

All India Bank Retirees' Federation
4th Meeting of Central Committee &
3rd Triennial Conference at Kolkata
2nd & 3rd March 2012

GENERAL SECRETERY REPORT

Chairman, President, Other Office-Bearers, Central Committee Members,
Delegates, Observers, Ladies and Gentlemen

It gives me immense pleasure in extending heartiest welcome to all of you in the knowledge and cultural capital of India which has a distinction of providing three noble prize winners, Ravindranath Tagore, Mother Teresa & Professor Amartya Sen besides great Indian leaders like Netaji Subhash Chandra Bose and others to this country. Our pleasure gets further multiplied with the fact that we are assembling and holding this delegate session in the hall named in the memory of veteran trade union leader Late Ramesh Chakraborty who was not only founder General Secretary of AIBRF but one of the pioneer of trade union movement in banking industry in this country. I am sure you all will join me in paying rich tribute to this great personality.

2.0 OBITUARY

Since this body met last time in Chennai on 13th & 14th March, 2008, we have lost many great political leaders, thinkers, sport persons, artists, film personalities, trade union leaders, and retiree leaders, members of retiree bodies, their family and several unknown people. Some of the prominent among them are as under:-

- 2.1 Satya Sai Baba of Puttaparti
- 2.2 Dr. Y. S. R. Reddy, Chief Minister of Andhra Pradesh
- 2.3 Fida Makbool Hussain, Famous Painter
- 2.4 Nawab of Pataudi, Famous Captain of Indian Cricket Team
- 2.5 Steve Jobs, World Famous I. T. Professional and Founder of Apple Co.
- 2.6 Pandit Bhimsen Joshi, Renowned Musician
- 2.7 Jagjit Singh, famous Gazal Singer

As reported earlier, we have also lost two prominent leaders and activists of AIBRF

2.8 Shri V. C. Joshi, (Union Bank of India) Central Committee Member who gave significant contribution especially on legal matters.

2.9 Shri M. N. Parikh (Central Bank of India) – Vice President, AIBRF, He was one of the founders of retiree movement in Gujrat.

We pay our tribute to the departing prominent leaders and personalities and offer our condolences.

3.0 DEVELOPMENTS

3.1 Global Level

The world witnessed several significant events during 2009 – 2011. We saw worst type of economic melt-down at the beginning of 2008 when the mighty financial institution, Lehman Brothers collapsed registering financial loss of more than 600 billion dollars (equivalent to one year GDP of India). Similarly many other mighty organizations in U.S.A. and Europe collapsed. This financial crisis was known as sub-prime loan defaults. Governments across the world had to pump huge liquidity running into trillions of dollars in the system to save global economy from irreversible collapse.

Of late, world economy is making efforts to come to growth path. But things do not look to be normal. We keep on hearing debt crisis in Greece, Portugal, Spain, Italy etc and downgrading of sovereign rating of mighty nations like USA, France etc

Entire world from U.S.A. to Europe, Asia to Africa is sitting on over-leveraged positions in major commodities like Gold, Silver, Oil, and Stock and currency markets. Speculators are hyper active and certain big operators influence prices of commodities through screen based trading. It fuels high inflation beyond tolerance limits affecting life of millions of common men. It affects more to the senior citizens who have limited source of income with increasing expenses on necessities and medical treatment.

3.2 National Level:-

3.2.1 Inflation: - Inflation has sky-rocketed in the last 3 years because of global reasons as well as various policy decisions taken by the Central Government in the name of economic reforms. Consumers Price Index which was 2944 at the beginning of 2008 has climbed to 4245 at the end of 2010 registering whopping increase of 1301 points which was completely unimaginable a few years back. The Government of India has introduced new series of Consumer Price Index (CPI) w.e.f. 18.02.2011 adding many new items of consumption in the present synergy replacing certain items which have become irrelevant now. Such unprecedented increase in inflation is cause of worry to all of us as it puts serious pressure on our purchasing power despite the fact that pensioners in the banking industry are compensated to certain extent with review in dearness allowance. We demand from the government to take urgent and effective steps to bring inflation to the tolerance level particularly in essential commodities.

