

VOICE OF CBEU



Monthly e-bulletin of Canara Bank Employees' Union

President : M S Srinivasan

General Secretary : K Srikrishna

From the General Secretary's Desk

Dear Comrades

Every member of our beloved organization feels proud to be a member of this glorious organization and this pride stems from the prestige, reputation and glory that AIBEA has enjoyed all these years due to its historic contributions to the trade union movement of bank employees in our country. These achievements were possible only because of the rocklike solidarity, unity and militancy of the members ably led by a band of sagacious and visionary leaders.

Long Live CBEU

10th May 1951, is a red-letter day in the annals of our beloved organization, Canara Bank Employees' Union. It was on this day; our Union was registered and we celebrate the founding day of our organization every year on this day.

When exploitation is unbearable, when job security is threatened, when rules are violated and justice denied, then workers join together, form a Trade Union and start resisting the attacks of the Management, launch struggles and strike actions, start collective bargaining process and march ahead to secure better service conditions holding the flag of our dear organization high and aloft.

Comrades, that is how our dear organization was born. There was no trade union. Before forming a Trade Union, a small group of employees, 72 years ago, fought back against the cruel act of the then Management of our Bank which terminated two senior employees of the bank.

Thus, when we celebrate the 73rd Founding Day of our dear organization, we should recall the knowledge of the past, remember the unforgettable events and rekindle the memories of great victories, derive the lessons therefrom and advance into the future. Let us re-dedicate ourselves and work for this organization as that alone will be the greatest tribute to our founding fathers.

29th Conference of AIBEA

The 29th Conference of All India Bank Employees' Association is to be held at Mumbai from May 13-15, 2023.

Com S D Dhopeshwarkar Amar Rahe..

Com S D Dhopeshwarkar, Former President, AIBEA breathed his last on 08 April 2023 at Mumbai. He was aged 81. At a very young age of 15, he joined a garment company for work. He had his initial baptism in trade union there. In the year 1962, he joined Bank of Maharashtra. He became the General Secretary of the Mumbai Union in the Bank. With his keen involvement in trade union activities coupled with his dedication, devotion, conviction



and ideological clarity, he became a very popular leader. He was elected as the General Secretary of the All India Bank of Maharashtra Employees' Federation. When Bank of Maharashtra was nationalized in 1969 and when government started appointing workmen directors in the Bank, he was nominated by AIBEA as the Workman Director on the Board of the Bank. In the year 1985, he was elected as the Joint

With greetings

K Srikrishna
(General Secretary)

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CANARA BANK EMPLOYEES' UNION (REGD)
(Affiliated to All India Bank Employees' Association)

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(Courtesy: Anecdotes of AIBEAD by Com P S Sundaresan,
Former Vice President, AIBEAD)

But to the everlasting glory of the Canara Bank Employees' Union, it must be remembered, that, without forming a Trade union, a small group of employees, way back in 1949, fought back against the merciless action of the then Management of Canara Bank which suddenly dismissed 2 senior employees of the bank, with 15 years of service to their credit. The reasons for their removal from service were very simple. They were found to be surplus staff in their branch at Madras (Chennai). The Branch Inspector found that the branch was overstaffed, though all were working average 12 hours per day. Under Bank's own rules of staff rationalization, 2 clerks have to go. It is better and profitable to remove senior most clerks, as they were more costly compared to new entrants, according to the Pet Theory of the then General Manager Mr. P S Nayak.

Thus, on 28.11.1949 Sri. Kuduva and Sri. Chacko were sent out of the bank. This time, the anger of the other employees could not be controlled. Amongst them was a lion hearted comrade by name P K Janardhanam Pillai. He was already a marked man. He was transferred earlier from branch to branch for his resistance and opposition to several violations of rules by Management regarding working hours and leave rules. He became a source of inspiration. This time, he was determined to fight. He asked other employees to meet around 8.00 PM at the nearby beach. They all discussed. Com. P K Janardhan Pillai told them, that if they don't fight back, one by one, their turn will come. How to protect their wives and children from starvation, when they lose their job, comrade Pillai asked. First it was decided to go in a deputation to Sri. A Narayana Pai, Advocate and the local Director of the Canara Bank.

The matter was urgent. Immediately a group of employees left to the residence of Sri. A Narayana Pai. It was around 9.00 PM Com. P K Janardhanam Pillai and two other comrades, knocked at the door. Mrs. Narayana Pai opened the door and enquired. Com. P K J Pillai politely told her that they have come to meet the Director on an urgent matter. She told them to come next day morning, as it was late. Com. P K J Pillai went on insisting to meet the Advocate as it was a desperate situation. Hearing all these sounds, Sri. Narayana Pai, holding a cigarette in his hand, came down the steps and asked what the matter was? Com. P K J Pillai explained the developments, summary dismissals, and the plight of the victim's family.

He pointed out, except that for no fault on their part, except they have put in 15 years of service, the Bank has dismissed them. He pleaded for their reinstatement. Sri Narayana Pai

got very angry.

He shouted at the comrades, as to why they came and disturbed him for such an affair. He asked Com. P K J Pillai, whether he knows anything about the Indian Contract Act. Under that law, an employer can terminate the service of any employee with a month salary. The employee can also leave his job, by giving a month's notice. He asked them to leave. The anger of Com. P K J Pillai could not be controlled. He retorted. He shouted, as to how dare an employer can dismiss long time service employees and throw their families to starvation and death. Such a power cannot be used for flimsy reasons and remove employees who have worked faithfully and honestly for several years. "You are all cruel monsters. Now on, we will not allow such inhuman practices to continue etc." he shouted.

