

DHARNA AT JANTAR MANTAR CBPRO— — —SYMBOL OF BANK RETIREES' UNITY GREATEST SHOW OF STRENGTH AT JANTAR MANTAR, DELHI ON 11TH DECEMBER 2015

It is seen to be believed. Several thousand bank pensioners and retirees thronged at Jantar Mantar, New Delhi at 10.00 A.M sharp. The group of senior citizens of Banking industry shouted slogans in favour of the demands of the retirees in different languages. The core demand of the slogans was that the Government and IBA should come to senses immediately and attend to the issues which are long neglected. More than anything it was demanded that the total insensitivity should be put to an end and the most reasonable demands be conceded. The crowd at about 11.00 a.m. swelled to the adjoining streets. The elder citizens of the banking industry and the lady comrades fairly in good number stood for hours to hear the leaders. The crowd remained unmoved till the conclusion of the programme at about 3.00 PM. The event was covered by T.V. channels and important newspapers from Delhi.

It is significant to note that soon after the formation of COORDINATION OF BANK PENSIONERS AND RETIREES ORGANISATIONS (CBPRO) the way in which the first programme of action by the just formed body was simply and superbly excellent and a thundering success. The result of long desired unity move met with great expectations of the membership and helped in galvanizing the activities of Apex Bank Retirees'

Organisations. The gathering was very happy and satisfied seeing the organisations coming together and it gave immense confidence to them that their long pending issues will get resolved sooner than later.

Com.K.V.Acharya, President, AIBPARC, Joint Convenor, CBPRO coordinated the entire programme from beginning to end. He gave a brief introduction on the purpose of the Dharna.

Com.R.N.Banerjee, President, Federation of SBI Pensioners Association congratulated the huge crowd and urged upon the Government and IBA to ponder over as to why the elder citizens of the banking industry are on the streets. He also said if a proper question is sought from powers that be, the insensitivity to the community will come to an end.

Com.Ashok Rao, a known name for many years as an advocate for the Public Sector dealt at length about the wrong policies of the Government. He touched upon the provision of NPA which is virtually a pension to defaulters of bank loans. In that case why then the pension of real pensioners will not be increased.

Com..A.RameshBabu, General Secretary, Federation of SBI Pensioners' Association and Joint convenor CBPRO congratulated the crowd who have come together to fight for principles.

He also said that SBI Pensioners have a different set of problems which could be tackled at the level of the institution, but then there are many common issues for which all of us can jointly fight. He also urged upon the working unions and Associations to support the cause of retirees. He further advocated for a protracted struggle.

Com.Harvinder Singh, General Secretary, AIBOC announced that the demands of the pensioners and retirees are the demands of AIBOC. He further highlighted that the demands of the retirees and pensioners were submitted officially and discussed with sincerity. But then there was some lack of seriousness on the part of some of the organisations which did not want the Voice of Retirees be heard. Pressure from the new generation of the leadership was also there. Certain changes in the accounting norm played havoc at a crucial time. The record note was signed under certain circumstances about which he narrated in detail. In this backdrop he referred to the series of correspondence of AIBOC on all the issue of retirees and also the reply of IBA. He narrated in brief the submission of IBA before CLC. He infact narrated how AIBOC planned strike on 11th December 2015 coinciding with the Dharna at Jantar Mantar, New Delhi by retirees. He also informed the crowd the following:

1. **Domiciliary Treatment:** IBA assured to take up the issue with insurance company as they support the contention of the Retirees.

2. IBA assured that the cost factor to each issue will be assessed by an actuary already appointed by them and the report will be available within 3 to 4 months.

He concluded with his assurance that AIBOC will be doing its part on the retirees issues.

Com. Tapan Sen, Hon'ble M.P and General Secretary of Centre of Indian Trade Unions observed that the demand of Pension Updation cannot be negated by the Government because they allow it to its own employees. He said that IBA is a powerless body as it is virtually controlled by Ministry of Finance. He felt that any Government which ever comes to power is going to sell assets of the people. The fight of the Pensioners should be orchestrated with the fight

of the working class, otherwise the designs of the Government cannot be flouted. He specifically called upon the pensioners to fight for the employees and officers who are covered under New Pension Scheme. He lent full support to the ongoing struggle.

Com. Sitaram Yechury, General Secretary CPI (M) could not attend the Dharna but sent his good wishes for the success of the struggle by a message.

Shri.Pawan Kumar organizing General Secretary of BMS, observed that the pension of the MLAs & MPs are being fabulously increased. Why then, the Pensioners of the banking industry would not get their rightful shares when written agreements reached between two parties provide for them. IBA should never feel hesitant to implement it. He pledged full support to the demands of the Retirees & Pensioners.

Com.S.R.Sengupta, General Secretary, AIBPARC, while congratulating the crowd for historic show of strength also observed that Trade Union is a Continuous journey. It will not stop till demands are realized. If Government and IBA do not hear us, we cannot stop the journey. We might have to think in future for making a procession to the Parliament or official Residence of the Prime Minister.

Com.Sukumaran of RNBOC said that this is the day for rejoice as all the major Retiree organisations have come together to achieve a common cause.

Com.Malhotra, AIBRA thanked the participants for a large scale presence. He observed that he was viewing the success of the movement in the horizon, because such a dedicated crowd can only achieve the demands.

Com.Anantha Krishnan, a senior leader of the movement told in brief the outcome of the dialogue which he and his associates had with the Minister of State for Finance.

Com.K.D.Khera, former President, AIBOC and Com.Shantharaju, former General Secretary, AIBOC addressed the gathering and exhorted that the struggle should continue.

Com.D.B.Gupta, senior leader of AIBRF addressed the gathering and said that greater unity is needed to get the issues redressed.

Com.K.B.Ballur, Working President of AIBPARC promised the participants and said that the demands were logical, the path of agitation is legal and non-violence and the Govt. should hear the voice of the retirees with Caution and care as all of them are in an advanced age.

Com.Supreta Sarkar, Joint General Secretary, AIBPARC thanked the huge gathering from different parts of the country after undertaking a lot of sufferings. He said that the determination was so strong and the organisations have to chalk out future line of action.

Com.K.V.Acharya, President, AIBPARC and Joint Convenor of the agitation programme concluded the programme with choking Voice that the demands of the Retirees are logical, legal and every effort should be made to realize them and the future would be ours.

The entire huge gathering thanked whole heartedly the excellent arrangements and the tremendous initiative of the Delhi State Committee of AIBPARC led by Com.Ashok Nagar, President and Com.D.K.Hans, Secretary for conducting the Dharna Programme in a grand style and making it a thundering success.

The Jantar Mantar dharna was a culmination of month-long dharnas and demonstrations by CBPRO constituents in various major centres like Kolkata, Chennai, Bangalore, Hyderabad, Thiruvananthapuram, Kochi and other centres.

Comrades, we have once again demonstrated to the powers that be that Bank Pensioners & Retirees will not rest on oars until the demands are fully achieved and towards this goal,we will march ahead.

Bank Pensioners & Retirees movement- ZINDABAD

DHARNA AT JANTAR MANTAR





Stop Consolidation of Public Sector Banks

S.B.C. KARUNAKARAN

Why does the government want to have consolidation? What is the purpose served by consolidation? Which is the constituency to be benefitted by consolidation? What will be the effect of consolidation on digitally divided population i.e. on the miniscule digital savvy section and the vast majority of population accustomed to brick and mortar banking? How does the big size make them globally competitive when the resources mobilized will continue to be mostly the same rupee resources? Though there may be closure of branches in cities due to consolidation there is not going to be such closure in rural and semi urban centres where not many banks operate. In the name of ending wasteful competition among too many and ushering in real competition among a few banks, what is awaiting Indian people is oligarchy serving the interest of big borrowers at the cost of depositors and small borrowers. We are witness to the lending rates quoted to small borrowers and the waivers/write offs offered to big ticket borrowers and this trend will become the norm. Only way to stop the evil of consolidation is to bring to public notice the demerits of consolidation. We have to give wide publicity to these ill-advised moves to reach the constituency that will be affected by consolidation. We have to involve them in the struggle against consolidation. We have to also take the support of parochial loyalty and there is nothing wrong in it. In USA, the patriotism does not stop every State to have its own laws to maintain its character in many areas - for instance adult franchise is the basic character of democracy and all eligible voters have to be automatically registered - Still voter registration law varies from State to State in USA. Some States have gun control laws while some other States refuse to have it. The way mergers are proposed, none of the states in the east coast will have any public sector bank of its own. From Tamilnadu to West Bengal all the PSUs will be merged with banks in other States. So also vibrant states which are centres of resources (deposits) like Kerala or both resources and assets like Punjab or big states like Rajasthan or Uttar Pradesh will have no bank of their own to speak of. Nearly century old tradition of these banks are sought to be buried deep. There is only lip service to autonomy and the decision of consolidation is thrust on banks which are forced to pass resolutions for consolidation. Private players are advisers to recommend steps for consolidation. The heads of Public Sector Banks

though having wide experience as bankers have no place in the table. Shamelessly these heads wait outside to do the bidding of the Finance Ministry posing it as their independent decision at Gyan Sangh, a misnomer where there is no meeting of wisdom, there is no free debate or discussion but only dictate.

Dabhol Power Project in collaboration with Enron was a failure where the foreign banks escaped because of sovereign guarantee of our country but Indian banks not having it suffered heavily. Foreign banks could get sovereign guarantees not merely because they are very big but also because their governments are global powers and are powerful. Even now, USA has been able to safeguard the interest of its nuclear power plant suppliers and make our government agree to absorb the losses through Indian insurance companies the liability in case of nuclear disaster. We are yet to become a global power whatever pretensions we have. So even if we consolidate we cannot become big internationally as size alone does not guarantee bargaining power in the market. The governments of the country do also matter in the area of finance. European Union led by Germany was able to extract implementation of ruthless austerity measures for financing Greece's deficit and this financing ultimately went only to repay the big banks of the European union in Germany, UK, France etc. and Greece did not enjoy a penny of it and the Greeks had to reel under great economic stress. Our economy is yet to reach the top league and even today we are only 1/5 of China in GDP. So in absolute terms, our growth pale into insignificance in comparison to China and other developed nations. RBI Governor Raghuram Rajan was right though all went for his jugular vein when he said, "In the land of the blind one eyed man (India) is the king."

Well, We have to take all these stories to the people and explain to them the evil intentions behind consolidation. How are we going to stop the consolidation? - Here are a few things unions can do to start with-

- 1) Ask under RTI the correspondence exchanged between the Government and Banks in the matter of Consolidation, the response or initiative by individual banks to the Government along with copies of board notes in such response or initiative. This has to be immediately asked from SBI and Associate Banks. Ask under RTI specifically the cost benefit analysis, due diligence study done for Consolidation.

- 2) Ask under RTI the inputs/response collected from all stake holders (Government both Centre and States concerned in which a bank is headquartered, share-holders, employees and customers both deposit and SME borrowers) in respect of consolidation
 - 3) Ask under RTI the relevant laws, regulations and rules that have been invoked by Bank's Board to recommend consolidation without any resolution passed in this regard at the Annual General Body Meeting of respective banks.
 - 4) Ask under RTI the comparative study of size and profitability of banks in India and abroad, the employment generation (Or loss of employment) in tenure jobs in banks
 - 5) Bring out brochures highlighting the evils of consolidation that is meant to put the clock back and to ultimately privatize banks, and unbundle all presently available services so as to shut out most of the services to ordinary public by pricing them too high. (For instance the minimum balance requirement in New-Gen bank is way high which keeps away ordinary customers from its premises)
 - 6) See if the composition of the board is adequate or is truncated. Challenge the vires of truncated board and obtain injunction till the matter is decided. Representation to each constituency is not cosmetic but has to be meaningful and their voices matter in vital matter of consolidation which is likely to adversely affect these constituencies and/or directive principles. Legal recourse is a useful option when courts are increasingly interpreting directive principles as duties of the government.
 - 7) Prepare solid grounds to file writ petitions in courts to thwart the moves of the government. Once unions have replies to their queries they may be able to prove that the decision was arbitrary and thrust on captive boards.
 - 8) Come out with more blogs to engage in social media where one has to be more active to air these views. Hold demonstrations before Media Houses for painting the PSBs as laggards without bothering to write the truth. The Establishment Media will not give us publicity but demonstrations before their offices will get us that. Of course, it will be negative publicity by the establishment media but we would have kicked up a controversy. It is unfortunate but it is the bitter reality of today that only when a controversy is kicked up, people sit up and listen to you and not otherwise. We will then begin to get all the attention we need to put forth our views and mobilize. Let the demonstration be nationwide before all establishment print and visual media. During these demonstrations, take the cooperation of unions in other industries and as well other stake holders.
 - 9) Hold demonstration before RBI offices all over India demanding their intervention to use its authority to safeguard truly the autonomy of PSBs and to promote competition rather than oligarchy. Go on a deputation to RBI Governor and to all Chief Ministers of States which are going to lose the public sector banks. Send mass memorandum to all political parties demanding that all those who respect past ethos cannot turn a blind eye to the ethos of these banks which have their own regional flavor while also having a pan-India presence, and these parties cannot be party to employment killing anti- common man policy of consolidation that may turn banks into oligarchy.
 - 10) Make films of real interviews with ordinary customers who were benefitted by PSBs and air them in Youtube - Propaganda is the main thing and luckily we have social media which we can use to our advantage without having to depend on establishment media.
- When world over, the economists are against banks becoming too big and advising breaking them we have unfortunately advisers advocating the opposite with no economic theory, commercial sense or empirical evidence to support it. The only reason is the unwritten agenda of leaving totally the scarce resources at the disposal of the predatory corporate capitalism. There is no purpose served in having seminars among employees who are already against consolidation. We require awareness and cooperation of other stake holders and the general public of this country. Do everything in this direction. Together let us stop consolidation of public sector banks and preserve public sector.

Due to technical Constraints Letter of Authority for debiting account towards subscription could not be acted upon. Hence this facility is discontinued and members are requested to send arrears of yearly subscription or become Life Members.

NEWS FROM A.I.B.P.A.R.C.

ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

(AIBPARC - A wing of AIBOC)

C/O. BANK OF INDIA OFFICERS' ASSOCIATION (EASTERN INDIA BRANCHES),
BANK OF INDIA, KOLKATA MAIN BRANCH, 23-A, NETAJI SUBHAS ROAD, KOLKATA - 700 001.
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CIRCULAR NO. 50/15.

18th Nov. 2015

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Re: Kolkata throbs with hectic organizational activities for two days - meeting of Governing Council held in the morning of 15th November - audience overflows to the streets in the Inaugural Session - disciplined and participative General Body deliberates on the issues of retirees and decides plans of action - leadership gives a clarion call to march to Delhi on 11th December, 2015 if possible with members of the family.

1. The meeting of the Governing Council was attended by almost all the members who approved the report of the General Secretary, Accounts for 3 years, resolutions and amendment to bye-laws for the purpose of placement of the same in the General Body. The leaders took stock of the situation and took a firm resolve that the organisation is to carry on the signature campaign in an enthusiastic manner, to hold protest demonstration in state capitals and to finally culminate the current agitation to the demonstration and Dharna at Delhi on 11th December, 2015.
2. The Inaugural Session started at Asutosh Birth Centenary Hall of Kolkata Museum at 3 p.m. at 15th December, 2015. The hall was packed to capacity half an hour before commencement. Additional chairs provided by the volunteers were also filled up. At least 100 people stood at the rear of the ball. At one time the crowd swelled to the lawn outside. On the dais, there had been galaxy of leaders hailing from different

components of the financial sector.

