



THE SHIELD

A Monthly Magazine from

State Banks' Staff Union (Chennai Circle)



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Dear Comrades,

As we commemorate International Labour Day on May 1st, we recognise the invaluable contributions of workers worldwide. This year's theme, "Social Justice and Fair Globalization," resonates deeply with our union's mission. We salute the tireless efforts of labourers, employees, and professionals who build our economy and shape our society.

The ever-changing landscape of Banking Industry, has seen another sea-change with the use of Artificial Intelligence AI. AI is transforming the banking industry, bringing both opportunities and challenges. While AI provides enhanced customer experience, increased productivity and helps in mitigating risk it also raises concerns about job loss and data security.

An event was organised by UNI Global Union at Nyon, Switzerland on 14th May 2025, brought together trade unions, international institutions, and major banking employers to discuss the impacts, risks and opportunities that AI presents for workers - and how Unions can shape its implementation. All India State Bank of India Staff Federation (AISBISF) is an affiliate of the UNI Global Union. Our Federation General Secretary Com. L. Chandrasekhar represented our Federation. In his address, he warned that India's AI-driven banking transformation is accelerating rapidly, however the absence of a strong regulatory remains a threat.

Our bank has shown spectacular financial results for FY 2025-26. I Congratulate each one of you

for the commitment and dedication shown towards this great achievement. The net profit for the year was ₹70,901 crores recording a YoY growth of 16.08%. Our deposit and credit growth continues to be robust

across all segments. We have more than 8.77 Crore customers registered on YONO which is elevating the Bank to a new high in digital landscape.

Our Chairman **Shri Challa Sreenivasulu Setty** while declaring the results stated as follows,

"As we strengthen our position in the industry, we must continue to uphold the highest standards of governance, ethics, and professional integrity. Integrity remains our cornerstone. As we grow, we will continue to uphold the highest standards of ethics, strengthen our compliance and assurance functions, and embed good governance in all that we do."

We also insist our members to remain ethical and show professional integrity in all that we do. Follow systems and procedures meticulously to build a fundamentally strong bank for the future generation.



V. SRIDHARAN
GENERAL SECRETARY

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FINANCE UNIONS GATHER IN SWITZERLAND TO CONFRONT AI'S IMPACT ON THE SECTOR

More than 80 trade union leaders from affiliates in 35 countries gathered at UNI Global Union's headquarters in Nyon on 14th May 2025 to confront the growing impact of Artificial Intelligence in the Banking and Insurance sectors. Our All India State Bank of India Staff Federation which is an affiliate to UNI Global Union. Our Federation General Secretary Com. L Chandrasekhar participated in the meeting.

UNI Global Union General Secretary Christy Hoffman highlighted that UNI

has been at the forefront of discussions on the impact of AI on workers. She emphasised the critical role unions play through social dialogue and collective bargaining.



TRIENNIAL CONFERENCE OF SBISU, MUMBAI CIRCLE

The Triennial Conference of SBISU, Mumbai Circle took place on 10th May 2025 at Navi Mumbai. In the conference Circle has been bifurcated as Mumbai Metro and Maharashtra Unions in line with the Bank. Our General Secretary Com. V. Sridharan and President Com. P.A. Khaja Fakrudeen participated in the meeting.



**CONGRATULATIONS TO
SHRI. PARMINDER SINGH, CIRCLE CGM
ON HIS PROMOTION AS
DEPUTY MANAGING DIRECTOR (DMD)**



**CONGRATULATIONS TO
SHRI. PRAVASH KUMAR SUBUDHI, GM (NW III)
ON HIS PROMOTION AS
CHIEF GENERAL MANAGER**



CENTRAL COMMITTEE MEETING

Central Committee Meeting of our Union took place at Platinum Hall, The Thangam Grand, Madurai on 23rd May 2025. Various issues at Banking and Industry level were deliberated. Our Central Committee members felicitated and paid rich encomiums to Com. R. Barathan DGS, Sub-Office, Madurai and Com. A.Saleem DGS (BR) Sub-Office, Chennai - I on account of their retirement from Bank's Service.