The Advocate was stunned. He was shocked. He has never been retorted like this by any one in his life time. He became shaky. He slipped. He fell down swooning.

Unfortunately, his head hit a corner of a table. A few drops of blood came out. Mrs. Narayana Pai saw this. She began shouting, that her husband has been murdered. A commotion was created. Other comrades ran away. But Com. P K J Pillai was calm. Not agitated. He saw, the Lawyer coming out the sudden blackout due to shock. He noted the Lawyer slowly getting up.

He calmly told Mrs. Pai that nobody has killed her husband. "See the Lawyer is already standing up. Only a few drops of blood have come out. He fell down, for he was a heavy smoker and lost his balance.

So saying Com. P K J Pillai left. Outside, his comrades were shivering with fear. Com. Pillai kept cool. He told them, "any how the blood of the Director has been shed. It will now be, all out attack and victimization. Before that, let us counter attack and pre-empt the plans of the Management.

At this juncture, it may be noted that this Advocate, Sri. Narayana Pai, later joined the judicial services and in the end retired as Chief Justice of the Karnataka High Court. Likewise, the event at his house at that night triggered a Volcano, that resulted in the formation of Canara Bank Employees' Union which in due course developed into a gigantic affiliate of the AIBEAD. Early morning, next day, on 29.11.1949 the other employees of the Branch were contacted and a strike was launched demanding the reinstatement of the two dismissed senior employees. Some comrades, in the nearby Lingi Chetty Street Branch also joined. Bank men from other banks offered full moral support.

Inside, the Branch, the Manager Sri. A Shankar Rao was

fuming. Cash and Cheques were heaped over his table. A nearby Branch Manager Sri. N A Prabhu was also there.

The Strike was total. Com. P K J Pillai, mean while, went in a Deputation to the labour Commissioner, Sri. Venkata chalam and appraised him of the situation and the summary dismissals. The Labour Commissioner immediately deputed, Sri. Venkatesam, conciliation officer, to intervene and meet the Branch Manager. On seeing him entering the Bank, the Branch Manager asked him, as to who he was. Mr. Venkaesam told him, that he is intervening in the dispute, the conciliation proceedings are on and asked the Manager for his report. Mr. A. Shankar Rao

became very angry and said the employees are on illegal strike. But Com. Pillai clarified, that they are not on strike, and as a spontaneous reaction to the summary dismissal of their senior colleagues, they are demanding their reinstatement. Before the conciliation officer, Mr. Venkatesam could take up the matter, the Branch Manager shouted at him, and asked him to get out of the office. Mr. Venkatesam, reported the matter to the Labour Commissioner Sri. Venkatachalam, who phoned to Mr. Shankar Rao, that he is taking steps to arrest him for preventing a Government Officer from discharging his duty. Shivering in his Pants, Mr. A Shankar Rao contacted, the Head Office at Light House Hill, Mangalore. The situation was becoming very serious. Cash and Cheques were

accumulating. Outside heavy slogan shouting by large number of employees from Canara Bank and other Banks were heard. Head Office directed immediate compromise and reinstatement of Com. Kuduva and Com. Chacko.

Minutes of understandings were also drafted. On behalf of the Canara Bank Sri. A Shankar Rao and Sri. N A Prabhu signed. There was no Union as a party. Com. P K J Pillai and two other comrades signed. The conciliation officer Mr. Venkatesam authenticated. That was the evening of 29.11.1949.

Outside victory slogans reverberated. Never before a Bank Management and a group of courageous comrades have signed an Agreement, wherein the Management had agreed to

reinstate two dismissed employees. Later, Mr. Venkatesam, Assistant Labour Commissioner privately advised Com. Pillai and others to form a pucca registered trade union. That was done in due course after preparations during May 1951. One thing should be noted that The Canara Bank after this development stopped the obnoxious practice of rationalization of staff strength and summary dismissal of its employees.

One lesson, the new generation members should learn.

Confidence, Conviction and Courage will always result in victory. That is our History.

DADA KO LAL SALAM

(Com. Tarakeswar Chakraborty) (2-6-1926 to 2-5-2003)

“ I am not afraid of the Government.
After all, we know what they would do.
I am not afraid of the managements.
We can fight and tackle them.
I am not afraid of the enemies.
We can always counter them.
But I am afraid of our own weaknesses.
If we do not take effective steps to overcome
our weakness, organisation will be in peril.”

—Tarakeswar Chakraborty

77 Years of AIBE
Lesson learnt

Unity gives us strength
Strength gives us confidence
Confidence gives us courage
Courage gives us determination
Determination gives us conviction
Conviction gives us ideology
Ideology gives us commitment
Commitment gives us inspiration
Inspiration makes us fight
Fight helps us to achieve

UNITE TO FIGHT
UNITE & FIGHT

20th APRIL, 1946 - 2023



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Com S D Dhopeshwarkar Amar Rahe..

Secretary of AIBE. He rose to the level of President of AIBE and served as President of AIBE for one term. He was also the President of All India Grameen Bank Employees' Association. He was closely associated with Annapurna Mahila Mandal, Mumbai since 1975 and on his retirement, he became a Trustee of Annapurna Parivar. His contribution for the empowerment of the downtrodden

slum dwelling women entrepreneurs with Micro Credit, Health and Insurance are immense. Com Dhope was a unique leader keeping himself abreast of every development taking around us.

We dip our banner in his everlasting memory and pay our respectful homage.

