



# 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

Issue No. 30 - JUNE 2025 - FOR INTERNAL CIRCULATION ONLY.

## Revolutionary Greetings Comrades,

In the matter of pending residual issues a conciliation meeting was held on 17<sup>th</sup> June 2025 by Chief Labour Commissioner (CLC) of the Ministry of Labour, Government of India. Representatives from the Dept. of Financial Services, Ministry of Finance, IBA and Bank managements were present along with UFBU representatives from all the 9 unions. Various issues including 5 days banking, increasing attacks on Bank staff, Revised PLI Scheme, Recruitment and Outsourcing, Enhancement of Gratuity and Appointment of Workman/Officers Director were discussed.

While discussing on the issue of outsourcing of permanent jobs, which is prevalent exclusively in SBI, the matter was deliberated in detail before the CLC. The CLC advised to form a committee and submit a report on the same. In this context, we refer to Memorandum of Settlement dated 29.08.2009, wherein it was agreed to out source Bank's maintenance work at all branches/offices. We urge the management to adhere strictly to the scope of outsourcing as agreed upon. A letter has been served to the Bank Management at Corporate Centre, and also to our Circle CGM, all DGM (B&O)s and RMs. Unit Secretaries are advised to serve the letter to Branch head and get an acknowledgment and send the same to your respective AGS.

Requesting all members to make sure only cleaning and up keeping jobs are performed by Outsourced employees. If any deviation is observed kindly bring it to the knowledge of us.

At this juncture, I would like to share with you another achievement of our Federation. The effective date of Career Progression for the year 2025-26 was originally scheduled to be implemented from 01.07.2025. However, due to the persistent efforts of our Federation especially the tireless and dynamic leadership of our Federation General Secretary, Com. L. Chandrasekhar, the effective date has now been advanced to 01.06.2025.

Kudos to our strength, unity, and unwavering solidarity!



**"Alone we can do so little; together we can do so much."**  
- Helen Keller

**V. SRIVIDHARAN**  
**GENERAL SECRETARY**



### **SBSU (CHENNAI CIRCLE) DIPS ITS BANNER IN DEEP SORROW OVER THE TRAGIC AIR INDIA FLIGHT CRASH AT AHMEDABAD.**

We join the nation in mourning this heartbreaking tragedy. Our heartfelt condolences to the bereaved families. May the departed souls rest in peace, and may their loved ones find the strength to bear this irreparable loss.

*"In the skies they soared, and in our hearts they will remain forever."*

DOWNLOAD THE SBSU VOICE APP





## A SEMINAR ON “GLOBAL COOPERATION AMONG TRADE UNIONS TO INFLUENCE AI IN PROTECTING WORKERS’ RIGHTS IN CHENNAI



UNI Global Union Asia & Pacific along with National Confederation of Bank Employees (NCBE) a national organisation of Unions for employees in Banking Industry hosted a Seminar on “Global Cooperation Among Trade Unions to Influence AI in Protecting Workers' Rights” in Chennai, India on 20th June 2025. Our All India State Bank of India Staff Federation (AISBISF) is an affiliate of NCBE.



It was more than an event and a necessary intervention. It is a space where we reaffirm that Artificial Intelligence may be coded by engineers, however it must be shaped by the collective conscience of workers. In the banking sector, AI is entering our branches, back offices, and even decision-making layers. While it brings efficiency, it also brings a serious threat to Job security, Worker privacy, Human-centric decision-making and above all, dignity at work.

Com. V. Sridharan, General Secretary of SBSU (Chennai Circle) and NCBE (TN) welcomed the gathering. Sister Christy Hoffman, General Secretary of UNI Global Union, was the key presenter, who appreciated that we have a strong Union in India. She mentioned Chennai as the biggest Technological HUB.







She insisted that management must bring us to the conversation and then decide on the usage of AI in Banking Industry. Bro. Rajendra Acharya, Regional Secretary of UNI Global - Asia & Pacific, was the keynote speaker. He elaborated on fair digitalisation. Bro. Ben Richard, Policy Officer UNI Global Union Head Office also participated. Com. L Chandrasekhar, General Secretary of AISBISF and NCBE, was the facilitator. He spoke that we are not here to reject technology—we are here to redirect it, to ensure that its application does not come at the cost of livelihoods or justice. Com. R Balaji, President of NCBE and General Secretary of AIOBEU presided over the seminar. Com. S. Akhil, Senior Vice-President AISBISF and General Secretary SBSU (Kerala Circle), Com. KVSN Murthy, Treasurer AISBISF, Com. Milind Natkarni, General Secretary of AIOBEF from Bank of Baroda and Com. Bhaskar General Secretary DBS Employees Union were the other participants. Com. P A Khaja Fakrudeen, President of SBSU Chennai Circle, delivered the vote of thanks. Around 400 members and office bearers of State Bank of India, Indian Overseas Bank, Bank of Baroda, and DBS Bank - Chennai City participated.



