Award Scheme - to meritorious wards of members.





## GLIMSES OF 2024



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## MEMBERS' MEET OF BRANCHES IN PONDICHERRY AREA



A meeting was arranged for members from branches in an around Pondicherry Area at Pondicherry Main branch on 4th January 2025. Our President Com. P.A. Khaja Fakrudeen and General Secretary Com. V. Sridharan greeted the members on account of the New Year and distributed calendars to them. They insisted members to follow Systems and Procedures and encouraged them to maintain a harmonious work culture. Deputy General Secretaries Com. S Sathish Kumar and Com. S Sreeram rendered their support in conduct of the meeting and Sub-Staff Committee Member Com. S. Mani also participated. Under the guidance of DGS (Brs) Com. S. Muralidharan, Assistant General Secretary Com. R Nithish's efforts in arranging the meeting in a very short span of notice is remarkable. Members were very happy to receive the New Year calendar from our Leaders.

## SILVER JUBILEE CELEBRATIONS 2025 – STATE BANKS' STAFF UNION (KERALA CIRCLE)

The Inaugural Conference of "Silver Jubilee Celebrations" of the formation of Kerala Circle well begun at Kozhikode on 11<sup>th</sup> January 2025. Kerala Circle known for their ardent labour ideologies was formed in the year 2000, following which Kerala Circle Union was formed owing to the requests of the members from that area. Our President Com. Khaja Fakrudeen and General Secretary Com. V. Sridharan were special invitees for the inaugural function. Fmr. President Com. H. Ganapathy and Fmr. General Secretary and Fmr. Senior Vice-President of our Federation Com. D. Venugopal Reddy who were the President and General Secretary



during the birth of Kerala Circle graced the occasion. Fmr. General Secretary and Senior Vice-President of our Federation Com. C. M. Baskaran and Fmr. General Secretary and Fmr. President of our Federation Com. G. Kripakaran also graced the occasion. As a gesture of our love and solidarity, we presented a replica of the historic circular titled **"THE BIRTH OF THE KERALA CIRCLE"** released on 18<sup>th</sup> October 2000 by SBSU (CC) beautifully embossed on a golden plate symbolizing our shared heritage and everlasting bond to Senior Vice-President of our Federation and General Secretary, SBSU

(KC) Com. S. Akhil and President Com. H.C. Rajath.



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## AGS CONCLAVE 2025

A Conclave was conducted for Assistant General Secretaries, Assistant Treasures, Nominated Representatives and Sub Staff Committee Members of Sub-Offices of our Union on 8<sup>th</sup> January 2025 at our "Com. D. Venugopal Reddy Trade Union Training Institute", Mylapore Chennai. Our President Com. P.A.Khaja Fakrudeen presided

over the meeting. He spoke about the role of AGS, History of Union, recent developments in Banking Industry and what is expected out of them. President, SBI Staff Co-operative Society and Vice-President (HQ) Com. Emmanuel Elaventhana N briefed about Society and announced that main loan quantum has been increased to Rs. 7 lakhs. Secretary, Circle Welfare Committee and Vice-President (HQ) of our Union Com. Ragunathan R elaborated on the welfare schemes of the Bank and role of Circle Welfare Committee. Our beloved General Secretary Com. R. Sridharan interacted with all and addressed the long pending issues at each zone. He told that AGS role is the most important one in our Union. As they are the first point of contact and represent the face of the Union, they must develop qualities like patient hearing, focused listening and empathy towards the members. Participants from all over the Circle involved themselves and displayed great energy and enthusiasm.