Rajasthan State Conference

9th Conference of CBEU State Committee Rajasthan was held and concluded successfully at Jodhpur on 2nd April 2023.

The Conference was inaugurated by Com. K. Srikrishna, Gen. Secretary, CBEU and Guests of Honour were Com. M. S. Srinivasan, President, CBEU; Com. Mahesh Mishra, General Secretary, Rajasthan Provincial Bank Employees Union; Our Advisory Committee Members Com. Anirudh Kumar, Joint Secretary, AIBEA & Com. C. S. Venugopal, Treasurer, AIBEA and Sri. Rakesh Roshan Verma, AGM, RO, Jodhpur.

The Report presented by Com Ravideep Chaturvedi was approved unanimously.

Jharkhand State Conference

6th Conference of CBEU State Committee Jharkhand was conducted at Ranchi on 4th April 2023.

The Conference was inaugurated by Com. M. S. Srinivasan, President, CBEU and Chief Guest was Com. P. K. Ganguly, Gen. Sec., AITUC, Jharkhand. Guest of Honour were Advisory Committee Members Com. Anirudh Kumar, Joint Secretary, AIBEA; Sri. B. D. Kujur, DGM, CO, Ranchi; Com. Dinesh Jha Lallan, Gen. Sec., BOI Staff Federation; Com. S. N. Mishra, Dist. Sec., AITUC, Ranchi and Com. Md. Naim, Former State Secretary, CBEU SC Jharkhand. Com. Y. P. Singh was the Reception Committee Chairman.



Greetings to the new team of Rajasthan State Committee

Office Bearers of the newly elected State Committee.

CHAIRMAN	KHET SINGH GEHLOT	JODHPUR
VICE CHAIRMAN	YOGESH CHAND VERMA	ALWAR
VICE CHAIRMAN	NARENDRA SINGH	KOTA
VICE CHAIRMAN	ANURAG BHUTHRA	UDAIPUR
VICE CHAIRMAN	MONIKA CHAUDHARY	SRI GANGANAGAR
VICE CHAIRMAN	KULDEEP MEGHWANSI	AJMER
SECRETARY	RAVIDEEP CHATURVEDI	JAIPUR
ASST SECRETARY	RAJENDRA AGARWAL	GANGANAGAR
ASST SECRETARY	RAVI KATARIA	JAIPUR
ASST SECRETARY	KULDEEP GODARA	SRIGANGANAGAR
ASST SECRETARY	SANDEEP PANWAR	AJMER
ASST SECRETARY	MANISH INDORIYA	ALWAR
ASST SECRETARY	SUBHASH SAINI	JHUNJHUNU
ASST SECRETARY	KARTHIK	BIKANER
TREASURER	KAVIDRA CHOUHAN	JODHPUR

CHAIRMAN	RAJESH KUMAR OJHA	BOKARO STEEL CITY VICE
CHAIRMAN	SUPRIYA KACCHAP	RANCHI
VICE CHAIRMAN	SUSHIL KUMAR OJHA	DHANBAD
VICE CHAIRMAN	SANJEEV KUMAR SINGH	JAMSHPEDPUR CC
VICE CHAIRMAN	SUJEET KUMAR SINGH	RANCHI KATHALMORE
VICE CHAIRMAN	MANOJ KUMAR MISHRA	DIMNA ROAD
SECRETARY	MANISH KUMAR SINGH	RANCHI CC
ASST SECRETARY	PANKAJ KUMAR SINGH	JAMSHPEDPUR LOYALA
ASST SECRETARY	ASHOK RAJAK	SARAI DHELA
ASST SECRETARY	MUKESH JHA	ADITYAPUR
ASST SECRETARY	RAJESH KUMAR	DEOGHAR
ASST SECRETARY	SATYENDRA KUMAR SINGH	RANCHI BIRSA CHOWK
ASST SECRETARY	SANJAY MURMU	MADHUPUR
ASST SECRETARY	BALMIKI PANDEY	RANCHI CC
TREASURER	JAGANNATH KRISHNA SINGH	RANCHI CC

Bihar State Conference

10th Conference of CBEU State Committee Bihar was held successfully at Patna on 8th April 2023. The Conference was inaugurated by Com.K.Srikrishna, Gen. Secretary, CBEU and Guests of Honour were Com.M.S.Srinivasan, President, CBEU; Our Advisory Committee Members Com. Anirudh Kumar, Joint Secretary, AIBEA & Com C.S.Venugopal, Treasurer, AIBEA and Sri.Shreekant M Bhandiwad, GM, CO, Patna. Com.Jayant Kr Singh was the Reception Committee Chairman.



Greetings to the new team of Bihar State Committee

Office Bearers of the newly elected State Committee.

CHAIRMAN	BIBHUTI KANT	JHAMUZAFFPUR MOTIJHEEL
VICE CHAIRMAN	MANOJ KUMAR	ARRAH MAIN
VICE CHAIRMAN	FARID HASSAN	KHANSIWAII
VICE CHAIRMAN	ANJU SHARMA	SAMSTIPUR
VICE CHAIRMAN	RAJESH KUMARUPADHAYA	BUXAR
VICE CHAIRMAN	RAVI SHEKHAR PRASAD	DANAPUR CANTT
VICE CHAIRMAN	SHAILENDRA KUMAR SINGH	PATNA RAJABAZAR
SECRETARY	MUKESH KUMAR	PATNA RO I
ASST SECRETARY	MANISH RANJAN	MUZAFFPUR JURAN CHHAPRA
ASST SECRETARY	SANJEEV KUMAR	SITAMARHI
ASST SECRETARY	SAURABH RANJAN	NAWADA
ASST SECRETARY	NEERAJ KUMAR SINGH	BHAGALPUR
ASST SECRETARY	ANJEEV KUMAR	PATNA RO II
ASST SECRETARY	DIPESH KUMAR	PURNEA RO
ASST SECRETARY	RAHUL RANJAN	GAYA RO
TREASURER	P K CHOWDHARYPATNA	BORING RD II