INTERACTION OF OFFICE BEARERS WITH FEDERATION GENERAL SECRETARY COM. L. CHANDRASEKHAR AT MADURAI

Central Committee members interacted with Com. L. Chandrasekhar, General Secretary AISBISF on 24th May 2025 at Madurai. He had clarified the doubts raised by the office bearers. He was also warm enough to receive the suggestions and ideas mooted by them. He assured that the Federation will work constantly for the welfare of the members.



MODULE CONFERENCE AND FELICITATION TO COM. R. BARATHAN, DGS – SUB OFFICE, MADURAI

The Madurai Module Conference and felicitation to Com. R. Barathan, was arranged in a grandeur at MRC Mahal, Ellis Nagar, Madurai on 24th May 2025. The conference was inaugurated with the hoisting of our SBSU (CC) flag and lighting of the Kuthu Vilakku by the esteemed guests. A group of doves were released during the opening ceremony, a graceful symbol of peace soaring into the skies, echoing the spirit of unity and hope.

Welcome address was delivered by Com. M.K.Vijayakumar, Vice-President of the module. Our President Com. P.A.Khaja Fakrudeen presided over the meeting and recognised veteran leader Com. Gnanasekaran who took part in the 21 days indefinite strike of 1960, who was amongst us in the gathering. President also praised Com. Barathan for his togetherness with members and referred him as an ardent Trade Union representative.

Com. M. Senthil Kumar, DGS of the Module in his felicitation address spoke about his association with Com. Barathan as co-DGS and described about his negotiating skills. Key note address was delivered by our Federation General Secretary Com. L. Chandrasekhar. In his enthralling speech, He spoke about the likely influence of artificial intelligence and how it will affect Banking Industry. He also mentioned about the latest developments in the Bank and assured the members that Armed Guard and Messenger recruitment will happen soon. He also felicitated Com. Barathan.



Our General Secretary Com. V. Sridharan insisted members to follow systems and procedures. He elaborated the members how our Federation General Secretary tirelessly work for the benefit of the members and Union at large. He also cited the example of the persistent efforts of Federation in achieving special leave for staff working in sensitive positions and ensured other issues including 5 day banking, will see light in the near future. He paid great encomiums about Com. Barathan's sterling qualities who played a vital role in bringing large number of members for our Federation Conferences held at Kolkatta, Indore and Chandigarh.

Com. R. Barathan, in his response reminisced his long trade union journey and 40 years of service in bank. He advised the members to be loyal and sail along with the Union. Vote of thanks was delivered by Com. S.A.Sickandhar Badusha AGS zone XIV.



MEMBERS' MEET OF ZONE IV (VELLORE) AND FELICITATION TO COM. A. SALEEM, DGS (BR) SUB-OFFICE, CHENNAI - I

A Members' Meet was organised on 18th May 2025 at Vellore. Com. R. Gopinath, AGS of the zone welcomed the gathering. More than 150 Members from zone 4 branches (RBO Vellore) graced the occasion and shared their affection and solidarity towards the organisation. The event also witnessed the felicitation to Com. A. Saleem, DGS (BR) Sub-Office, Chennai - I. Our President Com. P.A.Khaja Fakrudeen in his presidential address spoke about the significance of Sepoy Mutiny of Vellore and Trade Union. He also traced back the militancy of Vellore comrades. Vice-President (HQ) Com. Emmanuel Elaventhana N, DGS Com. Kannan S and Vice-President of the Module Com. A. K. Kumar addressed the gathering and felicitated Com. A. Saleem. Our General Secretary Com. V.Sridharan in his interaction answered the questions put forth by the members. He reiterated the importance of following systems and procedures. He insisted all to be punctual and practise integrity in all walks of life. He also advised lady comrades to take care of their health and maintain work-life balance. Com. Saleem in his response showered his gratitude towards the Union. He urged members to trust our Union and rise to the call given by the organisation. Vote of Thanks was delivered by Com. Habeeb Rahiman, DGS.



