

Editor
S.B.C. Karunakaran

August 2014 to
March 2015

* Arise

Rise : 2 - Ray : 1

Association of Retired IOB's Employees

IBA's ETHOS and BANK PENSIONERS' WOES



Double Tragedy of Denial and Self Denial

We the Bank Pensioners are in a sad state where we have to confront not only an intransigent IBA programmed to deny benefits to employees but also have to convince our own community of bank employees and retirees of our entitlements to most of these benefits. Yes, these benefits are not merely legitimately due to us but they are our statutory entitlements.

Never in the history of trade union movement, that too of white-collar trade union movement, a management befooled the employees into believing that the employees have to bargain for a benefit as a new benefit to which they are in fact entitled for more than two decades. IBA has the temerity to cast away an express provision in Pension Regulations and has the audacity to confuse and compel unions to fight for Pension Updation as a new benefit. It has become the ethos of IBA to deny benefits to employees, present and former. Denial by IBA is made worse by our self denial. IBA has

taken advantage of our ignorance rather our stubbornness to be ignorant of our own entitlement. Central Government is happy with the achievement of IBA. Present plight of bank pensioners is a self-inflicted wound caused by their ignorance and it is high time bank pensioners became aware of their entitlements like pension updation denied to them for more than two decades. LET US UNDERSTAND THAT PENSION UPDATION IS NOT A NEW BENEFIT THAT IS TO BE ACHIEVED BUT IS AN EXISTING ENTITLEMENT WHOSE IMPLEMENTATION DISCONTINUED UNILATERALLY BY IBA SINCE 6th BIPARTITE SETTLEMENT HAS TO BE ONLY REIMPLEMENTED retrospectively to all those who retired since 1st November 1987.

Let us recall the history of introduction of Pension in financial sector. Central Government which insisted on extending pension only on the lines of Government Pension Scheme

and hence only as a second benefit as against the demand (by employees of RBI, LIC & BANKS other than SBI) for pension as third benefit, is now hell bent on denying pension updation to employees of RBI, LIC & BANKS, all making profits and paying dividends to the Central Government though pension updation is available in spite of fiscal deficits and losses to employees of Central Government and also State Governments and PSUs with every revision of pay. All these employees of Government and PSUs running into several lakhs get pension updation in spite of Central Government having continuously huge fiscal deficits, State Governments having more deficits with some of them being near bankrupt and many of them being literally in penury and the PSUs making lean profits or no profits. But Pensioners in RBI, LIC and Banks who do not constitute even ¼ of these pensioners in size and in spite of their institutions/organizations making good profits and paying huge taxes to both Central and State Governments are denied pension updation in the name of public interest. Government says, "pension updation if granted to RBI or LIC will have consequential demand across all financial institutions and hence is 'not in Public Interest!'" Government has the audacious arrogance to contend that granting pension updation to a larger number of Government and PSU employees in spite of deficits and losses is in public interest and on the contrary denying pension updation to a smaller section is necessary in public interest! IBA sings their master's voice with the tune of cost. Should we meekly accept such cynical interpretations of public interest and computation of cost?

It is sad that even unions and federations (not AIBPARC or any of its affiliates) of retirees are working suggesting modalities to meet the cost of pension. In fact one Federation has suggested, "Pensioners are not owners of Pension corpus. Hence this corpus can be transferred to the Capital of banks to improve their capital adequacy which will enable them to lend more and earn more so that additional earnings can meet the cost of pension updation and 100% DA neutralization and pension updation can be made prospectively only from 10th Bipartite." In the first place Pension Corpus belongs to Pension Trust and in any trust the Trust is the owner of assets and not even the maker of the Trust but the benefits of the trust have to go only to the designated beneficiaries and the trustees have to ensure protection and preservation of trust assets and flow of benefits to the beneficiaries. Further this pension corpus has been created out of the surrender of PF (and extra sum in the case of Second Option pensioners) of the pensioners. So the diversion of pension trust funds to the bank is a breach of trust and is an offence. Further we are governed by Accounting Standards {AS-15(R) equivalent to IAS 19 (R)} and every institution has to make investments whose Fair Value that should equal Net Present Value of pension obligations and any shortfall has to be shown as

Liability. No statutory auditor will sign the balance sheet if these standards are not followed and there is no escape from these standards which are international requirements of fair & true picture and transparency. What do you make of such suggestions and the seriousness of those who make such suggestions? We do not require enemies to muddle the pension struggle when we have such friends amidst us peddling pedestrian stuff. We should refuse to discuss cost of pension updation or of 100% DA neutralization because the former is already provided and implemented once and the latter is a constitutionally guaranteed right as explained in D.S.Nakara's case, the magna carta for pensioners.

In fact when the response to pension option in RBI was not satisfactory, RBI issued a circular in 1992 explaining the benefits of Pension Scheme introduced on the lines of Government Pension Scheme and mentioned specifically about updation of pension with every wage revision. This was also mentioned in one of the Lok Sabha debates. After much publicity on this aspect, RBI opened the pension scheme again in 1995 inviting option from employees. In this backdrop correspondence exchanged between Bank unions and IBA and MOUs signed assured of pension updation. This culminated in Reg.35 of our Pension Regulations providing for pension updation as and when necessary and its implementation using the updation formula of 4th Pay Commission then available for Central Government pensioners.

There can be no two opinion that the retirees who struggled for pension settlements and who are responsible for successful incorporation of Reg.35 have every right to defend this settlement and cannot be expected or coerced or coaxed to take it lying down if the same is challenged by any powers or discarded by IBA. The least the pensioners expect from the UFBU and other unions of serving employees is total support to them and resolve to expose the charade of IBA. A settlement is sacrosanct and is a solemn assurance which cannot be reneged on by either party and an entitlement enshrined in a settlement cannot be ignored or denied. Unions cannot be asked to renegotiate an agreed item and concede concession on cost considerations. Such a course will set a dangerous precedent of upsetting the certainty of settlements where IBA can in future renege even on a negotiated wage settlement and force unions to renegotiate for an inferior settlement.

IBA cannot raise the issue of cost of implementation of pension updation as the same was already gone into when IBA and Central Government insisted on introduction of pension as second benefit on the lines of pension scheme of Central Government. Further the cost claim of IBA is farther from the truth. It has not a grain of truth and is only a bogey to deny pension updation to bank pensioners. Even a liberal estimate of updation assuming full pension to all pensioners

at the maximum of their scale will not cost more than Rs.1000 crore annually which also subsumes 100% DA neutralization to pre-November,2002 retirees. The Pension corpus already generates an annual surplus of Rs.1320 crore and the corpus is still growing.

We all know that the Defined Benefit Pension scheme (DBS) of present pensioners is not open ended and hence no new employee recruited after 2010 is allowed to join it. So there should be no pension corpus left when the last pensioner under this scheme ceases to live. In other words, the contribution to pension fund has to, therefore, stop at some time in the near future. Present corpus which is more than Rs.1.14 lakh crore as on 31st March 2014 may last for 16 years even at zero% yield at present annual outgo of Rs.7235 crore. As even the youngest pensioner of 60 years today would be 76 in sixteen years - in other words 80% of pensioners as on date would not be alive but the corpus of Rs.1.14 lakh crore with further contributions and interest would still remain in tact. So any actuarial calculation has to consider the fact that the pension scheme is not open ended and its obligations are finite.

International Accounting Standards IAS 19(Revised) and its variation Indian Accounting Standards AS 15 (Revised) discuss elaborately on pension obligations under DBS and its computation taking into account life expectancy of pensioners to determine the period upto which pension obligation has to be met, the past service that has to be recognized to determine the quantum of pension obligation, gain or loss in actuarial valuations etc. Both standards (with some variations) stipulate that a Balance Sheet shall show under 'Liability' the quantum of Present value of pension obligations ('Present value' determined using designated discount rate) that exceeds Fair value of Plan Assets (i.e Fair Value of investments that are made/planned to be made out of pension fund to meet pension obligations). **It is evident from these standards that pension obligations are to be matched by not yields of investments but fair value of the investments.** As there was practically no recruitment from 1985 to 2000 there will be no pension outgo for nearly 5 years after the last pensioner recruited before 1985 dies. As the average age of entry in those years was about 24 years almost all of them recruited till 1984 would retire by 2020. It is also a fact that 2/3 of those who will receive pension updatation (i.e those who retired before 9th Bipartite settlement) have already crossed the normal life expectancy period of 66 years (We do not know what is the life expectancy assumed by actuaries but the commutation factor given in Pension Regulations indicates the normal life expectancy). and hence pension obligation has to come down drastically in respect of these pensioners. Even if the present life expectancy is assumed to go up from the present 66 to 70 years of age, pension obligation to the present pensioners and future pensioners retiring before 2020 would steeply come down before ceasing to exist after 2030 and pension obligation to those recruited from 2000 would not commence before 2035. So for nearly 5 years the corpus will grow with yields

but without outgo. Taking all these factors into account the present rate of contribution is itself adequate to take care of pension updatation cost and that to the contribution has too be made only for a few more years and not any longer for reasons explained above.

Pension updatation is a moral right and is a promise/commitment made by all Financial institutions and the Government micro-managing introduction of pension in financial sector is well aware of this promise and commitment. **Are we ambitious to expect the people manning the government and the IBA to be men of honour? It is their honour that is on test today. It is for them to decide whether they deliver us our due as honourable men or usurp the senior citizens of their hard-won entitlements? If usurpation is the choice they make then exposure and ceaseless struggle shall be our choice.** Let us forge unity among all in the financial sector, struggle jointly and stop not till every one gets improved pension including pension updatation, uniform 30% of Basic pension as family pension, full pension on completion of 20 years of service on the lines of Central Government pensioners. Updatation is available to government employees even before introduction of pension scheme in financial sector and the same has been improved by successive pay commissions.

We are only asking for benefits which the government pensioners are enjoying for the past 10 to 30 years because it has been emphasized ad nauseam during pension negotiation that the pension scheme cannot be different from what is obtaining in Central Government and it has to be only on the lines of Central Government Pension Scheme. Government pensioners have pension updatation. Government pensioners have 100% DA neutralization irrespective of date of retirement. Government Pensioners have pension upgradation where the basic pension increases periodically after reaching the age of 80, Government pensioners have full pension on completion of 20 years of age, Government pensioners (i.e Family Pensioners) uniformly get 30% of Basic Pay as family pension, Government pensioners get basic pension on last drawn pay or last 10 months' average pay whichever is better, Government pensioners get cover under CGHS for medicare and Government Pensioners get many more benefits. **BUT WE IN THE FINANCIAL SECTOR GET NOT ANY ONE OF THESE AND STILL WE ARE TOLD OUR PENSION SCHEME IS ON THE LINES OF GOVERNMENT PENSION SCHEME!** Who is unreasonable, who is irrational, who is dishonourable- We who demand or IBA who denies these improvements even after 10 to 30 years of their availability to government pensioners, that too when most of these benefits are already incorporated in our Pension Regulations?

Central Government tries everything to deny pension updatation and other benefits to pensioners in financial sector. Pensioners are winning cases in court after court. Central Government

cannot disprove LIC Board's competence to provide pension updation to its pensioners, cannot justify its interference in LIC Board's decision to grant updation and in fact cannot show it has legal authority/competence to interfere with LIC Board's decision. Government of so called 'Interference' has been replaced by Government of 'Autonomy'. But still the Government continues to fight in Supreme Court the favourable verdict the pensioners got in lower courts. In the case of RBI the Central Government citing S.7 of RBI Act says that it is not against RBI wanting to grant pension updation but RBI has no power to amend the pension regulation to provide pension updation without their approval. If so, why is the Central Government not approving but is still sitting over RBI's proposal for amendment to Pension Regulations? Government of so called 'Policy Paralysis' has gone and the Government of 'Governance' is in power for more than 6 months now but there is no approval yet to RBI's proposal. Our members from ARISE filed a writ petition praying for pension updation as the same is already provided in Pension Regulations. Government interfered in LIC, questioned RBI's authority but went silent to our writ leaving it to IBA to fend off our claim.

Every government is sensitive to public opinion and if Government is not favourably disposed to us it is because we failed to generate public opinion in our favour. Is there a modicum of public opinion in our favour leave alone a groundswell of it? We can and we will gain public opinion in our favour only if we ourselves become aware of our rights and angry over the enormity of injustice being done to us. Are we not hearing even amidst us from our own community of bank employees or retirees that things could not be achieved at one go? Is it 'one go' to desire achieving things that are denied for more than 2 decades? If we ourselves are not convinced we cannot generate public opinion. We are already late but not too late. Let us mould opinion amidst us and lose no time to simultaneously mould public opinion. Every political party has well meaning leaders kindly disposed to labour; there are heads of banks sympathetic to our cause; there exists an oasis of humanity in bureaucracy wanting to help us. We have to seek their help in our task of gaining public sympathy. Let us leave no stone unturned, let us knock every door, let us do everything in our power to achieve what we deserve. Let us always remember no power on earth can shake off the idea and ideal of PARITY whose time has come.

The powers that be can no longer delay the benefits denied to us. If they think they can tire us in endless court battles they are wrong because the fire in us cannot be doused but by conceding to our demands. If they think our pockets are not deep enough to match theirs even half way whereas they can dig deep into the coffer to resist our legitimate claims in courts they are wrong. If they think high profile lawyers can obliterate reason and reasonableness and banish truth from the sight of courts they are wrong. If they think sound-bites



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

CIRCULAT NO. 1/15.

January 1st, 2015

Hail the New Year 2015

Dear Comrade,

Every New Year comes with new promise, new desire and new fulfillment. We like to say good-bye to all lost hopes, all unfulfilled desires and disquieting events around us. Let the New Year come with vitality, vigour, freshness of body and mind and peace all around. We have our own hopes and aspirations and we are sure that all members of our organisation will be in one with us in having stubborn hopes to cleanse the society and the world. We hope that - Ugly dance of terrorism of all hues and colours will stop and humanity will get a fair chance to live in peace.

- The widening disparity between the rich and the poor resulting in suffering of mankind in majority be minimized with human face of economy.
- Let the working class get due remuneration for the labour sold and the hazards undertaken. Let the government and the entrepreneurs realize the basic fact that profit making should not be the sole motto as it leads to deprivation of the majority.
- Let good sense prevail in all corners to ensure a fairly good and stable industrial relations scenario in the Banking Sector where justice would be done and should be done to all serving and retired employees.

We pray to the Almighty that our members, leaders, activists, veterans and sympathizers will continue to remain in good health, fresh mind and family peace. It will not be out of place to make a mention that we are going to assemble at Jantar Mantar, New Delhi on 6th February, 2015 to participate in a Dharna for focussing our issues before the Government/IBA. We expect to start the new year with re-assertion of the rights of Pensioners and Retirees.