West Bengal State Conference

10th Conference of CBEU State Committee West Bengal was held and concluded successfully at Kolkata on 16th April 2023. The Conference was inaugurated by Com.K.Srikrishna, Gen. Secretary, CBEU. Com.Rajen Nagar, President, AIBEA was the Chief Guest and Guests of Honour were Com.M.S.Srinivasan, President, CBEU, Our Advisory Committee Members Com. Anirudh Kumar, Joint Secretary, AIBEA & Com C.S.Venugopal, Treasurer, AIBEA, Sri.Harsh Bajaj, DGM, CO, Kolkata., Com.Kamal Bhattacharya, Chairman, BPBEA, Com. Partha Chanda, Joint Secretary, AIBEA, Com.Sakthimon Banerjee, State Secretary, CBOU.



Congratulations to West Bengal State Committee.

Office Bearers of the newly elected State Committee.

Chairman	COM. KALLOL MAITY	N S ROAD
Vice Chairman	COM. TAPAS KUMAR BISWAS	BURDWAN KHANPUKUR
Vice-Chairman	COM. ADITI SINHA	KASBA
Vice-Chairman,	COM. TAPAN GHOSH	SEALDAH
Vice-Chairman	COM. BALARAM ROY	CHAKDIGNAGAR
Vice-Chairman	COM. APURBA CHATTERJEE	BANKURA
Vice-Chairman	COM. PRASANTA KUMAR ROY	CO KOLKATA
Vice-Chairman	COM. ARNESH CHAKRABORTY	CHOWRINGHEE
State Secretary	COM. JOYDIP MUKHERJEE	L C ROAD
Asst. Secretary	COM. ARNAB GHOSHARMA	KOLKATA
Asst. Secretary	COM. IMTIAZ ALISILIGURI	RO
Asst. Secretary	COM. SUKANTA ROY	BOINCHIPOTA
Asst. Secretary	COM. SOURAV MANDAL	CLEARING SECTION
Asst. Secretary	COM. RUPA SINGH	KOLKATA RO I
Asst. Secretary	COM. ATABI ROYBURDWAN	KHANPUKUR
Asst. Secretary	COM. SAMRAT BHATTACHARYYA	RO HOWRAH
Asst. Secretary	COM. CHANCHAL JANA	BOLPUR
Treasurer	COM. ATANU MUKHERJEE	CO KOLKATA

Haryana State Conference

9th Conference of CBEU State Committee Haryana was held at Ambala on 22 April 2023. The Conference was inaugurated by Com.K.Srikrishna, Gen. Secretary, CBEU, Guests of Honour were Com.M.S.Srinivasan, President, CBEU; Our Advisory Committee Members Com. Anirudh Kumar, Joint Secretary, AIBEA & Com C.S.Venugopal, Treasurer, AIBEA; and Sri.H.Abhay Kumar, GM, CO, Karnal. Reception Committee Chairman was Com.R.K.Gulati.



**Greetings to the new team of Haryana State Committee
Office Bearers of the newly elected State Committee.**

CHAIRMAN	NEERAJ NARANG	HISAR GANDHICHOWK
VICE CHAIRMAN	RAVINDER BHUSHAN	SIRSA MEENA BAZAR
	ROHIT (BABBER)	AGROHA
	SURINDER KUMAR	CHUHARMAJRA
	MRS. GEETA DEVI	GURUGRAMDLF 3
	DINESH KUMAR RAGHAV	BHONDSI
STATE SECRETARY	ISHWAR PARSHAD	AMBALA CITY
	SANDEEP KUMAR	JIND
	JAI SINGH	NARNAUL UM
	GURPAL SINGH	KARNAL HANSIROAD
	DEEPAK KUMAR	BHIWANI MAIN
	RAMESH CHUGH	SONEPAT MAIN
	KRISHAN KUMAR	KITHWARI
	ASHOK KUMAR	PANIPAT SEC. 12
TREASURER	MRS. SAROJ RANI SHARMA	GURUGRAMSEC. 5

Punjab State Conference

9th Conference of CBEU State Committee Punjab concluded successfully at Ludhiana on 23rd April 2023. The Conference was inaugurated by Com.K.Srikrishna, Gen. Secretary, CBEU. Guests of Honour were Com.M.S.Srinivasan, President, CBEU; our Advisory Committee Members Com. Anirudh Kumar, Joint Secretary, AIBEA; Com C.S.Venugopal, Treasurer, AIBEA; Smt.Salina Goel, GM, Canara Bank, CO, Chandigarh; Com.S.K.Gautham, Joint Secretary, AIBEA; Com.P.R.Mehta, General Secretary, PBEF; Com.SPS Virk, Chairman, PBEF. Reception Committee Chairman was Com.Naresh Gaur.



Greetings to the new team of Punjab State Committee

Office Bearers of the newly elected State Committee.

