



THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



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Revolutionary Greetings Comrades,

Trade unions have been an essential force for social change, without which a semblance of a decent and humane society is impossible under capitalism. ~ Pope Francis

The role of trade union in India had gained ground as a result of the advent of the role of trade union in industrial relations and capitalism. It has progressed through several phases over time. There have been periods of dissatisfaction and painful struggle, as well as periods of gratitude, consolidation and success.

The recent layoffs in various industries due to emergence of Artificial Intelligence has been a concern to our industry as well. To address this,

various affiliates from different unions gathered at nyon, Switzerland, organized by UNI Global Union, to confront A.I's impact on the sector. Our Federation General Secretary Com. L. Chandrasekar is also one of the participant of this conference.






We are also proud to announce that he has also been unanimously elected as President of the South Asia Financial Sector Union Council (SAFSUC) the body under UNI Global Asia Pacific Region in the meeting held in Colombo on 09.07.2025.

On this note, I am proud to announce that we as a Trade Union are entering our 80th year. To mark this occasion, we have organised various programmes to celebrate our Foundation day on 04.08.2025, including distribution of welfare measures throughout the circle. Comrades let us gather in numbers to show our solidarity and faith towards our union.

Due to the continuous efforts of our Federation's effort we have achieved Income Tax Concession & Interest free loans for FY 2025-26. Our bank will bear the income tax on the perquisite value of staff housing loans, staff car loans and staff education loans provided by the bank for all eligible employees. Also, Creche allowance will be paid to eligible employees from 01.07.2025.

**PAN INDIA
PROTEST AGAINST
OUTSOURCING**



**STOP
OUTSOURCING IN
STATE BANK OF INDIA**


**State Banks' Staff Union
CHENNAI CIRCLE**

As we fight for recruitment of messengers, in continuation to our letter to our CGM/DGMs/RMs and BMs with regard to utilisation of services of outsourced persons we have advised all not to utilise outsourced persons for bringing cash from vault to SWO counters, cash to replenish ATM or evacuation of ADWM and other core clerical jobs. We insist our unit secretaries to inform branch manager to arrange for the above jobs without utilisation of outsourced persons.

In our continuous fight against the outsourcing of

messengerial and core clerical activities, we urge all our members to show solidarity and raise their voices. As part of the next phase of our agitation, we have designed a poster that reflects our stand to safeguard the interests of every employee. Let's unite for our rights and stand against the exploitation of workers.

Together, we can make a difference!


V. SRIDHARAN
GENERAL SECRETARY

FELICITATION TO COM. VINOD KUMAR TANWAR, GENERAL SECRETARY JAIPUR CIRCLE

Our General Secretary Com. V. Sridharan and President Com. P.A. Khaja Fakrudeen participated in the felicitation function of Com. Vinod Kumar Tanwar, General Secretary of Jaipur Circle at Jaipur on 12th July 2025.



CONGRATULATIONS COM. L. CHANDRASEKHAR, GENERAL SECRETARY AISBISF AS "PRESIDENT OF SOUTH ASIA FINANCIAL SECTOR UNION COUNCIL (SAFSUC)"

Our Dynamic General Secretary of AISBISF, NCBE and SBISUAC Com L Chandrasekhar has been unanimously elected as President of South Asia Financial Sector Union Council (SAFSUC) the Body under UNI Global Asia Pacific Region, in the Meeting held in Colombo on 9th July 2025.



MEMBERS' MEET OF ZONE XIX & XX AND FELICITATION TO COM. J. CHRISTOPHER JAYACHANDER, VICE PRESIDENT SUB-OFFICE, COIMBATORE



A Members' Meet of zone XIX & XX was organised at Kasthuri Sreenivasan Art Gallery Civil Aerodrome Post, Sitra, Coimbatore on 20th July 2025. Welcome address was delivered by DGS Com. H. Sylesh. Our President Com. P.A.Khaja Fakrudeen presided over the meeting and felicitated the retiree. He insisted members to follow systems and procedures of Bank. Vice Presidents (HQ) Com. N. Emmanuel Elaventhana and Com. R. Ragunathan DGS of

the Module Com. S. Senthil Kumar addressed the gathering.

Key-note address was delivered by our dynamic General Secretary Com. V.Sridharan. He spoke about the steps taken by federation in stopping outsourcing and recruitment of messengers. Special invitee Shri. Hariharan S, DGM LHO Chennai graced the occasion and felicitated the retiree.

Response speech was rendered by Com. J. Christopher Jayachander, Vice President, Coimbatore. Vote of thanks was delivered by Com. B. Sathyapriya DGS (Br) of the zone.



UNIT SECRETARIES MEET OF ZONE V, SUB-OFFICE, CHENNAI - II

The meeting of all Unit Secretaries of Zone - V was successfully conducted on 24th July at 5.30 PM. The meeting focused on discussing and addressing various issues and grievances concerning our members.