With warm wishes of the New Year
S.R.SEN GUPTA
GENERAL SECRETARY

by high profile lawyers are enough to win they are wrong. We will soon prove them all wrong and wrest justice from the unwilling hands of these powers. We request the UFBU and other serving employees unions to lend support to us and champion our cause unreservedly. ■

EDITORIAL GLIMPSES OF 'FUTURE'

Industrial relation scenario in the Banking Sector reached a stalemate which is unhealthy and undesirable. This is interesting to note that all State Governments and Central Government utilize the banking sector for implementation of all its economic programmes. In most of the cases, the banks do not have even the consultative status before declaration of policies at Government level. Does it not cost the profitability? We the bank men have never thought in terms of profitability. Since nationalization, it has been our consistent effort to serve the people in a manner that suits country's progress and welfare. Now when the question of wage revision comes, the issue of 'paying capacity' arises. Are the employees responsible for this? Do they have any control over formulation of schemes and its implementation through banking channel? Huge provision of NPA is being done every year. If the top hundred borrowal accounts of any bank is earmarked, it would be seen that they belong to such a stratum which is beyond the reach of common employees of the banking sector. Do we not know who they are? Less said better it is Operating Profit which is the real test of efficiency is on the increase. Why then IBA/GoI is so shaky and so hesitant to come out in an open manner to break the stalemate. There was a time when internal and external relativity was discussed at great length in bipartite talks before finalization of pay scales. A constant comparison was made between the starting salary of a bank officer and a Government officer. The difference at present is so wide that comparison leads to one-eyedness of the Government only. No one is thinking about the job hazards, the peril and the sensitivity of a banker. It is almost like walking on an open sword. It may create wounds at any point of time. Specified working hours is gradually becoming an unknown subject in the industry. There is definite time to come and no fixed time to depart. Does it not call for an early and honourable age revision to ensure adequate compensation



for the persons working in the industry.

We note with serious concern that the LICIAmendment Bill is on the way of getting passed in both houses of the Parliament. In spite of enthusiastic protest by several opposition parties, a strong invisible unanimity has been arrived at between the ruling party and the principal opposition party. All the suggestions given by the Congress in the Select Committee are in the process of being accommodated by the party in power. This would pave the way for opening the doors for privatization as well as 'Foreignisation', LICIA always stood for people's confidence because of sovereign support. After large dose of privatization, will it ever stand as a symbol of security and confidence? The employees of LICIA are on the streets. We join them whole heartedly and shall shout to highest pitch of our voice: "Oppose privatization in any name." Another cause of concern is cabinet's approval to privatization by way of reduction of its own equity in Public Banks.

As for the pensioners of the banking industry, the elder citizens are again on the street. They will assemble in large numbers at Jantar Mantar, New Delhi on 6th February 2015 to reassert their demands which include, inter alia, their right to have dialogue with authorities. Cutting across the barriers of political thoughts, several leaders would address the gathering. The leaders of all central trade unions have been invited to share the dais. Government. / IBA is still reluctant to agree to updation of pension. This stand is not

.... *Continued in Page No. 20*



Indian Banks' Association

Minutes of the discussions held on 23rd February 2015 between IBA representing Management of banks which are parties to the Bipartite Settlement and Workmen Unions and Officers' Associations on wage revision

Discussions were held between the Indian Banks' Association representing Managements of banks and the authorized representatives of Workmen Unions and Officers' Associations on wage revision for officers in banks. After holding several rounds of discussions, the parties have mutually agreed as under:

1. The wage revision will be effective from 1.11.2012.
2. The annual wage increase in salary and allowances @15% which works out to Rs. 4725 crores on salary slip components.
3. The new scales will be constructed after merging dearness allowance corresponding 4440 points as on November 2011, which works out to 60.15% and adding a load factor of 2% on Basic Pay plus Dearness Allowance as on 31st March 2012 amounting to around Rs. 597 crores.
4. Distribution of annual wage increase between Workmen Unions and Officers' Associations will be worked separately based on breakup of establishment expenses as on 31.3.2012.
5. Every second and fourth Saturday of the month will be a holiday and the other Saturdays will be full working days.
6. All other issues of the Managements and Unions/Associations discussed during the process of negotiation will be settled to the mutual satisfaction.
7. The parties will meet on mutually convenient dates to draw out a detailed Bipartite Settlement/Joint Note on the various issues on which consensus positions have been reached. The parties will endeavour to finalise the Bipartite Settlement /Joint Note within a period of ninety days from the date of this minutes.

Signed at Mumbai on 23rd February 2015

FOR MANAGEMENT

I M Bhasin

V R Iyer

Arundhati Bhattacharya

Rajeev Rishi

FOR OFFICERS' ASSOCIATIONS/ WORKMEN UNIONS

All India Bank Officers' Confederation

All India Bank Officers' Association

Indian National Bank Officers' Congress

National Organisation of Bank Officers



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

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CIRCULAR NO. 18/14.

September 10, 2014

*(For circulation among all the members of the Managing Committee as well as the
Governing Council of AIBPARC and also Special Invitees)*

Dear Comrade,

Tamil Nadu State Convention.

The State Convention of All India Bank Pensioners and Retirees' Confederation, Tamil Nadu State Unit, was held at Chennai on 6th September, 2014 at Balamandir German Hall. The convention was presided over by Com.S.B.C. Karunakara, President, Tamil Nadu State Unit and attended by nearly 500 retirees from different parts of the State. In his welcome address Com. Karunakaran mentioned about the indifferent attitude of IBA and Government to the problems of Retirees and Pensioners and urged for immediate attention of the authorities. Com. K.Chandrasekharan, Secretary, Tamil Nadu State Unit presented the introductory report and a precise report of the state of affairs obtaining as on the date. Com. Chandrasekharan gave a detailed account of the birth of AIBPARC and its growth.

In inaugurating the conference Com. S.R. Sengupta, General Secretary, AIBPARC complemented the Tamil Nadu State Unit for organising this convention in such a grand manner within a short period of its formation. He said that this was indicative of the love and affection the pensioners and retirees have towards AIBPARC. There might be an organisation formed earlier but they could not raise the issues concerning the pensioners and retirees effectively and as a result, the said organisation was more known for its annual get together etc. Com.Sengupta mentioned that within a short period of its formation in March, 2012 it has created such an impact that the pensioners and retirees are asking about the resolution of their problems. Exhaustive memorandum have been submitted to UFBU, IBA, Government of India, Parliamentarians and intellectuals who matter. Many of them have already appreciated the efforts of AIBPARC. The issues which have been taken up primarily

are as under :

1. Updation of pension,
2. 100% D.A. Neutralisation to pre-01.11.2002 retirees,
3. Improvement in family pension,
4. Comprehensive medical reimbursement scheme,
5. Pension for eligible resignees and those Compulsorily Retired,
6. Part time service to be full time service for the purpose of qualifying service for pension,
7. Addition of notional service as per Reg. 26 to all specialist officers recruited with higher than normal age of entry,
8. Enhancement of exgratia payable to pre-1986 retirees,
9. Proper bipartite forum for Retirees' organisations with and at Bank level,
10. Settlement of pending issues of pensioners in State Bank of India.

Com. Sengupta mentioned that while all out efforts have been made for peaceful dialogue and negotiated settlement the pensioners will have to prepare themselves for struggle also. In September, 2013 a massive Dharna of nearly 3000 retirees was organised at Jantar Mantar, New Delhi which was addressed by eminent MPs like Shri Prakash Javadekar, Com. Sitaram Yechuri and Com. Tapan Sen. There was immediate response from the Ministry of Finance and discussions were held with the Secretary, Department. of Financial Services and AIBPARC representatives. However, due to some negative role played by IBA and its allies no progress could be achieved as yet. Shri Sengupta said that efforts are now also being made to meet the Finance

Minister as early as possible. If all the efforts fail, what to do? Can we be onlooker? No friends, we will fight – Shri Sengupta asserted. This time the Dharna will be of a still bigger size and dimension. The Co-ordination Committee of three pensioners organisations has already been formed for joint struggle and due notice has been sent to all concerned. The pensioners should get themselves ready right from now. Every participant in the convention should educate those who could not come today so that the message of AIBPARC goes to every corner of the country. Shri K.V. Acharya, President, AIBPARC, said that upgradation of pension was a settled issue. In the minutes for pension settled between IBA and the Officers' Association and Workmen Unions it was clearly mentioned that the pension in the Banking Industry would be in the line obtaining in Government of India/Reserve Bank of India.

Accordingly, in the Pension Regulations necessary provision was made for a particular batch which came under the purview of the agreement. Thereafter, in the subsequent revision this particular provision could be pursued because of change of priorities. Government/IBA cannot take advantage of the situation and deny the Bank Officers/Employees of updation. Com. P.P.S. Murthy, General Secretary, Federation of SBI Pensioners' Association also highlighted the issues of the pensioners and retirees. Com. Franco, Secretary, AIBOC, Tamil Nadu State Unit asserted that the genuine demands of the pensioners cannot be wished away by the authorities and any struggle launched would be supported wholeheartedly by the serving organisations e.g. AIBOC. Com. S. Kuppaswamy, President, Indian Bank Pensioners' and Retirees' Association, proposed vote of thanks. The Convention was a grand success.

With warm greetings,

Yours sincerely,
S. R. SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC- A wing of AIBOC)

CIRCULAR NO. 32/2014

22.12.2014

*(For circulation among members of the Governing Council,
Secretaries of State Units and to all affiliates.)*

Good-bye 2014

Friends,

We have grown in age by another year and we are standing on the threshold to say goodbye to the year 2014. This has been an eventful period for all of us. Although developments have not always been good, we cannot remain unmindful to the landmarks of history.

1. The movement of Retirees has taken a definite shape in the country. Different affiliates have consolidated their strength further during the period; different State Committees have taken regular shape after holding formal conferences and ad-hoc Committees have been formed at different places where we did not have formal structure before. It has been a year of growth and consolidation. The apex body of the organisation met at regular intervals and took stock of the situation. Demonstrative actions have been contemplated and implemented to stir the issues of pensioners before UFBU/ IBA/ GoI. The flow of information has been steady and regular from the apex body to the grass-root level through two important channels – website and hard copy.
2. The industrial relation scenario of the banking sector has not at all been good. The attitude of the Government has been unsympathetic and unreasonable. IBA did not move a single inch beyond the “nod” of the Government and virtually forced the organisation to go for repeated strike actions. The proposed offer of 11% on pay-slip components has been extremely inadequate. Rigidity cannot be the only answer in bipartite talks.
3. It has been noted with pleasure that UFBU has not been oblivious of the demands of pensioners and retirees. Issues have come to the table for discussion at regular intervals. Some hope has been raised on some of the issues but IBA's reactions to the principal demand of “updation” is still lukewarm. Sensing uncertainty AIBPARC again decided to go for Dharna on 6th February, 2015 at Jantar Mantar, New Delhi. Preparation is in full swing. Comrades, we shall march on to Delhi in large numbers to show before IBA/Government/ Society at large that the contribution of the elder citizens in development of the country's economy needs to be reckoned.
4. The most important national event is the change of power from the hands of UPA-II to NDA. The countrymen have high hope from the new Government and we are also no exception to it. We sincerely believe that good senses would prevail and Bank Retirees would be treated at par with the retirees of Central Government. We are peace loving and loyal citizens of the country. We are deeply pained to see the bloodbath of children at the Army School of Pakistan and ugly dance of terrorism in different corners of the world.

Let the New Year 2015 bring peace, prosperity and satisfaction.

Yours sincerely,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Talks with IBA

CIRCULAR NO. 22/14

September 29, 2014

*(For circulation among all the members of the
Governing Council of AIBPARC and Secretaries of
different State Committees)*

Talks with IBA on Wage-Revision.

Your attention might have been drawn to AIBOC Circular No. 2014/61 dated 27.09.2014 on the above subject. The highlights of the contents are being informed hereunder for information of our GC Members and State Secretaries:-

1. There had been lot of discussion on UFBU's demand for 100% reimbursement of hospitalisation expenses incurred by employees/officers and their family members and the group mediclaim offered. IBA clarified that employees would continue to submit their claim to the management and the reimbursement would be made by the Banks.
2. There had been discussions on other issues like Regulated working hours for officers, introduction of 5 days banking in a week and Pension related matters (improvement of family Pension, Periodical updation of Pension, 100% DA on pension for pre-Nov. 2002 Retirees etc.) IBA is inclined to favourably consider the demand of 100% DA on pension to pre-Nov. 2002 Retirees. IBA further informed that cost aspect on improvement in family pension is being worked out and a decision would be taken soon. As regards updation of pension IBA raised the issue of high cost and at the insistence of UFBU, IBA agreed that any viable and affordable proposition would be examined.

3. There had been disagreement on issues like introduction of 5 day week and regulated working hours. IBA however agreed to examine the suggestion put forth by UFBU. The UFBU rejected the concept of CTC and also restricting the idea of wage region talks upto the level of Scale III officers.
4. On the vital issue of improvement of the offer over 11%, IBA conveyed its inability to improve further provided UFBU does not scale down its offer. As the stand of IBA was adamant, UFBU expressed its unhappiness. In subsequent meetings of the components of UFBU, various programmes were declared which are being informed hereunder for information :-

October 10, 2014 – Black badge wearing,

October 17, 2014 – countrywide Protest demonstration,

Between October 18 and October 31 – one day dharna at all state capitals. Thereafter countrywide one day protest strike for which separate circular would be issued by UFBU.

All our leaders, activists, veterans, Secretaries of State Committees and members are urged upon to keep in constant touch with the AIBOC leadership available in each centre of the country to know from them the details of the programmes chalked out and also to participate wholeheartedly in all such programme.

With best wishes,

Yours sincerely,
S.R.SENGUPTA
GENERAL SECRETARY

Old age, once a sign of status, a rite of passage to dignity, is now redundant or pathological, a problem policy and social work, not for the family which states its indifference ruthlessly.

- The HelpAge India report 2014



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Talks with IBA

CIRCULAR NO. 31/14

22.12.2014

(For circulation among members of the Governing Council, Secretaries of State Units and to all affiliates.)

Series of agitational programmes declared by UFBU – Industrial Relations in Banking Sector Strained – Unions condemn IBA's direction to revisit the mandate and demand immediate finalization of wage settlement.

Friends,

UFBU expressed serious displeasure at the unresponsive attitude and dilatory tactics of IBA in finalization of the wage settlement. Several preparatory programmes have been declared which will culminate in indefinite strike. We append below all such programmes with request to all our members, veterans, leaders and activists to take part in all such programmes at which centre possible for them. This is urgent:

Preparatory programmes

30.12.2014 Tuesday

05.01.2015 Monday

06.01.2015 Tuesday

Strike programmes

One day All India Strike

4 days continuous strike all over the country

Indefinite strike

Mass demonstration in all centres.

Black Badge wearing.

Mass demonstration/procession/rallies in all centres.

7th January, 2015.

21st January, 2015 to 24th January, 2015.

16th March, 2015 onwards.

With best wishes,
S.R.SENGUPTA
GENERAL SECRETARY

CIRCULAR NO. 5/15

January 22, 2015

(For circulation among members of the Governing Council, Secretaries of State Units and to all affiliates.)

Bipartite talks on Wage Revision knock at the door.

Dear Comrade,

You have already learnt by our earlier circular dated 19.01.2015 that IBA has already conveyed their willingness to reach finality by 7th February, 2015 and keeping this dateline in mind, both the sides are going to meet at Mumbai on 3rd February, 2015. Since finality is knocking at the door, there has been a lot of anxiety in the minds of pensioners and retirees of the industry about the thought : what is going to happen to us and is there any ray of hope for the pensioners' demands to be achieved. Friends, instead of playing football to the satisfaction of the gallery, we have been assiduously doing our part of the job to extract as much as we can to serve the interest of the retirees. This is well known that the organisations of the retirees are not taking part in dialogue pertaining to the 10th Bipartite settlement. Although our efforts are going on to the desired direction, we did not get the official forum with IBA to be physically present and tell our views. In the given situation, apart from going with programmes of demonstrative nature, we have been maintaining continuous liaison with constituents of UFBU, IBA and GoI. You also know that although IBA is the official negotiator, but the real power rests with the Government. Quite contrary to earlier bipartites, with the passage of time, Ministry of Finance plays the pivotal role in determining the shapes of events now a days and IBA has to follow through. Keeping all such constraints in mind we have once again written to both the authorities to be sympathetic to the feelings and aspirations of retirees. We are reproducing hereunder the full set of correspondence for information of the members.