3.2.2 Political Scenario: - In general elections held in 2009, U.P.A. government again came to the power with improved majority. However, within short time, UPA-II came under heavy attack and criticism due to unearthing of several mega scams like 2G spectrum, Commonwealth Games Scandal, Aadarsh Housing Society irregularities etc. Government had also to face severe criticism in the matter of appointment of controversial retired bureaucrat; Shri P. J. Thomas as Central Vigilance Commissioner which was ultimately struck down by the Supreme Court. Impact of these developments is that the government is found busy, most of the time, in handling these scams and consequent political attacks. Governance, transparency in administration, economic reforms and legislative work in parliament which could only bring improvements in lifestyle of common man go into backdrop in such scenario. We can now keep finger crossed with the hope that some improvement will be seen in the governance in the remaining period of UPA II. Other big issues which have come into focus in last several months are black money and corruption. Some of the activists groups like Anna Hazare's Civil Society and Baba Ramdev's Swabhiman Group have launched mass movements focusing attention of the public, media, judiciary and government on these issues. They are welcome steps. However, to expect ever lasting solution in this area in the short term will be too much to expect. Such movements will have to be continued on a long term basis coupled with transparency in governance, increase in use of

technology, public participation etc to face these two biggest enemies of the country successfully which could only bring prosperity and smile for the common man. It is my appeal to the representatives of retirees present here and to the membership through you to participate and support movements against black money and corruption as responsible citizens of this country.

3.2.3 Sports: - Indian sports persons have shown marked improvement in their performance in various games like winning more than hundred medals in commonwealth games, winning world cup in cricket, better medal tally in Asian Games etc. This could be possible because of higher investment, corporate sector showing interest in sports and youth taking sports as career etc. We congratulate our sports persons for bringing honour for the country.

3.2.4 Banking and Financial Sector :-

Banking is lifeline of Indian economy with whom we all are proud to be directly associated for last 30-40 years. Major Indian banks have shown reasonably good performance in terms of deposit and credit growth, improvements in profits, containment of NPA level etc without any major scam. Performance of banks is given in the sheet attached with this report.

RBI has increased repo-rates 11 times in last one and half years as a part of inflation management without much success. Impact of such measures of RBI is increase in deposit rates which is a welcome sign for savers, the class to which we all of us belong though it results into increase in cost of production thereby slowing down growth and employment generation. Today, term deposit rates in most of the banks for longer maturities are in double-digit. On this count, I wish to invite attention of the delegates and observers that they should advise the members to plan long term investment in bank deposits ensuring guaranteed attractive returns for sustainable basis instead of considering investment in high risk assets like stocks, real-estate etc. Investment in bank deposit is the best prescription for pink health at the advanced stage of life.

The government of India and RBI have launched programmes of mass banking named as 'Financial Inclusion and Financial Literacy'

with an object to bring banking facilities within the reach of poorest among poor people. Under these programmes, banks have been asked to cover unbanked centres by opening 65 thousands more branches, to appoint business correspondents to offer banking facilities to customers at their door steps, to provide training facilities to customers at district head quarters, opening of no-frill accounts with minimum formalities etc.

Further, the government of India has launched massive programme to provide recognition and identity to common man by issuing unique identification card known as Aadhaar which will have base of latest technology available globally known as bio-metric technology which recognizes card holder by his/her thumb impression and eye-lit. Aadhaar card will replace all existing documents of person identity, address proof etc as per the agreement reached. This document will be sufficient to open bank account even when the card holder is migrating from one place to another. Unique Identification Authority of India, Body Constituted by the Government of India for this purpose under the leadership of eminent IT expert, Shri Nandan Nilekani has already started rolling out about 1 Lakh cards per day at different centres. I am of the view that another revolution for the benefit of common man is in the offing. It is expected that with the assistance of this technology, about two hundred millions new bank accounts will be opened covering people coming from lowest strata of the society in next 5 years. Further, it is being planned that all type of subsidies made for poor like food subsidy, fertilizers subsidy, old age pension etc will be disbursed through bank accounts. Today, subsidy distribution is the main source of corruption in this country. With this back ground, it is my humble appeal to all of you to spread message among our members and the public to obtain ADHAAR cards. It will be your valuable contribution in removing poverty and corruption in this country. Centers have been opened in all important cities for this purpose. I am confident you will responded to this call of mine positively.

3.2.5 Senior Citizen Movement in this Country :-

India is known as nation of young people. Today, 80% of our population is below 30 years. However, simultaneously, with steady flow of income and increasing medical facilities, senior citizens population is also increasing in numbers. There are more than 100

millions citizens who are above 60 in this country. Hundreds of retirees organizations and senior citizens forums have come up in existence who have been working to protect their interest. As a result of efforts of these organizations and policy decisions of the government, the following benefits/concessions have been extended to senior citizens.