- Shri A.N. Mukherjee, Chairman. Reception Committee, recounted the historical role of the city of Kolkata in building up the bankers' trade union movement in the decades of 40s and 50s and also the emergence of a strong retirees movement for last 3 years under the banner of AIBPARC. He welcomed members coming from different parts of the country, thanked the members of the press and electronic media for their extensive presence and expressed gratitude to senior leaders for their presence.
- Com. S.R. Sengupta, General Secretary, in his introductory remarks expressed his happiness for the large turn-out of pensioners and retirees on the day. He assured members that there might be temporary setbacks but the journey is to be continued till we reach the level of satisfaction. He felt that a united movement of all unions and associations is the call of the hour. Everybody will have to shake off initial hesitation and wavering and plunge into action. He called everybody to participate in Delhi Dharna and make it a historic one.
- Corn. Chandra Sekhar Bose, a doyen of the movement of the Insurance employees greeted the conference from the core of his heart. He narrated the story of earlier years when all the unions of the financial sector worked in close cooperation with each other and got the right to opt for pension. He felt that the same unity is to be brought back in a larger canvas to fight against the deprivation and discrimination which are now prevalent in banks and insurance sectors.
- Com. Samir Ghosh, General Secretary, AIRBEA, greeted the conference. All other speakers greeted Shri Samir Ghosh for the

historic decision taken by the unions and associations of working employees and officers to go for one day mass casual leave protesting against the efforts initiated by government to downgrade the prestige of RBI and also to improve the benefits of superannuation.

- Com. R.N. Banerjee, President, Federation of SBI Pensioners Associations greeted the delegates and observers of the 2nd General Body. He informed the house that he never saw in past that any organisation can cross the membership strength of 60,000 within a period of 3 years. He felt that the future of pensioners lies in the success of united movement of all retiree organisations of the country. He assured that in the agitation programme declared by CBPRO, the participation of SBI Pensioners Association will be total. He concluded with the remark that larger participation can only draw the attention of government.
- Com. Harvinder Singh, General Secretary, AIBOC, informed the house that he does not find any material difference between the movement of working employees and the movement of retirees because for everybody, service culminates into superannuation. A working employee of today is the retiree of tomorrow. He remembers with fondness that he has been groomed up in the organisation by leaders who are now leading the movement of retirees. He narrated in detail the different stages of negotiations with IBA and informed how the interest of retirees has been adversely affected by words and actions of some of the organisations. About the record note, his view is that AIBOC has written strong letters to IBA lodging protests against the unilateral assertions and demanding immediate negotiations on the issues of retirees. He promised that AIBOC will always stand by the side of AIBPARC in days to come.
- Com. K.V. Acharya, President, AIBPARC, thanked the leaders, activists and members of Kolkata and surrounding areas for ensuring such a huge gathering. He felt that such a large assembly will enthuse the leaders to become more and more committed to the cause. He called upon the members to make Delhi their next destination of travel with members of the

family. Larger the crowd. greater the attention of IBA and government. He hoped that certain contentions of record note will pave the way for future negotiations.

- Com. Suprita Sarkar, Joint General Secretary, proposed vote of thanks. He observed that it was a day of self-assertion of the hidden potentialities of the retirees and the Inaugural Session will surely carry a message that the issue of retirees is no more to be neglected.
 - The holding of the General Body received media attention in an appreciable manner. All the popular and leading local dailies brought out their news items covering the assembly in prominent places. The electronic media also displayed it for more than 2 minutes.
3. The Delegate Session started at 10 a.m. of 16th November, 2015. The ground floor of the hall was full with the presence of delegates and observers. The dais was formed with the President, Working President, Vice- Presidents present and the Joint General Secretary.
- The General Secretary placed his written report, accounts for 3 years, resolutions for amendment of bye-laws to the constitution and resolutions' on the demands of retirees. President then asked the delegates to pass on the names who are interested to take part on deliberations. It was a matter of great pleasure that 25 members participated in discussion in a disciplined manner. The speakers include: S/Shri Kishore Madalagi, (Canara), J. Balakrishnan (SBT), M.A. Sattar (Union), T.T. Natarajan (Indian), Rajkumar (Syndicate), Govindarajalu (Union), S. Gregory (Federal), T. Choudhury (UCO), Sai Prakash (Syndicate), Shindri (BOI), P. Sen (Indian), S. Mahanty (Union), S. Kruparam (IOB), IB. Bansal (UCO), D.K. Bose (UCO), A Manohar (BOI), K. Choudhry (Indian), A Venkateshwaran (Syndicate), A.S. Adurya (RRB), P.C. Behera (UBI), Rairaja (BOI), M. Roy (UBI), D. Lahane (CBI), K. Sureshbabu (Syndicate) and P.S Bhinder (IOB).
 - The points covered by the aforesaid speakers are mentioned hereunder:
Timely dispatch of notice of meetings, deprivation to retirees who superannuated after 1.11.2012 by way of reduction of their net pension, representation of

women, formation of state level coordination, injury caused by record note, denial of domiciliary treatment to retirees, need of protracted agitation, lack of proper support from the side of AIBOC in a few banks, need for solidarity, whether legal course will be resorted to or not, whether one day pension can be contributed to struggle fund, need for displaying contact number of office bearers, circulation of bank-wise corpus of pension funds, whether further subsidization by bank management can be done in respect of premium of mediclaim, coordination with central trade unions, need of quick formation of Punjab state unit, need to open the door for membership to all the cadres of employees who have not yet done the same, why notice of meeting has not always been sent to a particular office bearer, whether there should be restriction on term of continuance beyond two times, special care for RRBs, fostering of better relationship with influential persons of different political parties. Com. S.R. Sengupta, General Secretary, in his hour long reply answered to all the questions raised by the delegates to their satisfaction. The report of the General Secretary together with accompanying enclosures were adopted by the house unanimously.

4. Several resolutions on the demands of retirees were placed before the house for adoption. Members were agreeable to the issues but they suggested a few changes in the drafting of the same. All the suggestions were incorporated and all the resolutions will be made known to the members by another circular to follow. The said resolutions will also be simultaneously forwarded to government of India and IBA. All the resolutions pertaining to amendment to the bye-laws of the constitution were discussed at length and unanimously accepted. All such resolutions will also be made known by the same circular to follow. It was decided that the total number of office bearers would be increased in the following manner:

President (1), Working President (2), Senior Vice President (6), Vice President (12), General Secretary (1), Joint General Secretary (1), Treasurer (1), Deputy Treasurer (1) and Deputy General Secretary (25).

It was also decided that the Secretaries of

the state units of AIBPARC who are at present not holding any other posts of office bearer will henceforth be known as Assistant General Secretary of the organisation.

5. The House appointed Shri P.S. Bhinder, a delegate, as the Returning Officer to conduct the election of the office-bearers. He declared that he would not contest for any post. He announced the total number of posts as described above and invited members to propose panel of names if they have any. At his call, Com. Suprita Sarkar submitted a list of names duly proposed and seconded for consideration of the house. Returning officer then invited other members to submit any other list if they so desired. As no other lists came for consideration, Returning officer declared the names of Office-Bearers. All the affiliates have been given representation. Following have been made the Chief Office-Bearers.

President : Com. K. V. Acharya (IOB),
 Working President : Com. K.B. Ballur (Canara)
 Working President : Com. B.L. Rathore (SBBJ).
 General Secretary : Com. S.R. Sengupta (BOI),
 Joint General Secretary: Com. S. Sarkar (UBI).

6. The historical 2nd General Body ended with thanks giving by Com. Suryanarayan, (Union Bank) and singing of national anthem. Comrades, the message of the General Body is one of consolidation and assertion of self rights. Being emboldened farther by the resolute determination of the members, the leadership will now go ahead with 4 points programme viz. work whole heartedly for coordination with all other retirees organisations, to make the signature campaign an all participative one, to make the Delhi Dharna a historical success and to open the unwilling doors of Govt. and IBA for negotiation.

With best wishes,

(S.R. SEN GUPTA)
 GENERAL SECRETARY

ARISE has a place of Pride in AIBPARC
 Following are elected to Governing Council

Com. K.V. Acharya	President
Com. S.B.C. Karunakaran	Senior Vice President
Com. K. Anandakumar	Vice President
Com. M. R. Gopinatha Rao	Deputy General Secretary
Com. K. S. Rengarajan	Deputy General Secretary
Com. S. Thyagarajan	Executive Committee Member
Com. D. K. Hans	Assistant General Secretary

Sub: AIBOC supports the cause of Retirees.

AIBOC has served Strike Notice for 11th December, 2015 demanding resolutions of all pending issues of 10th Bipartite Settlement including Pension to all, removal of anomalies in increments, not calling officers on holidays, implementation of understanding in Dhanalakshmi Bank, settlement of retirees issue in Record Note and also against anti workers and public sector policies of the Government. The strike date matches with the Dharna Programme of AIBPARC and other retirees' organisations at Jantar Mantar, New Delhi on 11th December, 2015. This strike of AIBOC will definitely boost up the morale of the retirees all over the country.

With warm greetings,

(S.R. SEN GUPTA)
GENERAL SECRETARY

The Chairman,
Indian Banks Association, Mumbai.

Sub: Encashment of leave on compulsory retirement.

With reference to the above subject, we have to convey the following:

- (i) As per communication of your office dated 27.11.2000, it was conveyed that the officers whose services were terminated on account of imposition of compulsory retirement would not be entitled to the benefits of leave encashment.
- (ii) It was subsequently conveyed by your office that encashment of privilege leave would be allowed to officers and workmen whose services were terminated on account of CRS and the revised guideline was effective for those who were compulsorily retired on or after 30th April, 2015.
- (iii) In light of the two guidelines read together, it transpired that the persons who were compulsorily retired between 27.11.2000 and 30.04.2015 will fall in the group of non-beneficiaries of the benefit of encashment of leave.
- (iv) It has come to our notice that different banks as per instructions received from IBA

are in the process of extending the benefit of leave encashment to all employees who were imposed CRS between 27.11.2000 and 30.04.2015 but it is a matter of serious concern that similarly placed officers have been kept outside the zone of consideration for the same benefit.

- (v) We like to reiterate that "employee" in its larger connotation of meaning and implication also includes officers. We welcome the development as being available to the workmen and demand that the same benefit be extended to officers immediately. The discrimination should be logically put to an end.

We make an earnest request to you to kindly give an emergent relook to the issue and send uniform guidelines to all members banks.

Yours faithfully,

(S.R. SEN GUPTA)
GENERAL SECRETARY

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)**Re: Updation of information on various issues pertaining to the retirees.**

IBA had a meeting with AIBOC on 3rd February, 2016 to review the development of issues which were discussed in the conciliation meeting held on 08.12.2015. A number of subjects came under discussion. It includes government policies of denial of capital in PSBs, rectification of anomaly with regard to the Stagnation Increments of officers in scale III, disciplinary matters, not to call officers on Sundays and Holidays, termination of the services of Com. P.V. Mohanan, appointment of officers and workmen directors and issues of retirees. We are reproducing hereunder the relevant portion of AIBOC's circular no. 2016/06 dated 03.02.2016 for information of members.

Issues covered in the Record Note on pension : "We informed IBA that our demand with regard to Pension Scheme include three issues viz. (a) 100% neutralization of DA to all pre-November, 2002 retirees (b) revision in the rates of family pension (c) Upgradation of pension and demanded that IBA need to take early steps to settle those issues. IBA informed that as

informed earlier they are in the process of calculation of cost by the Actuaries and they have called for certain data from all the Banks. They further informed that they have received the said data from most of the banks and that once the data is received from the remaining banks, they would calculate the additional cost and will have a view on the issues."

IBA's Medical Insurance Scheme : "We brought to the notice of the IBA that the retirees are yet to be extended the reimbursement of domiciliary treatment expenses as agreed in the 10th bipartite settlement and again in the conciliation meeting held on 08.12.2015. We also brought to their notice various types of complaints received from the retirees with regard to the cashless hospitalization facility and delayed/non-settlement of hospitalization claims by the TPAs /Insurance Company. IBA informed that they are committed to provide domiciliary treatment facility under their Insurance Scheme to the retirees and that for this purpose they had a meeting with the insurance Company on 15.01.2016, wherein, they have made it clear to the Insurance company that they have to extend the domiciliary treatment facility to the retirees. They further informed us that the Insurance Company has agreed to extend the deadline for retirees to opt for their Insurance Scheme upto 31.03.2016. As regards complaints of the members against the Insurance Scheme and TPAs regarding cashless hospitalization facility and settlement of hospitalization/ domiciliary treatment expenses, they have advised to submit the list of such cases to them to take up with the Insurance Company."

With best wishes,
(GENERAL SECRETARY)

CIRCULAR NO. 10/16. 16th Mar. 2016

(For circulation among all the members of the Managing Committee as well. as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Sub: City of Hyderabad throbs with heatie organisational activities for 2 days - 13th & 14th March, 2016 on the occasion of holding the first meeting of the Managing Committee (extended) for the year 2016.

Taking advantage of the presence of All India leaders at Hyderabad on the occasion of attending the meeting of the Managing

Committee (extended), the Andhra Pradesh-Telangana State Committee of AIBPARC organized a massive gathering of bank retirees in the afternoon of 13th March, 2016 at the famous Parvana Hall in front of the Head Office of State Bank of Hyderabad. We have pleasure to inform that nearly 300 retirees from different banks attended the meeting and the proceeding continued for 3 hours. Under the presiding of Com. K.M. Shastry, President of the State Committee, the meeting was addressed among others by Com. Raghava Rao, State Secretary, Com. K.V. Acharya, President, Com. Harshabardhan, Chairman, AIBOC, Com. S. Sarkar, Joint General Secretary, etc. Two veteran leaders of the movement of yester years, Com. Madhava Rao and Com. Anantha Krishnan were felicitated by the organizers of the meeting. In their address to the house, they remembered with fondness their old relationship with the members present and wished the retirees' movement a great success. Com. Harshabardhan observed that he carried the message of all cooperation from AIBOC. He felt that the two organisations are different in names only but they are one so far as the interest is concerned because a serving employee of today is a retiree of tomorrow. Com. K,V. Acharya, President, AIBPARC, narrated in detail the experience that he had at IBA Office at the time of submission of a memorandum on behalf of CBPRO. He felt that members should not be dejected at the present state of affairs. There is every reason to be positive in approach because the sustained efforts of the organisation will surely bring some fruitful outcome in near future. Com. S. Sarkar in his address observed that the month of April is important for the retirees because IBA as per its commitment to AIBOC is expected to make the actuary report available on cost analysis of different demands of retirees. Whatever may be the outcome, no one can deny that a meaningful negotiation on retirees demand would start. He also declared that AIBPARC always demanded the extension of regular pension facilities to the workforce joining the bank after April, 2010 and denounced the NPS which is virtually the other name of no-pension scheme.