With best wishes,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Action Programmes

CIRCULAR NO. 26/14

November 10, 2014

*(For circulation among all the members of the Governing Council of
AIBPARC and Secretaries of different State Committees)*

- Sub : (i) AIBPARC gears up organisational activities in Kolkata on 8th & 9th November, 2014**
(ii) AIBPARC decides to intensify demonstrative actions to focus the aspiration of Retirees.
(iii) Latest position of Reconciliation talks on Bipartite Settlement.

Comrades,

Taking the advantage of holding of the meeting of Governing Council of AIBPARC in Kolkata on 9th November, 2014, the State Committee of AIBPARC, West Bengal convened a general meeting at Bharat Sabha Hall in the afternoon of 8th November, 2014. The historic hall was packed to capacity in the real sense of the term. Several members and volunteers even stood in staircases. Com. C.S. Panchadhyay, President of the State Unit presided over the meeting. The welcome address was offered by Com. B. Bhattacharya, Secretary State Unit.

Com. K.V. Acharya in his inaugural address praised the enthusiasm of members in this part of the country. He felt that the organisation will have to come up to the level of expectation of members. Quoting from Pension Regulations, he made a strong advocacy for updation of pension.

Com. S. R. Sengupta, General Secretary, observed that 10th Bipartite talks are in a crucial stage. Standing face to face with the stubbornness of IBA/Government UFBU is engaged in a grim battle to which we shall lend all support. Apart from what UFBU does, we shall be playing our role which will be of supporting nature. To achieve the demands, UFBU shall not hesitate to go for further demonstrative actions in near future.

Com. S. Sarkar, Joint General Secretary, asked the Retirees to remain physically fit, mentally alert and socially responsive. Throughout our entire service life, he observed, we remained part and parcel of the movement of working class and after retirement also we should continue to remain so in the interest of ourselves as well as the countrymen.

Com. A.K. Jana, former President, AIBOC complemented the organisation for achieving an unthinkable progress in a

brief span of time. He observed that the aspiration of a group of people can succeed only when it gets orchestrated with the demands and interest of the common man.

Com. Chandrasenan, Secretary, Kerala State Unit and Com. Hans, Secretary, Delhi Unit spoke on the occasion. They conveyed the good wishes of respective states to the pensioners of West Bengal. They also narrated the activities of AIBPARC in respective states.

Com. B. Bardhan, Treasurer, AIBOC, offered the vote of thanks.

Meeting of the Governing Council on 9th November, 2014.

Leaders came in large numbers from different parts of the country. The meeting followed the strict time schedule. It started at 10 am and concluded at 5 pm. It was highly participative and as many as 25 members took part in deliberations. The Governing Council took stock of all events that happened in last 4 months and made the following observations :

- The attitude of the Government and IBA towards Bankmen's wage revision is not at all responsive. IBA is showing an extra dose of stubbornness and lack of flexibility in wage revision talks. The 11% hike on pay slip components is extremely inadequate to do justice to the rational and just demands of the serving employees. AIBPARC urges upon all its members to take part in all demonstrations, rallies, etc. to show our oneness with our working comrades.
- AIBPARC notes with serious concern the apathy of IBA towards the just demands of the Retirees on grounds of cost etc. The body demands that immediate instructions should be issued by IBA to improve the family pension in line with RBI and also to put an end to

the discrimination of DA formula applicable for pre-November 2002 Retirees. The governing council notes with tremendous anxiety the non-responsive attitude of IBA towards updation of pension. The body urges upon IBA to note that several bilateral minutes are there on record where updation of pension has been promised and in Pension Regulation, there is clear cut pronouncement about it in Regulation no. 35.1. There is no way to avoid it or by-pass on so called grounds of cost. Moreover the cost should be arrived at in a proper manner without unnecessarily inflating it without any scientific base.

- Governing Council reiterates its earlier demands of the chance/scope of hearing the voice of retirees by IBA/ Government. As the very logical demand is being denied in a steady manner, the assembly takes the decision of holding another demonstration to draw the attention of society, political leaders, Government and IBA. The President and the General Secretary are empowered to fix up the date for such action and the nature of protest also. The house decides that the other components of the co-ordination committee – Federation of SBI Pensioners' Associations and also AIBRF be requested to take part in the protest actions and it is fervently hoped that the other components would respond favourably.

AIBPARC declares demonstrative actions by Bank pensioners :

General Secretary in consultation with President, being empowered by the Governing Council, took the decision that a "Dharna" programme will be organised by the Retirees of the Banking Sector at Jantar Mantar, New Delhi on 6th February, 2015 (Friday). On implementation of the programme, further instructions to affiliates will be given by subsequent communications. The affiliates will have to make all out efforts to double the number of participation than what happened in the last occasion. Other preparations are also to be done simultaneously.

Bank strike and Latest position of Reconciliation talks on Bipartite Settlement :

We reproduce the text of a communication dated 10.11.2014 received from Com. Harvinder Singh, General Secretary, AIBOC :

QUOTE:

Further to the conciliation meeting held by the Chief Labour Commissioner (CLC), Ministry of Labour on 5th instant, IBA invited UFBU for a round of Bipartite Talks on our demands and accordingly today forenoon, discussions took place in Delhi between UFBU and IBA.

During the discussions, IBA continued with their pleading that in the context of reducing profits of the Banks, it would be difficult for them to accede to our demands but would

however endeavor to improve their offer provided UFBU would substantially reduce the demand. From UFBU, we contested these arguments and reiterated that our demands are quite reasonable and workable and yet UFBU would be flexible if IBA would come up with an improved offer so that an amicable settlement can be reached ending the anxiety of the employees and officers.

After a lot of deliberations, with both sides maintaining their respective standpoints, UFBU indicated its willingness to revise its demand to 23 % keeping in mind the need to find an amicable solution to the issue. Unfortunately, IBA remained adamant and refused to improve their offer thus compelling a situation on us.

In this background, the adjourned conciliation meeting was held by the CLC Mr. P P Mitra, in the afternoon, in the office of the Labour Ministry. Representatives of the Ministry of Finance were also present during the conciliation proceedings.

In this meeting also IBA repeated their arguments and displayed their strike but without any improvement in their offer. Thus, the conciliation meeting ended without any positive result.

Hence, UFBU decided to go ahead with the proposed agitational programmes including the ensuing All India One Day Bank Strike on the 12th November 2014 and Zonal Strikes from the 2nd to 5th December 2014.

IBA must shed its obstinacy. The callous attitude displayed by IBA is forcing the UFBU to go ahead with its strike programmes and also to further intensify the agitation.

Comrades - March ahead – Let us display our strength in full – Let us make the strike actions a stupendous success.

Comrades, we call upon you to make the strike call of November 12, 2014 a grand success. All agitational programmes advised earlier including withdrawal of extra co-operation should be implemented in letter and spirit. The customers and public at large must be informed about the reasons for our going on strike. The print and electronic media should also be approached for giving wider publicity to the adamant approach of IBA and the Government.

UNQUOTE

The strike of 12th November, 2014 is a resounding success. Our members all over the country have participated in Dharnas and Rallies in a massive manner. We need to carry the struggle ahead in the same way as the interest of the serving brothers and sisters and our interest are inter-woven. There cannot be any laxity. Please march ahead. We must win.

With warm greetings,

Yours sincerely,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Action Programmes

CIRCULAR NO. 27/14

November 14, 2014

*(For circulation among all the members of the Governing Council of AIBPARC,
All affiliates and Secretaries of different State Committees)*

All out preparation needed for making the Dharna of 6th February, 2015 a total success

Dear Comrades,

You might have received by now the earlier communication where we have conveyed that a massive Dharna of Bank retirees will be organised at Jantar Mantar, New Delhi on 6th February, 2015 to focus the demands of Retirees before the Government/IBA and the society. As a preparation to the said Dharna, all affiliates are to take certain emergent steps which are noted hereunder :-

- To identify the persons who will be participating in the Dharna – while doing so it may please be ensured that the number of such persons should definitely be more than what was in the earlier occasion – wherever possible, preference should be given to mobilize persons in large numbers from Delhi/Himachal Pradesh / Haryana/Punjab/ Rajasthan/Uttar Pradesh etc.
- To arrange for Railway Tickets for persons travelling from outstation centres to Delhi well ahead – journey plan to be done in such a manner so that they can be present at Jantar Mantar before 10 a.m. sharp.
- Return journey tickets of such persons are to be planned in such a manner so that respective participants may ensure their presence at Jantar Mantar at least upto the end of the day.

- Each affiliate will make a review of the level of earlier participation made by them and remove the snags if there be any and take effective steps to avoid the same.
- Each affiliate may please contact beforehand the serving comrades of their banks working in Delhi and organisations operating in the capital.
- Our Delhi State Unit will remain in close contact with AIBOC, Delhi Unit and seek their assistance and co-operations in all possible manners.
- Each affiliate will please inform the Central Office the probable attendance from each bank at least 30 days ahead of the programme i.e within 1st week of January, 2015.

Comrades, there may be many other issues which have not been mentioned in the foregoing paragraphs. By issuance of this circular, we just remind some of the action points which are required to be taken beforehand. This is our fervent hope that every affiliate, every leader, every activist, every veteran and every well-wisher will do his/her utmost to ensure that the programme through astounding success becomes a landmark in this history of bank pensioners movement.

S.R.SENGUPTA
GENERAL SECRETARY

Bereavement

During this period many of our members, activists or family members of them left their earthly abode leaving their families, bereaved. It is a loss to ARISE too as we are in ARISE as one family. No words can console families in grief. Our heartfelt condolences to the bereaved families.

During this period, our Patrons Com.K.Anandakumar lost his beloved and most revered father Mr.S.Karunakaran on 6th August 2014 and Com.J.D.Sharma lost his wife, his better half and life partner, Mrs.Babita Sharma on 12th March 2015.



Mr. S.Karunakaran was the first to receive with warmth any employee of IOB calling over phone or visiting his home to call upon Com.K.Anandakumar. He had been inspiration to Com.K.Anandakumar.



Mrs.Babita Sharma, always ebullient to be a hostess even if visitors come in streams, willingly uprooted herself from North to set up family in the strange land of Chennai to help Com J.D.Sharma discharge higher responsibilities in the cause of officer community of banking industry. There was truly here this lady behind the success of Com. J.D.Sharma.

The loss to both our Patrons is irreplaceable but the memories of the loved ones who departed them would carry them through. Our heartfelt condolences to both our Patrons Com.K.Anandakumar and Com.J.D.Sharma.



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

CIRCULAR NO. 30/14

December 03, 2014

(For circulation among all the members of the Governing Council of AIBPARC, All affiliates and Secretaries of different State Committees)

Dear Comrade,

Please refer to our earlier circular No. 26/14 dated November 10, 2014 where we have announced that Dharna Programme will be organised by AIBPARC at Jantar Mantar, New Delhi on 6th February, 2015 and affiliates were requested to take all out efforts to double the number of participants than what happened in last occasion. The said circular has been displayed in our website and hard copies have been sent individually to all the members of the Governing Council. We inform hereunder the preparations already taken by various tiers of the organisation and the tasks which will have to be accomplished by different affiliates at the earliest possible opportunity.

1. We have already written to Police authorities seeking permission to hold the Dharna at Jantar Manter on the announced date and time. Formalities in this regard may be taken to have been completed.
2. State Committee of Delhi met recently to discuss the preparations for holding the Dharna programme a grand success. They are also trying very hard to mobilize retirees from Delhi and adjoining states.
3. Now it is the duty of the affiliates to jump into action with certain time bound tasks. We sincerely believe that each affiliate has already earmarked the persons from different parts of the country who will be attending the Dharna. The second important task is to purchase Railway Tickets at least 60 days ahead of the journey. We are sure that each affiliate has already contacted or will be contacting

their resourceful persons in Delhi for making necessary arrangements of lodging.

4. The journey plan of each of the participants is to be planned in such a manner as to ensure their attendance in the Dharna ground from 10 a.m. to at least 4 p.m. We are contacting different respectable speakers who will be addressing the gathering.
5. This circular will be displayed in the website in the evening of today and the hard copy is expected to reach your hands within 7th of this month. We can very reasonably expect that within 15th December, 2014, you would be apprising the central office about the proposed number of participants from each bank. This communication may be sent to us to our e-mail aibparc@gmail.com. Hard copy may be sent by speed post to the address mentioned in the letterhead.

Comrades, this would be a historic occasion to reassert the hidden potentialities of the organisation of pensioners and retirees of the banking industry. This is our expectation that every member, every organisation, every leader, every veteran would come up to the occasion in the boldest manner possible. Meanwhile, we have started representing our case once again to the bureaucracy, to the political leadership, to IBA and also to the Prime Minister of the country.

With best wishes,
S.R.SENGUPTA
GENERAL SECRETARY

CIRCULAR NO. 3/15

January 14, 2015

(For circulation among members of the Governing Council, Secretaries of State Units and to all affiliates.)

Dear Comrade,

Dharna programme on 6th February, 2015 at Jantar Mantar, New Delhi - Deferred

The Election Commission has announced polling for Delhi State on 7th February, 2015 followed by counting on 10th February 2015. Because of this announcement the entire State machinery of Delhi will be busy with polling arrangements during the first week of February, 2015 thereby making it difficult to hold any Dharna or demonstration during the period. In the aforesaid context we are constrained to defer our proposed Dharna programme on 6th February, 2015. We, therefore, call upon our affiliates, members and activists to cancel their travel arrangement and accommodation etc. for the Dharna immediately. We will advise you further developments as and when those will take place.

With warm greetings,

Yours sincerely,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Correspondences

AIBPARC/RBEA/7(b)/2014
March 26, 2014

Shri Samir Ghosh,
General Secretary,
AIRBEA.

Dear Comrade,

Re: Updation of Pension

We came across a circular jointly issued by 4 (four) organisations of Employees and Officers of RBI dated 19th March, 2014 wherefrom we came to know that :

(i) Government accepted the demand of updation in principle but tried to nullify it for all practical purposes by offering certain unacceptable conditions.

(ii) All the organisations will jointly react against such proposals through intensive agitations.

We convey our one-ness with your stand and express our total solidarity with your views. We shall consider it to be a favour if you kindly keep us posted with the details of programmes so that our units at different centres can take part in such campaigns. We also request you to kindly convey our sentiment and views to all the three other Unions/Associations.

With best wishes,

Sincerely yours,
S.R.SENGUPTA
GENERAL SECRETARY

IBPARC/Pay Commission/7(b)/2014

May 28, 2014

Smt. Meena Agarwal,
Secretary, 7th Central Pay Commission,
C/o. Post Box 4599, Hauz Khas Post Office.,
New Delhi – 110016.