CHAIRMAN	MOHINDER PAUL SINGH SIDHU	GARHSANKAR
VICE CHAIRMAN	NARINDER PAL	RAMPURA PHUL
	PAWAN KUMAR	UPPAL KHALSA
	SEEMA SEHGAL	LEELA BHAWAN PATIALA
	AMARJIT SINGH	VIRK
	SANJEEV KUMAR	LIBRA
STATE SECRETARY	SANJIV KUMAR PRASHAR	LEELA BHAWAN PATIALA
ASSISTANT SECRETARY	RAJWINDER SINGH	M.G.LUDHIANA
	PARAMJIT SINGH	LEELA BHAWAN PATIALA
	RAJINDER KUMAR	C.CHEST JALANDHAR
	KEWAL SINGH	ABOHR
	MAKHAN SINGH	NAWANSHahr SPS
	BALJINDER SINGH	GURDASPUR-M
	ARSHPREET SINGH	SEC 34 CHANDIGARH
TREASURER	DALER SINGH	A/C SEC CHANDIGARH

Delhi State Conference

10th Conference of CBEU State Committee Delhi was held on 30th April at New Delhi. The Conference was inaugurated by Com.K.Srikrishna, Gen. Secretary, CBEU, Com.J.P.Sharma, Vice President, AIBEA & General Secretary,DSBEF was the Chief Guest, Guest of Honour



were Com C.S.Venugopal, Treasurer, AIBEA & Advisory Committee Member, CBEU, Sri.Arun Kumar, DGM, CO, Delhi, Com. D.D.Rustagi former General Secretary, CBEU, Com. Dr.V.K.Singh former President, CBEU, Com.Arun Gupta, GeneralSecretary, JPBVF, and Reception Committee Chairman was Com.S.P.Sharma, President, DSBEF.



Office Bearers of the newly elected State Committee.

CHAIRMAN	PRADEEP KUMAR DHANKHER	DELHI ROHINI SEC 9
VICE CHAIRMAN	RITA SHARMA	DELHI ARM II
	VIKRAM SINGH	DELHI MAYUR VIHAR PHASE I
	VIRENDRA DUTT	DELHI AUROBINDO COLLEGE
	VIDYA SAGAR	DELHI RAJOURI GARDEN CUR CHEST
SECRETARY	SHAMSHER SINGH	DELHI DDU MARG LBO
ASSISTANT SECRETARY	ASHOK BHATIA	DELHI DDU MARG CUR CHEST
	NARENDER DUTT	DELHI JANPATH LBO
	INDU AGGARWAL	DELHI ROHINI SEC 5
	MOHAN LAL	DELHI SPL SME NANGLOI JAT
	ARADHANA	DELHI KAROL BAGH
	RAJESH KUMAR	DELHI ROHINI SEC 15
TREASURER	SHIV NARAYAN AGGARWAL	DELHI MONGOLPURI SME

Greetings to the new team of Delhi State Committee

SOCIAL IDENTIFICATION PROGRAMMES

State Committee Andhra Pradesh organised a Social Identification Programme on 7th April 2023 at our Vijayawada Union Office wherein Rs. 50,000/- was given as a relief to Smt. L. Venkateswaramma, Daily wager working in Pallerlamudi Branch, towards her daughter's maternity expenses, since her daughter delivered premature twins and the total medical expenses was around 10 lakhs.*

The act of deed by our Team Andhra Pradesh deserves all appreciation.



State Committee Odisha conducted a Social Identification Programme on 15 April 2023 in memory of Former General Secretary of CBEU & Former Assistant Secretary of AIBEA, Com. M Eknath Pai at Utkal Balashram, Nuapada, Cuttack, Odisha.

5 Ceiling Fans, 360 Notebooks, 20 Marker Pens, 20 Marker Ink, Groceries - Sugar, Flattened Rice, Atta, Refine Oil and other snack items were distributed to the 70 children present there.

Congratulations to Team Odisha



Respectful Homage to Com. M Eknath Pai



15th April is the death anniversary of Com. M Eknath Pai who was our former General Secretary. He was also a former Assistant Secretary of AIBEA. A tall leader of Maharashtra Bank Employees' Federation, he was groomed by none other than Com. C S. Com. Eknath was appointed as Workmen Director of our bank from 1992 to 1997.

Com. Eknath amer rahe

Madhya Pradesh Bank Employees' Association

The 29th Conference of Madhya Pradesh Bank Employees' Association was held at Bhopal on 03.04.2023. Enthusiastic participation of good number of comrades including lady comrades were there. Conference elected Com M K Shukla as Chairman, Com D R Sharma as President and Com V K Sharma as General Secretary.



Secretary of CBEU, Com Jaideep Malik has been elected as Assistant General Secretary and CC member Com Richa Gandhi as Organising Secretary.

Our best wishes to them.

Jammu Province Bank Employees' Federation

Conference of Jammu Province Bank Employees' Federation was held at Jammu on 09 April 2023. Com Tara Singh and Com Arun Kumar Gupta (Former Secretary, CBEU) were elected as President and General Secretary. Our Jammu State Secretary Com Yogesh Kumar has been elected as Secretary of the Federation and Com Lucky Jamwal Asst Secretary, CBEU, Jammu State Committee has been elected as Treasurer of the Federation.

We congratulate the comrades and wish them all the very best in their new assignment.



Punjab Bank Employees' Federation

Conference of Punjab Bank Employees' Federation was held at Ludhiana on 16th April 2023. Com C H Venkatachalam, General Secretary, AIBEA inaugurated. Com SPS Virk, Com S K Gautam and Com P R Mehta was elected as the Chairman, President and General Secretary respectively.