2. The second day i.e., 14th March, 2016 was another hectic day for the organisation. The office bearers, the members of the executive committee, the state secretaries and the special invitees coming from different parts of the country gathered at the Guest House of SBH in large numbers. The meeting continued for 8 hours. The leaders deliberated on the reports submitted by the General Secretary and offered

IMPLEMENT SUPREME COURT ORDER ON PENSION OPTION AND LEAVE ENCASHMENT FOR COMPULSORILY RETIRED AND RESIGNESS

many constructive suggestions to carry forward the movement in a meaningful manner. The house took stock of the situation of last 4 months and recorded the following' decisions/ observations : (i) IBA should immediately come forward to restore the facility of-reimbursement of domiciliary expenses which at present is being illegally denied by the Insurance Company. (ii) As per requisition by IBA, most of the banks have already submitted statistical data which are relevant to different demands of the retirees. After processing of such figures, a quick decision should be taken by IBA so that the elder citizens do not suffer any longer. (iii) There are many vital and legitimate demands which include interalia the issue of resignees and VRS optees.. the problem of retirees after 1.11.2012 in respect of reduction of net pension and denial of stagnation increment etc. which need application of mind in 'the bilateral forum. (iv) A more in particular and UFBU in general will be requested to take active initiative so that discussion on retirees issue start immediately. (v) The house takes note of the tremendous success of the Dhama at Jantar Mantar, Delhi on 11m December, 2015 and feels that the message has.gone to all corners and as a result of this some forward movement is perceptible. (vi) The organisation will keep in touch with the pending cases at Supreme Court on different issues on retirees interest and necessary assistance may be offered to the case which is being fought by a PNB retiree on the issue of updation. (vii) The meeting felt that a meeting of CBPRO should be convened at the earliest and a message in united voice should go to the Govt, and the IBA. Apart from what has been told above, lot of other issues relating to demands and organisation were discussed threadbare and minuted properly.

3. We have great pleasure to convey to our members that Com. Murli, the convener of UFBU remained present in our meeting for some time. In spite of his busy schedule and compelling preoccupations, he managed an hour for the elder citizens. Our leaders conveyed gratefulness and thanks to Com. Murli for his gesture. In his thought provoking speech, he assured the members that UFBU would not be forgetting the issue of retirees and it will employ its best possible endeavours to start negotiation on all the issues which have been mentioned in the action part of the Record Note which was signed by IBA and different components of UFBU. He also narrated the constraints faced during negotiation which stood in the way of having a satisfactory conclusion. He assured the house that within a few weeks of time the issue of reimbursement of domiciliary expenses would be sorted out.

4. The house put on record its sincerest thanks and admiration to all the leaders of the State Committee, various activists and veterans stationed in the city of Hyderabad who labored very hard for last few weeks to ensure the success of the meeting of managing committee (extended). Suggestions came from members that the next meeting which is to be held in Ahmedabad may please be shifted to' Mumbai . because it would give the leaders an opportunity to meet the IBA officials. Com. K.V. Acharya, President informed the house that he would discuss the issue with General Secretary and communicate the decision at an early date through circulars. Members of the house were also earnestly requested to update their Email id, Residential Address and Contact Nos. by sending E-mails to AIBPARC. Com. Rahane offered vote of thanks and the day-long meeting ended with shouting of slogans.

Comrades, we believe that the successful holding of different organizational programmes for 2 consecutive days would further consolidate the retirees movement in this part of the country.

With good wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

10th Mar. 2016

Shri Kaushalendra Kumar
Hon'ble Member of Parliament
North Avenue, New Delhi.

Respected sir,

We perfusouly thank your good selves for raising Question in the Lok Sabha in regard to the issues of Bank Pensioners'. We are happy to go through the pointed questions raised by you clearly reflecting the concerns of Bank Pensioners. But when we went through the answer given by the Minister of State in the Ministry of Finance Hon'ble Jayant Sinha Ji we observe that the answers to the questions have been vague and far from facts.

We wish to once again place before you the exact position in regard to our grievances and request you to kindly take up the matter further:

1. The original demand of the Bank Pensioners was to give pension as third benefit. But the Indian Banks' Association while concluding the settlement in 1993 insisted on the Workmen Unions and Officers Organisations that the pension scheme would be exactly on the lines of Central Government and gave pension to retired Bank Employees and Officers as second benefit only as available

to retired Central Government Employees. In other words Pension is being given in banks only when the employee surrenders the management contribution of PF and in lieu of CPF pension is given, which is the same case with the Central Government Employees. Bank Employees Regulation 56 also emphasises that in the matter of application of Pension Regulations if any doubt arises regard may be had to the corresponding provisions of Central Government Pension Rules. Further Regulation 35(1) clearly provides for Pension Updation (Pension Revision). And as per Regulation 35(1) Pension Revision was also given to those who retired from 01.01.1986 to 31.10.1987 and strangely the same was not followed in subsequent wage revisions.

2. As regard to the funding of the Pension corpus Regulation 11 very clearly states that Banks must make such additional as annual contribution to the Fund as may be required to secure payment of the benefits under these Regulations. So it is obligatory on the part of the Banks to make such additional contribution if and when there is any short fall in the Fund while implementing the Regulations.

We are enclosing the relevant portions of the Regulations' for your kind reference.

3. As regards Uniform Dearness Allowance to pre 2002 pensioners, it is clearly a case of discrimination to one section of Bank Pensioners whereas in the famous Nakara Case The Hon'ble Supreme Court has held very clearly that Pensioners are a single homogeneous group and there cannot be further classification amongst the pensioners. On that ground only even in Reserve Bank of India Uniform DA was extended to pre 2002 pensioners.

4. We also want to inform you that already the Pension Fund of all the member Banks put together exceeds one lac fifty thousand crores and the Pension fund is strong enough to bear any further outlay in respect of our above request and there will not be any pressure on the Banks' Balance Sheet.

We request your good self to further take up the matter on the above lines and render justice to the Bank Pensioners and Retirees.

We also once again thank you for the initiative in respect of us and confident that you will continue to espouse our cause.

Thanking you,
Yours Sincerely,

K.V. Acharya
President AIBPARC

Ms. Arundhati Bhattacharya,
Chairperson,
State Bank of India,
State Bank Bhavan,
Madam Cama Road,
Mumbai 400021

Shri M.V. Tanksale,
Chief Executive Officer,
Indian Banks' Association,
World Trade Centre 6th Floor,
Centre 1 Building,
World Trade Shri Centre Complex,
Cuff Parade, Mumbai 400005

Sub: Denial of Extension of 5 years Notional Service under Pension Regulation 29(5) to VRS-2001 Retirees in Associate Banks of SBI.

The issue of reckoning 5 yrs notional service to the retirees who availed the VRS-2001 scheme had already undergone the legal scrutiny. The Hon'ble Supreme Court decided the issue in their judgement of 2010 which enabled the IBA to issue necessary directions to all Member Banks to implement the judgement by suitably revising the basic pension upwardly by applying the notional services of 5Yrs.

The above judgement was implemented by all the Member Banks of IBA except Associate Banks of State Bank of India. Even among the Associate Banks, State Bank of Patiala had extended the benefit with retrospective effect to all such VRS-2001 Retirees.

Surprisingly it is quite intriguing as to why the other Associate Banks of SBI have not implemented the same so far in spite of repeated requests by their Retirees and their Organisations.

We earnestly request your good self to intervene in the matter immediately and direct the Management of all such Associates Banks to implement the Supreme Court judgement in regard to Notional Service of 5 yrs to VRS-2001 Retirees.

With Regards,
Yours Sincerely,

K.V. Acharya
President AIBPARC

23rd Mar. 2016

Shri M.V. Tanksale,
Chief Executive Officer,
Indian Banks' Association,
World Trade Centre 6th Floor,
Centre 1 Building,
World Trade Shri Centre Complex,
Cuff Parade, Mumbai 400005

Respected Sir,

Sub: NON PAYMENT OF ARREARS OF SALARY –10th BIPARTITE SETTLEMENT IN RESPECT OF DHANLAKSHMI BANK LTD. RETIREES

During my recent visit to Thrissur to address the district Convention of **AIBPARC**, the Retirees of **Dhanlakshmi Bank Ltd.** brought to our notice that the arrears of salary of 10th Bipartite settlement is yet to be paid to those who retired between Ist November, 2012 and 25th May, 2015, the date on which the Bipartite settlement in regard to wage revision was concluded between the Indian Banks' Association and Unions and Associations. It was quite shocking to know that though the settlement was signed in May 2015 and nearly 10 months have passed by, the arrears for those Officers and Employees retired between the intervening periods is yet to be paid in Dhanlakshmi Bank Ltd.

Dhanlakshmi Bank Retirees Organisation which is affiliated to All India Bank Pensioners' and Retirees Confederation (AIBPARC) had taken up the matter with the management of the Dhanlakshmi Bank Ltd vide their letters dated 9.10.2015 and 15.01.2016. But unfortunately the Management of Dhanlakshmi Bank is maintaining a strange silence in regard to the payment of arrears. It is quite surprising to note that as a member Bank of IBA how can the Management of Dhanlakshmi Bank Ltd delay payments of arrears and remain as a defaulter in respect of the settlement signed between the IBA and Unions and Associations. It is unfortunate that the Dhanlakshmi Bank Ltd Management should show scant regard to the spirit of the Bipartite Settlement, which in fact amounts to violation of the duly agreed settlement. This has also given an impression that the management is indulging in causing deprivation that too to those senior citizens of Dhanlakshmi Bank, who had put in long years of service in the Bank.

Even the Medical Insurance Scheme to the Retirees, in terms of the Bipartite Settlement has not been honoured by Dhanlakshmi Bank Ltd Management so far. Thanks to the understanding

between the IBA and Unions and Associations a fair and reasonable Medical Relief to the Retirees, was worked out in the settlement which has given good solace to the Bank Retirees. But unfortunately Dhanlakshmi Bank Management is yet to give the relief to their Retirees.

Sir, it is our earnest request to your good self to direct Dhanlakshmi Bank Management to immediately implement the 10th Bipartite Settlement in toto and pay arrears to the concerned Retirees without any further delay and also implement the newly carved out Medical Insurance Scheme to their Retired Employees and Officers and honour the provisions of Bipartite Settlement in true letter and spirit.

We are Confident your good self will intervene in this matter immediately and ensure the implementation of the Settlement fully by Dhanlakshmi Bank Ltd to their Retired Employees and Officers.

With Regards,

Yours Sincerely,

K.V. Acharya
President AIBPARC

23rd Mar. 2016

Ms. Chanda Kochhar,
MD and CEO,
ICICI Bank Ltd.
ICICI Bank Tower,
Bandra Kurla Complex,
Mumbai 400051

Respected Madam

Sub: ISSUE CONCERNING ERSTWHILE BANK OF RAJASTHAN RETIREES

I refer to my letter dated 01.10.2015 in respect of the grievances of the erstwhile Bank of Rajasthan Retired Staff. We had earlier also requested your good self to honour the understandings in respect of the Retired Employees as per the terms of merger of Bank of Rajasthan with ICICI Bank. We were fondly hoping that our requests would meet your approval in respect of the issues mainly:

1. Granting of pension option to Retiree Employees.
2. Medical facilities to the Employees of Bank of Rajasthan.
3. Other issues like payment of transfer TA Bill on retirement of the employees, payment of leave encashment, CTC benefits, additional interest to the spouse of the deceased staff

member on their deposits, holiday home facilities, funeral expenses on the death of the retired employees and identity cards to the retired employees.

Madam, ICICI is a very major private sector Bank, who have acquired a great space in the banking Industries and we are of the firm opinion that you are a very progressive management too. For a giant size Bank like yours it should not be difficult to meet the small aspirations of a tiny group of Retired Employees of Erstwhile Bank of Rajasthan. Consideration of their requests will only further enhance the image and magnanimity of ICICI Bank Management and will only prove the fact that you believe in the principle **"Employees First"**. I am sure that a benevolent Management like yours will always accept and appreciate the good wishes and blessings of the Senior Citizens of your own Bank.

I once again request your Good Self to resolve the issues at the earliest.

We are eagerly waiting for a favourable communication from your end very soon.

With Regards,

Yours Sincerely,

K.V. Acharya
President AIBPARC

7th Apr. 2016

Shri M.V. Tanksale,
Chief Executive Officer,
Indian Banks' Association,
World Trade Centre 6th Floor,
Centre 1 Building,
World Trade Centre Complex,
Cuff Parade, Mumbai 400005

Respected Sir,

Sub: Pending issues concerning Bank Pensioners and Retirees

We request you to refer our memorandum and letters in regard to the various grievances and issues of Bank Pensioners and Retirees. We also refer to our meeting with your good self on 10.02.2016, where we made a very fervent appeal to IBA to resolve the issues at the earliest. We were also immensely satisfied with the very pro active and positive response from your end in regard to the issues and also the process initiated by IBA to collect the Data and details from various Member Banks of IBA so that the issues can be addressed to with clarity and concern.

Even at the cost of repetition we would like to once again state that the entire Senior Citizens of the Banking Industry are awaiting for favourable developments in regard to the following:

1. Extension of 100% DA neutralization to all those who retired before Nov. 2002.
2. Improvement in Family Pension from the present 15% to 30%.
3. Periodical updation of Pension to all the retirees.
4. Extension of Pension to all those who had resigned after putting pensionable service of 20 years.
5. According Pension to the few left out compulsory retired persons.
6. Implementation of Medical Insurance Scheme as per the just concluded Bipartite settlement, which had stated that the scheme would be totally in line with the serving employees except the payment of insurance premium by the Retirees themselves.

In addition to the above, we have raised other issues also but we are highlighting the above as the vast majority of Bank Pensioners and Retirees are anxiously waiting for the resolution of the above issues immediately. The agony and anxiety is increasing with each day passing because many of them are in the age group of eighty and above. We as an organisation expect the resolution of the issues on humanitarian grounds too.

Banking Sector specially the Public Sector Banks has been an extended arm of Government of India, where we are called upon to implement the Governments' programs and policies. Banking is an essential service like Railways. It is true that salary and pension is out of budgetary provisions for the Government Employees. But it is also true that Banks have regularly given large amount of dividend to the Central Government thereby contributing to the Consolidated Fund of India out of which Government Employees salary and pension are taken care off. So naturally the Bank Employees also expect similar treatment in respect of their salary and pension.

We have been requesting the IBA to give us the opportunity to discuss the Retirees' issues as we represent the Pensioners and Retirees of the Banking Industry, so that the grievances of the Pensioners can be addressed properly and empathetically both at Industry level and Bank level.

It is all most a year now that the last Bipartite Settlement was signed and Retirees issues came as a record note in the said settlement. We fervently hope that the issues raised by us and incorporated in the record note will come out as resolved immediately and give solace and succour to Bank Pensioners and Retirees who had done a yeoman service to the Banking Industry and to the Society.

We are anxiously waiting for a favourable communication from your good self.

Thanking you,

Yours Sincerely,

K.V. Acharya

President AIBPARC

CIRCULAR NO. 12/16.

29th Apr. 2016

(For circulation among the members of the Managing Committee as well as the Governing Council of AIBP ARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Sub: CBPRO holds meeting at Delhi on 27th April, 2016, discusses lines of action and declares organisational tasks, delegation meets Union Finance Minister and Union Labour Minister and hands over memorandam on demands of the Retirees of the Banking Sector.

With best wishes,

(S. R. SEN GUPTA)

GENERAL SECRETARY

CIRCULAR NO. 14/16.