MEMBERS' MEET OF ZONE IV (VELLORE) AND FELICITATION TO COM. A. SALEEM, DGS (BR) SUB-OFFICE, CHENNAI - I



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

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

- **Gupta Award** - During 1946, in Bengal there was several adjudications in relation to Industrial disputes between certain banks and their workmen. A dispute between the Imperial Bank of India and its workmen in Bengal was adjudicated upon by Shri R Gupta, whose award was published in the Calcutta Gazette dated 4th August 1947.

In Bombay the employees were not quite satisfied with the Divatia Award which was published on 15th August 1946 and in 1948 they gave notice of its termination in accordance with the terms of the Bombay Industrial relations Act although the banks themselves had voluntarily raised the dearness allowance beyond what the Award gave.

In the United Provinces also considerable difficulty was felt in interpreting and implementing the B B Singh Award which was published on 11/03/1947. The Award was rather concise, and it had assumed certain things without explicit statements about them. This led to different and conflicting interpretation by various banks as well as by the workmen. There was acute dissatisfaction which threatened industrial peace and necessitated once again intervention of the Government machinery.

The Bank on its own accord extended the applicability of this Award to all its workmen beyond Bengal and practically to the whole of their establishments except those governed by the Divatia Award of Bombay. There were, however, certain modifications with respect to Madras Circle. Several other banks in Calcutta, particularly the leading Exchange Banks, also voluntarily adopted the Gupta Award as applicable to them. Shri R Gupta clarified his main award in certain respects and the clarification was published in the Calcutta Government Gazette Extraordinary dated 6th September 1947.

Notwithstanding all these awards, the general unrest amongst bank employees still continued. The banks also preferred to have control by the Central Government over the banking industry, at any rate, as regards banks which had establishments in more than one Province.

The Central Government being also of the same opinion passed the Industrial Disputes (Banking and Insurance Companies) Ordinance (Ordinance No.VI of 1949), on 30th April 1949. It is applied to all Provinces of India and came into force at once.

Banking companies having branches or other establishments in more than one Province thus came under the jurisdiction of the Central Government for the purposes of the Industrial Disputes Act, 1947 (XIV of 1947) and the powers of the local government over them were taken away by that Ordinance.

- **Sen Award** - On 13th June, 1949, for the first time, the Central Government in the Ministry of Labour constituted an All India Industrial Tribunal consisting of three retired Judges of High Courts, presided over by Shri K C Sen, President of the Industrial Court, Bombay and a retired Judge of the Bombay High Court and referred the Various disputes relating to the Banking industry for adjudication. That Tribunal is referred to as the Sen Tribunal. Their award which was given after an exhaustive enquiry was published in the Gazette of India on 12th August 1950.

Some of the leading banks being dissatisfied with the award approached the Supreme Court and obtained special leave to appeal against the said award as it had been specially exempted from the jurisdiction of the Labour Appellate Tribunal constituted under the Industrial Disputes (Appellate Tribunal) Act, 1950 (XLVIII of 1950).

The Supreme Court on 9th April 1951, by a majority judgement, declared the Sen Award as being void and inoperative for technical reasons relating to the constitution of the Tribunal. The court held that the award was void in Toto for want of jurisdiction and did not go into the merits of the award with respect to any of the matters dealt with therein. In consequence of this decision, the disputes which existed in the banking industry remained unresolved.

Soon after there were some strikes consequent on certain actions taken by some of the banks. The result was Government had to take steps afresh to settle this long-standing dispute which, for one reason or other, had not received a final and satisfactory determination. to be continued...

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. R. BARATHAN,
Deputy General Secretary
SUB-OFFICE, MADURAI



Com. A. SALEEM,
Deputy General Secretary (BR)
SUB-OFFICE, CHENNAI - I



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