Deputy General Secretary of CBEU Com Sanjiv Kumar Prashar was elected as Deputy General Secretary of the Federation. Vice President of CBEU Com Mohinder Paul Singh Sidhu and our CC member Com Rajwinder Singh was elected as Joint Secretary and Organising Secretary respectively.



Our Congratulations to them.

Rajasthan Prades Bank Employees' Union

Conference of Rajasthan Prades Bank Employees' Union was held on 23rd April 2023. Com C H Venkatachalam, General Secretary, AIBEA inaugurated. Coms R G Sharma, Ravi Varma and Mahesh Mishra have been elected as the Chairman, President and General Secretary respectively.

CBEU State Secretary Com Ravideep Chaturvedi has been elected as Deputy General Secretary. CC members Com Khet Singh Gehlot and Com Monika Choudhary were elected as Vice President and Regional Secretary respectively. Our functionaries Com Ravi Kataria, Com Kuldeep Godhara were elected as Assistant Secretaries and Com Anurag



Bhutra, Com Yogesh Chand Verma as Regional Secretaries.
Our Congratulations to them.

AIBEAD State Federations Conference

Goa Bank Employees' Association

Conference of Goa Bank Employees' Association concluded successfully on 30th April 2023. Former leader of CBEU, Com Subhas Naik George and Com Maxi Periera were elected as President and General Secretary respectively. Our Assistant Secretary & State Secretary of Goa, Com Girish U Salgaonkar was elected as Secretary of GBEA.

Our Congratulations.



All Odisha Bank Employees' Association

12th conference of All Odisha Bank Employees Association was held at Cuttack on 30th April. Com Rajan Nagar, President, AIBEAD; Com Anirudh Kumar, Joint Secretary, AIBEAD greeted the Conference. Com. S N Nanda, Com. Sanjib Patti and Com P K Tripathy were elected as Chairman, President and General Secretary respectively. CBEU Secretary and Odisha State Secretary Com. Subhransu Satapathy was elected as Deputy General Secretary and our CC member and Chairman of Odisha State Committee Com Arun Kumar Tripathy as Secretary of the Federation.

Our best wishes to them.



SOCIAL IDENTIFICATION PROGRAMMES

State Committee Andhra Pradesh organised a Social Identification Programme on the occasion of 78th founding day of AIBEAD. A blood donation camp was organised at our SME branch. Around 16 comrades donated. Congratulations to our AP State Committee.



State Committee Telangana conducted a Social Identification Programme wherein two water distribution centres were started at Wattimaryhy village, Nalgonda district. One centre was inaugurated by the Village Sapranch and the other one was inaugurated by the Village Chairman. The Public welcomed and appreciated the initiative of the Union.



AIBEAD State Federations - Women's Conventions



The 5th Women's Convention of Mahagujarat Bank Employees' Association was conducted on 22 April 2023. Com Lalitha Joshi, Joint Secretary, AIBEAD was the Chief Guest. There was overwhelming participation of women comrades.

Com. Archana Bhatt(Central Bank of India) is the Convenor. Our CC Member, Com Neela Pandit is a member of Women's Council and Office Bearer MGBEA



(Compiled by Com K V Unnkrishnan and Com A Sheik Fareed,
State Committee Members, Kerala State Committee)

NPS IN BANKS

Employees joining on or after 01.04.2010 in Public Sector Banks are covered under “The Defined Contributory Pension Scheme” governed by the provisions of New Pension Scheme (NPS) regulated by Pension Fund Regulatory and Development Authority (PFRDA) set up by Govt. of India. Indian Banks follow the Corporate Model of NPS, wherein, the subscriber and the employer can both contribute to the subscriber’s NPS account. There shall be no separate Provident Fund for employees joining the services of the bank on or after 01.04.2010.

The NPS offers two types of accounts, Tier 1 and Tier 2. NPS Tier I accounts are the most fundamental type of NPS accounts. The Contributions made by the bank employees and the employer are managed under Tier I accounts. A Permanent Retirement Account Number (PRAN) is assigned to each NPS Tier 1 account. Designated Pension Funds Managers (PFM) such as LIC Pension Fund Limited, SBI Pension Fund Limited, UTI Retirement Solutions Limited are responsible for management of the subscribed Fund by way of investing the money in different financial instruments within the investment guidelines laid down by PFRDA and declare Net Asset Value (NAV) at the end of each business day.

Tier II account – is a voluntary savings account from which subscribers are free to withdraw his / her savings whenever he/she wishes subject to minimum contribution & balance. Tier II account is optional and not mandatory. Subscriber having a Tier I account only can open a Tier II account. Funds from Tier II can be transferred to Tier I. Funds from Tier I cannot be transferred to Tier II.

Contribution to NPS

The Employees shall contribute 10% of the Basic pay and Dearness Allowance towards the Defined Contributory Pension Scheme and the bank shall make 14% contribution in respect of these employees till the date of retirement.

Occasions to Exit from NPS and Commence monthly pension

The investment in NPS offers a pension, i.e., a monthly payout to the subscriber after retirement. There are some key differences between how the monthly pension amount is calculated in the case of NPS versus traditional pension schemes.

(a) **Upon Superannuation:** Once the subscriber attains 60 years of age, he/she has to invest at least 40% of the accumulated NPS corpus to purchase annuities from which he/she get a monthly pension. However, the subscriber can choose to use a larger portion of his/her NPS corpus to purchase annuities to get a higher monthly pension. The remaining funds can be withdrawn as lump sum. If the total accumulated pension corpus is less than or equal to Rs. 5 lakh, subscriber can opt out for 100% lump-sum withdrawal.