Respected Madam,

**Re: Public Notice issued by Government of India on
Seventh Central Pay Commission.**

1. Our attention has been drawn to the aforesaid notice wherein you have kindly invited “*all Associations, Unions, Institutions and other organisations...*” to send memorandum containing their views on the above subject. We venture very humbly to tell a few words for kind considerations of Authorities concerned.
2. We are a Confederation of various organisations of Pensioners and Retirees of the Banking sector. Our members are the elder citizens of the country who in yester years of their lives offered diligent and devoted services to the nation. The fruits of nationalization were carried on mostly by them to the furthest corner of the country and in twilight years of their lives, they expect a reciprocal gesture from the society. As the Pensioners of the Banking Industry are suffering from serious distortions and anomalies because of non-revision of Pension at the time signing of Bipartite settlements fixing the pay structure of the working employees, all the major organisations of Retires of the Banking sector have been assiduously harping upon the government and the IBA to take effective steps for removal of grievances.
3. In the above backdrop, we are highly encouraged to note that government of India true to its existing practices and prevailing norms will “*examine the principles which should govern the structure of pension and other retirement benefits including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations ...*” Our principal contention is that this ‘revision of pension’ is not extended to the pensioners of the banking industry.

As a result of this, the older pensioners are being discriminated against by the younger pensioners of the same scale and grade who are retiring in subsequent years. In other words, the pension of the retirees are not “updated or revised” at the time of subsequent wage revision for the working employees.

We shall consider it to be a favour if you kindly appreciate the merit of our memorandum and forward the same with your recommendations to the authorities concerned.

With kind regards,

Yours faithfully,
S.SARAKR
JOINT GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Correspondences

AIBPARC/PENSION/7(B)/2014

December 3, 2014

Shri Narendra Modi,
Hon'ble Prime Minister,
Government of India,
New Delhi.

Respected sir,

Deprivation of and discrimination to Retirees of Banking Industry

Being emboldened by your radio speech to the countrymen that each citizen ought to have the right to convey their feelings of deprivation to the Prime Minister of the country, we have decided to encroach upon your valuable time for apprising you about the deprivations of and discriminations to the pensioners and retirees of the banking sector. Without going into details, we give hereunder a summary of our case for your kind perusal and necessary action.

1. Introducing ourselves :

We are an organisation sponsored by All India Bank Officers' Confederation (AIBOC) which is the largest organisation of the supervisory cadre of the banking industry. Our doors are open to all retirees of the banking sector irrespective of their colour, creed and cadre. Our members are the older citizens of the country whose age group are in the bracket of 60(+) to 80(+). These persons joined the banking sector mostly in the decades of 60s, 70s and 80s. They took part very actively in extending the fruits of nationalization to the farthest part of the country. These are the people who worked in cities and metropolis, rural areas, in the jungle, on the hilltop and by the sea. In the twilight years of their lives, they expect a reciprocal gesture from the society and the Government.

2. Nature of deprivation :

(i) You would be surprised to know that our pension stands frozen on the date of our retirement. At an interval of 5 years, wage revision commonly known as Bipartite Settlement takes place in the banking sector. The salary of award staff and officers are revised with signing of such settlement. But no impact is allowed to come over the pensioners. You are aware that with finalization of every Pay Commission, the salary of Central Government

and State Government employees are upwardly hiked. Simultaneously, the pension of each Government employee is upwardly revised. The provision of updation of pension is already there in Bank Pension Regulations (clause no. 35.1). This benefit is denied to the pensioners of the banking industry. As a result, hundreds of discriminations are taking place for the older retirees.

- (ii) Although there are verdicts of Supreme Court that no sub-group can be created within similarly placed group, payment of Dearness Allowance in a uniform manner is not done to pensioners of the banking industry. Although 100 per cent DA neutralisation is given to the post 1.11.2002 retirees, the same is denied to the pensioners who retired prior to 1.11.2002.
- (iii) Family pension in the banking sector is as meager as 15% of the original basic pension. Although pension in the banking industry is modeled on RBI pattern, the benefit extended to RBI is not being implemented in the banking sector. With the concurrence of the Union Government, family pension in RBI has been hiked to 30% whereas in nationalised banks it is still as low as 15%.
- (iv) Medical allowance/hospitalization schemes are inadequate and un-uniform in different banks.
- (v) Several officers and employees who have resigned from bank's services after rendering such number of years of service as to make them eligible for payment of pension are being denied of their rightful choice to opt for pension. Although several private sector banks and associate banks are parties to the bipartite settlement, the right to second option for pension and giving weightage of 5 years to VRS optees are being denied to the employees and officers.

3. What we have done so far :

- (1) We have talked with the Secretary, DoFS, Ministry of Finance about our issues. He informed us that he would be asking IBA to talk to the retirees of the banking industry. Since then no forward movement has taken place.
- (2) IBA took a peculiar plea that at bank level no such negotiation is taking place with the organisation of retirees because there is multiplicity of such organisations. In order to remove this inhibition, all the three retirees' organisations (AIBPARC i.e. ourselves, SBI Pensioners' Federation and AIBROF) joined together to sign a common memorandum and submitted the same to IBA and Government of India. No forward movement has taken place so far.
- (3) Our demands have been placed before IBA through the hands of United Forum of Bank Unions (UFBU). They are negotiating with IBA to their best possible ability. You are also aware of the fact that the Bipartite Settlement is now standing face to face with a stalemate. As for the demands of the retirees, we have come to know that IBA is somehow inclined to revise family pension in line with RBI and the discrimination in payment of DA might be removed. But we also knew that they are reluctant to consider with favour our demand for updation of pension although it is provided in the Regulations.

4. No platform exists for hearing the demands of the retirees from the mouth of the retirees :

The pensioners of the banking industry are being denied the right to be heard. We have appealed to the Government and IBA for creation of a meaningful forum where we can exchange views at periodic intervals of a quarter or a half year. When the employees of State Governments and Central Government get adequate opportunities to ventilate their views before the Pay Commission, why the same opportunities would not be extended to us.

Respected Sir, we make an earnest appeal to you to kindly get this paper examined by expert authorities to be convinced about the genuineness of the issues and to instruct proper persons to call us for discussion. We do not mind whether IBA officials would talk to us or Government officials would be meeting us. We know that it is one and same because IBA has to act after knowing the minds of the Government. We only want a proper forum for negotiation and we wish Government under your able leadership would be kind enough to ensure that the deprivations come to an end.

With kind regards,

Yours faithfully,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

AIBPARC/GOI/7(b)/2015

January 22, 2015

To,
The Secretary,
Department of Financial Services,
Government of India,
Jeevan Deep Building,
10, Parliament Street,
New Delhi.

Dear Sir,

Issues of Pensioners in the Banking Industry.

Kindly refer to our letters dated September 15 and September 19, 2014 written by our organisation to you. In both the letters, we have conveyed to you the principal issues confronting the pensioners of the Banking Industry and the necessity of meeting the organisations of Retirees to hear their own views from their lips. We also sent several memoranda to Hon'ble Prime Minister and Hon'ble Finance Minister which in the normal course of business might have drawn your attention too. This is not also out of place to mention here that the demands of Bank Retirees have been formally placed before IBA by United Forum of Bank Unions in the year 2012 and the said body made certain formal dialogue with IBA on some of the issues.

We have made various efforts with IBA as well as through you to get it established that the Retirees must have a bilateral forum to be heard. This is painful to note that the most civilized demand of organized life has not received due cognizance on one pretext or the other. Finding no other alternative, we had to rely on correspondence, informal efforts to make our voice heard and holding of programmes of demonstrative nature like "Dharna" at Jantar Mantar, New Delhi. Although there is no reason on our part to doubt the capacity and credibility of the leaders of UFBU in furthering the cause of Retirees, it is really difficult for several lacs of Bank Retirees to believe and appreciate as to why the representative voice of Bank Retirees would not be heard from their own organisations.

You might have been aware of the fact that IBA has expressed a hope that they would be able to reach finality in wage revision talks by the first week of February, 2015 and keeping this target in mind, the next round of talks has been fixed to be held on 3rd February, 2015 at Mumbai.

You would definitely appreciate that this is the right time/opportunity to think very actively about the barest minimum level of Retirees' aspirations. Although IBA as a professional body of Bankers is the rightful agency to act or to interact, still it is well known to all concerned that IBA has to move within the boundary of counseling chalked out by the department concerned of GoI of which your goodself is the chief.

Our principal demands are well known to IBA as well as to Government of India. In other words, the issues are known and the modalities of implementation are also thought upon but what is left to be done is display of sympathy to the elder citizens of the industry. For your ready reference, a gist of demands are being enumerated hereunder :

- (i) Pension-updation of older Retirees in pursuance of provisions as laid down in Point No. 35.1 of Bank Employees Pension Regulations, 1995
- (ii) Improvement of Family Pension in line with employees of RBI and GoI
- (iii) Removal of discrimination/disparity in payment of DA to pre-01.11.2002 Retirees in line with RBI employees
- (iv) Improved and uniform Medical/Hospitalisation scheme for Bank Retirees
- (v) Giving a fresh opportunity of Pension to Resignees who after rendering eligible number of years of service resigned from Banks because there was no provision of voluntary-retirement in the Officer Service Regulations of some Banks and because there was inordinate delay in between signing of settlement and framing of Regulations
- (vi) Removal of different types of discriminations and deprivations prevailing in Associate Banks and Private Sector Banks
- (vii) Immediate creation of a bipartite forum for the Retirees
- (viii) Other important issues mentioned in the Charter of Demand.

Sir, no doubt, we have vexed you for long. We have no other alternative than to do it. Same is our position with IBA. As former Bankers we have written to the Heads of Bankers (IBA) in similar lines. We are also endorsing copy of this letter to Chairman, IBA. Our reasonable hope is that both the Authorities will make a drastic intervention at the relevant stage and even at the last moment to see that the Retirees are not deprived of their rightful shares of the minimum level of dignity they deserve.

With regards,

Yours faithfully,
S.R.SENGUPTA
GENERAL SECRETARY

Cc:

The Chairman, Indian Banks' Association,

EIGHT HOUR SONG

■ D. Thomas Franco Rajendra Dev

We mean to make things over
We are tired of toil for naught
With but bare enough to live upon
And nee'er an hour for thought
We want to feel the sunshine
We want to smell the flowers
We are sure that God has willed it and
We mean to have eight hours
Eight Hours for work
Eight Hours for rest
Eight Hours for what we will
Hurrah, hurrah for labour !
For it shall ARISE in might
It has filled the world with plenty
It shall fill the world with light
Hurrah, hurrah for labour !
It is mustering all its powers
And shall march along to victory
With the banner of eight hours
Shout, shout the echoing rally
Till all the welkin thrill

- Courtesy : FUTURE





ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Conventions of State Units & Conferences of the Affiliates

CIRCULAR NO. 15/14

August 4, 2014

(For circulation among all the members of the Governing Council of AIBPARC and Secretaries of different State Committees)

Dear Comrade,

Thiruvananthapuram throbs with hectic organisational activities on 26th & 27th July, 2014

The leaders, activists and veterans assembled at Thiruvananthapuram on 26th July, 2014 to take part in the meeting of the Managing Committee (extended) on 27th July, 2014. Leaders of the Kerala State Committee of AIBPARC laboured very hard to make all arrangements of comfortable stay of the delegates coming from outside and also made very good arrangements for the meeting. On the occasion of holding the meeting of the Managing Committee, the State Committee took a decision of organizing a general meeting of the Pensioners and the Retirees on 26th July, 2014.

The General Meeting, in the normal tradition of Kerala State, was an astounding success.

More than 500 pensioners including 40 lady members attended the meeting and heard the leaders with rapt attention. Com. R. Chandrasenan, the State Secretary, welcomed all the members present and greeted the leaders for being present in large numbers. Com. P.B. Thomas, President of the State Unit narrated various activities undertaken by the State Committee. He reported that a massive sit-in programme was organised by the State Committee before the main Branch of State Bank of Travancore on 19th July, 2014. The event coincided with the 45th anniversary of Bank Nationalisation. A gathering of several hundred retirees was addressed by Com. V.S. Achuthanandan, leader of opposition, Kerala Legislative Assembly and former Chief Minister of the State. The large gathering of 26th July was addressed among others by Com. K.V. Acharya, President, Com. S. Sarkar, Joint General Secretary and Com. Abraham Shaji John, Secretary of AIBOC State Unit. The meeting of the Managing Committee (extended) started at 10 a.m. sharp. Office-bearers of AIBPARC and Secretaries of different State Committees attended the meeting. Com. K.V. Acharya, President, all the Vice-Presidents present, President of State

Unit of AIBPARC and Joint General Secretary formed the presidium. After maintaining one minute's silence in memory of departed colleagues and after the welcome address by the local leaders, the meeting started with the initial address of Com. K.V. Acharya, President. He recounted all the important meetings that took place in the intervening period with different leaders and Ministers and informed the house about the latest developments. Shri S. Sarkar, Jt. General Secretary, placed the Report of the General Secretary prepared by Com. S.R. Sengupta, who could not attend the meeting for certain minor illness as per Doctor's advice. More than 20 members made a full throated participation on various issues affecting the pensioners which include, inter-alia, the deprivation to resignee officers and the latest legal reliefs available to some of them and problems of denial of similar such benefits to other Resignees, latest position of wage-revision-talks held between UFBU and IBA, issues of pensioners discussed at the bilateral forum, peculiar problems faced by certain Banks where provisions of voluntary retirement was not there, denial of 5 years of notional seniority and second option to pension in certain private sector and associate Banks, the situation persisting in Punjab National Bank following the suicide of a Chief Manager, immediate tasks before the organisation to press and highlight the issues of the pensioners and retirees before the Government and IBA, prospect of co-ordination with other organisations of retirees and consolidation of the organisation in different parts of the country.

The meeting expressed concern for not so favourable response from IBA in relation to the demand of updation of pension. The so-called story of fabulous cost is not founded on facts and figures. It is just an assumption. The house noted that certain banks have already undertaken an actual costing needed for updation and it has been seen that

the cost is within a very reasonable extent. The meeting demanded that IBA should act in pursuance of the provisions of Pension Regulations which has already shown the way of how to update the pensioners of earlier years. The house also felt that increased family pension at 30% and removal of discrimination in neutralisation of DA applicable to pre-1.11.2002 retirees are such issues which never can be negated by IBA because it has already been implemented in Reserve Bank of India and our Pension Regulation is based on the provisions of RBI Pension Regulations. After day long discussions following decisions were taken by the House :-

1. The leadership will be in continuous touch with the components of UFBU to make them more and more responsive to the issues of their elder colleagues in the final phase of negotiations with IBA.
2. All out efforts on the part of the organisation will be made to have appointments at the levels of Ministry and bureaucracy and harp on them the need to remove deprivations of Retirees.
3. Demonstrative programmes, if necessary, may be thought of at shorter notice by the President and General Secretary of the organisation.
4. Co-ordination which has already started with other organisations of retirees may be nourished further to give an impression to Government and IBA that all the retirees of the Banking Sector speak in one voice at least on demands and deprivations.
5. The house also took the decision of making following co-options in different posts :
 - i) Shri P.V. Mathew, President, of our affiliate in Federal Bank has been co-opted as Vice president of AIBPARC
 - ii) Shri B.T. Reddy, General Secretary, of our affiliate in Dena Bank has been co-opted as the Deputy General Secretary of AIBPARC,
 - iii) After getting the names from our affiliates in State Bank of Hyderabad and Andhra Bank, necessary co-option will be done from these two banks and circular to this effect will be issued shortly.
 - iv) Shri R.K. Pathak of Resignee Officers' Welfare Society will be invited by the organisation to attend all meetings of Managing Committee and Governing Council as Special Invitee.
 - v) The house takes a resolution to thank AIBOC affiliated organisation in State Bank of Travancore for bearing the cost of our meeting.