11th May 2016

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBP ARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Sub : Meeting with IBA.

Please note that Joint Convener of CBPRO sought for an appointment with Chairman IBA to discuss the issues affecting the Retirees of the Banking Sector. In reply to the said letter, Deputy Chief Executive of IBA sent a detailed reply which is being reproduced hereund for information:-

QUOTE:

HR & Industrial Relations

No.HR&IR/KU/GS/221

May 6, 2016.

To,

Shri K.V. Acharya,

Joint Convener,

Coordination of Bank. Pensioners' and Retirees Organisation.

J-208 Vijay Ratan Vihar,

Sector 15, Part II,

Gurgaon - 122001.

9868220338

Sub: CBPRO Delegation to meet IBA

We acknowledge receipt of your letter dated the so" April, 2016.

2. As you are well aware that IBA is an independent and voluntary organisation which provides advisory services to its member banks as and when asked for by these banks. It holds discussions/negotiations with apex level Workmen Unions/Officers' Associations of Banks on behalf of member banks on the basis of specific mandate given by these banks in this regard.
3. While IBA is in process of collecting the latest data/information from all Public Sector banks as suggested by the actuary to assess the cost factor and affordability of the banks and also provision requirement as per AS-IS (R) regarding 100% Dearness relief to pre-2002 retirees, w.e.f. 1-5-2005, improvement in family pension, updation of basic pension, pension option to all left over retirees including compulsorily retired employees and resignees, IBA does not have a specific mandate from the member banks to discuss the issues raised by various retirees federations. As such, no formal discussions can be held by IBA with the Retirees Federations. However, if the representatives of your organisation wants

to submit any input/representation regarding retirees issues, you may do so and submit the same to IBA officials at any time.

Yours faithfully,

K. Unnikrishnan
Deputy Chief Executive

30th May 2016

Com. Harvinder Singh,
General Secretary,
All India Bank officers' Confederation,
C/o Bank of India
Parliament Street Branch,
PTI Building,
4, Parliament Street,
New Delhi 110001.

**Sub: CBPRO MEETING WITH IBA on
26.05.2016**

CBPRO leaders met the Senior IBA Officials on 26.05.2016 at IBA office in Mumbai. The discussions took place with Shri K. Unnikrishnan, Deputy Chief Executive and Shri K.S. Chauhan, Senior Vice President of IBA and from CBPRO side Com. A.Ramesh Babu, General Secretary SBI Pensioners' Federation and Joint Convener CBPRO, Com. K.V.Acharya, President AIBPARC and Joint Convener CBPRO, Com. Ramesh Deshpande, General Secretary, RBONC, Com. R.K. Acharya, General Secretary AIRBEA, and Com. M.D. Deshpande, President FORBE were present. We are glad to inform you that this was the first meeting that took place between the IBA and the coordinated body of the Retirees' organisations.

We are happy about the tone and tenor of the discussion where we could discuss major issues concerning the Bank Pensioners and Retirees. As you are aware that the IBA has already collected all the data and details in respect of our issues and have forwarded the same to the Actuary. They informed us that they are likely to receive the Actuary report within a weeks' time and the same will be considered favourably. The IBA also stated that in view of the fact that many Banks are showing losses and as also they have to take AS 15 (Revised) into account all our issues cannot be taken at a time. However, in view of the urgency especially in respect of very aged Senior Citizens of Banking Industry and also as the cost implications will not

be huge in respect of 100% DA Relief, the management committee is inclined to consider 100% DA Relief to pre Nov 2002 Retirees. On the same lines, as the bulk of the Family Pensioners are aged widows of Retired Employees, improvement in Family Pension will also be considered. On Pension updation and other issues as detailed in our representation to IBA, the IBA is ready to consider all those issues with an open mind keeping the requirements under the AS 15(Revised). From our side we have argued that Pension being a **Defined Benefit Pension Scheme** and also a close ended scheme, provision for terminal benefits including updation has to be done as a statutory obligation which takes precedence over the Regulatory provisions thrust by the Regulator (RBI). Moreover Pension Corpus has got huge funds. For further clarity, we are enclosing the representation which we had submitted to IBA on 26.05.2016 and our circular No. 006 dated 30.05.2016.

We have also requested IBA to ensure that Domiciliary treatment as per the last wage settlement should be extended under the new Medical Insurance Scheme.

AIBOC has been championing the cause of Retirees even at the time of wage negotiation and pursuing the issues even now. It is already now more than one year after the record note was signed. We fervently appeal to you to ensure that the main issues pointed out by us earlier in our circular and representations are immediately conceded by the IBA and render justice to your Retiree brethren. Any further inputs, if you require in this regard, we will be too eager to furnish the same to you.

While we profusely thank you and AIBOC for the great initiatives you have taken in regard to the Bank Pensioners and Retirees issues, we once again request you to give further push to the issues and give relief to the Senior Citizens of the Banking Industry who had served their Banks and their Unions and Officers' Organisations during their service.

Thanking you,

Yours comradely,

K.V. ACHARYA
PRESIDENT AIBPARC

NEWS FROM A.I.B.O.C.

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.:3427/Delhi)
C/o Bank of India, Parliament Street Branch,
PTI Building, 4, Parliament Street, New Delhi:110001
Phone:011-23730096 Fax 23719431 E-Mail: aiboc.sectt@gmail.com

Circular No. 2016/06

3rd Feb. 2016

IBA HELD DISCUSSION WITH AIBOC RESIDUAL ISSUES OF THE 10TH BIPARTITE SETTLEMENT & OTHER ISSUES RAISED BEFORE DY CLC (C) ON 08.12.2015

We had requested IBA to arrange for a meeting with our representatives to discuss the latest developments and the developments in the matter of various issues on which we had given a call for one Day Strike on 11.12.2015. Our members are aware that the strike was subsequently called off based on the positive response from IBA in the conciliation meeting held before the Dy. Chief Labour Commissioner (Central) on 08.12.2015. Accordingly, IBA called the meeting today at their Office, which was attended by Com. Y. Sudarshan (President), Com. Harvinder Singh (General Secretary), Com. Dilip Saha (Sr. Vice President), Com. Sanjay A. Manjrekar (Vice President) and Com. M.B.Tripathi (State Secretary, Maharashtra Strate I), on behalf of AIBOC.

We thanked the IBA Officials for calling us for the follow up meeting and requested them to brief us on the steps taken on the assurances given by the IBA on the issues raised by us in the conciliation meeting held before the Dy. Chief Labour Commissioner (C) on 08.12.2015. The representatives of the IBA informed that they have been working on all the issues as advised in conciliation meeting. There after, we took up each of the issues for discussion.

1. Govt Policies of denial of Capitals in PSBs, FDI in Banking Industries and privatization of Public Sector banks starting with IDBI Bank and proposed changes in Labour Laws :

In the conciliation meeting held on 08.12.2015, IBA had informed that those issues pertain to policy decisions of the Govt and IBA is not in a position to comment on the same. We stressed that since the IBA is the forum made available to us for negotiation on the issues concerning the Bank officers, they should convey to the Government our views on their policies. IBA informed that they have already conveyed our views to the Government on receipt of our strike notice dated 27.11.2015 and that the Dy. Chief Labour Commissioner too must have sent his report to the Government after the conciliation meeting held on 08.12.2015 covering all the issues raised by us. We requested the IBA to convey our views once again to the Government on all those issues pertaining to the Government policies.

2. Rectification of anomaly with regard to additional stagnation increments to officers in MMGS III:

Representatives of the IBA informed that they are positive on this demand. They informed that HR Committee of IBA is yet to be constituted and matter will be placed before the committee in its meeting to be held soon.

3. Issues of Disciplinary matters :

The representatives of the IBA informed that some of the changes in disciplinary matters discussed during the course of talks on salary revision,

which have been accepted by the HR Committee, require amendment to the Officers' Service Regulations. We brought to the notice of the IBA, with illustrations, that many changes suggested by us can be implemented with administrative orders without any amendment to the Regulations. It was agreed that the suggestions which are of Administrative nature will be implemented without reference to the Government. It was further agreed that we will submit our suggestions with logic/justification on other issues which are part of Regulations within 15 days for further discussions on the matter.

4. Issues covered in the Record Note on pension : We informed IBA that our demand with regard to Pension Scheme include three issues viz. (a) 100% neutralization of DA to all pre-November, 2002 retirees (b) revision in the rates of family pension (c) Upgradation of pension and demanded that IBA need to take early steps to settle those issues. IBA informed that as informed earlier they are in the process of calculation of cost by the Actuaries and they have called for certain data from all the Banks. They further informed that they have received the said data from most of the banks and that once the data is received from the remaining banks, they would calculate the additional cost and will have a view on the issues.

5. Advisory not to call officers to work on Sundays and holidays and Late sitting : We brought to the notice of the IBA that during the course of discussion on salary revision, they had agreed to send an advisory to the member banks that unless it is very urgent, officers should not be called to work on Sundays and holidays and are also not asked to sit late and if it is necessary, they should be appropriately compensated. We also reminded that again in the conciliation meeting held on 08.12.2015, IBA had agreed to send such an advisory to all the member banks, but has not sent the same so far. Representatives of the IBA agreed to send the same within 15 days.

6. IBA's Medical Insurance Scheme : We brought to the notice of the IBA that the retirees are yet to be extended the reimbursement of domiciliary treatment expenses as agreed in the 10th bipartite settlement and again in the conciliation meeting held on 08.12.2015. We also brought to their notice various types of complaints received from the retirees with regard to the cashless hospitalization facility and delayed/non-settlement of hospitalization claims by the TPAs / Insurance Company. IBA informed that they are committed to provide domiciliary treatment facility under their Insurance Scheme to the retirees and that for this purpose they had a meeting with the Insurance Company on 15.01.2016, wherein, they have made it clear to the Insurance Company that they have to extend the domiciliary treatment facility to the retirees. They further informed us that the Insurance Company has agreed to extend the deadline for retirees to opt for their Insurance Scheme upto 31.03.2016. As regards complaints of the members against the Insurance Scheme and TPAs regarding cashless hospitalization facility and settlement of hospitalization/ domiciliary treatment expenses, they have advised to submit the list of such cases to them to take up with the Insurance Company.

7. Termination of the services of Com P.V. Mohanan, General Secretary, DBOO by Dhanalakshmi Bank Management: IBA informed that the issue pertains to an individual bank and not to them. They further informed that as advised by the Dy. Chief Labour Commissioner (Central), they have collected the detailed report from Dhanalakshmi Bank Management and sent to him. We did not accept the stand of IBA that the issue pertains to an individual Bank and does not pertain to them and informed that the entire officers' community in the banking industry is disturbed with the treatment given to Com. P.V. Mohanan for his act of whistle blowing in the interest of the Bank. We drew the attention of the IBA to the reply filed by the management of the Dhanalakshmi Bank Ltd. to the Human Rights

Commission, wherein they have admitted that they have not found any misconduct on the part of Com. Mohanan and they have dismissed him using a draconian provision in the Service Regulation of their officers and stated that such an arbitrary action on the part of any management is not acceptable to AIBOC. We reiterated our demand that IBA should intervene in the matter immediately to avert Industrial level unrest. We advised the IBA that if the issue is not resolved, we will not hesitate in giving a call for All India Strike.

8. Appointment of Officers' and Workmen Directors : We brought to the notice of IBA that the post of Officers' / Workmen directors is vacant in many Banks and that the Board of those Banks are taking many important decisions in the absence of Officers' / Workmen representatives. We called upon IBA to take up the matter with the Government to fill in the vacancies of Officers' / Workmen directors early.

During the course of the meeting, we also discussed other issues which we had raised in the conciliation meeting before the Dy. CLC (C), such as extending existing pension scheme to all officers who joined after 01.04.2010 in lieu of NPS, implementation of Pension Scheme in RRBs, performance based incentive and ESOPs, etc. However, no assurance was given by IBA on these matters.

After the meeting, we conveyed our thanks to Sh. M.V.Tanksale, the Chief Executive Officer of IBA for continuing with the dialogue on the pending issues even after the signing of the Joint Note and assured him that our organization, on its part, would do its best possible to bring a turn around in the present position of the Banking Industry.

MEETING WITH THE DY. CLC (Central)

After the meeting with IBA officials, the undersigned and Com. Sanjay Manjrekar visited the office of Sh. B.B.Bhatnagar, Dy. CLC (Central), Mumbai for a courtesy call. We very

briefly advised him about the developments that took place after the conciliation meeting held on 8th December, 2015. We urged him to invoke his authority and ask the Dhanlaxmi Bank Management to appear for Negotiations in view of their open acceptance that they do not have any charge against Com. P.V. Mohanan. He assured us of taking steps in this regard. We also requested him to forward our views on Government Policies to authorities concerned, once again, for their taking a view on our demands.

With warm greetings,

Yours comradely,

(HARVINDER SINGH)

GENERAL SECRETARY

Letter No. 2016/12

4th Feb. 2016

NEW SCHEME OF REIMBURSEMENT OF HOSPITALISATION EXPENSES

This has reference to the discussions held with you on 03/02/2016 on residual and other issues raised by us before the Dy. CLC(C) on 08/12/2015. During the discussions on the New Scheme of Reimbursement of Hospitalisation Expenses - with specific reference to the reimbursement of the expenses on domiciliary treatment to retired officers - you had categorically stated that IBA was committed to the initial agreement and discussions and United India Insurance Co. Ltd. (UIICL) should honour such claims from retired officers. We were also informed that the last date for enrolling into the Hospitalisation Scheme for the retirees stood extended up to 31/03/2016.

To our utter surprise and dismay, we understand, UIICL has unilaterally written to bank managements on its unwillingness to entertain the claims on domiciliary treatments. Further, the retired officers have been given time up to 20/02/2016 to withdraw from the Scheme without any deduction/cut in the premium remitted

(whereafter charges will be levied for withdrawal).

This act of UIICL does not augur well with the Bipartite and Tripartite understandings and is simply high-handedness. Furthermore, it is highly objectionable for UIICL to write directly to the bank managements without discussions with IBA. This letter has created a lot of commotion and restlessness among the retirees creating avoidable confusion and foul cry. This also leads to the apprehensions we expressed during discussions on the scheme during Xth Bipartite Settlement.

In this background you are requested to immediately direct UIICL:

- a. To retrace their steps and honour the initial agreement.
- b. To restrain from future such acts without discussions with IBA.
- c. To dispose all the pending reimbursements on domiciliary treatment of retirees within a definite time frame - not later than 29/02/2016.

A line in acknowledgement is appreciated.

Thanking you,

Yours faithfully,

(HARVINDER SINGH)

GENERAL SECRETARY

Circular No. 2016/07

6th Feb. 2016

New Scheme of Hospitalisation Reimbursement - Reimbursement of Expenses on Domiciliary Treatment to Retired Officers

We invite the attention of the affiliates/ members towards our circular No.2016/06 dated 03/02/2016, wherein, we had conveyed the discussions AIBOC had with IBA on the subject on

03/02/2016. IBA reiterated its stand to enforce United India Insurance Co. Ltd. (UNIICL) to abide by their commitment in honouring reimbursement of domiciliary treatment expenses incurred by the retired officers. Further, it has also extended the last date for joining the New Hospitalisation Scheme upto 31/03/2016.