(b) **Pre-mature Exit:** In case of pre-mature exit (exit before attaining the age of superannuation/attaining 60 years of age) from NPS, at least 80% of the accumulated pension corpus of the Subscriber has to be utilized for purchase of an Annuity

that would provide a regular monthly pension. The remaining funds can be withdrawn as lump-sum. However, Complete (100%) Lump sum withdrawal allowed if the corpus is equal to or below Rs. 2.5 Lakhs. In case of premature exit also Annuity (Pension) starts immediately, if Subscriber fulfills the age and Corpus criteria for purchasing Annuity (depending upon choice of ASP and Annuity scheme of the respective Annuity Service Provider).

(c) **Upon Death of Subscriber:** in case of death of a Subscriber, the entire accumulated pension wealth of the Subscriber (100% NPS Corpus) shall be paid to the Nominees or Legal heirs, as the case may be, of such Subscriber. Though, the Nominee/Legal heir of the deceased Subscriber shall have the option to purchase any of the annuities being offered upon exit, to get a pension.

The monthly pension from National Pension System is different because the amount accumulated in the pension account varies from one subscriber to another

Annuity

In the context of NPS, Annuity refers to the monthly sum received by the Subscriber from the Annuity Service Provider (ASP). At the time of retirement from service or premature exit, a percentage of the pension wealth accumulated is to be invested with ASP for purchase of annuity from the ASP. In case Withdrawal due to Superannuation the minimum corpus to be annuitized is 40% and in case of Premature Exit and Death the minimum corpus to be annuitized is 80% of the wealth accumulated therein. The individual/individuals who are eligible to receive annuity payouts are known as an annuitant.

The monthly NPS pension depends on two key factors in addition to the amount you have accumulated in your NPS account. These factors are – the choice of annuity provider and the type of annuity plan. The subscriber cannot change the annuity and the rate of return under NPS once opted.

Types of Annuity Offered Under NPS

Currently, 5 different types of annuities are offered under the National Pension System. These are:

- Annuity for life** - On death of the annuitant, payment of Annuity ceases.
- Annuity for life with return of purchase price on death** - On death of the annuitant, payment of Annuity ceases and the purchase price is returned to the nominee.
- Annuity payable for life with 100% Annuity payable to spouse on death of annuitant** - On death of the annuitant, Annuity is paid to the spouse during his/her life time. If the spouse predeceases the annuitant, payment of Annuity will cease after the death of the annuitant
- Annuity payable for life with 100% Annuity payable to spouse on death of annuitant with return on purchase of Annuity** - On death of the annuitant, Annuity is paid to the spouse during his/her life time and purchase price is returned to the nominee after the death

of the spouse.

(e) Default Annuity Scheme (Applicable in case of Government Sector Subscribers only): Default Annuity Scheme shall provide for Annuity for life of the Subscriber and his or her spouse (if any) with provision for return of purchase price of the Annuity and upon the demise of such Subscriber, the Annuity be re-issued to the family members in the order specified hereunder at a premium rate prevalent at the time of purchase of such Annuity by utilizing the purchase price required to be returned under the Annuity contract (until all the family members in the order specified below are covered):

(i) Living dependent mother of the deceased Subscriber

(ii) Living dependent father of the deceased Subscriber.

After the coverage of all the family members specified above, the purchase price shall be returned to the surviving children of the Subscriber and in the absence of children, the legal heirs of the Subscriber, as may be applicable.

Continuation / Deferment under NPS

A Subscriber can remain invested in NPS Up to 75 years or can exit from NPS. Subscriber can defer his/her Withdrawal and stay invested in NPS upto 75 years of age. Subscriber can defer only lump sum Withdrawal, defer only Annuity or defer both lump sum as well as Annuity. Subscriber has an option to withdraw deferred lump sum amount in a phased manner up to 75 years of age or withdraw anytime the entire amount. Subscriber has an option to exit anytime during continuation, if he/she wishes to exit.

Resignation / Job shifting

If the subscriber changes his / her job and joins an organization registered under NPS, the subscriber can continue the PRAN under the new Corporate by submitting the CS-S3 form. In case of the Corporate Sector subscriber, if the subscriber changes his / her job and joins an organization not registered under NPS, the subscriber can continue the PRAN under the All Citizen of India sector.

Partial Withdrawal from NPS:

Following are the conditions of Conditional Withdrawal:

- (a) Subscriber should be in NPS at least for 3 years
- (b) Withdrawal amount will not exceed 25% of the contributions made by the Subscriber
- (c) Withdrawal can happen maximum of three times during the entire tenure of subscription.
- (d) Withdrawal is allowed only against the specified reasons, for example;
 - (i) Higher education of children (ii) Marriage of children
 - (iii) For the purchase/construction of residential house (in specified conditions) (iv) For treatment of Critical illnesses

Tax Benefits under NPS

(a) Tax benefits to employee on self-contribution: Employees contributing to NPS are eligible for following tax benefits on their own contribution:

- (i) Tax deduction up to 10% of salary (Basic + DA) under

section 80 CCD(1) within the overall ceiling of Rs. 1.50 lakh under Sec 80 CCE.

(ii) Tax deduction up to Rs.50,000 under section 80 CCD(1B) over and above the overall ceiling of Rs. 1.50 lakh under Sec 80 CCE.

(b) Tax Benefits to Employee on Employer's Contribution: Employers contribution to NPS account of employee is part of Income of the employee. However a sum up to 10% of salary (Basic + DA) contributed by employer is allowed for deduction under Section 80CCD(2) of Income Tax Act.