Friends, the organisational activities undertaken by AIBPARC for two consecutive days will surely go a long way to consolidate the retirees' movement in this part of the country.

With best wishes to all.

S.SARKAR

JOINT GENERAL SECRETARY

.... *Continuing from Page No. 5*

only rigid but also devoid of law, reasoning and practices. Although the promise of IBA to up-date pension is documented in bilateral minutes as well as in the Regulations, any kind of hesitation on the so called plea of higher cost factor is intolerable to the community of elder citizens. When Government is already doing the same thing for its own employees, what stands in the way in not extending the same to the banking community. Our demand has its backing in the last point of the Bank Pension Regulation where it has been clearly spelt out that for the removal of any dispute or uncertainty, reference is to be made to Central Civil Pension Rules.



*Justice
V.R.Krishna Iyer*

We mourn the death of Hon'ble Justice V.R.Krishna Iyer who left the world after hitting a colourful century in age. He was not only an enlightened luminary in the field of law and judiciary, he was also the conscience keeper of the nation. He was a champion of civil liberty, democratic rights of the people, independent voice of the press and strong advocate of legal reforms. As a minister of the first communists government in Kerala headed by Com. E M S Namboodiripad, he was instrumental in making several legislations in the Assembly which immensely benefited workers and the peasants. His name was widely associated with several Constitutional cases involving declaration of emergency, relationship of the President with the Cabinet headed by the Prime Minister etc. He felt the necessity of drastic reforms in criminal laws and Government accepted some of his suggestions also. The countrymen will surely miss for many more years to come the man's profound knowledge of law, flamboyance in literary quotations often made in his judgements, deep love for the toiling masses and courageous voice without any fear or favour.

We are tempted to mention the retirement of one of our close comrades from the services of the bank. He is Shri Niranjan Biswas who superannuated from Indian Bank on 30th November 2014. Apart from being a very sincere and dedicated officer of the bank, he has displayed certain awareness and values which are rare now a days. Wherever he has worked (be it a town, a metropolis or a rural centre) he has shown finer sensibilities of organizing institutions which dedicate themselves to the development of poor but meritorious students, mentally and physically challenged children and ensuring all possible medical help who need assistance. He is associated with several organisations which are coming up very fast with many more ambitions to fulfill. FUTURE has been a close associate of many of his ventures and therefore, wishes that he would wholeheartedly devote his full time to the cause of physically and mentally challenged boys and girls. He is working to make others smile. We are with him.



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Conventions of State Units & Conferences of the Affiliates

CIRCULAR NO. 28/14

November 17, 2014

United Bank Retired Officers' Association (UBROA), holds its 6th Triennial Conference in Kolkata on 15th November, 2014 in the midst of tremendous enthusiasm.

Dear Comrade,

Yuba Kendra at Moulali, Kolkata witnessed a massive gathering of Retirees of United Bank of India on 15th November, 2014. Both the floors of the hall were packed to capacity and about a hundred persons had to stand outside.

1) The colourful inaugural function had the privilege of listening to the scholastic deliberations of Hon'ble former Chief Justice of Kolkata and Bombay High Courts Shri Chittotosh Mukherjee and Com. S. R. Sengupta, the General Secretary of AIBPARC. Welcome address was offered by Shri Subrata Dasgupta, General Secretary, UBROA and the thanks giving was done by Shri N.G. Saha, Advisor of the organisation. Shri Mukherjee, in his deliberations, observed that happiness is a state of mind. Life after retirement should be enjoyed in all possible manner by keeping good health, by socializing with others and by doing some amount of social service. He lamented for the erosion of the value system in certain segments of life and observed that "money" alone should not be the yardstick for judging the worth of a man's life. At least the heritage of Bengal does not say so. Though not a banker, he observed that he was feeling himself totally identified with every retiree of the Bank and was enjoying the joyful company. He also recounted the history of the bank and narrated how the amalgamation of 4 erstwhile constituents in the decade of fifties saved the institution in the post-war situation. Com. S.R. Sengupta observed that all the senior citizen of the country present in the hall did their best to offer banking services to the farthest corner of the country and made lot of sacrifice to implement poverty amelioration programmes. In the twilight years of their lives, they expected a civilised reciprocity from the society and the Government. He lamented that the response so far is not at all encouraging. As a result of this, the retirees to focus their demands before the society and the Government have no other alternative than to demonstrate in the form of Dharna in the capital. Shri Sengupta observed that each affiliate, keeping in tune

with the spirit of AIBPARC's constitution, should open its door for all cadres of employees because "number" is important and everyone irrespective of cadre is guided by the same Pension Regulation.

2) The business session was disciplined as well as participative. The welcome address was offered by Shri Samar Sengupta, Chairman, Reception Committee. Shri Subrata

Dasgupta, General Secretary, placed his written report, resolutions and proposal to the amendment of constitution. The Treasurer placed accounts for last 3 years. All the papers placed before the house was made open for deliberations. Several members participated in this discussion. All the queries were answered by the General Secretary. The report, accounts, and all resolution were unanimously passed. Shri Amiya Kumar Chatterjee, President of the Association presided over both the inaugural session and the business session. All the Vice-Presidents shared the dais and helped the president in transacting the affairs of the organisation. The most colourful phases of the business session was the felicitation of members who attained 75 years of age. Super-senior members came on the dais at the call of the organisation. They were greeted with "Uttariya" and a metallic memento. The elections were held in a smooth and disciplined manner. A complete panel of names for different posts of office-bearers was submitted before the House. No other names/panels came. The house unanimously gave their consent and the office-bearers got unanimously elected. Shri Subrata Dasgupta has been elected as President and Shri Suprita Sarkar as the General Secretary. We congratulate both of them and also the team of office bearers. We wish them all success. The successful holding of the conference will further consolidate the Retirees of the Bank and add to the strength of AIBPARC.

With best wishes,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Conventions of State Units & Conferences of the Affiliates

CIRCULAR NO. 29/14

November 17, 2014

State Committee of AIBPARC, Odisha Unit, formed in the midst of tremendous enthusiasm on 16th November, 2014 at Bhubaneswar

Dear Comrade,

We have much pleasure to inform all concerned that the State Committee of Odisha was formed today in flying colours. The Foundation Conference was held at "Bhanja Kala Mandap". The hall was packed to capacity with the presence of 250 members. The meeting was presided over by Shri Niranjana Jogania. Welcome address was offered by Shri Gangadhar Dash and vote of thanks was offered by Shri Saroj Kumar Mohanty.

Present and former leaders of different organisations attended the conference. The leaders who greeted the emergence of new body include S/Shri P.K. Swain, President, AIBOC, Odisha Unit; P. Nayak, President, SBIPA, Odisha Unit; Upendra Kumar Dash, Secretary, SBIPA, Odisha; Sabyasachi Swain, State Secretary, AIBOC, etc. All of them promised help and co-operation to the new body. Shri Amit Kumar Motayed, the most familiar face of the city, explained how for several months coordinating efforts have been undertaken by the convenors to provide a solid base to the State Committee at the time of formation. He also clarified certain issues which came before him at the time of interaction with different affiliates.

Com. K.V. Acharya, President, Com. S.R. Sengupta, General Secretary and Com. S. Sarkar, Joint General Secretary attended the conference. In his inaugural address, Com. Sengupta observed that the seeds of AIBPARC were actually sown in the soil of Bhubaneswar when AIBOC decided to float an organisation for the retirees. He observed that the demands of the retirees have got a tremendous publicity after the formation of AIBPARC. He narrated the gist of dialogue with Government officials and recalled the enthusiastic mood of the participants of the Dharna in 2013 and expected

that double number of participants would join the Dharna of 2015. Com. Suprita Sarkar, Joint General Secretary, observed that the pensioners of the Banking Sector today needed a well-defined platform for negotiation. It is to be spelt out clearly as to which authority will hear the voice of the retirees. The high hope and the enthusiasm which has been created throughout the country cannot go in vain. After the signing of the 10th Bipartite Settlement, the pensioners might have better days in comparison with what they are experiencing now. Com. K.V. Acharya, the concluding speaker questions Government's right to raise the so called cost factor. He observed that after the switch over of class banking to mass banking, branches were opened at very inconvenient centres and lending the priority sector was insisted upon and implemented with great success. The question of profit is coming only when the benefits to employees are being demanded. He quotes from Pension Regulation to impress upon the fact that the demands have sanctions of the statute. He affirms that the organisation will knock all possible doors to realize the demands.

Several resolutions pertaining to the demands of the retirees were passed by the house. The house also approved a panel of names duly proposed, seconded and placed before the Returning Officer. Com. Niranjana Jogania was elected as the President and Com. A.K. Motayed was elected as the Secretary of the State Unit. We congratulate both of them and also the team of office-bearers. It is our high hope that the formation of the State Committee will pave the way for larger consolidation of retirees in the state.

With best wishes,
S.R.SENGUPTA
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Conventions of State Units & Conferences of the Affiliates

CIRCULAR NO. 6/15

February 02, 2015

Bihar State Unit of AIBPARC emerges in style – Well attended gathering at Patna On 31st January, 2015 witnesses formation of a regular State Committee.

We have much pleasure to declare that the newly elected State Committee of Bihar State of AIBPARC came into existence in the afternoon of 31st January, 2015 at a well attended gathering held at Hotel Marwari Avas Griha. The meeting started at 4-30 p.m. and continued upto 7-30 p.m. More than 100 pensioners and retirees from different parts of the state attended the conference. It was enthusiastic to note that several leaders and members from the adjoining Jharkhand State attended the meeting. Welcome address was offered by Com. H.N. Agarwal (BoI) who happens to be the Secretary of Ad-hoc Committee. The meeting was presided over by Com. Virendra Kumar (Union). Com. Sunil Kumar, General Secretary, Bank of India Officers' Association, Bihar Unit and Vice-President of AIBOC, Central Committee, addressed the meeting. Several leaders of different banks including Com. M.P. Sharma, Com. Aftab addressed the gathering. Shri S.R. Sengupta, General Secretary, AIBPARC, was the principal speaker. After inauguration of the conference, he narrated in detail the background of the formation of AIBPARC and chalked out the philosophy, programmes and achievements of the organisation. He stressed that it would be an organisation of all retirees irrespective of their colour, creed and caste. The demands have been listed and placed before IBA and GOI through UFBU; regular persuasions are going on with all concerned and it is stubbornly expected that some of the major demands of the pensioners would be achieved in the 10th Bipartite. He informed the membership that an organisation of retirees has for the first time demonstrated its strength in streets by holding a Dharna at Jantar Mantar, New Delhi.

On the oral report, placed by the Secretary of the Ad-hoc Body, retirees of different banks participated in the discussion and all relevant queries were answered by the leadership. The election process was conducted most smoothly and in a participative manner. Shri M.P. Sharma (BoI) was elected as the Chairman; Com. Virendra Kumar (Union Bank) was elected as President and Shri H.N. Agarwal (BoI) was elected as the General Secretary. Leaders and representatives of all the banks present in the meeting were accommodated in different posts so that the State Committee can function in a completely harmonious manner. The meeting ended with vote of thanks offered by Shri Umesh Tiwari (BoI).

We hail the emergence of Bihar State Committee and congratulate all the elected members from the core of our heart. We hope that the movement of retirees in this part of the country will move from strength to strength in days to come.

With best wishes,
S.R.SENGUPTA
GENERAL SECRETARY

New General Secretary to AIOBEU



Consequent upon the resignation of Com.S.Srinivasan, AIOBEU has made Com. Parthasarathy as its General Secretary. While we congratulate him on his elevation we wish him success in his new endeavour.



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

Conventions of State Units & Conferences of the Affiliates

Circular No.4/15

January 19, 2015

Andhra Pradesh – Telengana States Unit holds its 1st General Body on 18th January 2015 at Hyderabad in the midst of participative involvement and grandeur – Union Labour Minister declares his good intention to stay by the side of Bank Retirees in their struggle for achievement of their just demands

Dear Comrade,

The Bhaduka College Auditorium was packed to capacity at 10.30 a.m. Large number of members, stood in staircases and additional chairs were provided in the passage of the Hall to accommodate the overflowing crowd. For information of all concerned, we are narrating the events in brief and in chronology:

1. Dr.Parkala Prabhakar, Special Secretary, Government of A.P. inaugurated the conference by narrating his close relationship with Banks and cited the instances of his different relatives working in various capacities at different Banks. In a precise manner, he made it clear that he was aware of all the problems faced by the retirees of Banks. The banks in India today hold a special place in national economy because of the sacrifice of these people. Society, IBA and Government cannot be oblivious of them. He promised that he would raise the voice of Bank retirees in the proper forum of Government.

2. Shri.Bandaru Dattareya, Union Labour Minister and a senior politician of the state in the midst of his heavily loaded day long pre-occupations managed to attend our conference and inaugurated the same by lighting the lamp. In his brief address, he inspired the gathering by his down to earth talks. He made it clear that improved medical facilities for the Bank retirees and ‘updtation’ of pension of the older retirees in the

Industry are abject necessities and everybody should support the cause. In the midst of applause, he declared that he supported the cause not only as Union Labour Minister but also an elder citizen of the country.

3. Com.S.R.Sengupta, General Secretary, observed that AIBPARC since formation has been functioning not like a club but like an active trade union. Issues have been earmarked; charter of demand has been placed before IBA through UFBU; regular follow-up measures have been initiated with IBA/Government etc. This is not the end of the story. The organisation resorted to historical agitation at Jantar Mantar and such programmes will be repeated if the aspiration of Bank retirees is not fulfilled. He urged upon members to consolidate the movement further and to bring the uncovered segment of membership under the shadow of AIBPARC’s umbrella.

4. Com.Suprita Sarkar, Joint General Secretary, observed that the demands of the retirees and the ways of fulfillment have been duly documented in Bilaterally – settled minutes and also in Pension Regulations. When its legality is already accepted, how can the IBA/Government hesitate to tackle the issue of ‘updtation’ on grounds of cost. Although we have our full confidence in the UFBU, still a separate and well defined forum should be there to hear the voice of retirees from the forum of retirees.



Hon'ble Minister of Labour, Mr.Bandaru Dattareya addresses



Com.S.R.Sengupta, General Secretary – AIBPARC addresses

FIT & PROPER: HOW TO STAY FIT AND HEALTHY AFTER RETIREMENT

There is nothing like ageing gracefully. With a right combination of exercise and a healthy lifestyle, most of us should be able to live active and independent lives well into our retirement. All over the world, you see older people living life to the full - realising dreams that they might have put off because of their professional commitments. Retirement gives us the perfect opportunity to do the things that we've always wanted to do. Do not let avoidable health issues stop you. Retirement is not a signal to stop exercising. The key is to find what works for you and what you enjoy. It is vital to take care of your physical and mental well-being and exercise has been proven to help fight depression, as well as keeping you fit and mentally alert. In our mature years we can be more vulnerable to various conditions such as diabetes or hypertension. Some of these can be avoided or managed through sensible lifestyle choices.

QUICK TIPS

Get active: If you are embarking on a new exercise programme, it is important to do so in a safe and medically supervised environment to avoid injury. It is best to work with trainers or therapists who you can trust and who constantly monitor your progress, so that they can motivate you to achieve your full potential. A strong body will help you remain active and confident. There are also specially designed programmes for older patients. These help them achieve or maintain greater physical independence, confidence and vitality. Go for the one that suits you best.