Deputy General Secretaries of Sub-office, Chennai-II Com. J. Srividhya and Com. R. Vijaykumar, addressed the gathering and provided valuable insights and guidance. The active participation and constructive contributions from all attending Unit Secretaries were truly commendable and instrumental in reinforcing our collective strength as a union. This successful meeting was conducted under the guidance of our General Secretary Com. V. Sridharan and President Com. Khaja Fakrudeen. We sincerely thank them for their continued leadership, support, and commitment to the cause of our union.

We extend our sincere thanks to all comrades who attended and contributed to the discussions. Your continued involvement plays a vital role in ensuring that the concerns of our members are effectively represented and resolved.



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

INDUSTRIAL DISPUTES IN BANKING INDUSTRY -

ADJUDICATION TO BILATERALISM - PART 3

Desai Award - The All India State Bank of India Staff Federation submitted its Charter of Demands on behalf of the workmen employed in the State Bank of India. On 1st February 1960 our Federation gave a notice of strike and a number of employees of the State Bank of India struck work. Again, on 19th March 1960 the Bank employees in various parts of the country struck work in support of their demands as well as in support of the employees of the State Bank of India. On 21st March 1960 another Tribunal was constituted with Shri Justice Kantilal T Desai as the Chairman and the dispute mentioned in the Order of Reference was referred to the Tribunal for adjudication and the continuance of the strike in existence in the State Bank of India was prohibited. This Award, published in the Government Gazette on 13th June 1962 is referred to as "Desai Award".

At State Bank level, the Staff Federation had also been making representations to the Bank, from time to time, for the removal of certain anomalies and hardships arising from the Desai Award and for certain improvements in the terms and conditions of service and the Bank was holding discussions from time to time with the representatives of the Staff Federation. In one such bilateral meeting held on the 8th August 1964 at New Delhi, between the Chairman of the Bank and the representatives of the Federation, it was agreed that the Bank and the Federation shall try to settle the outstanding issues by mutual discussion at bipartite meeting between themselves. Thus, the foresight of the leadership of our Federation adopted the bilateralism concept that has fetched lot of benefits to the bank employees.

At Industry level, when further disputes were raised by the Unions, in the conciliation meeting held between the unions at Industry level and management, a Memorandum of the Settlement dated 18th August 1964 was entered in the presence of the Chief Labour Commissioner, Clause 4 whereof provided for the parties discussing all the issues existing between them, as a result of Charter of demands submitted on behalf of the workmen covered by this Settlement, with a view to entering into a formal settlement under the Industrial Disputes Act, 1947.

As a result of discussions between the parties in terms of the said Clause 4, Memoranda of settlement dated 29th August 1964, 15th April 1965, 27th August 1965, 11th

November 1965, 14th January 1966 and 2nd June 1966 were entered into between the parties before the Chief Labour Commissioner. The parties thereafter discussed all outstanding issues between themselves pursuant to the said Clause 4.

The Chief Labour Commissioner held separate and joint discussions with the representatives of the managements and the workmen and had a series of such discussion from 29th September 1966. After prolonged discussions, the parties agreed and signed a memorandum of Settlement (the 1st Bipartite Settlement) on the 19th October 1966 with the assurances of workmen that steps will be taken to resolve grievances through mutual negotiations and of the bank managements that expeditious action would be taken to resolve grievances.

PRECAUTIONARY MEASURES TO BE TAKEN BY AWARD STAFF WHILE PERFORMING DESK DUTIES

- At no point of time outsourced or temporary personnel be permitted to handle cash (counting, sorting, bundling, shrink wrapping), sensitive documents, or any valuables. Only designated cash coolies may assist with RBI currency chest remittances by carrying cash boxes between the remittance vehicle and the Cash Department.
- All cash counters must have secure locking mechanisms. Keys to drawers or cash boxes must remain exclusively with the SWO. SWOs should handle all instruments (cheques, drafts, debit/credit vouchers) with due care to ensure safekeeping from the time of receipt until they are delivered to the appropriate official.
- SWOs are accountable for both quality and quantity of notes from ₹1 to ₹500 denominations.
- For denominations of ₹500 and above, the Cash-in-Charge or the re-counting official bears full responsibility for note quantity.
- Before commencing duties, the Cash-in-Charge must ensure that 5-7-60 who are officiating as Chief Associate otherwise the capability level should be restricted to 4-9-60 for the users.
- Cash transactions after 4:00 PM must not be entertained, except for customers already inside the branch prior to that time. Any extension must be duly authorized by the Branch Manager or Service Manager.
- Unauthorized debits (e.g., PMJJBY/PMSBY) must not be executed without the customer's consent. Discrepancies in mandates, cheques, or instructions must be recorded in the Cheque Referred and Return Register and authenticated by a designated official.
- Do not handle customers' personal mobile phones for any installation purposes. Instead, provide verbal assistance or guidance.
- Staff involved in marketing or customer visits must be issued official telephones. Use of personal phones for such duties is prohibited. Any customer visit during working hours must be backed by a written office order from the Branch Manager.
- Do not use supervisory credentials or share login details to access branch mail or official websites. Avoid using a single User ID on multiple systems for task completion.
- ATM/CDM operations should not be carried out before 9:30 AM or after 6:00 PM under any circumstances.