(c) Tax Benefits on Partial Withdrawal from NPS Account: Eligible for tax exemption on the amount withdrawn upto 25% of the self-contribution.

(d) Tax benefit on purchase of Annuity: Eligible for tax exemption on purchase of annuity upon attaining the age of 60 or superannuation under section 80CCD(5). However, the subsequent income received from annuity is subject to tax under section 80CCD(3) in the year of pay out.

(e) Tax benefit on Lump-Sum Withdrawal: Eligible for tax exemption on lump-sum withdrawal of 60% of accumulated pension wealth upon attaining the age of 60 or superannuation under section 10(12A)

(f) There is no tax benefit on investment towards **Tier II NPS Account**.

Nomination

Nomination can be made by the employee. Subscriber will be allowed to register upto three nominees only. Subscriber cannot fill the same nominee details more than once. Sum of percentage share of all the nominees must be equal to 100. A minor also can be a nominee. In such case, the subscriber will be required to provide guardian's details and date of birth of the minor.

Loans From NPS:

At present, no provisions exist for Loan out of pension corpus under NPS.

"The return under NPS is market driven. Hence, there is no guaranteed/defined amount of return" •



ALL INDIA BANK EMPLOYEES ASSOCIATION

We cordially invite you to attend the
Inaugural Session of our 29th National Conference

Welcome address
Shri. P. S. Nath
(Ramon Meghraj Awardee for Journalism)
Chairman, Reception Committee

Inauguration
Com. Amarjeet Kaur
General Secretary, All India Trade Union Congress
Vice President, World Federation of Trade Unions

Chief Guest
Com. Pambis Kyritis
General Secretary, World Federation of Trade Unions

Special Guests
Com. Sukhdev Singh
Farmers' Leader
Com. Sanjeev K. Bandish
Convener, United Forum of Bank Unions

Presided over by
Com. Rajen Nagar
President, ABEA

at 4-00 PM on Saturday, the 13th May, 2023
at Com. Suresh Dhopeshwarlal Manch
Sri Shanmukhanand Chandrasekarendra Saraswathi Auditorium
Com. Harbanslal Marg, (Flank Road), Sion East, Mumbai - 400 022

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DOUBLE LOCK - DUAL CONTROL

- *Who can hold the double lock keys?*

The double lock/strong room shall be under the joint custody of two officials of the branch, one of whom should be a Power of Attorney holder.

- *Who is responsible for the content of the strong room?*

The key holders are jointly responsible for the contents of the strong room/safe.

- *When the Double Lock Registrar NB.26 is used?*

When the Senior Manager/Manager/first key holder has to go out on urgent work, during the course of the office hours, he should hand over the keys to another officer wherever officer is available or to another employee duly recording the same in the Double Lock Register NB.26. As soon as he returns to the office, the keys have to be taken back duly recording again in the Double Lock Register.

- *Where are the cash stamps kept?*

“Cash Received” “Cash Paid” stamps should be placed in Single Lock Box and kept in double lock after office hours. During office hours, the stamps will be in the custody of the concerned Cashiers.

SINGLE LOCK:

- *What currency should be kept in single lock?*

Loose Notes and Coins, currency notes of below Rs.50/- are to be kept in single lock.

- *How should handle the Single lock key?*

The key of the single lock shall be held by the cashier handling Cash.

- *Is there any duplicate key for the Single Lock?*

The duplicate key of the Single Lock should be lodged in safe custody, as in the case of duplicate keys of Double Lock, at another branch/Bank,(ref : common safe custody receipt)

- *Is there any register for handing over single lock key?*

An acknowledgement should be obtained from the Cashier when the Single Lock key is handed over to him. It is for this purpose, a few folios are provided at the end of the Double Lock Register (NB 26)

- *Who should check the single lock cash at the end of the day?*

At the end of the day, cash in the Single Lock should be checked by the manager/one of the key holders and

Single Lock box (cash box with coin tray) locked and taken over after acknowledgement. This will be the closing Single lock cash for the day and opening Single Lock cash for the next day.

ACCOUNTING BOOKS:

- *What are the various accounting books used in cash?*

Cash Register – (NB 9): -

A provision for noting full particulars of denominations of currency notes and coins. This Register should be held in Double Lock overnight.

Double Lock Register – NB 26:

NB 26 serves as an independent record of particulars of Cash handed over to the Cashier. The time should also be noted in the space provided for, on every occasion when the cash is taken out from the double lock.

Double Lock Movement Register – NB 27:

This Register is essentially a record of the securities kept in and taken out of Double Lock.

- *Who should open the strong room?*

the Bank's strong room/safe is opened by the key holders.

- *How the cash is to be taken for the day?*

An estimate of the day's minimum Cash requirement should be made and one of the key holders should note the particulars of Cash to be taken out in Cash Register (NB.9) as well as Double Lock Register (NB.26) in the appropriate columns. The total amount should also be mentioned in the relevant column. The amount should also be written in words along with the time of taking out cash.

- *Who should take the cash from the double lock?*

One of the key holders should remove the cash thus entered, from the Double Lock under the supervision of the other key holder. The Cash so removed should immediately be placed in a box (preferably in a steel trunk), which should be closed and locked. Single Lock Box should be taken out from the Double Lock likewise. The particulars of cash in Single Lock (earlier day's closing Cash of single lock) should be entered below the particulars of Double Lock Cash noted in Cash Register (NB.9) as well as in Double Lock Register (NB.26). Both the key holders should sign the Cash Register as well as the Double Lock Register, in the spaces provided for, against the particulars noted therein.