## DBS BANK INDIA EMPLOYEES' UNION (DBIEU) FAREWELL & FELICITATION FUNCTION TO COM. N MURUGESAN, GENERAL SECRETARY



The executive committee of DBIEU union organised a Farewell and Felicitation Function to Com. N. Murugesan, General Secretary of their Union on account of his retirement from Bank's service on 7<sup>th</sup> June 2025 at EM EL EM Mini Hall Chennai. Our General Secretary Com. V. Sridharan along with city office bearers graced the occasion and felicitated the retiree.





**HEARTY WELCOME TO  
GENERAL MANAGER  
NW (III)  
Smt. S. HARITHA POORNIMA**



**WE CARE FOR SBSU CARES**



Com. Mohammed Imran Hanifa, Senior Associate SME Ambattur Branch, Chennai Sub-Office I contributed Rs. 15,000/- to our SBSU Cares as a token of gratitude to our great edifice. His generosity is highly appreciated.

**INAUGURAL SESSION OF 15<sup>TH</sup> GENERAL COUNCIL OF  
STATE BANKS' STAFF UNION (KARNATATA)**



Karnataka Circle celebrated their 15<sup>th</sup> General Council on 14<sup>th</sup> June 2025 at Bengaluru. Our General Secretary Com. V. Sridharan along with Com. P.A. Khaja Fakrudeen participated in the celebrations.

**EXECUTIVE COMMITTEE MEETING OF AISBISF AT NEW DELHI**

Executive committee of the Federation met at New Delhi on 21<sup>st</sup> June 2025 and deliberated on various issues including Career Progression, Outsourcing of Core jobs, Recruitment of Messengers etc.





## MEMBERS' INTERACTION AT THIRUVANNAMALAI BRANCH

Our dynamic General Secretary Com. V. Sridharan participated in an interaction session with members from Thiruvannamalai town branches. DGS Chennai Sub-Office II Com. J. Srividhya and Com. R. Vijayakumar also addressed the gathering. DGS (Br.) Com. K. Sundarrajan and AGS Com. G. Dhanasekaran of the zone arranged the meeting in a very short span of time. Around 50 members actively participated and made the session worthwhile.



## RETIREMENT OF COM. MANMOHAN KAPOOR, PRESIDENT SBISA (DELHI CIRCLE)

A grand farewell function was organised on 2nd June 2025 to felicitate Com. Manmohan Kapoor, President SBISA at New Delhi on account of his superannuation. Our General Secretary Com. V. Sridharan and President Com. P.A. Khaja Fakrudeen participated in the meeting.

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

### INDUSTRIAL DISPUTES IN BANKING INDUSTRY - ADJUDICATION TO BILATERALISM - PART 2

Sastry Award - Attempts at settlement of the dispute, thus revived through the machinery of conciliation having failed, the Central Government was obliged to pass a temporary Act (Act XL of 1951) freezing certain provision of the Sen Award for the time being and referred the dispute again for adjudication to a new Tribunal on 5th January 1952 with Shri S Panchapagesa Sastry, retired Judge of the High Court of Judicature, madras - as Chairman. The Award referred to as "Sastry Award" was published on 26th March 1953.

A large number of the employees and some of the banks concerned in the dispute felt aggrieved by certain provisions contained in the Sastry Award and preferred appeals there from before the Labour Appellate Tribunal. On 28th April 1954 the Labour Appellate Tribunal gave its decision in the matter giving larger benefits to the employees of the banks than those given under the Sastry Award. The said decision is referred to as the "Labour Appellate Tribunal decision".

The Labour Appellate Tribunal decision gave rise to considerable misgivings in the minds of some of the bankers. After the Labour Appellate Tribunal decision was published, it was represented to Government that the impact of the decision on the banking business of the country would be very adverse and that it was not likely that in many cases individual units of the banking sector would be in serious jeopardy. By an order, dated 24th August 1954, the Central Government modified the Labour Appellate Tribunal decision in certain aspects.

The interference of the Government with the Labour Appellate Tribunal decision raised a wave of

discontent amongst the bank employees. The Government also appointed Enquiry Commission to study the impact of the Award and subsequent recommendation of the Labour Appellate Tribunal.

The Sastry Award modified as aforesaid by the Labour Appellate Tribunal decision and as further modified by the aforesaid Acts is referred to as the "Sastry Award as modified". Under the "Sastry Award as modified" a provision had been made for payment of dearness allowance to the clerical staff and subordinate staff according to certain formulae. The statutory period for the operation of the "Sastry Award as modified" expired on 31st March 1959.

There was considerable expansion of banking as an industry in the country. The workmen employed in banks were dissatisfied with the conditions of service under which they were working.