- OTC Lock Management App should only be used on the branch's official mobile device with an authorized SIM card, not on personal mobiles.
- Deputation to another branch or training centre must only occur after obtaining a proper relieving letter.
- Cash replenishment or evacuation from ATMs/CDMs on holidays must be supported by an official order, and reimbursement must be claimed without delay.
- Ensure usage of maker roles in applications strictly as per the employee's designation (Junior/Associate/ Senior/Special/Chief Associate).
- Individuals not authorized to handle strong room or cash safe keys must not be entrusted with such responsibilities under any condition.
- All cash and valuable remittances must be escorted by armed guards as per limits:
 - Up to ₹50 lakhs – 1 armed guard
 - ₹50 lakhs to below ₹1 crore – 2 armed guards
 - ₹1 crore and above – Police escort

For CAC movements:

- Limit to within district (100 km)
- Remittances up to ₹5 crore must be escorted by two armed guards
- For remittances above ₹5 crore, police guards are mandatory

Armed guards must also accompany all ATM/CDM cash replenishments in line with the above criteria.

- All CAC Guards must possess Gun License in their name and should be renewed periodically.
- The fitness of the CAC Van must be ensured in all Security aspects.
- All the Cash boxes for replenishment of ATM's / CDM should be carried by permanent Substaff only.
- Cash-in-Charge must ensure that all security

protocols, including locking mechanisms and escort arrangements, are in place before any remittance.

- Armed guards are tasked solely with protecting Bank assets and valuables. They must be stationed at the branch entrance to monitor visitor movement and report any suspicious behaviour to branch officials promptly.
- During ATM/CDM replenishment, Cash-in-Charge and the Joint Custodian are jointly responsible for handling physical cash. They are not accountable for technical faults.
- For CAC cash movement, designated mobile messengers must accompany the remittance, ensuring secure loading/unloading of boxes and proper chaining inside the vehicle under guard supervision.
- As per Circular dated 19.06.2024, duties such as filing, stitching vouchers, carrying files, books, and letters within or outside the branch must be carried out by General Attendants/Messengers, who may also serve as Cash Peon/Daftary as required.
- Gold loans must be appraised in the borrower's presence, with loans above ₹5 lakh appraised by two appraisers, as per Bank instructions. No disbursement should occur without proper appraisal.
- All currency notes intended for ATM replenishment or chest deposits must be processed through NSM.
- As per recent RBI guidelines and Bank circulars, no gold loan should be renewed until the previous loan is fully closed through fund transfer from the customer's savings account.
- Gold loans must be sanctioned strictly as per master circular instructions, supported by valid documentation.
- No deviation from standard operating procedures (SOPs) should be made in loan account openings via RLMS/LLMS/LOS. Technical issues must be escalated through the

Branch Manager only.

- Any issues in NBC or CBS must be immediately reported to the Branch Manager.
- No KCC/SHG/Gold Loans should be closed or disbursed without physical cash being received from the customer.
- KCC loans must not be recommended for renewal or sanction unless duly approved.
- CIF modifications, even for Low/Medium Risk customers, must not be made without a written customer request and valid documents.
- Do not debit customer accounts without a clear and proper mandate.
- Strict adherence to official working hours is mandatory. If work extends beyond the prescribed time, an office order must be sought, and actual CBS log-off time must be recorded in the attendance register.
- For any procedural or system-related clarifications, staff are advised to consult or escalate matters to the Regional/Assistant General Secretaries or Deputy General Secretary of the Union.

BE VIGILANT

- Incorporation of deceased settlement in CRM portal is not a part of the duties and responsibilities of award staff.
- Exercise utmost caution while marking CIF as deceased in joint accounts.

HAPPY RETIREMENT

SBSU (CC) WISHES THE OFFICE BEARERS WHO ARE LAYING DOWN THEIR OFFICE ON ACCOUNT OF SUPERANNUATION A HAPPY, HEALTHY AND A PROSPEROUS RETIRED LIFE.



COM. S. ARIVOLI,
DGS HEADQUARTERS



COM. J. CHRISTOPHER JAYACHANDER,
VICE PRESIDENT SUB-OFFICE, COIMBATORE



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