## FEDERATION FOCUS – APEX LEVEL ADVOCACY

- On 02.04.2008, the National Confederation of Bank Employees (NCBE) filed a writ petition (No. 4242/2008) in the High Court of Madhya Pradesh, challenging the perquisite tax on interest-free or concessional loans provided to bank employees. Similarly, the All India State Bank of India Staff Federation (AISBISF) filed a writ petition (No. 6380/2010), and the State Bank's Staff Union Chennai Circle filed another writ petition (No. 6426/2010), both challenging the taxability of such loans. In this connection, the Honourable High Court of Madras has granted interim injunctions restraining the Bank and the Income Tax authorities from levying or collecting or deducting tax from the salary of the petitioners under section 17(2)(vi) read with rule 3(7)(i). Our Bank has also issued a circular vide e-Circular CDO/P&HRD-PM/7/2010-11 dated 28.04.2010 advising the concerned authorities not to deduct the tax on the value of perquisite in respect of concessional loans granted to the staff who are members of the petitioner Unions. However, in April 2016, Madras High Court dismissed the case. The matter was taken up in the Honourable Supreme Court, and a judgement was issued on 7<sup>th</sup> May 2024 which was favourable to the Bank that ordered the Bank to recover TDS for this financial year from employees. Our Federation has requested the Bank to bear the tax liability arising out of the TDS on Perks.
- As per the Memorandum of Settlement between the Indian Banks Association and the Workmen Unions dated 08.03.2024 i.e. 12th Bipartite Settlement and the consolidated clarifications provided by IBA vide their communication HR&IR/BPS/2024/1341 dated 17th August 2024, the Washing Allowance and Cycle Allowance have been agreed at Rs.300/- per month and Rs.250/- per month respectively. However, in the 12th Bipartite circular issued by our Bank vide CDO/P&HRD-IR/29/2024-25 dated 15.07.2024 it was erroneously mentioned as Rs. 200/- and Rs. 300/- respectively. In light of the above, Federation has urged Bank to arrange for a clarification circular on Washing allowance and Cycle allowance immediately which is to be implemented in line with the Indian Banks Association (IBA) clarifications.
- Our Federation has taken up the following issues and requested the management to make necessary amendments in the HRMS Portal to ensure employees can avail of their full entitlement as per the settlement:
  - a) All employees up to the basic pay not exceeding Rs. 93,960/- are eligible for tuition fees of Rs. 2,500/-. Due to technical errors in HRMS, system is not allowing to apply for tuition fees whose basic is beyond Rs. 86,600/- thus employees are deprived of the benefit of the reimbursement of the same. In light of the above, our Federation has requested management to arrange for the rectification of this technical issue in the new HRMS portal at the earliest as the last date for applying scholarship is approaching.
  - b) The entitlement to Special Maternity Leave of 60 days in cases of stillbirth or the death of an infant within 28 days of birth is not incorporated in HRMS. It currently allows employees to apply for a maximum of 30 days under this category, which is not in alignment with the provisions outlined in the settlement. The Federation has requested for rectification of the same in line with the XII Bipartite Settlement.





## CALENDAR DISTRIBUTION TO MEMBERS AND VETERAN LEADERS

The proud moment to receive calendars of our Union has become a cherished practice now. Distribution of Calendars to all the members and valiant Veteran Leaders across Tamil Nadu and Pondicherry happened this year too. This year our General Secretary and President went in person and distributed calendar to members in person in few branches of Chennai, Madurai, Salem, Coimbatore, Pondicherry and Cuddalore.





## CALENDAR DISTRIBUTION



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

## PART 4 - OUR APEX LEVEL ORGANISATION - (NCBE) NATIONAL CONFEDERATION OF BANK EMPLOYEES

The pioneers of the Trade Union movement worked with Missionary Zeal sacrificed their lot to build up the trade union movement of Bank employees and in their pursuit of the twin goals of the Nations Independence and amelioration of Bank Employees, led crusades of Bank employees and were instrumental in formation of AIBEA in 1946. In fact, it would be a surprise for many to know that the first General Secretary of AIBEA was one of the pioneering Trade Union leaders of State Bank of India Employees' Trade Union Movement, Com. Roshanlal Malhotra.

But, unfortunately, the united movement of the Bank employees was shattered by the influence of political parties. Bank employees' interest assumed lesser role than the pursuit of party politics. Hence, in 1954 the All India Imperial Bank of India Staff Federation seceded from AIBEA and began functioning independently on Non-Party independent lines, shedding away remote control of the organizations by any political lackeys. The All India State Bank of India Staff Federation - commanding the overwhelming majority of the workmen staff employed in the Bank - was committed to non-political independent trade unionism and kept its activities confined to the sphere of the State Bank only.

The Nationalisation of 14 major commercial Banks in the country in 1969 brought about a new challenging situation in the Banking Industry. Bank employees union aspired for standardization of wages and service conditions of all Bank employees in the country. To achieve the goal it was imperative to raise a national trade union platform of the bank employees to voice their demands and to ensure expansion of uniform banking policy for the upliftment of the have-nots of the country. Hence, all the Unions akin to each other in their ideological orientation and approach came together and formed National Union of Bank employees, popularly known as NUBE on the 26<sup>th</sup> January 1970 at Bombay.

NUBE decided to guide itself and confine its activities solely within the well-defined principle of collective bargaining and in matters connected with labour welfare alone. NUBE decided neither to dabble in or associate itself with political affairs having no bearing on the labour nor to allow itself to be influenced or dominated by any political ideology. During the dark days of national emergency, the unity and solidarity of the bank employees in the entire banking sector were shattered. Some of the circle associations of the All India State Bank of India Staff Federation directly took affiliation of INTUC in April 1976 much to the chagrin of NUBE. All India State Bank of India Staff Federation confederated with INBEC and took affiliation of INTUC and constituents of NUBE were in disarray. NUBE remained nonfunctioning temporarily. Hesitations of the constituents of NUBE to be affiliated with a political party dominated trade Union Organisation are clear from available documents of this period.