The 15th Session of the Indian Labour Conference, which was held on the 11th and 12th July 1957 laid down certain principles governing wage fixation. The expectations of workmen were aroused thereby throughout the length and breadth of the country. The expectations so aroused remained unfulfilled, resulting in consequent dissatisfaction and unrest. There has been a considerable rise in the cost of living and the purchasing power of money has declined. The workmen contend that the adjustment in the dearness allowance which is being made under the formula in operation does not sufficiently neutralise the effect of the increase in the cost of living.

In the month of April 1959, the All India Bank Employees Association served notices of termination of the Sastry Award as modified and submitted as fresh Charter of Demands as adopted at the 10th conference held at Bangalore from 3rd to 7th February 1959 on behalf of the workmen employed in banks. The All India Bank Employee Federation also submitted its Charter of Demands on behalf of the employees employed in banks. Various other Unions also submitted their Charter of Demands.

To be continued...

## **FEDERATION FOCUS - APEX LEVEL ADVOCACY**

### **RECRUITMENT OF JUNIOR ASSOCIATES - SPECIFIED OPTED LOCAL LANGUAGE TEST**

As per the recruitment advertisement published in December 2024, Marathi has been prescribed as the specified opted local language for both the Maharashtra Circle and Mumbai Metro Circle. However, the local language test currently being conducted in Maharashtra Circle is limited to a writing task, where candidates are asked to copy a pre-written paragraph in Marathi. This method is insufficient to assess true language proficiency, as it does not test comprehension, speaking, or listening skills. Inadequate language skills among the selected candidates can lead to communication issues, customer dissatisfaction, and increased customer complaints. In view of the above, the Federation urged to ensure that the local language test is conducted meaningfully and in accordance with the recruitment guidelines. The test should comprehensively assess reading, writing, and speaking skills to ensure the selection of genuinely proficient candidates.

### **MINUTES OF CONCILIATION MEETING DATED 17.06.2025 COMMITTEE ON OUTSOURCING STAFF**

Our Federation urged the management to adhere strictly to the scope of outsourcing as agreed in the Memorandum of Settlement dated 29.08.2009. As per minutes dated 17.06.2025, as per the agreement it was agreed to out source Bank's maintenance work at all the branches/offices. However, it is observed that it is strictly not adhered to.

### **PROVISION FOR EXERCISING CHOICE OF PENSION FUND MANAGER TO EMPLOYEES UNDER NEW PENSION SCHEME (NPS)**

Thousands of employees of our esteemed Bank who have joined the Bank's service on or after 1<sup>st</sup> August 2010 are governed by the National Pension System (NPS). We refer to our earlier letters vide FED/GS/2024/20 dated 06.09.2024, FED/GS/2024/47 dated 26.11.2024 and FED/GS/2025 dated 16.05.2025 wherein we



consistently urged the management to create a provision for employees to exercise the Choice of Pension Fund Manager under the Tier-1 account of NPS.

As per the Gazette notification by Ministry of Finance dated 31.01.2019 which categorically provides that government subscribers under NPS, like their private-sector counterparts, may choose any one of the Pension Fund Managers, including private sector PFMs and may change their option once in a year. Unfortunately, this provision has not been operationalized in our Bank, leaving thousands of employees restricted to SBI Pension Funds Pvt. Ltd., regardless of its performance.

The continued denial of this choice by the Bank is not only a violation of the Ministry of Finance and PFRDA directives but also causes serious financial harm to employees. Employees are aggrieved and feel that the Bank is indifferent to their financial security, despite their consistent and dedicated service. In view of the above, the federation requested the Bank to immediately implement the provision allowing NPS covered employees to exercise their choice of Pension Fund Manager, in accordance with the Gazette of India and PFRDA guidelines.

#### **REQUEST FOR REVIEW OF HANDING AND TAKING OVER TIME LINE FOR CASH-IN-CHARGE**

As per Circular No. R&DB/BOD-BOD/9/2025-26 dated 28.05.2025, which stipulates that the Handing Over and Taking Over Certificate for Cash-in-Charge must be completed within two days. As per the Master Circular on Gold Loans and the RBC Manual for Cash-in-Charge, the verification process involves comprehensive scrutiny of gold loan accounts typically in the range of 200 to 250 per day. This process includes a detailed assessment of the quantity and quality of pledged ornaments, along with verification of the associated loan documentation. Our Federation requested the management to extend the duration for the Handing and Taking Over process in branches where there is high concentration of gold loans where the number of gold loan accounts / bags can exceed thousand or more.