We now understand that United India Insurance Co. Ltd. had written to the Bank Managements intimating their inability to reimburse the domiciliary treatment expenses to retirees. Further they had also stipulated 20/02/2016 as the last date for the retirees to withdraw from the Hospitalisation Reimbursement Scheme with full reimbursement of the premium.

This is a high handed attitude on the part of United India and we have taken up this issue strongly with IBA. It is also incorrect for United India to write to Banks directly, despite IBA stand made clear to them (UIICL) to honour the commitments towards reimbursement of expenses towards domiciliary treatments of retirees. We have once again taken up the issue with IBA. IBA has very strongly reacted to the communication of United India Insurance Company with advise to member Banks. Another communication sent by us to IBA today is also attached for your information.

All our Affiliates are requested to prevail upon their Managements:

- a. Not to act on the instructions of United India Insurance Co Ltd.
- b. To seek instructions from IBA as the Scheme has been introduced at the behest of IBA.

Further developments will be communicated in time. Our letter addressed to IBA is enclosed herewith for your information.

With warm greetings,

Yours comradely,

(HARVINDER SINGH)

GENERAL SECRETARY

News from CBPRO

COORDINATION OF BANK PENSIONER'S AND RETIREES ORGANISATIONS

Flat No. 1506, Block-3A, S.M.R. Vinay Fountainhead, Culvary Temple Road,
Hydernagar, Hyderabad - 500 049.

A. Ramesh Babu

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21st Jan. 2016

Shri Arun Jaitley,

Hon'ble Finance Minister,
Government of India,
Ministry of Finance,
North Block, New Delhi 110001

SUB: REQUEST FOR RESOLUTION OF LONG PENDING ISSUES AND GRIEVANCES OF BANK PENSIONERS' AND RETIREES.

We have made several representations to your good selves and also submitted memorandum to Hon'ble Prime Minister requesting to undo the grave injustices done and being done to the Bank Retirees and Pensioners. The constituents of **Coordination of Bank Pensioners' and Retirees Organisations (CBPRO)** had also earlier separately submitted representations and memorandums to Hon'ble Prime Minister, Hon'ble Finance Minister, Hon'ble Minister of State for Finance and Indian Banks' Association. Unfortunately there is absolutely no movement forward either from the Government or by the IBA in respect of any of the issues we have raised. This has led to great frustration and greatly hurt the feelings of Bank Retirees and Pensioners, who had all along carried forward the **Social Banking Message of the Government** right after the nationalization of Banks and Banking has not only become a household name but also a very important vehicle of economic growth and

development. The Public Sector Banks Officers and Employees are public servants like the Government of India Employees and in line with that when the Bank employees and officers demanded pension as **third benefit** the Government and IBA insisted that Pension would be given to Bank Employees only as **second benefit** and **exactly on the lines of Central Government Employees**. The Bank Employees Pension Regulation No. 56 quote" **in case of doubt, in the matter of application of these regulations, regard may be had to the corresponding provisions of Central Civil Services Rules, 1972 or Central Civil Services (Commutation of Pension) Rules, 1981 applicable for Central Government employees with such exceptions and modifications as the Bank, with the previous sanction of the Central Government, may from time to time, determine**" unquote. So it is imperative that any change and improvement done in the pension scheme for the Central Government employees will automatically become part and parcel of the Bank Employees Pension Scheme also.

Whenever the Bank Retirees Organisations raised the issue of the non implementation of the Pension Regulation and discrimination thrust on the Bank Pensioners and when we seek regular discussions on our pending issues the IBA has been very casual in its response by either telling us that there is no contractual relationship between the Banks and Retirees after the retirement or telling us that there are too many

Retirees Organisations and hence difficult to negotiate. While we assert that there is **relationship** between us and Banks and hence matters relating to Pensioners should be discussed with us, we also want to point out that Five Major Bank Retirees Organisations including SBI Pensioners Federation have come together and formed **Coordination Committee of Bank Pensioners' and Retirees Organisations (CBPRO)** representing more than 3 lac Bank Retirees and Pensioners and this should enable IBA to negotiate with the CBPRO.

The issues concerning the Bank Retirees form part and parcel of the charter of demands in the Xth Bipartite settlement and they were also discussed during the negotiations with the serving employees and officers organizations. But when the settlement was finalized shockingly the Bank Pensioners issues were reduced into items in the record note instead of being resolved, though the record note minuted IBA's position that there was no contractual relationship between Banks and Retirees after retirement. However IBA also agreed to consider the issues after studying the cost impact. IBA's stand regarding no contractual relationship between Banks and Retirees after retirement is morally, ethically and legally incorrect. The very Bank Employees Pension Regulations provide for initiating disciplinary action against the Pensioners even after retirement and that **Punitive Regulation** is very harshly implemented and enforced on the retirees after retirement. It is pertinent to note that Bank Employees Pension Regulations were duly passed by the Bank's Boards and published in the Gazette of Govt. of India. Whenever the Pensioners raise their issues it is sidelined quoting cost implications. In the first place cost cannot and should not come into the picture on an agreed, Gazetted and implemented benefit. The Pension Fund is created out of the Provident Fund surrendered by the employees on the solemn assurance that after retirement the employees will get pension as per the Pension Regulations. The fund so created with the current accrual is more than enough to meet any extra burden that may arise after resolving our issues. The fund is already generating surplus in spite of the Banks not having fully provided. As on date the Pension Fund so created is almost Rs Two lac crores

including State Bank of India. Further Banks pension scheme is **Defined Benefit Pension Scheme** and is close ended with no member being added after 2010 and the pension outgo has already peaked where it may remain for a few more years after which Pension outgo will start declining and becoming almost nil in a couple of decades and huge balance left in the pension fund may slowly get written back to Bank's balance sheet which in the normal course wholly should go to the pensioners by way of improvement in the Pension Scheme from time to time. It should be noted that nearly more than one lac retirees are in the advanced age of 75 to 80 yrs and quite a few are even crossing the age of 85 yrs and any further delay in resolving the issues will only make We as an organisation guilty and you as an institution and competent authority also guilty of depriving the rightfully due benefit to the retirees.

The major issues concerning the retirees even at the cost of repetition because the same have been told again and again in our memorandums and representations to all concerned, we still feel it is necessary to mention those issues before your good selves requesting to resolve the same without any further delay.

1) Pension Updation (Or Pension Revision)

Government Retirees and retirees of many PSUs are getting their pension revised whenever the salary is revised to working employees on the basis of recommendation of Pay Commission. This benefit is called Pension Updation or Pension Revision. Consequent upon this benefit, the pension payable to a Government pensioner keeps changing with every salary revision which is apart from increase in DA every half year to compensate for price rise caused by inflation. As the Bank Pension Scheme was agreed to be on the lines of Government Pension Scheme, it was separately agreed in Joint Note or MOU when Pension Settlement was signed in 1993 that pension updation will be provided in Bank Pension Scheme. Accordingly when Pension Regulations were framed and gazetted **Regulation 35 specifically provided for pension updation as per Appendix-1 and the formula given in Appendix I was the very same formula applied to Government Pensioners in 1986.**

This formula was applied to those who retired from banks between 1/1/1986 and 31/10 1987 as that was one batch of officers and employees who required updation in relation to the 5th Bi-partite wage settlement of Nov.1987. The amended Regulation 35 still says that pension shall be updated as per formula given in Appendix 1 **but the Banks/IBA failed to provide till date the updation formula in Appendix 1 for further settlement and as a result except for one updation given to one batch of retirees upto 31.10.1987, updation is denied to pensioners for nearly 3 decades. In fact, the Pension Fund is not as per AS 15(R) requirements because the Fund had not taken into account the liability of Pension updation in view of express provision of Regulation 35.** As such Pension Updation is not a new demand but an agreed and implemented issue but unilaterally stopped for nearly 3 decades.

2) 100% DA Neutralization

While signing pension settlement in 1993 it was settled in agreement that DA would be paid as per formula obtaining in RBI from time to time. Accordingly DA was paid to bank pensioners as being paid to RBI pensioners. While Government introduced uniform 100% DA neutralization for the entire salary to all Government Employees, the same was extended to all Government Employee pensioners (Past, present and future pensioners) doing away with the tapering DA . When RBI introduced 100% DA neutralization effective from May 2005 only to those who retired after 31/10/2002 Banks also followed the same pattern. However RBI later amended the rule and extended 100% DA neutralization to all the pensioners including those who retired before 1/11/2002 but Banks failed to follow suit in spite of clear settlement and the past practice of following strictly RBI formula.

3) Uniform 30% Pay as Family Pension without Ceiling

Presently Banks are following differential Family Pension formula of 15%, 25% and 30% of last drawn pay as pension depending on the deceased pensioners' pay at the time of retirement/death as the case may be. Family pensioner of Sub staff would get 30% while those of officers and most clerks would get only 15% of last pay and with a ceiling there on it would be much less than 15% reaching a low of 7% for higher scales of pay making a mockery of family

pension. While the Pensioner is alive the pension would be 50% of pay but on his death the family pension becomes a measly 7% is inhuman. Government has done away with this anomaly and has ushered in uniform 30% of pay without ceiling to all family pensioners and RBI has also followed suit. But having committed in various discussions during Pension Talks that the Bank Pension Scheme will be on the lines of Government Pension Scheme and now refusing to improve it in any manner or to give Pension as a third benefit maintaining steadfastly that bank retirees would get nothing more and nothing less than government pension scheme, the contrary is being practiced by IBA. Government is going on improving pension scheme but not even one of those improvements has been introduced in Banks.

4) Pension for Employees resigned after putting pensionable service.

Hon'ble Supreme Court of India has already given the verdict in respect of writ petitions filed by **Vijaya Bank Employees** and upheld the judgment of **Hon'ble High Court of Karnataka** giving relief to all petitioners. But it is unfortunate that very unreasonably IBA directed the member Banks not to extend the relief of the Judgment to other similarly placed employees stating that whoever wants relief should again approach the courts. This is not only against the **Seniors Citizen Litigation Policy** as propounded by the Central Government but also against all legal ethics and also amounts to disregarding the Highest body of the Judiciary. In fact this also tantamounts to going against the guidelines of Department of Personnel, Public Grievances and Pensions, Government of India to all the public sector organizations that in case of Senior Citizens cases the Public Sector Organizations should not harass the Retirees by going on appeals against the favorable Judgments given by the Courts and also should not unnecessarily force the Senior Citizens to seek relief from the Courts. The number of such Resignees is very small, may not even cross one thousand and denying the relief to them is both unfair and unjust.

5) Reckoning of Special Allowance Component for Pensionary Benefits in the just concluded Xth Bi-partite settlement.

In the sixth Pay Commission for Government

Employees Grade Pay was introduced which has been taken for pension benefit also. On the same lines in the last wage settlement for Bank Employees and Officers a special allowance component was introduced with Basic Pay which attracts DA but not considered for pension benefits thereby virtually reducing the pension to all those who retired after 01.11.2012. This anomaly should be set right.

6) Proper implementation of the Medical Insurance Scheme.

After having agreed to extend the Medical Insurance to the retirees on lines of the scheme for the serving employees it is now worrying the retirees that the Insurance Company is trying to go back on the understanding in respect of **domiciliary treatment** and **critical illness** etc. This is seriously hurting the sentiments of the retirees that not only they are asked to bear the insurance premium burden but also they are being given an inferior Medical Insurance Scheme as compared with the serving employees where as the retirees expected that during their old age there will be more compassionate Medical Scheme for them. This should be at least on the same lines as extended to the serving employees. The above are the major issues causing anxiety to the Bank Pensioners and Retirees. In fact as regard to pension, be it updation of Pension, Uniform 100% DA, Uniform 30% pay as family pension without ceiling and relief to Resignees, these will not be a burden on the Bank Balance Sheet as Pension Fund itself is strong enough to bear the extra cost. Unfortunately the Indian Banks Association is projecting astronomically high figures to cause jitters both in the minds of Government and Bank Managements. We as elders have painfully waited for so long and to make the authorities understand our agony we have not only made several representations and submitted memorandums but also we are forced to go on Dharna and demonstrations in Jantar Mantar and other centers, the last one being the **Massive Dharna of Bank elders at Jantar Mantar on 11th December, 2015**. We are certain and confident that neither the Government nor the IBA wish to force us to come to the streets at the evening of our life and The Government and IBA will come forward with all generosity and magnanimity to resolve our issues, grievances and very fair and practical expectations . We also request you to direct

Indian Banks' Association to discuss the Retirees issues on a regular basis with the Coordination Committee of Bank Pensioners' and Retirees Organisations.

Thanking you,

Yours Sincerely,

A. Ramesh Babu K.V. Acharya
Joint Conveners

10th Feb. 2016

Shri M.V. Tanksale,
Chief Executive Officer,
Indian Banks' Association,
World Trade Centre 6th Floor,
Centre 1 Building,
World Trade Centre Complex,
Cuff Parade,
Mumbai 400005 Sir,

Sub: MEMORANDUM REGARDING PENSION UPDATION AND OTHER ISSUES RELATING TO BANK PENSIONERS' AND RETIREES.

We, the **Retired Bank Employees** are waiting for more than 25 years in our Indian Republic to get what has been agreed with us and what is being extended in Government and other Public Sector Organisations in the matter of Pension.

The aging factor of the Bank Retirees is causing lot of anxiety to them when their justified issues are not redressed in spite of their knocking the doors of IBA and other Government authorities for a long time. The non resolution of their issues forced the Bank Pensioners' Organisations to hold Dharnas and Demonstrations in several centers including at Jantar Mantar, New Delhi and Azad Maidan, Mumbai. It must be in the knowledge of the IBA and the Government that as late as on 11th December, 2015 the most **Massive Dharna** was held by Bank Pensioners' at Jantar Mantar where even leading news papers like The Statesmen and Nav Bharat Times reported the gathering well over five thousand, which was addressed by Political leaders, Central Trade Union leaders and Bank Industry Organisations. The said Dharna was organized by **Coordination of Bank Pensioners' and Retirees Organisations (CBPRO)**, which consists of **SBI Pensioners Federation, All**

India Bank Retirees' Federation (AIBRF), All India Bank Pensioners and Retirees Confederation (AIBPARC), Retired Bank Officers' National Confederation (RBONC) and All India Retired Bank Employees Association (AIRBEA) covering a membership of Three Lac Fifty thousand, in other words all most the entire Bank Retirees community.

This is with a fervent hope, we wish to once again place before you the most important issues concerning the Bank Pensioners and we are confident that the IBA will resolve the issues immediately and without any further delay.

BRIEF HISTORY OF PENSION FOR BANK EMPLOYEES.

Bank Employees and Officers wanted Pension as third benefit but the Government and IBA insisted that Pension Scheme would be introduced in the Banks exactly on the lines of Government Employees Pension Scheme. So when Pension settlement was signed in 1993 and Pension Regulations were framed in 1995 it came exactly as per the Central Government Employees Pension Scheme. The negative and punitive aspects of the Government Pension Scheme were also included in the Bank Employees Pension Scheme such as Pension subject to future good conduct, initiation of disciplinary proceedings even after retirement and Dearness Relief which used to be paid every three months is now made payable every six months quoting that for Government Employees it is payable only every six months.