Get social: Family and social support is crucial for your happiness. So keep yourself engaged. Play with your grandchildren, join a social group to meet like-minded people, make new friends and keep up with your old friends by doing things together. A group exercise class is a good way of seeing friends regularly. You are far more likely to attend it regularly if it's fun. Here too, there are support groups that offer older patients a common platform where they can share their experiences and knowledge to benefit each other. This also gives them the opportunity to ask for advice from an expert panel of doctors, nutritionists and physiotherapists."

Watch your diet: It is good at any age to be careful about one's food and to eat sensibly. This is equally important in later years. Try to have three wholesome meals a day. Each meal should include a high biological value protein such as eggs, legumes, mushrooms, nuts, milk, cheese or meat. It should also include adequate amount of wholegrain, vegetables, fruit and essential fatty acids. It is also very important to keep yourself well hydrated. Drink sufficient water. It helps to flush away toxins and keeps your metabolism healthy.

Source: Business Standard

5. Com.Raghava Rao, Secretary of the Adhoc Committee of the Andhra Pradesh State Unit placed his written report before the members who were all praise to appreciate the fact that the entire report was available in a giant screen on the stage so that members could have a direct view of what was being placed. Two members while participating on Secretary's Report mentioned a few points of the demand of the retirees and the subsequent speakers provided answer to the same. Members by show of hands supported the submission of the Secretary and passed the report. Com.Gangadhar Yadav, the General Secretary of Syndicate Bank Pensioners & Retirees Association and also a senior office bearer of AIBPARC conducted the proceedings in a very effective manner.

6. Good number of leaders of working organisations, very eminent former leaders of the movement and leaders of affiliates from different Banks greeted the conference. Such important personalities include Com.Ananta Krishna Rao (SBH), Com.Raja Gopal Reddy (Andhra), Com.Vinod (UCO Bank), Com.Sanmugam (Dena Bank), Com.Prabhakar (CBI), Com.Srinivas Rao, Com.Purusottam (IOB), Com.P.Sharma (Canara), Com.Suresh Babu (Syndicate) etc. In case however, any name has been omitted unintentionally, the same may please be condoned. Each one of them was equality inspiring to the Audience.

7. Elections of the State Committee took place in a very smooth manner for the posts of President and Secretary. The house unanimously authorized the newly elected Secretary and the President to talk to different affiliates and finalise the full list of office bearer at an early date. We have much pleasure to inform that Shri.K.M.Sastry of SBH and Com.A.V.V.Raghava Rao of BoI were unanimously elected as the President and the Secretary of the State Committee Com.Vinayak Rao, Senior leader of the retirees of SBH proposed vote of thanks.

We congratulate the State Committee for holding the 1st General Body in the midst of enthusiasm and participative involvement. We believe that the conference will help all of us to consolidate further the Bank retirees in this part of the State and that movement will grow from strength to strength.

With best wishes,
- S.R.SENGUPTA
GENERAL SECRETARY



Galaxy of Retiree-Members

Arise Association of Retired IOB's Employees

(Affiliated to AIBPARC) Regd. Office : No. 6/4, III Lane, 1st Floor, M.K.Amman Koil Street, Mylapore, Chennai - 600 004
email : ariseioba@gmail.com, www.thearise.org

12th September 2014
Chennai

Dear Comrades,

XI Annual Conference a Grand Success Thank You Comrades!



Executive Directors of IOB, Patrons, Advisors, Leaders of ARISE and leaders of AIBPARC on the dais

The rise of ARISE to the top has been proved beyond doubt on 7th September 2014. The inaugural function of the conference was webcast live. The same was viewed globally by the membership and the fraternity. This is the first time a conference is being webcast live by an organisation for retirees. The webcast is available in our website www.thearise.org as video on demand and it can be view by the members. Though the conference was webcast live, the attendance of the conference broke all previous records by leagues. The hall and even the shamiana erected outside could not hold the assembly of members. The strength of ARISE, the Commitment of its members, the Trust the members reposed in the leadership and the Confidence of leadership were all in full sight for everyone to see. Not a single member and not a single invitee left the conference hall till the whole session was over. Members from all cadres attended in good strength and there was bonhomie everywhere. Every speaker spoke on issues relevant and of interest to the retirees. No wonder there was rapt attention while the speeches were made. We are flooded with calls and mails from all over the country and abroad appreciating and giving accolades to the organizers for the successful conduct of the conference. Comrades, we owe our gratitude only to you for the success. We have to acknowledge with appreciation the great efforts put in by our Central Unit office bearers Com.S.Thyagarajan, Com.N.Sekhar, Com.N.Krishnaraj, Com.V.Rajagopal, Com.Kumar Piramanayagam and Com.T.Iyanar. Com.K.V.Acharya, our Vice President and President AIBPARC and Com.M.R.Gopinatha Rao, our Vice President descended at Chennai days before the conference inspiring the organizers and inspecting minute details to ensure successful conduct of the conference. We also thank the office bearers of ARISE across the country who led members from the length and breadth of the country. We have proved that like the tri colour flag, the flat of ARISE also flies from Kashmir

to Kanyakumari.

Comrades, the inaugural session started at 10.30 AM with an invocation rendered by Ms.Aravinda, daughter of Mr.M.S.Rangarajan, staff of IOBOA in her melodious voice. Before the inaugural session, the General Secretary's Report was presented to the august forum.

Com.R.Krishnan, (Former General Manager, IOB), Chairman of the Reception Committee delivered the welcome speech in his inimitable style giving graphic description of everyone on the dais. He expressed that the momentous growth of ARISE was due to its broad foundation made up of not only the speakers from ARISE on the dais but also of many other activists and office bearers. While welcoming the advisors, he reminisced over the contributions to the bank by the Com.A.Namasivayam and Com.A.S.Sabharwal. The reputation built by Com.A.Namasivayam, (Former ED of our bank) such that IOB minus Namasivayam was unthinkable in those days.

Comperer Ms.Rukmani, Officer, IOB, PRD Department introduced every speaker with grace and style and gave a brief yet excellent account of the speech made by them.

Your General Secretary in his welcome address expressed his gratitude to the advisors, special invitees, executive directors, other executives and all members of every cadre and office bearers of IOBOA and affiliates for their presence. He elaborated on the statutory rights in Persion Regulations like Reg No.35 for Pension Updation, Principle based on Fundamental Right to Equality enunciated in D S Nakara's case to be applied for 100% DA neutralization, RBI Pension Scheme's improvement in family pension to be applied in Banks too and improved medical benefits scheme as obtaining in Central Government. He exposed the falsehood of the IBA's outrageous estimate of cost of these benefits. He exhorted the IBA to change its mindset as the IBA



Com.A.Namasivayam & Com.A.S.Sabharwal Advisors, ARISE light the lamp



The parents of Martyr Mukund Varadarajan – Messrs.Varadarajan - Gita couple were honoured by ARISE



The galaxy of ARISE - Central Unit functionaries



The Citation - Tributes in honour of Martyr Mukund Varadarajan, displayed at ARISE conference venue

was well aware that the cost of all these benefits was well within the paying capacity of the banks.

The welcome address was followed by speech delivered by Com.Elangovan our member and former Member of Parliament who helped us liaise with other parliamentarians and ministers of UPA regime. He assured that he would continue to place his contact and influence at the disposal of ARISE and AIBPARC to help realization of the issues of retirees. It was a reassuring speech and this optimism continued throughout in all speeches that followed.

The former parliamentarian was followed by the doyen of Bank Trade Union Movement Com.S.R.Sengupta, General Secretary-AIBPARC who delivered the inaugural speech in his inimitable incisive style. In his inaugural address Com.S.R.Sengupta elaborated on the issues before the retirees, the organizational activities carried out towards resolution of these issues and the need to fight with resolve. In a magnanimous gesture he paid rich encomiums to ARISE and its membership saying that by attending the conference of ARISE he always gets rejuvenated and becomes more confident about translating AIBPARC's objectives into accomplishments.

After inaugural address the conference was inaugurated by lighting the lamp by Com.A.Namasivayam and Com.A.S.Sabharwal, our Chief Advisors. It was followed by felicitation with adorning of shawls and presentation of books as mementos to our Chief Advisors, General Secretary of AIBPARC, our Executive Directors Mr.ADM. Chavali and Mr.Atul Agarwal, our Patrons Com.K.Anandakumar, General Secretary, IOBOA and Com.J.D.Sharma, President IOBOA and Com.Chandrasekaran, T N State Secretary of AIBPARC.

The Chief Guest Mr. ADM.Chavali an uncompromising banker in his address wished ARISE grow in size and stature and inspired by its organizing capabilities witnessed with his own eyes he promised that he would become member of ARISE on his retirement which is only a few months away. He was followed by the other scholarly Executive Director Mr.Atul Agarwal.

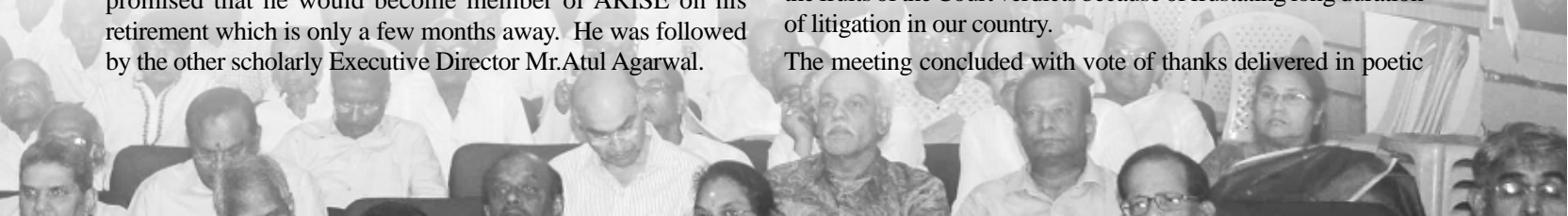
Mr.Atul Agarwal spoke with sympathy about the concerns of retirees and about the necessity of retirees' organisation to address those concerns.

Your President gave a very brief but poignant speech about the need to strengthen ARISE. He was followed by Com.K.V.Acharya, President AIBPARC, Vice President ARISE. In an electrifying speech in his thunderous voice Com.K.V.Acharya effusing confidence assured realisation of major demands of Pension Updation, 100% DA Neutralisation and Improved Family Pension in the shortest time than the members would anticipate. The speech was so inspiring and confident that most members felt that they have already received these benefits.

Next our Patrons Com.J.D.Sharma and Com.K.Anandakumar in that order delivered the Patrons' greetings each in his own and beautiful style. Com.J.D.Sharma spoke about the need to strengthen the organisation ARISE and AIBPARC. Com.Anandakumar, Chairman of Negotiating Committee of AIBOC gave a description about the developments in the wage revision talks. Both the patrons as top level functionaries of AIBOC assured that retirees issues like pension updation, 100% DA neutralization, increase in family pension and adequate medical benefits would form part of wage negotiations and all issues will be resolved to the satisfaction of retirees. We are thankful to our patrons as our membership would not have grown to the present size but for the patronage of IOBOA.

The last speaker Com.Chandrasekaran, TN State Secretary of AIBPARC (Former President of Indian Bank Officers' Federation) urged in a speech mixed with and humour that an organisation has to be like a tiger and not like a goat else the organisation will also meet the fate of a sacrificed goat. While justice may be had from Courts enabling us get our entitlements like Pension Updation and 100% DA neutralization but many may not be alive to enjoy the fruits of the Court verdicts because of frustrating long duration of litigation in our country.

The meeting concluded with vote of thanks delivered in poetic





*Com.S.R.Sengupta,
General Secretary - AIBPARC*



*Com.K.V.Acharya,
President - AIBPARC*



*Mr.A.D.M.Chavali,
Executive Director - IOB*



*Mr.Atul Agarwal,
Executive Director – IOB*



*Com.K.Anandakumar,
Patron-ARISE*



*Com.J.D.Sharma,
Patron-ARISE*



*Com.S.B.C.Karunakaran,
General Secretary - ARISE*



*Com.K.S.Rengarajan,
President - ARISE*



*Com.Chandrasekaran,
Secretary -AIBPARC, Tamil Nadu State*



*Com.T.K.S.Ilangovan, former MP,
Member - ARISE*



*Com.M.R.Gopinatha Rao,
Vice President - ARISE*



*Com.R.Krishnan, Former General
Manager-IOB, Member - ARISE.*

style by Com.M.R.Gopinatha Rao, Vice President, ARISE and he showered flowery fitting tributes of gratitude to all those who made the inaugural conference successful. He made a special mention about the valuable co-operation / support extended by all Central Unit office bearers of IOBOA and IOBOA staff. He also thanked Com.V.Kumaresan, Vice President, IOBOA for his active involvement in making the conference a grand success.

The inaugural session also witnessed a solemn duty performed by ARISE which as a true off-spring of AIBOC believes in “**Nation First Organisation Next and Individual Last**”. Major Mukund Varadarajan succumbed to the injuries in the fight against terrorists in Kashmir who tried to destroy democracy. Trained to kill and prepared to die Major Mukund Varadarajan killed the terrorists before succumbing to his injuries. The son of Mr.Varadarajan our member died but mother India gave birth to a martyr on that fateful day. A humble citation from ARISE was read by Com.Uma Subramanian, Senior DGS of IOBOA and a memento was presented by the dignitaries on the dais and Amar Major Mukund’s photo was unveiled. His father delivered a heart rending speech.

After the inaugural session the members broke for lunch. It was hard to participate in a brain-storming delegate session after a delicious meal. But the interest of the members in ARISE was such that the post-lunch Delegate Session too witnessed great assembly of members in full strength. Many members spoke about the problems in REMAS claims and some have even made suggestion to improve the claim settlement. On the whole members expressed satisfaction over the functioning of ARISE at the Central Unit credit for which has to go largely to Com.S.Thyagarajan and his team guided by your President. Your General Secretary replied

the queries of members and thereafter on the president tabling the General Secretary’s report and Accounts the same were unanimously approved by the General Council.

General Council has also approved after much deliberation that the Bye-Law be amended to provide for life membership as an option where a member can become life member by paying one time subscription of Rs.6000 in lieu of monthly subscription is that assuming an average of 10 years membership at Rs.50 p.m for the first 5 years and Rs.100 for the next 5 years the total subscription for 10 years is Rs.9000 and at 1/3 discount for upfront payment, the life membership has been fixed at Rs.6000. The corpus from life membership will not be normally used for day to day expenses but only its interest income will be used to meet revenue expenditure. We request more members opt for life membership.

The General Council has identified some Regional Co-ordinators for some of the districts / regions and the names of such co-ordinators will be published in our next circular.

The vote of thanks was rendered by Com.K.V.Acharya. Before delivering Vote of Thanks proper he dwelt in detail the issues involved, the steps being carried out by AIBPARC and the goal in sight and urged the members to be prepared to fill Jantar Mantar yet again if needed to reach our goal.

The XI Annual Conference concluded successfully!

Yours comradely,

K.S.RENGARAJAN
President

SBCKARUNAKARAN
General Secretary



Retirement Benefits

Revision of Pension

NO. 45/86/97P& PW(A) Part I
Government of India

Ministry of Personnel, Public Grievances and Pensions
Department of Pension & Pensioners' Welfare, Lok Nayak Bhawan, Khan Market, New Delhi

Dated the 18th October, 1999

OFFICE MEMORANDUM

Implementation of Governments decisions on the recommendations of the V Central Pay Commission Revision relating to pension/commutation of pension.

