



ALL INDIA BANK RETIREES' FEDERATION

D-1/1, Sector-C, Scheme-71,
Near Kasara Bazar School, Indore – 452 009.

Ref: 2013/0255

Date:21.02.2013

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Sri S.M.Deshpande

Vice President

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Sri D.P.Gupta

Sri S.V.Srinivasan

Sri Debesh Bhattacharya

Organising Secretary

Sri P.P.Karandikar

Sri Kalyan Sengupta

Sri V.K.M.Varma

Sri M.N.Pandit

Sri B.G.Raithatha

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Sri Dilip Ghosh

Sri S.Velayudam

Sri Anindya K. R. Basu

Sri Pratap Shukla

Dr.G.S.Jog

Treasurer

Sri M.S.Chourey

Shri C.H.Venkatachalam

General Secretary

All India Bank Employees Association (AIBEA)

Chennai

Dear Sir

Re: 27th National Conference of AIBEA

We are grateful to you for inviting AIBRF representatives in 27th National Conference of AIBEA and giving them opportunity to address more than 3000 delegates and observers of the conference. It was very special movements for us and unique opportunity to draw attention on the retiree issues.

2. We are also grateful to you and also to the entire leadership of AIBEA for passing the Resolution No 22 on Demands of Retired Employees. We find from contents of the resolution that it takes care of all core issues of the past retirees .AIBEA is known for perusing the resolutions passed in the conference and taking them to logical conclusion. Further during the conference you and the President of AIBEA had given assurance to work for solution of pending of issues of retirees in the next wage settlement. These developments and the assurances received from AIBEA leadership has enhanced our confidence and comfort towards resolution of our issues. We are also happy to learn during the conference that negotiation for the next settlement would commence from 22nd February, 2013.

3. However, We would like to draw your attention on the following points which were also raised by our representative while addressing the conference for effective solution of retiree demands.

(a) In last couple of years, retirees are getting organised as a separate class to protect their interest and the ratio of organised retirees is more than 70 percent. AIBRF membership alone is now more than one lakh. It is a fact that in superannuation benefits ,in service employees and past retirees have common interest and possibly retired employees have more because the superannuation benefits become effective and in a deliverable mode only after the retirement. In this environment, it is advisable that their should be formal consultation mechanism between the UFBU who negotiate with the IBA /Government on service conditions of the employees including the superannuation benefits and the representatives of the retiree organisations periodically particularly when the negotiation for the next wage settlement are about to commence and also during the



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progress of the negotiation which, we feel, will give better understanding among both the parties and avoid future litigation/heart burning among the retirees. Such mechanism could not possibly be developed earlier because the retirees were not organised. But the 9th wage settlement has changed the situation. Now almost 97 percent of the retirees are pensioners and have huge interest in the pension scheme and related issues. UFBU leadership should appreciate this position and take initiative in this regard. In fact, from AIBRF side we have written letters to the Convenor, UFBU with a request to invite representatives for discussion/consultation before submission of charter of demands to IBA. We are disappointed that there was no response on the issue from UFBU as possibly its leadership did not consider necessary to invite retirees for consultation. We have also noticed that UFBU is reluctant to enter into written communication with AIBRF. In this regard we would like to mention that AIBRF is well structured responsible organisation of the retirees and strongly believe in the accountability of the functionaries. We can assure you that any information/data shared with the AIBRF during the consultation will be used and disclosed in the responsible manner without creating any embarrassment for any individual/organisation. It is our humble request to AIBEA leadership to persuade and prevail upon UFBU constituents for early consultations with the retirees' representatives.

(b) In the coming days with the commencement of negotiation as we perceive and feel logically that initially certain outlay towards overall cost of the wage settlement will be determined by the negotiating parties. It is our humble request to the leadership of AIBEA and to the leadership of UFBU through you to allot respectable amount out of the total outlay for meeting retiree demands and if such allocation is indicated to us we may offer suggestions based on our perception and feedback getting from the grassroots level to make the package for retirees effective and acceptable within the allotted funds.

(c) There is lot of restlessness and anxiety among the retirees because of considerable delay in meeting their core issues. On the basis of periodical deliberations taken place from time to time at AIBRF level, the retirees are of the strong view that 10th settlement is the last and best opportunity for resolution of retiree demands and improvement in the existing pension scheme because entire scenario for the existing pension scheme will undergo change in view of introduction of NPS for newly recruited employees joining the industry after 1st April 2010 whose number will swallow year after year on the one side and number of in-service employees enjoying defined benefit pension scheme would keep on decreasing and may become minuscule by the time 11th wage settlement becomes due for negotiation. This concern of retirees needs to be addressed effectively during the negotiation and during the consultation with the retiree representatives.



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We once again convey our thanks for giving warm hospitality to our representatives during their visit to Kochi and congratulate to you and the entire team for organising the conference very successfully

With Regards

Yours Sincerely

(S.C.JAIN)
GENERAL SECRETARY