#### **INTER CIRCLE TRANSFERS OF NEW RECRUITS**

We invite your attention to a matter of concern that is affecting a significant number of our employees who have joined the Bank's service from the year 2019 onwards. As per the current transfer policy, these employees are not eligible for inter-circle transfers, irrespective of their genuine personal or family-related circumstances. Our Federation therefore strongly urge the management to immediately devise and implement an inclusive inter circle transfer policy for award staff recruited from 2019 onwards without any further delay.

#### **NEW HRMS PORTAL ISSUES**

With reference to the earlier Letter vide FED/GS/2025/93 dated 07.04.2025, wherein the Federation had highlighted several HRMS issues concerning employee claims/reimbursements following the migration to the New HRMS portal. Federation has been receiving numerous representations from our affiliates regarding persistent issues faced by employees while using the new HRMS portal. The major concerns are discrepancies in Festival Advance, Briefcase/ Handbag, LFC & Leave Encashment, entertainment allowance etc. Federation requested to immediately advise the concerned to take corrective action without delay.

#### **DISCREPANCY IN PAYMENT OF DISCOMFORT ALLOWANCE**

Our Bank has also issued a circular vide CDO/P&HRD-IR/19/2023-24 dated 04.07.2023 confirming the rollout of functionality in the HRMS portal for payment of Discomfort Allowance. Since then the discomfort allowance was paid to all the eligible employees through HRMS portal. However, it has come to our notice that, following the migration to the new HRMS portal, when an employee proceeds on leave during a particular month, the Discomfort Allowance is being paid on a pro-rata basis instead of the full eligible amount. This practice is not in line with the provisions of the settlements and contradicts the intended purpose of the allowance, which is to compensate for the additional burden arising from the redeployment or transfer of an employee, irrespective of short-term leave. Our Federation urged management to promptly advise the concerned to rectify the discrepancy in the payment of Discomfort

Allowance through the new HRMS portal.

### **REQUEST FOR REVIEW OF CONDITION FOR AVAILING SECOND CAR LOAN UNDER THE CONVEYANCE LOAN SCHEME**

With reference to the above subject, we wish to highlight a concern regarding the conditions applicable for availing a second car loan under the Bank's Conveyance Loan Scheme. As per Circular No. CDO/P&HRD-IR/22/2016-17 dated 18.05.2016, employees are eligible to avail both a two-wheeler and a car loan, or up to two car loans and two two-wheeler loans, subject to the condition that the aggregate of all conveyance loans remains within the overall eligibility limit fixed for the respective cadre. However, subsequent modifications vide Circular No. CDO/P&HRD-IR/30/2024-25 dated 16.07.2024 stipulate that a second car loan can be availed only after a period of five years from the date of availing the first loan and upon full liquidation of the outstanding loan amount with interest irrespective of whether the initial loan was for a new or used vehicle.

As per the existing scheme, the maximum repayment period for a car loan is 15 years or up to the age of 70 (with prior permission before retirement), whichever is earlier. In this context, the stipulation requiring full repayment of the first car loan to become eligible for the second is creating genuine hardship for employees. Most employees repay the loan in regular monthly installments through salary, and liquidation of the outstanding loan balance as a lump sum at the end of five years becomes financially burdensome. In view of the above, we request that the current condition mandating liquidation of the first car loan before availing the second be reviewed. Employees who are otherwise eligible within their overall conveyance loan limits may be permitted to avail a second car loan without the requirement of liquidating the first

loan, subject to prudent safeguards as deemed necessary. Our Federation requested the Bank management to pay attention to this matter and provide favourable solution.

### **REVIEW OF CAREER PROGRESSION SCHEME AND IMPLEMENTATION OF CAREER PROGRESSION SCHEME**

The management has decided to implement the Career Progression Scheme with effect from 01.07.2025, based on the existing guidelines, without undertaking the much-needed review of the scheme and without incorporating the revised special pay. The career progression scheme was actually due for implementation w.e.f. 01.06.2025, and even that timeline was deferred by a month without valid justification adding to the discontent and a sense of neglect among the workforce. Furthermore, there is a strong and growing perception among the award staff that the Special Pay granted to officers without the assignment of any additional duties, the award staff are required to assume new responsibilities and take on additional duties before becoming eligible for similar benefits. This glaring disparity in treatment between the two cadres is viewed as unjust and discriminatory, leading to a deep sense of resentment, frustration, and demoralization among the rank and file. Thus the Federation strongly urged the management to reconsider its decision and undertake a comprehensive review of the Career Progression Scheme with proposed benefits, as repeatedly urged. However, if the management decides to proceed with the implementation of the scheme under the existing guidelines, Our federation firmly request that the Career Progression Scheme must be implemented retrospectively with effect from 01.06.2025, and all monetary benefits linked to the scheme must also be paid retrospectively w.e.f. 01.06.2025 without any further delay.

## **EDITORIAL**

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

Associate Editors:

1. **Com. Emmanuel Elaventh** - 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