When the Pension Scheme was introduced, it was stated to be strictly as obtaining in Central Government for its employees. As a result its introduction in banks was made conditional that those who would be recruited after 1995 would not be given the option of PF and they have to necessarily come under the Pension Scheme since Government Employees do not have any such option. So also, during IX Bipartite settlement, extension of second option for pension to existing retirees and employees was made conditional that those who also recruited after 2010 would be only under **Defined Contribution Pension Scheme** and not under **Defined Benefit Pension Scheme** because recent and future recruits in Central Government are brought under **Defined Contribution Pension Scheme**. As a result, all the recruits since 2010 in banks too are covered

under the **New Pension Scheme** which is Defined Contribution Pension Scheme.

UPDATION OF BASIC PENSION AND ADDITIONAL PENSION.

In line with the Governments' stated position Bank Employees **Regulation 35** clearly states that **Pension Updation** (Revision) shall be made wherever applicable. It is also true that this Regulation was duly implemented for a batch of Officers and Employees retired between 01.01.1986 to 31.10.1987 along with the wage revision for serving Bank Employees and Officers at that time.

Regulation 56 also clearly states that any doubt in the matter of application of these Regulations regard may be had to the corresponding provisions applicable to Central Government Employees. Further **Regulation 11** also states that quote "**BANK SHALL CAUSE AN INVESTIGATION TO BE MADE BY AN ACTUARY INTO THE FINANCIAL CONDITION OF THE FUND EVERY FINANCIAL YEAR ON THE 31ST DAY OF MARCH AND MAKE SUCH ADDITIONAL ANNUAL CONTRIBUTIONS TO THE FUND AS MAY BE REQUIRED TO SECURE PAYMENTS OF THE BENEFITS UNDER THESE REGULATIONS.**" Unquote.

The above Regulations are clear assertions as to the fact that payment of Pension obligations is a statutory obligation like payment of salary and requirement under AS 15(R) has to reckon this too and so auditors cannot ignore this statutory obligation.

The non-implementation of the pension updation for more than 25 years, during which period five wage revisions had taken place in the Banks but with absolutely no revision given to the Bank Pensioners, is heart rending and humiliating that even a top functionary of the Bank in the grade of General Manager who retired in 1990s gets a paltry sum of Rs. 22,000/- approx. including D.A. which is much less to his junior subordinate in the clerical cadre and his equivalents in sectors having pension revision gets more than three times of it.

Hence it is obvious that discontinuing the implementation of Regulation 35 regarding Pension Updation is a clear violation of Bank Employees Pension Regulation. This has to be set right immediately and Bank Pensioners' are not put to deprivation further.

100% DA NEUTURILASATION.

Depriving the pre November 2002 retirees' full compensation of DA is again against the spirit of Pension Settlement and also against all logics when the same is extended not only to Government Employees but also to RBI employees and other State Sector Organisations. The number of such pensioners is very small and quite a few of them are in the advanced age of 85 plus or may have even unfortunately ceased to exist. Hence a special note of urgency should be shown in respect of this issue.

IMPROVEMENT IN FAMILY PENSION.

This is again in contrast with what is being allowed to Family Pensioners, who are mostly widows, in the Government and Government Sector Organisations and RBI. It is quite heart-rending that Family Pensioners in Banking Industry are restricted to get only 15% that too with ceiling, whereas it should be 30% without ceiling. We urge upon IBA to render justice to Bank Family Pensioners.

PENSION FOR THOSE WHO HAVE PUT IN PENSIONABLE YEARS OF SERVICE.

Denial of pension to those resigned but had put in pensionable years of service even after a favorable judgment from the Hon'ble Supreme Court amounts to demonstration of unnecessary rigidity and we request you to honor the Hon'ble Supreme Courts' Judgment in this regard. Here again the number of such retirees is very small.

MEDICAL FACILITIES

Though the Government had instructed the IBA as early as in 2012 to come out with a Medical Policy both for serving employees and retired employees, it is quite shocking to see that the Retirees are asked to pay the premium on the medical insurance and are also deprived of the Domiciliary treatment reimbursement and subjected to the denial of the medical facilities in respect of critical illness. In fact the senior citizens of banking industries deserve a more humane Medical Reimbursement Scheme.

EX-GRATIA TO PRE 1986 RETIREES.

The number of such retirees is hardly 200 in each Bank and giving a very low Ex-Gratia payment to such retirees is hurting the conscience of every one including the Bank Managements. Even the youngest surviving

Retiree among this group is above ninety years of age and it is with deep anguish and anxiety. We request you to improve the amount respectably and restore the dignity of those veterans.

XTH BI-PATRATITE SETTLEMENT - SPECIAL ALLOWANCE COMPONENT.

We earnestly request you to include the special allowance component for terminal benefits as well as for payment of pension to all those who retired or retiring after November 2012. It is important to note that in the recent settlement of LIC of India the special allowance component is treated at par with Government Employees grade pay component and the same has been reckoned for terminal benefit also.

The above are some of the very important and very urgent issues of the Bank Retirees and they need to be immediately resolved.

PENSION FUND.

The Pension Fund created after the Pension settlement is having a huge corpus of nearly two lacs crores which is created out of the surrender of PF of Bank Employees and Officers, additional contributions by the banks and surplus out of accruals of the Fund and the liability of pension payment under Defined Benefit Pension Scheme (old Pension Scheme) is restricted only to employees recruited before 2010. As such the Old Pension Scheme is a close ended scheme as far as membership is concerned which means with no addition to membership and the retirements have already peaked and the coming years would only see depleting number of pensioners. Consequently the existing corpus with normal additions as hitherto would be more than adequate to meet all the demands of the Pensioners which are pending without resolution for the past more than 25 years. So we strongly feel that the plea of cost implications is unfounded and has to be therefore discarded and the Banks must meet their statutory obligations and render justice to the Bank Employees and Officers as is done to Government Employees, Railway Employees and other Public Sector Undertakings like BSNL, MTNL, State Electricity Boards etc.

Sir, many of the Retirees are in the very advanced age and waiting helplessly for more than 25 years for justice. These Pensioners and Retirees had contributed their best to revolutionize Banking for which there is no comparison in the world elsewhere. We are

confident the IBA and the concerned authorities will recognize and appreciate this and assuage the feelings of the Senior Citizens of the Banking Industry by granting the above immediately.

We also request you to call the Coordination of Bank Pensioners and Retirees Organisations for meetings with IBA and hold negotiations and discussions on all the issues concerning Bank Pensioners and Retirees at the earliest.

Thanking you,

Yours Sincerely,

A. Ramesh Babu K.V. Acharya

Joint Conveners

Circular: 002/2016

11th Feb. 2016

CBPRO DELEGATION MEETS IBA AND SUBMITS MEMORANDUM ON 10.02.2016

We are immensely pleased to inform all Bank Pensioners and Retirees that quite a few very positive developments have taken place in regard to our issues after our historic **Massive Dharna at Jantar Mantar on 11th December, 2015 in Delhi**. The memorandum submitted at that time to the Hon'ble Prime Minister, Finance Minister and Department of Financial Services Government of India evoked good response and the Indian Banks' Association has in turn started collecting data from individual Banks regarding the number of Pensioners as on March 2015 and number of pension optees as well. The IBA has also asked the Banks to work out the calculations in regard to 100% DA Neutralization. Many of the Banks have already submitted the required information to IBA. We urge upon all the constituents of **CBPRO** to ensure that from respective Banks the required Data and Informations, if not furnished already to furnish the same immediately. In this regard we also profusely thank UFBU and their individual constituents who have put in special efforts by repeatedly reminding the IBA about our pending issues. In fact AIBOC even served a strike notice in the month of December 2015 to the IBA in respect of our issues. To give further momentum to our efforts, we decided to go in a delegation to IBA and submit a memorandum detailing our issues. **Accordingly the delegation of CBPRO met Shri M.V. Tanksale, Chief Executive Officer of IBA on 10th February 2016 in the office of IBA at Mumbai and**

submitted the memorandum.

During the submission of our memorandum, we explained to Shri Tanksale the anxiety and anguish of the Bank Pensioners' many of whom have crossed the age of 80 years waiting and hoping for justice. We requested the IBA to resolve the issues on a note of urgency lest quite a good number of Retirees may not see justice at all during their life time. We also requested to invite the CBPRO for discussions in respect of the issues. This will also restore confidence and comfort to the aging Senior Citizens of the Banking Industry that they are properly cared for and respected for the services they have rendered to the Banking Industry.

We are happy to report that Shri Tanksale, CEO of IBA responded very positively to our submissions and assured us of the seriousness and sincerity of the IBA to resolve the issues and once the required Data is received from the Banks. He assured us that IBA is sympathetic and is in the process of collecting data and information from the member Banks to work out solutions in respect of Pensioners' and Retirees issues. We are thankful to Shri Tanksale for the concern he has shown and we are very confident that Pensioners and Retirees will have good news from the IBA in the very near future. We are enclosing the copy of the memorandum submitted to IBA by CBPRO.

On 10th February, 2016 AIBRF has organized a demonstration in AZAD Maidan, Mumbai to highlight the issues of the Retirees. At the invitation of AIBRF, leaders of the constituents of CBPRO participated in the Dharna and addressed the Retirees. As Joint Convener of CBPRO Com. K.V.Acharya, Com. R.S.Raji Wadekar Secretary, SBI Pensioners' Association, Mumbai Zone Sub center, Com. SBC Karunakaran, Senior Vice President of AIBPARC, Com. N.M. Shah from RBONC, Com. Siroriwala, President AIRBEA, Com. Ravi Shetty, former Secretary of State AIBOC (Mumbai and Maharashtra) and Com K.B. Chavan and com R.R. Pawar were present in the demonstration and in the delegation to IBA as well. The participation of the leaders of CBPRO in the AIBRF programme enthused the comrades assembled there and the CBPRO Leadership assured the comrades gathered there of total consolidation of the Bank Pensioners and Retirees under the umbrella of CBPRO. Com. S.M.Deshpande and Com. S.C.Jain President and

General Secretary of AIBRF also emphasized the need for Bank Retirees' unity. We are confident and hopeful that these developments augur well not only for the consolidation of the Bank Retirees movement but also will make the Bank Managements, IBA and the Government to recognize Bank Retirees Movement and hasten the resolution of our long pending issues.

March on Comrades, March on. Our path is Right path. Our fight is just and right.

With revolutionary greetings.

Yours comradely,

A. Ramesh Babu K.V. Acharya

Joint Conveners

Circular 005/2016

27th Apr. 2016

**CBPRO DELEGATION MEETS HON'BLE
FINANCE MINISTER
MEETING OF CONSTITUENTS OF CBPRO AT
DELHI ON 27.04.2016**

Principal Office Bearers of Constituents of CBPRO along with their other important Office Bearers assembled at YMCA Tourist Hostel, New Delhi today for the CBPRO meeting. Leaders from SBI Pensioners' Federation, AIBPARC, RBONC, AIRBEA and Leaders from the newly joined Forum of Retired Bank Employees participated in the meeting.

Com R.N. Banerjee, President of SBI Pensioners' Federation presided over the meeting. The Joint Conveners Com A. Ramesh Babu and Com. K.V. Acharya presented the Joint Conveners report detailing various developments that have taken place after the last meeting at Kolkata. All the Leaders of various Constituents warmly welcomed the entry of Forum of Retired Bank Employees (FORBE) into CBPRO. The FORBE was represented by Com. M.D. Deshpande, President, Com. A.N. MadhuSudan, Vice President and Com. S.V. Chaudhari, Vice President.

Com R.N. Banerjee congratulated the CBPRO Constituents for making the Jantar Mantar Dharna on 11.12.2015 a memorable success and particularly complimented the Joint Conveners for organizing such a wonderful Dharna programme. Com. Shantha Raju, Vice President of SBI Pensioners' Federation gave lot of inputs in regard to bringing larger unity of all the Retiree

Organisations and the issues on which we have to focus and carry on the struggles at State and District levels by coordinating various organizations at the grass root level. His rich experience in the field of Bank Officers' Movement as well as Convener of UFBU during his tenure as General Secretary of AIBOC benefited the course of the meeting.

The hall mark of the meeting is the culmination of a purposeful meeting with Shri Arun Jaitley, Hon'ble Finance Minister, Government of India. Halfway the meeting CBPRO Delegation consisting of Com. R.N. Banerjee, Com. A. Ramesh Babu, Com. K.V. Acharya, Com. Shantha Raju and Com. M.D. Deshpande had to proceed to Parliament House to meet the Hon'ble Finance Minister. In spite of a very busy Parliament Session the Hon'ble Finance Minister gave the audience to the CBPRO Delegation who also submitted a representation detailing the Pensioners' and Retirees long pending issues. The delegation had also the privilege of meeting and requesting Shri Prakash Javadekar, Hon'ble Union Minister who happened to be present with the Hon'ble Finance Minister. Hon'ble Prakash Javadekar warmly recalled the requests made by us in our earlier meetings mainly regarding Pension Updation, Family Pension and Uniform 100% DA to all Retirees and endorsed our request to Hon'ble Finance Minister. The Delegation also met Shri Bandaru Dattatreya, Hon'ble Union Minister, who also assured the Delegation to help us. CBPRO is extremely thankful to Hon'ble Ministers not only for giving an opportunity to meet them but also showing their warm response to our issues. We hope and wish that this development will make a far reaching favourable effect in respect of our issues.

The CBPRO met again after lunch and discussed the details about our meeting with the Hon'ble Finance Minister. It was also unanimously decided to further strengthen The CBPRO by calling upon all Retirees' Organisations to come together under the umbrella of CBPRO and facilitate proper and meaningful dialogue with the IBA. The following action programmes were suggested and unanimously accepted:

1. Set up coordination bodies under CBPRO at State and District levels.
2. Hold meetings across various centers to involve Bank Pensioners and Retirees fully

with the struggle to end discriminations against Bank Pensioners and Retirees.

3. Delegation of CBPRO to meet CEO of IBA again within a month.
4. To meet Chairman of IBA by CBPRO delegation.
5. To collect details about the structured meetings with the Retirees' Organisations by all the Banks as per directions of IBA.
6. To urge upon IBA to hold structured meetings at Industry level with CBPRO on the same line and spirit of the communication sent by IBA to various Member Banks.
7. To further seek support from UFBU and its constituents.
8. To hold meetings of CBPRO thrice in a year and on urgent basis as and when necessary.
9. To hold the next meeting of the constituents of CBPRO at Chennai tentatively in the month of August.
10. To further highlight the issues of Bank Pensioners and Retirees at every level of power centers.

Comrades, it was a very purposeful meeting with active participation by leaders of various Constituents of CBPRO and we are confident that we are moving in the right direction and succeed in getting the Bank Pensioners issues resolved fully.

With warm regards,

Yours Comradely,

A. Ramesh Babu K.V. Acharya
Joint Conveners

27th Apr. 2016

Shri Arun Jaitley,
Hon'ble Finance Minister,
Government of India,
Ministry of Finance,
North Block, New Delhi 110001

SUB: REQUEST FOR RESOLUTION OF LONG PENDING ISSUES OF BANK PENSIONERS AND RETIREES.

We request your good self to kindly refer to our various representations in regard to the Bank

Pensioners' and Retirees issues. We have also represented to Indian Banks' Association and submitted a memorandum when we met IBA in a delegation at Mumbai on 10.02.2016. We represent the Bank Retirees' Organisations representing all the Bank Pensioners and Retirees. We hope and wish that this coordinated body i.e. **Coordination of Bank Pensioners' and Retirees Organisations** will facilitate dialogues with Bank Pensioners and Retirees as a body and help in resolving the issues with the urgency that is required. It is again with lots of hopes we are approaching your good self so that you can give necessary directions to IBA to resolve the issues at the earliest. We briefly mention here under the most urgent issues causing anxiety to the Bank Pensioners and Retirees.