NUBE grew in strength and duly staked its claim in 1970 as the biggest organization of Bank employees for a place as a bargaining Agent in negotiations with the IBA. But the Government of those times, due to its political dependence on the political party controlling AIBEA ignored the claims of NUBE and conferred the status of sole bargaining Agent on their political totems—AIBEA. As days passed by, as will happen with any organization, which is not independent but functions as a satellite of political party, several other Bank employees' Trade Unions grew disenchanted with AIBEA and seceded from the strangle hold of AIBEA and formed INBEC IN 1973.

The scenario altered dramatically in 1975-76 during the dark days of National Emergency. Due to political patronage enjoyed by AIBEA with the then Government, NUBE was once again ignored as a party to the Industry-level Tripartite forum convened by the Government. Thereafter, when all the partners of NUBE joined INBEC, it emerged as a Mighty Organisation. Soon after lifting of emergency, INBEC snapped its ties with INTUC and once again emerged, in letter and spirit, as a true and genuine Non-Party Independent Organisation subscribing to the philosophy, ideology and ideals of NUBE and





working in the direction in which NUBE and INBEC had set for themselves.

During the Third Bipartite when a tiny fraction of disgruntled political stooges began resorting to litigation after litigation claiming to be real INBEC and were keen to prolong the culmination of the Third Bipartite Settlements to the discomfiture of INBEC, in a meeting of the National Executive Committee at Delhi on the 17<sup>th</sup> June, 1979, INBEC renamed itself as NCBE "National Confederation of Bank Employees"- to avoid vexatious litigation and to facilitate early signing of the Third Bipartite settlement in the larger interests of Bank Employees. It can thus be seen that the evolution and growth of NCBE dates back to 1920s. Today several Organisations of Bank employees, both small and big, led by employees with missionary zeal to safeguard the interest of the Bank employees and to secure a better future for them, are the

proud partners in the onward march of NCBE. Though affiliates of NCBE might have been under different banners in the past, today a common thread of fraternity, ideological affinity, unanimity of purpose and endeavor to achieve similar goals, runs through all the affiliates, binds and unites the affiliates into a strong and viable organization as genuine voice and hope of the Bank employees of the country.

NCBE, to which All India State Bank of India Staff Federation is affiliated, continues to be one of the major negotiating Union and has been the major force in the successful conclusion of Bipartite Settlements with regard to the wages and service conditions of workmen employees in the Banking industry from 3<sup>rd</sup> Bipartite Settlements to the recently MOU signed 12<sup>th</sup> Bipartite Settlement.

To be continued....

## LAURELS AND ACCOLADES

கமலா ஹாரிஸின் தாய் சியாமளா தமிழ் நாட்டைப் பூர்வீகமாகக் கொண்டவர். படிப்பதற்காக அமெரிக்காவுக்குச் சென்று, முனைவர் பட்டம் பெற்று புற்று நோய் ஆய்வாளராக அங்கேயே செட்டிலானவர். அவருக்கு மூத்த மகளாக, நடுத்தர வரக்கக் குடும்பத்தில் பிறந்தார் கமலா.

எந்தப் பின்புலமும் இல்லாமல், தன்னுடைய முனைப்பாலும் தொடர் முயற்சியாலும் மட்டுமே அமெரிக்காவின் மிக உயரிய பதவியை வென்றெடுத்தவர். அப்பதவியை வகித்த முதல் பெண், முதல் தெற்காசிய அமெரிக்கார் என்று வரலாற்றிலும் இடம் பிடித்தவர். 'அதிபர் தேர்தலில் நாம் தோற்றுப் போயிருக்கலாம், ஆனால் நமது போராட்டங்களுக்குத் தோல்வி இல்லை' என்று முழங்கிய கமலா ஹாரிஸின் சிலிர்ப்பூட்டும் போராட்ட வாழ்க்கையை 'தோற்காதவள்' எனும் தலைப்பில் புத்தகமாக எழுதியிருக்கிறார், காயத்ரி.ஓய். இவர் சென்னை ஓவர்சீஸ் கிளையில், சீனியர் அஸோசியேட்டாகப் பணிபுரிகிறார். அவர், தோற்காதவள் புத்தகத்தின் பிரதிகளை நமது தொழிற்சங்கத்தின் பொதுச் செயலாளர், மற்றும் தலைவரிடம் வழங்கினார்.



## EDITORIAL

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