1. In terms of the provisions contained in para 9 of this Department's Office Memorandum of even number dated 27 October 1997, the average emoluments of those Government Servants who had opted to come over to the revised scales of pay and had retired within a period of 10 months from the date of coming over to the revised scales were to be calculated by taking into account the following:

i. For the period during which pay was drawn in the prerevised pay scales:

Basic pay plus actual Dearness Allowance and the first and second instalments of Interim Relief appropriate to the basic pay at the rate in force on January 1, 1996 drawn during the relevant period; and

ii. For the period during which pay was drawn in the revised pay scales:

Basic pay in the revised pay scale

2. Government had received a large number of representations pointing out that, as a result of calculation of the pension in the manner indicated above, Government servants who had retired within a period of 10 months of

coming over to the revised scales of pay with effect from January 1, 1996 were entitled to a pension lower than that admissible to those who retired prior to January 1, 1996 from the same post and at the same stage of pay in the prerevised pay scales. The Staff Side on the JCM National Council had also taken up this issue in the JCM Standing Committee.

3. Government has carefully considered these representations. The President is now pleased to decide that the provisions contained in para 9 of this Department's Office Memorandum of even number dated 27th October 1997 may be substituted by the following in respect of those Central Government employees who are governed by the Central Civil Services (Pension) Rules, 1972 and who had retired during the period from 1st January to 30th September, 1996

"The average emoluments based on the basic pay of the preceding ten months of those Government Servants who had opted to come over to the revised scales of pay and had retired within a period of 10 months reckoned from January 1, 1996 shall be calculated as follows for the purpose of determining their pension entitlement:

A) For the period during which pay was drawn in the prerevised pay scales:

The total emoluments for the number of months for which pay was drawn in the prerevised pay scales shall be calculated after taking into account the following:

- i. Basic Pay (including increments, if any drawn during the intervening period).
- ii. Dearness allowance upto CPI 1510, i.e., @ 148% , 111% and 96% of the basic pay as the case may be.
- iii. The first and second instalments of Interim Relief appropriate to the Basic pay drawn during the relevant period.
- iv. Notional increase of the Basic pay by applying the Fitment Benefit of 40 percent on the Basic pay in the prerevised pay scale.

B) For the period during which pay was drawn in the revised pay scales :

The aggregate of the Basic pay for the number of months for which pay was drawn in the revised pay scales. The average emoluments of the preceding ten months will thereafter be calculated by adding (A) and (B) and dividing the result by 10. Pension admissible will consequently be 50% of the average emoluments so calculated ".

4. For facility of ready reference, an illustrative example has also been enclosed as Annexure I.

5. Pension sanctioning authorities may revise suo motu the pension of government servants under their administrative control who had retired during the period from 1st January to 30th September, 1996. The revision should be done without calling for fresh application from the government servants concerned.

6. Separate orders will be issued by the Ministry of Defence, Ministry of Railways and the AIS Division of the Department of Personnel & Training in respect of Armed Forces personnel, Railway employees and Members of All India Services respectively.

7. These orders are issued with the approval of the Ministry of Finance, Department of Expenditure, vide their U.O. No. 1(21)/E.V/97 dated 7th July, 1999 and U.O. No. 785/EV / 99 dated 9th August, 1999.

8. In their applicability to the personnel of the Indian Audit and Accounts Department, these orders issue in consultation with the Comptroller and Auditor General of India.

9. Ministry of Agriculture, etc. are requested to urgently bring the contents of these orders to the notice of the Heads of Departments, their Attached and Subordinate Offices, Controllers of Accounts, Pay and Account Officers, etc. Under their administrative control. All Pension Disbursing Authorities are also advised to display these orders prominently on the notice boards for the information and guidance of the pensioners.

(GANGA MURTHY)
Director (PP)

Annexure I ILLUSTRATIVE EXAMPLE

Prerevised Scale (Prior to 1.1.1996)	Rs.2200 - 4000
Corresponding Revised Scale (w.e.f. 1.1.1996)	Rs.8000 - 13500
Date of increment in the prerevised scale 1 st June, 1995 Basic Pay in the Prerevised scale (Upto May 1995) (June 1 to Dec 31, 1995)	Rs.3400 Rs 3500
Date of Superannuation 31 st January, 1996 Emoluments drawn in the prerevised scale (i) April 1, 1995 to April 30,1995 Basic Pay	Rs.3400
Dearness Allowance @ CPI 1510 (148% in the Present case)	Rs.5032
I.R.(I) & (II) (Rs 100+10% of Basic pay)	Rs. 440
Fitment Weightage (40% of Basic Pay)	Rs.1360
Total	Rs.10232
Total Emoluments for 2 Months (April & May 95) 10232 x 2 =	Rs.20464
(ii) June 1, 1995 to June 30,1995 Basic Pay	Rs. 3500
Dearness Allowance @ CPI 1510 (148% in the present case)	Rs.5180
I.R.(I) & (II) (Rs. 100 + 10% of Basic pay)	Rs. 450
Fitment Weightage (40% of Basic Pay)	Rs.1400
Total	Rs.10530
Total Emoluments for seven months (June 95 to Dec. 95) Rs.10530x 7 =	Rs.73710
Emoluments drawn in the Revised Scale of Pay January 1,1996 to January 31, 1996 Basic Pay	Rs.10750
Total Emoluments for 1 month	Rs.10750
C. Total Emoluments during 10 months = Rs 104924	
A(i) + A(ii) + (B)	
D. Average Emoluments =104924 / 10 =	Rs. 10492
Monthly pension (50% of average emoluments, i.e.,50% of D)	Rs.10492 / 2
	Rs. 5246

Note:

- (a) Fitment weightage of 40% of basic pay to be added to basic in the Prerevised scale.
- (b) DA actually drawn will be substituted by DA at CPI 1510 relevant to the particular slab of basic pay

PENSION ISSUE IS PART OF SALARY REVISION NEGOTIATION



Many pensioners wonder whether pensioners' issues like updation, 100% DA neutralization to pre-Nov.2002 retirees, and improved Family Pension as obtaining in RBI would be discussed at all in future rounds of discussion. The MoU on wage revision says, "All issues under discussion would be discussed." We all know that all these issues were under discussion and form part of charter of demands.

Above all, a Minister of the previous Government replied in Rajya Sabha, "... IBA negotiates salary and service conditions of employees. As part of negotiations, the terms of payment of pension are also discussed alongwith the salary revision." (See box below) So pension forms very much a part wage revision negotiation.

Revision of pay and pension of Bank and Central Government Employees: Rajya Sabha Q&A

**GOVERNMENT OF INDIA
MINISTRY OF FINANCE
RAJYA SABHA**

**"UNSTARRED QUESTION NO-196
ANSWERED ON-06.08.2013**

Revision of pay and pension of bank employees

196 . SHRI A.A. JINNAH

"Will the Minister of FINANCE be pleased to state:

- (a) whether the Central Pay Commission benefits are not applicable for employees of banks;
- (b) if so, how their salaries are revised;
- (c) whether the salaries of employees of banks are revised on the recommendations of some other body;

(d) if so, the name of such body;

(e) whether the Minister is aware that after the recommendations of the said body only the salaries of servicing employees are revised and pensioners are ignored by these bodies; and

(f) if so, the detailed reasons for ignoring pensioners of nationalized banks by such bodies whereas separate recommendations are made by pay commission for Central Government pensioners?

ANSWER

The Minister of State in the Ministry of Finance (Shri Namo Narain Meena) "The Central Pay Commission recommendations are not applicable to the employees of Public Sector Banks (PSBs). The pay scales of employees in PSBs are revised every five years on the basis of the Bipartite Settlement signed with Workmen Unions and Joint Note signed with Officers' Associations by Indian Banks' Association (IBA). Accordingly, IBA negotiates salary and service conditions of employees. **As part of negotiations, the terms of payment of pension are also discussed alongwith the salary revision.** The service conditions of Central Government employees differ significantly from those of bank employees and the two are regulated by their respective service regulations. Hence, no comparison can be drawn between the two.

"This information was given by Minister of State in the Ministry of Finance Shri Namo Narain Meena in a written reply to Shri A.A. Jinnah in Rajya Sabha as above:

END THE WAGE SLAVERY!

Anil Kumar Jana | Former President, AIBOC

Retirement from a job which is otherwise called superannuation is the end of the use value of a worker as narrated in Chamber 21st century dictionary. With the advancement of age, the productive capacity of the workers gradually reduces and they cannot produce as much as to bring in enough surplus value i.e. profit for the capital. So the employers terminate their contract after certain age of the workers. In almost all classes of employment the age of retirement is fixed at sixty years in India. Although the average life expectancy in India has considerably increased at 68 years and the people remain capable of discharging their duties with more efficiency with the skill and proficiency, they accumulated during their service life. But that is not to be in accordance with the laws of the land. Ironically the laws or the rules are not uniform for all. For example the politicians (law makers) business men, industrialists, high profile managerial personalities, directors of companies and other professionals are not covered under the same provision of law, so that maxim that everybody is equal to the law, does not hold good when the law itself is different for different classes of people.

One has to keep within their perception that this order of a capitalist society but surely an improved variant of slave societies wherein the slaves used to be killed when they lost their productive capacity due to illness or old age. The slaves never had any rights whatsoever. In this perspective we are bit better off in the sense that's our rulers do not kill us directly when we fail to earn enough profit for them nor they lash us when we can not produce as much as they want but the workers are converted into Wage slaves and after their retirement the employers refused to undertake any responsibilities of their remaining lives. Now we enjoy certain freedom like choosing an employer and can collectively protest against injustice or demand improvement of wage. This was an immediate fall out of the democratic state which the capitalist built up to their own advantage against feudal dominations but the capitalists retained with them all the power of a state like framing laws to own the means of production, raising the armed force, bureaucracy, judiciary etc. to oppress and exploit labour of all forms both manual or intellectuals. All laws governing the relations between labour and capital still remains as that master and servants. The workers all over capitalists world did not accept it lying low, they revolted organized Trade unions and launched protest after protests, sometimes armed struggle. Over a period of time, the capitalists conceded to a few demands like requiring the rights of trade unions, collective bargaining. Through the continuous struggles, the working class could secure some benefits like eight hours work, periodic suffering and woes of workers drew the sympathy of many humanists and intellectuals of the society on one hand and

their successes of their struggles also encouraged the other toiling masses like farm workers, small farmers even the lower rung of bureaucracy to organize themselves against oppression.

Drawing inspiration from the outcome of such worldwide trade unions struggles and taking advantage of the fundamental rights of Constitution the bank officers of this country also formed association which gradually established itself as the largest supervisory cadres organisation of the world. Today All India Bank Officers Confederation (AIBOC) plays a pivotal role in unifying all the unions in the Banking Industry under an umbrella organisation called United Forum of Bank unions (UFBU) which has been spear-heading long drawn struggle against Neo liberal economic policy of the Government and preserve the dominance of Public Sector in the economy for the larger interest of larger population of the country. It also got integrated in the struggle of entire working class on the issues of national interest. AIBOC has successfully concluded five Industry level wage revisions which has only improved upon the



service conditions of Bank Officers but standardised the differentials in the compensation system prevailing in different Banks including introduction of pensionary benefits. The AIBOC gradually developed the life time commitment to their membership and took the lead in organizing the retired officers and employees under an organisation called All India Bank Retirees' and Pensioners' Confederation. The AIBOC included in it's Charter of Demand the improvement of Pension Scheme like periodic updation of pension with every wage revisions in order to remove

differential anomalies prevailing among the retirees on different time.

All these improvement of service conditions of workers is short lived and the living conditions of workers shall not change much through economic struggle. Many great thinkers, economists and philosophers, who wanted to remove the suffering of toiling people could find the root cause of the disease in a capitalist society and sincerely wanted to develop an exploitationless social model called by them as 'Socialism'. It remains as a pipe dream until Karl Marx and Frederick Engels analysed thoroughly the capitalism, it's origin and growth. They scientifically established that the capitalism is the root cause of all maladies of mankind and unless there is transition to Socialism wherein the Working Class capture the state power and establish it's domination over other classes particularly the Capitalists by abolishing private ownership of means of production and bringing them under the State ownership these suffering shall never end. As the educated section of working class we have to realize this and struggle for socialism which is enshrined in the PREAMBLE of our CONSTITUTION. LET IT BE OUR SOLE RESOLVE ON THE 68th anniversary of our INDEPENDENCE DAY!

meeting the membership

BANGALORE - 18.10.2014

The meeting was presided over by Com M R Gopinatha Rao, Vice-President, ARISE & Deputy General Secretary, AIBPARC.

Com A V. Prasad, Deputy General Secretary, IOBOA, Bangalore And Sri K Nagendra, Asst. General Secretary, IOBOA, Bangalore participated.

The meeting was attended by more than 75 members. As Sri R.K.Shetty, General Manager, Bangalore, And Sri K Anil, Chief Regional Manager, Bangalore were preoccupied in other engagements, could not attend. Both of them had conveyed their greetings and best wishes to the meeting.

Com K.S. Narasimha Murthy, Organising Secretary welcomed the members. The meeting started by congratulating the newly elected office bearers of IOBOA from Karnataka and felicitating Com A V. Prasad, Deputy General Secretary, IOBOA, Bangalore and Com. K Nagendra, Asst. General Secretary, IOBOA, Bangalore.

Com M R Gopinatha Rao addressed the gathering and conveyed the messages of our Central Unit and also a special message from Com K V Acharya, President, AIBPARC And Vice President, ARISE, wishing our meeting a grand success.

Com M R Gopinatha Rao mentioned that our conference at Chennai held on 7th September 2014 and the conference of IOBOA held at Chennai on 12-13 October 2014 was a thunderous success. He made a special mention of the tribute paid during our conference to Major Mukund Varadarajan, who is a son of a retired IOBian and who sacrificed for the nation while battling against the insurgents in Kashmir. The parents of Martyr Mukund Varadarajan had attended the function and it was a touching moment for all of IOBians.

Com Gopinatha Rao also mentioned about the unfortunate arrest of our bank officers including retirees, by CBI in connection with certain cases relating to recruitment of award staff against them. He informed that our ARISE has taken up the issue and our General Secretary, Com. SBC Karunakaran has taken steps to resolve the same legally and morally. He informed the gathering the developments taking place in respect of our negotiations with IBA, regarding wage revision and pending issues concerning retirees, especially, the 100 per cent DA Neutralisation and family pension apart from other pending issues. Com K V Acharya, is in constant touch with the Government as well as the AIBOC who is negotiating with IBA.

Com Gopinatha Rao mentioned that life membership of ARISE, as decided during the conference, has gained momentum and already 6 members have become life members from Karnataka and requested all the members to become life members at the earliest. Spontaneously, there was an overwhelming response and 45 members became life members

instantly and set a big trend to other regions to follow in this regard.

Com K S Narasimha Murthy, requested the members to take up for any clarification for REMAS scheme and our office bearers at Central Unit are taking up the issues with the concerned, viz., PAD, Central Office, TPA and the insurance company to resolve the same at the earliest. He requested the members to visit our website www.thearise.org- regularly apart from the website of AIBPARC regularly to know the latest developments

Greetings of the season – “Happy Deepavali” – was conveyed to all the members with vote of thanks and the meeting was concluded.