1. Uniform 100% DA Relief to Bank Pensioners, who retired before November 2002.

2. Pension Updation: It is even held by the Hon'ble Supreme Court that Pay Revision and Pension Revision cannot be separated from one another. Moreover Pension Regulation 35 (1) also very clearly states that Bank Pension shall be updated but unfortunately no updation has been done since November 1989 and in the process those who retired earlier are drawing a very meager Pension as compared with a very junior subordinate who retired recently or retiring in future. A General Manager who retired in 1990 is drawing a Pension of about Rs. 24,000/-, which is much less than the Pension of a clerical staff, who retires now. This anomalous situation has arisen because of non updation of Basic Pension for nearly three decades though regularly wage revision is taking place with no benefit of salary revision being passed on to the Bank Retirees.

3. Improvement of Family Pension: Though the Government Employees and RBI Employees have received improved Family Pension to 30% of Pay to the spouse of the deceased retired Employees, in Banks for the retirees it is continuously 15% that too with ceilings.

4. Pension for Employees resigned after putting Pensionable Service: Hon'ble Supreme Court of India has already given

the verdict in respect of writ petitions filed by **Vijaya Bank Employees** and upheld the judgment of **Hon'ble High Court of Karnataka** giving relief to all petitioners. But it is unfortunate that very unreasonably IBA directed the member Banks not to extend the relief of the Judgment to other similarly placed employees stating that whoever wants relief should again approach the courts. This is not only against the **Seniors Citizen Litigation Policy** as propounded by the Central Government but also against all legal ethics and also amounts to disregarding the highest body of the Judiciary. In fact this also tantamounts to going against the guidelines of Department of Personnel, Public Grievances and Pensions, Government of India to all the Public Sector organizations that in case of Senior Citizens cases the Public Sector Organizations should not harass the Retirees by going on appeals against the favorable Judgments given by the Courts and also should not unnecessarily force the Senior Citizens to seek relief from the Courts. The number of such Resignees is very small and by extending Pension to them we will be only upholding the concept of Pension for all as a social security scheme.

The above are the major issues concerning the Bank Retirees for a very long time. The Bank Pension Scheme has been implemented in the Banks after the same was duly incorporated as Bank Employees Pension Regulations. **Regulation 56** of Bank Employees Pension Regulations makes it clear that the Bank Pension Scheme is exactly in the lines of Central Government Employees Pension Scheme. It is also a fact that Bank Employees Pension Scheme is under **DEFINED BENEIFT PENSION SCHEME** for those who are recruited before 2010 which is also the case for Central Government Employees. Even the DA Relief is given to Bank Retirees once in six months as Central Government Employees whereas for serving Bank Employees it is in every three months. **The punitive clauses** of the Government Employees Pension Scheme are also automatically incorporated in the Bank Employees Pension scheme in regard to disciplinary actions after retirement and payment of pension subject to future good conduct. It is also a fact that the **Consolidated Pension Fund** of all the Public Sector Bank together with State Bank of India is about **TWO LAC CRORES** and hence the **Pension**

Corpus is also sufficiently funded. Moreover the Pension Scheme being a Defined Benefit Pension Scheme it is obligatory on the part of Banks to pay the Pension as per the Pension regulations. Denying the payment of pension as per Regulations stating the cost as a factor is not legally tenable as the Pension scheme in Banks is under **Defined Benefit Pension Scheme**.

The Bank Employees and Officers have tirelessly contributed to the Massive growth of Banking to the nooks and corners of the country after nationalization from mere 8000 branches in 1969 to more than 220,000 branches presently. The imprints of Banking Service is very deeply rooted in Rural, Semi-urban, Urban or Metropolitan centers serving the poorest of the poor and also giant industries. It is our earnest request to your good selves to help the Bank Retirees, who are responsible for the phenomenal transformation in the development of the Nation. We sincerely hope the Bank Retirees will get a life of dignity and pride in the evening of their life as is given to Retired Central Government Employees in the matter of Pension and other welfare measures.

Thanking you,

Yours Sincerely,

A. Ramesh Babu K.V.Acharya
Joint Conveners

26th May 2016

Shri M.V. Tanksale,
Chief Executive Officer,
Indian Banks' Association,
World Trade Centre 6th Floor,
Centre 1 Building,
World Trade Centre Complex,
Cuff Parade, Mumbai 400005

Sub: -REPRESENTATION BY CBPRO DELEGATION

We request you to kindly refer to our letter dated 13.05.2016 in response to your letter HR& IR/KU/G5/221 dated 06.05.2016.

In the above letter we conveyed to your good selves the keenness of CBPRO to meet your officials at your office in Mumbai to present our inputs and further representations in respect of Bank Pensioners and Retirees long pending issues.

Accordingly representatives of the Constituents of CBPRO have desired to submit this representation while meeting your officials. We are confident that our submissions will receive due consideration and long pending issues will meet their logical conclusions after the same are considered by you favourably. We would like to once again mention some of the very important issues which require to be resolved immediately.

1. UNIFORM DEARNESS ALLOWANCE RELIEF TO ALL PENSIONERS:

- This request has been pending since 2005 and the persons who are deprived of this relief are those who retired before Nov. 2002. Out of the total pensioners their number is less than one lac including SBI. In that a sizable number of Retirees are above the age of 75 and quite a good number of them have even crossed 85 years of age. In all fairness there could not be and should not be any disparity and discrimination in respect of a common factor of Dearness Relief which rises or falls according to WPI index. When the due relief is denied then only some of the individual Retirees approached different courts. Not resolving this issue on the ground that the matter is sub-judice in not the making of the Retirees. If only the IBA had agreed to extend the 100% DA Relief to pre 2002 Retirees as is done by RBI and other Public Sector Undertakings, where the **Defined Benefit Pension Scheme** is implemented, this argument of matter sub-judice, financial implications or burden could not have come at all. We have also on our part worked out details of calculations and the worksheet is submitted to you separately along with this representation.

2. IMPROVEMENT IN FAMILY PENSION:

- This is yet another very humanitarian issue, which is not even encumbered by the so called "matter sub-judice" as no Family Pensioner has approached the court in respect of his/her claim. Even the request for the improvement from the present 15% to 30% is much below the overall Basic Pension of 50% where the provision is already made much in excess of the request made now. This also has an emotional issue as the bulk of the Family Pensioners are the widows of the Retired Bank Employees/Officers. Even the ceiling of Family Pension is abysmally low and poor that it hurts the

self dignity of the Family Pensioner. So naturally the RBI and other Public Sector Undertakings removed this discrimination and started paying Family Pension at the improved rate of 30%.

3. PENSION UPDATION:- It has been held even by the courts that Pay Revision and Pension Revision are two inseparable entitlements and any provision to be made to meet the Updation Cost is a Statutory obligation as against the Regulatory obligation in respect of NPA's which is thrust by the Regulator (RBI).

In respect of all the above, the same being as per the Pension Regulations and as also the same are coming under the **Defined Benefit Pension Scheme**, the cost implication can only be worked out for internal consumption but can't be held against implementation of the Pension Scheme in its truest form. At the same time, we also wish to state that we have a robust Pension Fund of over Rs. Two lac crores for all the Banks including SBI. The Pension Scheme being a close-ended Scheme and further inflow and accruals by way of contributions and income received the improvements in Pension payment, even with all these benefits as per the Regulations, can be easily met out of the Pension Fund itself.

There are decided cases in respect of Resignees who have put in Pensionable years of service, Extension of Pension to Compulsorily Retired Persons allowing them to avail the 2nd option and leave encashment for all the past Compulsorily Retired, without any cutoff date, which need to be addressed to and implemented immediately. We hope there will not be any further delay on these issues.

We also request you to insist upon the Insurance Companies to stick to the original understanding reached in the settlement in respect of Domiciliary Treatment and not to allow the Insurance Company to distort the Medical Insurance Scheme introduced after prolonged negotiations with the Unions.

We are confident that the Bank Retirees will not have to suffer any longer and Indian Banks' Association will do everything and ensure that the Bank Managements do not do anything to alienate their own Senior Citizens who have done yeomen service to the Banking Industry and to the Nation during their service in Banks.

We are hopeful of a very pro-active stance in respect of our issues by your good selves which will bring cheer and relief to Bank Pensioners and Retirees immediately.

Thanking you,

Yours Sincerely,

A. Ramesh Babu K.V. Acharya
Joint Conveners

Circular 006/2016

30th May 2016

CBPRO MEETS IBA

It is a red letter day for Bank Pensioners and Retirees when the CBPRO leadership met the Senior IBA Officials and held detailed discussions on 26.05.2016 at IBA office Mumbai in respect of Bank Pensioners and Retirees long pending issues. The wise move by the Apex Bank Retiree Organisations to come together and form a coordinated body named as Coordination of Bank Pensioners' and Retirees Organisations led to this welcome development of getting an audience with the IBA. This facilitated a meaningful dialogue. This also ensured dignity and self respect to the Senior Citizens of the Banking Industry. The IBA response throughout the discussion had been one of cordiality, concern and solemn assurances on their intentions and keenness to sort out the issues.

The IBA team was led by Shri K. UnniKrishnan, Deputy Chief Executive accompanied by Shri K. S. Chauhan, Senior Vice President. The CBPRO team consisted of Com. A.Ramesh Babu, General Secretary SBI Pensioners' Federation and Joint Convener CBPRO, Com. K.V.Acharya, President AIBPARC and Joint Convener CBPRO, Com. Ramesh Deshpande, General Secretary RBONC, Com. R.K. Acharya, General Secretary AIRBEA, and Com. M.D. Deshpande, President FORBE. The team was also assisted by Com. K.S. Rengarajan of AIBPARC, who had made exhaustive calculations in respect of 100% DA, Improvement in Family Pension and Pension Updation. The CBPRO also submitted a representation to the IBA emphasising the need to show great urgency in resolving the issues. The list of the issues to be discussed was also submitted.

Shri K. Unnikrishnan, Deputy Chief Executive IBA, in his initial remarks expressed the keenness of IBA to resolve the long pending issues but at the same time also expressed anxiety of IBA about the health of various Banks which has become a hindering factor in meeting our expectations. He informed us that IBA is in the final phase of getting the Actuary's report as all the data pertaining to the issue of 100% DA Neutralization and Improvement in Family Pension have been received from the Member Banks and already handed over to the Actuary.

Com. A.Ramesh Babu, Joint Convener CBPRO, thanked the IBA for giving the opportunity to CBPRO to discuss the issues and described the event as a satisfying development and hoped that the deliberations would culminate in the resolution of the issues. He also explained to the IBA about the formation of CBPRO and hoped that this would facilitate meaningful dialogues with Bank Pensioners' and Retirees Organisations.

During the course of the meeting IBA pointed out about the cost implications and the huge provisions Banks have to make to meet the requirements of AS 15 (Revised) in respect of provisioning. However the CBPRO responded elaborately and some of the main observations from our side are mentioned hereunder:

1. As regards Uniform DA Relief, the Number of the Retirees deprived are less than one third of the total Number of Retirees including SBI and out of that nearly thirty thousand have already crossed the age of 85 and looking at their very advanced age justice should be delivered to them before it is too late.
2. As regards Family Pension, it is an emotional issue apart from being a humanitarian issue. The bulk of the Family Pensioners are widows of the Retired Employees and going by the sensitivity involved the IBA should initiate improvement of Family Pension to 30% from the present 15% without any ceiling.
3. Regarding Pension Updation, IBA expressed its reservations to take up the issue immediately. We submitted that non updation from 1989 onwards has resulted in great and unimaginable distortions and if not set right the gap between the recent Retirees and old Retirees would further steeply widen. We

also stated that the Courts have held that Wage Revision and Pension revision are inseparable.

4. Extending Pension entitlements to Resignees is a well settled matter with the Judicial pronouncement by the Highest Court of the Land and their number being just less than four thousand the IBA should implement the Court order in respect of all eligible Resignees. So also in respect of Compulsorily Retired, the Pension eligibility should be given to all Retirees irrespective of the fact that they are award staff or officers. Here also we pointed out that there are decided cases where Courts have upheld the right to Pension to the Compulsorily Retired Persons.
5. As regards domiciliary treatment entitlements from the newly introduced Medical Insurance Scheme, the IBA showed us the serious correspondences they have undertaken with the Insurance Company insisting on the Insurance Company to implement the Scheme in its original form without any distortion and assured us that they would ensure the full implementation of the scheme. We also pointed out that the Government communication in the year 2012 had asked IBA to come out with a Medical Insurance Scheme both for Serving Employees as well as Retired Employees and never intended the scheme to be different for Serving Employees and Retired Employees. The Insurance Company can't and should not meddle with the provisions of the last wage settlement between the Unions and IBA in respect of the Medical Insurance Scheme. We also requested IBA to advise all member Banks to extend the Medical Insurance Scheme to all Ex-Employees and Officers even if those ex-Employees/Officers have undergone extreme penalties in disciplinary proceedings. The reason being that Medical treatment is an issue of extreme sympathy and also the persons covered are ready to pay the premium from their own sources and the Insurance Company also wants to cover large number of persons.

6. We also had discussions on leave encashment to Compulsorily Retired persons without any cutoff date and also permitting Retired Employees and Officers to defend those who are unfortunately subjected to charge-sheets even after retirement.

Comrades, from the repeated assertions made by the IBA during the course of our discussions, we hope that the extension of 100% DA neutralization and improvement in Family Pension would get top priority by the IBA. On Updation also the IBA will take a favourable view and ensure that the legal and statutory requirements are given due consideration and help in removing the serious erosion that has taken place in the Basic Pension in the case of Past Retirees due to various subsequent wage settlements. We had also pointed out that Pension is coming under the **Defined Benefit Pension Scheme** and also being a close ended scheme the availability of huge corpus should enable the resolutions of the issues without any further burden on the Banks. Moreover, since Pension Regulations are statutory Regulations, these Regulations get precedence over all other provisional requirements including provision for NPA.

We are extremely thankful to Shri K. Unnikrishnan, Deputy Chief Executive IBA who sat through for one hour though he was busy with ongoing interviews in IBA. He set the tone for the meeting in a very positive way. The meeting continued for another one hour along with Shri K.S. Chauhan, Senior Vice President, where issues were discussed with further details and he warmly appreciated the homework done by CBPRO in collecting the required informations and arriving at calculations. The inputs submitted by us were duly received and appreciated.

Comrades, we have given in a nutshell the important points of discussion. We hope with this meeting a new era has started for Bank Pensioners and Retirees and formation of CBPRO had been a great effort by the Apex Retiree Organisations who exhibited throughout a spirit of comradeship to achieve the common objective of ensuring justice to the Bank Pensioners and Retirees. We once again appeal to all to join the

CBPRO and further strengthen the Bank Pensioners and Retirees Movement.

CBPRO is also seeking the support of **UFBU** to use their good offices with the IBA and help us in achieving the objectives of Retirees Movement. CBPRO firmly believes that it is an organisation which strives for the benefit of all Bank Employees and Officers, **PAST, PRESENT and FUTURE** and with the number growing and vibrance demonstrated we are confident that **SUCCESS SHALL BE OURS.**

With Warm Greetings,

A. Ramesh Babu K.V. Acharya
Joint Conveners

30th June, 2016

Shri Jayant Sinha,
Hon'ble Minister of State (Finance),
Government of India,
Ministry of Finance,
North Block, New Delhi 110001

Respected sir,

Sub: BANK PENSIONERS PENDING ISSUES.

We invite your kind attention to our representations made to your good office, to the Hon'ble Finance Minister and to Indian Banks' Association on earlier occasions. Our delegations also met all of you collectively in respect of long pending issues which require urgent consideration. Among the various issues, going by the urgency, we had made very special requests in regard to extension of:

1. **100% DA Neutralization to pre 2002 Retirees.**
2. **Improvement in Family Pension.**

Both the issues are emotionally very sensitive as the persons who are deprived of the 100% DA Neutralization are those who are in the age bracket of 75 and 85 plus and the others are the spouses of the deceased Employees, the bulk of whom are wives of the deceased Employees/ Retirees.

We are extremely thankful to your good self for having shown sympathy and concern about

the above two issues and your good self took initiative and advised the Indian Banks' Association to sort out the issues expeditiously after working out the financial outlay. We are also very happy for the way in which IBA decided to address the issues and started collecting data from all the Banks and submitted the same to Actuaries to work out the calculations.

After the exercise of working out the calculations by the Actuaries we understand the same has reached IBA. On receipt of the same we also understand that the Management Committee of IBA met in the fourth week of June and have gone through the Actuaries' report. We are confident and hopeful that the Management Committee of IBA would have also favourably considered the long pending requests of the very Senior and Aged Retirees so as to give relief to all the pre 2002 Retirees and Family Pensioners.

In view of the above, it is our earnest request to your good self to give your Ministry's approval to grant these two urgent issues of the Retirees immediately and give relief and solace to the very aged Bank Retirees and Family Pensioners who constitute just about 20% of the total number of Retirees.

We once again profusely thank your good self for the concern and sympathy being shown by you in regard to the anxiety and anguish of the Bank Pensioners mainly in respect of **100% DA Neutralization and improvement in Family Pension.** We also look upon to your good self to ensure resolution of issues like Pension Updation and Pension for few left out people. We also wish to convey our happiness for the proactive steps being taken by the Indian Banks' Association in respect of our issues. We are very hopeful of getting a comforting communication to the Bank Retirees fraternity both from your Ministry and from IBA so that their nearly fifteen year old pending issues are comprehensively resolved. The Bank Retirees fraternity will be ever thankful to you and to IBA when these two emotional issues are favourably considered.

Thanking you,

Yours Sincerely,

A. Ramesh Babu K.V. Acharya
Joint Conveners

ARISE MEETING AT VARIOUS PLACES

ARISE MEETING AT COIMBATORE ON 28TH JANUARY 2016 !

It was a fantastic show of unity and strength of IOB retirees! As per attendance 118 comrades from Coimbatore, Erode and Tirupur regions including Rtd GM Shanmugam, Rtd Dgm Vasudevan, Rtd Agms Vijayakumar Ramasubramanyam, Jacob Rajasekaran, Nagarajan, Periyasamy and host of Retired Chief managers and about ten lady comrades participated!

Com Durairaj, Chief Regional Manager, Coimbatore addressed the gathering and sat through the meeting!

Com.K.Anandakumar, Vice President in his speech covered his contribution in the X Bi-partite wage settlement and added it was a tight rope exercise for the entire negotiating team and with great difficulty the settlement could be achieved. He also mentioned about retirees issues and it was the idea of Com.K.V.ACHARYA and Com.S.B.C.Karunakaran to bring out a record note on the issues relating to Retirees as a part of wage revision settlement so that on a later date this can be pursued by AIBOC to take up with I.B.A. for a solution on these issues.

Com.S.B.C.Karunakaran General Secretary in his address mentioned that whatever issues that are pending relating to retirees are not new demands and all of them are there in the Pension Regulations and only these are to be implemented. He also was very vociferous in requesting members to highlight these to other members who were not present. He particularly mentioned that the cost for implementation of pension updation and family pension has no relevance and sufficient corpus is there in Pension corpus Fund and these can be met out easily out of this fund as pension scheme is a close ended one. He further added that the Chief Heads of the banks have not applied their mind nor cared for the welfare of their own retirees whose contribution for the growth of these banks at a very critical time has been lost sight of. He requested the members to enroll more members into our fold and be battle ready to fight for the cause of retirees.

Comrades, S. Veeraragavan, JGS, (IOBOA), Mohanraj, AGS, (IOBOA), S. Kruparam, S.

Thyagarajan, N. Sekar, T. Iyanar addressed the gathering!

Com Ranganathan and com Gopalakrishnan had made elaborate arrangements for the meeting! It was a grand maiden show at Coimbatore altogether! Kudos to Comrades of Coimbatore, Erode & Tiruppur for the show of unity !



LUDHIANA MEETING

The Ludhiana unit held meeting at Khanna (dist. Ludhiana) on 13/2/16 arranged by our co-ordinator com Major Singh Mehmy and attended by 20 members. The new experience of conducting meeting at other place than Ludhiana proved very purposeful. Com Ram Murti Vij welcomed all the members to commence the meeting which was anchored by com A. K. Diwedi.

Com D. K. Khatri AGS addressed and apprised the members;

- total membership of our association is touching 7000 and that of Ludhiana region stood as on date at 141. Today 8 new members and 3 life members are being enrolled in the meeting
- expeditious solution by our central unit to various difficulties faced by our members
- positive post effects of our Jantar-Mantar Dharna on 11/12/15
- new medical insurance scheme implemented with 50% rebate in premium
- proud and lucky to be members of this beloved association led by seasoned central leaders to take care of interest of 16000 retirees.

Com. H. O. Grover also addressed and stressed the need for more and more membership and praised the co-ordinators contribution and full support to com Khatri. Since with merger of Jullunder region branches our regional strength shall cross 200, so role of all co-ordinators will become more important.

Com Major Singh proposed vote of thanks and meeting ended over tea and refreshments to members.

D.K.Khatri - AGS, ARISE Ludhiana



CHANDIGARH MEETING ON 28TH NOVEMBER 2015:

Attached herewith please find photographs of General Body Meeting of Arise, Chandigarh Region, held on 28th Nov. at Hotel Park Grand, Chandigarh.

The meeting was attended by around 40 members including veterans like Mr. H S. Chadha, Mr.Y.D.Paul and many retired executives.

The news of ex-iobian, Mr. Joginder Singh having reached the ultimate the undersigned just before the start of the meeting, one minute silence was observed for praying to Almighty for blessing the departed soul to rest in peace.

The members were made aware that keeping in view the anxiety of members to know as to whether their 'options' to join new Medical Insurance Scheme were received at Central Office or not, the organization took up the matter with the Bank and could convince the management to work out a scheme for including the names of all REMAS optees as well as family pensioners of deceased retirees in the new Medical Insurance Scheme. Accordingly, the bank agreed to debit the insurance premium from members' account by crediting pension in advance on 27th instant itself, so that neither any debit is 'dishonored' due to insufficient balance in their accounts nor any member is left out before the closing date. The members were all praise for association's timely intervention to secure members' interest.

The undersigned explained to the members in detail the proceedings which took place in AIBPARC's Conference held at Kolkata on 15th & 16th Nov. in which Mr. K.V. Acharya was again elected President of AIBPARC unanimously along with other Office Bearers from Arise They were informed that as to how the the issue of unilateral withdrawal of cover to retirees for 'domiciliary treatment' and other critical diseases etc., by United India Insurance Co. was discussed at length and finally it was unanimously decided for taking up the matter with IBA strongly as the scheme was part and parcel of 10th Bipartite Settlement signed by IBA with AIBOC, AIBOA, AIBEA & UFBU etc. The letter written by AIBPARC to IBA on the subject was also read out to members for their information. Since, neither the IBA has written to member banks to withdraw such cover nor our bank has issued any circular to this affect, the scheme stands as it is, as on date. The AIBOC's decision to go on strike on 11th December, to coincide with our Dharna for pursuing the pending issues including those of

retirees included in the 'record note' was also shared with them. They were exhorted to come forward to join Dharna to make it a grand success. Immediately, thereafter 19 members gave their consent to attend the Dharna.

Some members were of the view that cover of Rs1.50 lacs provided by Universal Sompo under REMAS may also be continued along-with NMIS. It was clarified that the bank passing through a very difficult phase of time at present may not be in a position to bear the insurance premium of both the insurance policies. Moreover, the number of optees under REMAS coming down, the insurance company is also not ready to extend the cover to a smaller group of members at the same rate, keeping in view the heavy medical claims already settled by them.

Mr. M.R. Cherwal, Mr. Rajinder Arora and Mr Sushil Kumar, SCA gave cheques of Rs.6000/- each for becoming Life Members of the association.

The date for next meeting was fixed as 26th Dec.15 unanimously.

The meeting was concluded with Vote of Thanks extended by Mr. Mahender Kumar, CM (Retd.)

With regards,

P.S. Bhinder
(Ex-AGM)
Organizing Secretary



MEETING AT CHANDIGARH ON 26TH DECEMBER 2015:

The meeting was held at Hotel Park Grand and it was well attended including veterans like Mr. H.S. Chadha, Ex AGM and Ex-GMs, Mr A.P. Singh, Mr Dhanesh Chander, and Mr. Naval Gupta.

The undersigned welcomed Mr. Naval Gupta and Mr. O.P. Mutreja, who had joined as Life members of ARISE on their superannuation.

Special thanks were extended to members who attended the Dharna at Delhi in good number and making it grand success. All other members were also thanked for extending their moral support for the said cause.

The members were apprised in detail about the leaders who took part in Dharna and also addressed the participants on burning issues of banks' retirees. How, the developments which took place at IBA level were well elaborated by Mr. Harvinder Singh, General Secretary, AIBOC. The members were advised to keep in readiness for going on a protest march to PM's House also.

Mr. Naval Gupta, Ex-GM spoke about the steps being taken at Central Office level for improving the financial health of the bank. He exhorted the members to be optimistic about the bank's position, which is likely to improve shortly.

The developments with regard to implementation of new Medical Insurance Scheme were shared with the members. They were also guided to download E-Cards of TPA till the same are received from the insurance company.

The date of next meeting was fixed as 6th Feb, 2016 unanimously.

The meeting concluded with Vote of Thanks extended by Mr. Dhanesh Chander.

With regards,

P.S. Bhinder
(Ex-AGM)
Organizing Secretary



MINUTES OF ARISE DELHI UNIT MEETING HELD ON 12/06/2016

The meeting of the ARISE-Delhi Unit was conducted today at 11 A.M. at the Convention Hall of Overseas Apartments, Rohini, Delhi.

The Meeting was chaired by Comrade. Shri. A.S.Sabharwalji, Chief Adviser The Arise along with Comrade Shri. K.V.Acharya, President, AIBPARC and Vice president, The ARISE.

It was indeed a moment of pleasure mixed with emotion and nostalgia when another octogenarian comrade, Com.R.P.Goswami was made to decorate the dais along with Acharyaji and Sabharwalji. He made to the meeting venue inspite of his failing health all the way from Faridabad.

Com.Darshan Kumar Hans, Organising Secretary The Arise, delivered the welcome address. At the outset he thanked the enthusiastic gathering of about 150 members INCLUDING Retired General managers, DGMs AGMs and other officers and award staff retirees from Delhi and NCR many traveling more than 50 kms in very hot weather to hear Com Acharya about the persisting issues and also to meet long standing friends. It was an enchanting occasion to cherish forever. He made a special mention about the efforts taken by ARISE to get the Medical Insurance card to all the Retirees.

Com.Sh.Sabharwal, in his inaugural remarks, while greeting all the members also appreciated the efforts taken by the organisers to arrange a meeting.

Com.K.V.Acharya, while delivering the key note address, spoke at length about the pending issues of the retirees and the efforts of the Arise

and the Apex body AIBPARC to get them resolved. He mentioned that the meeting of members of C B P R O (**COORDINATION OF BANK PENSIONERS' AND RETIREES ORGANISATIONS**) with the Finance Minister Sh.Arun Jaitley during May, 2016 after great spade work done by Com.D.K.Hans in arranging the meeting, was indeed a satisfactory moment in the run upto solving the problems. After outlining the issues to the F M, they also submitted a memorandum, he said. He also said that the F M assured them of favourable consideration of the issues soon. Prior to that the delegation had a chance meeting with Shri Javdekar, Central Minister, who readily agreed to accompany them He was happy to announce that the association was able to put one step forward towards initiating a dialogue and the ministry was positive in hearing the issues. He narrated the main issues that were put forth for the consideration was as below.

UPDATION OF BASIC PENSION AND ADDITIONAL PENSION.

100% DA NEUTRALISATION.

IMPROVEMENT IN FAMILY PENSION.

PENSION FOR THOSE WHO HAVE PUT IN PENSIONABLE YEARS OF SERVICE AND COMPULSARILY RETIRED PERSONS

MEDICAL FACILITIES

He further told that CBPRO met with IBA officials also and had healthy discussion on all points. While C B P R O submitted IBA with detailed cost analysis of for meeting our demand, IBA said they have also prepared a detailed report and submitted to Actuaries. Com Acharya was confident some of the major issues like 100% DA neutralisation and Family pension will be



solved very soon..

In his concluding remarks, while hailing the interest shown by the members in responding to the call and gathered in large number, he also called for the unity and spirit of the retirees to sustain the initiatives taken by the ARISE.

Com Deepak Arora JGS IOBOA also addressed the gathering and invited all for their ensuing farewell and felicitation function for Com.J.D.Sharma President IOBOA who retires in the month of July 2016.

The meeting concluded with a vote of thanks proposed by Mr.S.S.Sharma retired General Manager, wherein he appreciated wholeheartedly, Shri.S.L.Sagar, Shri A.K.Khurana and other members of Overseas Apartments, Rohini for making available free of cost the AC

convention hall . At this juncture we place on record our sincere thanks and appreciation to the Managing Committee of Overseas Apartments led by Sh.S.L.Sagar, for offering the Convention Hall free of cost for future meetings and functions of The Arise.

After the meeting at the request of the Managing Committee Overseas Apartments Rohini, Shri.A.S.Sabharwalji inaugurated the ATM of our Bank in the society complex. The members had a tasty sumptuous lunch and dispersed.

The Managing Committee of Overseas Apartments led by Com. Dr. Shyamlal Sagar has readily offered the Convention Hall for all future functions of ARISE free of cost. We thank Com. Dr. Shyamlal Sagar and his team for this noble gesture.

COM. FREDERICK JOHNSON

**Date of Birth:
14-10-1946**



**Date of Death:
20-01-2016**

Com. Frederick Johnson who became our Life Member in August 2015 breathed his last on 20th January 2016.

He was also an office - bearer of our Patron organisation IOBOA holding important positions endearing himself to all members.

He was Secretary of IOB Staff Club Chennai and during his tenure he ensured many talented sportsmen recruited in our Bank in the field of Basketball. Ball Badminton, Cricket and Hockey. Many of these sportsmen represented our Bank and our country and brought laurels to IOB.

We dip our banner in his sacred memory.