DELHI - 01.11.2014

In an over whelming response to the circular more than one hundred and twenty members including large number of former executives and members from all cadres attended the meeting.

he Meeting was presided over by Shri A.S.Sabharwal, Chief Advisor, ARISE . Com.D.K.Hans welcomed the gathering and Com.K.V.Acharya Vice President ARISE, delivered the key note address.

While detailing about various developments taken place after the last meeting and Chennai Conference he informed of the decision of AIBPARC to hold a massive Dharna on the 6th of Feb'2014.in order to highlight to the Government and IBA about the long pending issues of bank retirees,viz pension updation (revision),100 % D A neutralisation for pre 2002 retirees and family pension at par with Central Government Employees. Members readily and enthusiastically agreed to volunteers for the Dharna and assured to take care of the needs of out station participants.

Com.Acharya further emphasised the need for immediate good corpus to meet various legal expenses that are likely to be incurred by ARISE. Responding to this clarion call more than one hundred members opted to become LIFE MEMBERS. Vote of thanks was proposed by Com.R.S.Sampath

KOLKATA – 08.11.2014

A meeting of our members was organized by Com.Amar Kumar Mukherjee, Assistant General Secretary on 8th November 2014. The meeting was addressed by Com.S.B.C.Karunakaran, General Secretary, ARISE and Com.K.V.Acharya, our Vice President. The meeting was attended by more than 55 comrades and very enthusiastic interactions with the leaders took place.

Both the leaders explained about the various action programmes chalked out by AIBPARC in trying to achieve the long standing

issues of retirees specially updation, 100% DA neutralization and improvement of family pension. The members also discussed measures to further consolidate the membership drive and more than 25 members spontaneously became life members of ARISE.

In the meeting it was also decided to have a committee of activists to further strengthen the organisation in Kolkata and Com.Ashok Ganguly has been made as the Chief Co-ordinator. Com.Debashish Ghosh, Com.Jayanta Chakravarthy and Com.Kanti Chakravarthy, leaders of IOB Officers' Association also addressed the gathering. Com.M.G.Nabi former leader of IOBOA proposed vote of thanks.

The following comrades were nominated as the functionaries of Kolkata unit. **Co-ordinator** : Com.Ashok Ganguly

Assistant Co-ordinators : Comrades J P Haldar, R N Das Hiralal Biswas, Gopal Pal, Sameer Saha, Bhim Mondal, Samar Das, Srijiv Dey, Tarun Das, Hansar Al Haque.

BHUBANESWAR - 14.11.2014

A meeting of our members was held on 14th November 2014. The meeting was presided over by Shri.B.B.Patnaik our Organising Secretary and also former General Manager of our bank. Com.L.M.Sadangi our Assistant General Secretary from Berhampur also participated alongwith his comrades from Berhampur.

Com.K.V.Acharya, our Vice President and President AIBPARC addressed the members and gave a detailed account of all the issues concerning the pensioners and also congratulated Com.Sahoo and Com.Sadangi in playing an active role in the formation of Orissa State Unit of AIBPARC. It is quite heartening to learn that all the retirees residing in Berhampur Region have become members of ARISE. In response to the call of the organization, all former General Managers who attended the meeting led by Shri.B.B.Patnaik became the life members of ARISE and Com.Sahoo and Com.Sadangi assured that they would enroll more life members.

Com. L.Mohanty former Senior Vice President of IOBOA also addressed the gathering. On the following day Com. K.V.Acharya also addressed the State Convention of AIBPARC along with Com.S.R.Sengupta, General Secretary and Com.Supritho Sarkar, Joint General Secretary, AIBPARC.

MUMBAI – 03.01.2015

A meeting of our members residing in Mumbai was held on 3rd January at Devaraj Hall, Dadar (West). The Meeting was addressed by Com.Ravi N Shetty, former Senior Vice President of IOBOA who is also playing a leading role in our organisational activities after retirement, Com.M.R.Gopinatha Rao, our Vice President and Com.K.V.Acharya, our Vice President and President of AIBPARC. The meeting was attended by over 150 comrades and a few comrades had also come all the way from Pune.

The leaders spoke at length the activities of the organization and the action programmes including massive dharna at Jantar

Mantar on 6th February 2015 to achieve the long outstanding issues of pension updation, 100% DA neutralization to pre-2002 retirees, improvement in family pension etc. There was enthusiastic participation by the members during the interaction and more than 50 members came enthusiastically forward to become life members by giving cheques for Rs.5000/- each. Later the meeting was addressed by Shri.V.K.Mehta, Chief Regional Manager of Mumbai II Regional Office who also exhorted our members to help the bank in the recovery drive of NPAs and acknowledged the great contributions made by our members during their service in the bank. Com.Ramakrishnan, Deputy General Secretary of IOBOA also addressed the members. Com.B.S.Rane proposed vote of thanks.

CHENNAI - 23.01.2015

A meeting was held at Chennai on 23rd January 2015 at Ramarau Kala Mandap, Karnataka Sangha Hall.

Com.K.S.Rengarajan, President welcomed the leaders on the dais and all the members.

Com.K.Chandrasekaran, Secretary, Tamil Nadu State AIBPARC in his speech mentioned about the need for unity among the Bank Retirees and to go ahead with struggle to achieve the demands.

Com.S.B.C.Karunakaran, General Secretary ARISE mentioned that the concept of Pension Updation issue has not been fully understood. In this context he quoted Regulation 35 (1) of Bank Employees' Pension Regulations 1995 wherein a formula has been provided in Appendix I which was on the lines of Administrative Reforms Commissions' 1979 Recommendations and implemented to Central Government Employees in IV Pay Commission. He also mentioned that at the time of introduction of Bank Employees' Pension Regulation 1995 this was the only formula available. RBI Employees Pension Regulations do not expressly provide for pension updation. However using Reg 5 (equivalent of Reg 56 of Nationalized Bank Employees Bank Regulations) that provides for reference to Central Government Employees Pension Rules, RBI updated the pension of retirees between 1/1/86 and 31/10/87 under the very same formula given in Appendix I of Reg.35 of Nationalized Bank Employees Bank Regulations. Subsequent updation was done by amending the definition of Pay in 2003 to update the pension effective from 2002. But Government objected to this amendment after nearly 6 years saying the amendment was ultra vires and forced RBI to withdraw this benefit. RBI Pensioners went to Mumbai High Court and got a stay against RBI's withdrawal of Pension Updation. In respect of Bank Employees there is a provision in Pension Regulations. He thanked Com.R.N.Godbole and Com.S.R.Sengupta for Pension Regulations No.35 & 56. Regulation 35 not implemented by banks. Pension Updation is not a new demand and it has to be only implemented. In case of doubt IBA has to refer to Central Civil Pension Rules. For 20 years pension updation, not implemented.

Bankers singing hosannas to the present government for its

assurance of non-interference do not mind being directed (or dictated) to open millions of Jan Dhan Yojana accounts. Bankers who always talk of cost when it comes to employee/retiree benefits do not worry about the cost involved in opening and maintaining these accounts.

All Bank CMDs, who allowed their subordinates being prosecuted for offence u/s 13(1)(d) of Prevention of Corruption Act because these subordinates having submitted to intervention of superiors/politicians, openly admitted in the Pune "Brain Storming Retreat" of having submitted to interference in the past. This is the independence they have and we have to negotiate with them!

While touching of Bank Employees Wage revision he informed that increase of 19.5% the cost is only 0.75% of total cost. All and sundry work are done by Banks & its employees. But when Pay increase is demanded IBA refuses to give. IBA quotes Basel Norms – Capital Adequacy. In our country there is no scientific basis for risk assessment. Banks are in sound position. Economic downturn may be reason for bad advances. It may improve. He emphasized that Pension updation is to be implemented and it is not a new demand. He also mentioned that LIC Act permits Board to do pension updation. In RBI 50: 50 chance. In Banks it is like LIC Act. We have a strong case. He further informed the members that our organisation ARISE is the only organisation for filing the case in Delhi High Court for implementation of Regulation 35 of Pension Regulations. He also informed that R.B.I Management is in favour of Pension Updation to its employees.

While mentioning about Pension fund, he mentioned that AIBRF has reminded to capitalise Pension fund Corpus as employees are not owners. In this context he also clarified that Pension Fund Corpus is a Trust Fund and employees are beneficiaries and they have a claim on it. He also mentioned that family pension at 30 per cent is implemented in Central Government since 19 years and it is unreasonable to ask for upward revision. We have to come under one umbrella at IOB and it should be ARISE and at ALL India level it should be AIBPARC.

Let us believe we can achieve it. He further mentioned that IBA is afraid to meet the leaders of AIBPARC as they cannot answer our reasoned demands.

He also said, 'Let us believe that we can achieve it'. He requested to propagate through media and press of Bank Employees' demands. He concluded his speech that with the support of members the demands shall be achieved.

Com.K.V.Acharya, Vice President ARISE and President AIBPARC in his speech wondered why there is delay in settling issues of retirees. He mentioned that Chairmen of Banks have to understand the agonies of retirees. Reasonable expectations of elders must be conceded. Out of 56 Pension Regulations 54 have been implemented remaining 2 namely Regulation 35 & 56 have not been implemented. But the Bank managements invoke Pension Regulations for charge sheeting retirees but for implementation of Pension Updation under Regulation 35 hesitate and do not implement. He was categorical about letter

written by Central Government to IBA to discuss with Retirees organisations for redressal of their grievances and the efforts made to thwart it by one of the employees unions. With regard to Pension updation he highlighted the Pension Corpus Fund and the yield on it. IBA's claim of Rs.55000/- Crore for Pension Updation was nothing and lacks clarity. In fact in reality it may not even cost Rs.1000/- Crore. He also informed the members about the preparation of Dharna at Delhi which was to held on 6th February 2015 and the Dharna has to be deferred due to elections in Delhi. He also mentioned that the new government has belied the expectations of citizens. He was happy that Com.K.Anandakumar, General Secretary of IOBOA and one of our patrons is a member on the sub-committee on Pension issues of retirees. AIBOC has to take a firm stand on these issues and we have full confidence on Com.K.Anandakumar, Com.Sudarshan and Com.Harvinder Singh. While touching on publicity campaign as suggested by Com.S.B.C.Karunakaran requires funds and our organisation has amended the Bye Laws for life time subscription and the response in this regard in Delhi, Mumbai, Kolkata, Bangalore is good and requested the members to help our organisation. He also mentioned that general public is of the view that Bank Employees are getting equal salary of Government employees which is far from the truth.

Com.K.Anandakumar, General Secretary of IOB Officers' Association and one of our patrons mentioned in his speech that AIBOC is equally concerned about Pension updation. Next meeting with IBA is on 3.2.2015 and this will be continuous process. Government wants to complete wage revision. He also mentioned about the casual attitude of IBA with regard to Pension Updation. IBA quoted that Pension Updation would cost Rs.55000/- Crore and that means every retiree would get Rs.18.91 lakhs as the number of Pensioners is around 290767. Is it true ? We asked for the actuary report and IBA refused to show the report. He also referred to Charter of Demands of AIBOC. 100 per cent D.A Neutralisation to pre 1.11.2002 IBA agreed. He was emphatic about the efforts put in by him and AIBOC in respect of Pension Updation. He also mentioned that IBA is quoting Pension cost on salary revision at 400 per cent. He also mentioned that where it is provided for provisioning for Pension for 5 years in a single year. IBA instructed Banks to revisit mandate given by them to IBA for salary revision. Com.J.D.Sharma President IOB Officers' Association and Director of our Bank wrote letters on this issue. IOB management also did not revisit on this issue.

Com.M.R.Gopinatha Rao, Vice President ARISE in his vote of thanks requested the members to become life members of our organisation. He thanked the office bearers of Karnataka Sangha for providing the auditorium for our meeting. He requested the members to help the Bank as it is IOB which gave us status.

The auditorium was fully packed and around 50 members subscribed to life time membership of our organisation.

National Honour to Martyr Major Mukund Varadarajan



His Excellency Pranab Mukherjee, President of India presents 'Ashok Chakra' award. Witnessing the ceremony are His Excellency Mohammad Hamid Ansari, Vice President, Honourable Narendra Modi, Prime Minister and the Chief Guest of 66th Republic Day Celebration, His Excellency Barack Obama, President, United States of America.

(New Delhi – 26th January 2015)

The President of India presented the country's highest peacetime gallantry award 'Ashok Chakra' to Mrs. Indhu Rebecca Varghese on the 66th Republic Day Celebration, honouring the Martyrdom of Major Mukund Varadarajan who has sacrificed his life bravely for the country. Tamil Nadu Chief Minister Honourable O Panneerselvam handed over a cheque of Rs 12 lakh to Mrs. Indhu Rebecca Varghese, widow of Major Mukund Varadarajan and a recipient of country's highest military award Ashok Chakra on 17th February 2015 at Chennai. Martyr Mukund Varadarajan was the son of Mr. R. Varadarajan, former IOBian who is a member of ARISE. Already ARISE had honoured Varadarajan couple at the time of XI Annual Conference held at Chennai on 7th September 2014.

ARISE feels proud about Varadarajan couple and, Mrs. Indhu Rebecca Varghese and the family on the Martyrdom of Mukund Varadarajan and on being honoured with the highest peacetime gallantry award of the country!

LUDHIANA

Retiree-Members, discussing in depth



The meeting opened with Com. D.K. Khatri (AGS) welcoming the members from far and near. He elaborated post conference scenario, in our ARISE as well as efforts towards demands of retirees. It was disclosed that now we are 112 members out of 179 retirees in our Region and the proposal to have a committee of 9 members to closely interact with members as well as help in further increasing our strength by adding new members. Also the concept of Life-Membership was explained and it was assured that all will opt for it by April 2015.

Sh V.K. Gupta Former CRM also enlightened the members on various issues especially emphasising Life-Membership for all. Sh Bagh Singh Former AGM spoke for taking efforts to bring in our fold non members and supported concept of 9 members selected from different places so as to have effective working of our ARISE Regional Unit under the guidance of the Asst. Gen Secretary.

Sh A.K. Divedi offered services as one of the committee members and was accepted by the house vis a vis selecting three more members. Sh Divedi gave vote of thanks and meeting lasted for two hours over a cup of tea.

CHANDIGARH

Two meetings of the General Body of ARISE of Chandigarh Region on 5th Oct. 2014 and 22nd Feb. 2015. The meetings were attended by large number of members including former SRM Mr. H.S. Chadha, former GMs Mr. A.P. Singh, Mr. Milap Kapoor and Mr. Dhanesh Chander. Many members from earlier award staff participated in our meetings.

In the meetings, the members were apprised of the latest developments taking place in the Banking Industry in general as well as IOB in special. The main focus was on current Wage Revision developments and matters relating to the retirees. The problems being faced by the members were also discussed and follow up action taken thereon to their satisfaction.

KANNUR

The ARISE, Kannur has started functioning since March 2011 onwards with the Retirees of mainly Kannur and Kasaragod Districts. The Club was formed by Mr. M.K. Unnikrishnan (Former AGS of IOBOA) as founder Secretary, Mr. P.P. Govindan (Ex Senior Manager) as President and Mr. N.K. Sreenivasan (Ex Chief Mgr) as Adviser. At present we have 70 members and all those who are retiring are joining our Club. We meet regularly once in every 2 months. Our last family get together meeting was held on 25th Dec. 2014 at Hotel Royal Omers with celebration of Christmas/New Year with good Entertainment. Mr. V. Gopinath (Vice President of ARISE) was our Chief Guest. Our next meeting will be held on March 1, 2015. Maximum participants are ARISE members.