- 3.2.6 Higher income tax exemptions upto Rs. 250000 instead of normal slab of Rs. 150000/- for male and Rs. 190000 for female and exemption limit upto Rs. 5 Lacs for super senior citizen category.
- 3.2.7 In the last budget, senior citizen age has been reduced from 65 to 60 years benefiting more than 40 Lacs assesses
- 3.2.8 Concession of 40% and 50% in railway fare for male and female senior citizen respectively
- 3.2.9 50% discount in air fare by air India
- 3.2.10 Additional interest of half percent in bank deposits
- 3.2.11 Separate lines for senior citizens in railway booking counters
- 3.2.12 Facility of reverse mortgage loans
- 3.2.13 Senior citizens security and maintenance law to provide safety

We are happy to inform you that some of our comrades based at Mumbai are actively participating in senior citizens' programmes. One of such programme recently organized was Senior Citizens' National Protest Day on 16th August 2010 wherein more than 2000 senior citizens including bank retirees have participated. Our Joint General Secretary, Shri R.S.Desai is active worker of this movement.

But, lot of steps need to be taken in the area of health management and reliable pension benefits in the unorganized sector for senior citizens. Senior citizen movement is likely to gather momentum in coming years. Our units/members must take necessary steps to actively participate in such movements in coming years.

3.2.14 Retiree Movement in Banking Industry :-

In early 90's Bank retirees started organizing themselves mostly as social clubs, initially to maintain contacts with their colleagues in post retirement scenario. But introduction of pension scheme in 1995 and VRS scheme in 2000 in the banking industry brought dramatic changes in the retiree movement. More than 1 Lakh employees opted

for voluntary retirement in 2000 which brought multiple problems and issues well known to you. Retirees started forming organizations at state level, bank level and at all India level. Today, more than 2 Lacs bank retirees are members of one or another organization.

4.0 All India Bank Retirees' Federation (AIBRF)

AIBRF was born about 18 years back by the veteran trade union leader, Shri Ramesh Chakraborty to protect interest of bank retirees. I am happy to report with all pride and pleasure that AIBRF is marching forward from strength to strength and today it is one of the most credible and biggest retiree organization in the banking industry; During the period under review, there are many significant achievements to the credit of our great organization. Some of them are given below in brief

4.1 In the month of March 2009, Supreme Court pronounced historical decision in the matter of 5 years notional benefit to VRS 2000 Retirees. This legal battle was fought by certain retirees' organizations and individuals with the support of their federations. AIBRF played critical role in persuading IBA to ask banks to extend benefits of this decision to similarly placed retirees. Accordingly, IBA issued circular No.CIR/IIR & IR/76/L-43/G2/2009-10/1134 dated 17th August,2009 in this matter. Because of this, about 1 Lac VRS optees received pension arrear of Rs. 650 Crores and further increase in pension of Rs. 600 per month on an average on regular basis. This was historical achievement for bank retirees.

4.2 One of the agenda set by us was to work for set up of grievance redressal machinery for retirees in banks. With our continuous persuasion at IBA level and further with the support from the parliamentary committee, IBA agreed to advice member banks to set up grievance cell and hold 6 monthly meetings with the representatives of retiree organizations to discuss and solve retiree issues across the table. We consider this as a great achievement and de-facto recognition of retirees organizations at the bank level. Though it is an achievement of non-monetary nature, but will be powerful platform in solving retiree issues from time to time. Further it will also be avenue for exchange of views and to know mind set of bank management towards retiree issues. I am happy to inform you that this machinery has started functioning in many banks like Bank of India, Canara Bank, Union Bank of India, Central

Bank of India, Allahabad Bank, Dena Bank etc. It is my appeal to the representatives of other banks to work for establishment of grievance cell in their bank with all seriousness.

4.3 April 2010 was the historical month for the bank retirees when UFBU signed agreement with IBA giving one more option of pension to bank employees including past retirees. This settlement has brought smile on the faces of 50000 families of retirees who have now started getting assured monthly pension under time tested defined benefit pension scheme which they missed in the past. As all of you know, AIBRF has relentlessly worked for one more pension option for past retirees for last several years. In addition to the monetary benefits received by the retirees, this achievement has brought qualitative change in the retiree movement resulting into better unity among retirees, increase in membership of retiree organizations providing strong platform for future struggle to achieve pending demand of pension updation and others.

4.4 Membership is the basic and fundamental strength of any organization. I am happy to inform that we have been able to make significant in-road in the area of membership drive by covering new geographical area and bringing more banks under our fold. At the time of Chennai delegate session, we were about 18000. Today, when we meet at Kolkata, our strength has gone up above 51000. This could be possible because of continuous efforts made by our affiliates and favorable atmosphere created by the availability of one more pension option besides certain policy initiatives taken at AIBRF level.

4.5 We all know our relationship with UFBU is a very crucial factor for success in our future struggle to resolve pending issues. I take immense pleasure in informing that our relationship with UFBU and its constituents is excellent and has enhanced considerably for better. Our representatives were invited at Mumbai to discuss and explain retiree issues before executive body of UFBU. Further, your General Secretary was given chance to address National Convention of UFBU held in Delhi in May 2011. Our continuous efforts have produced certain positive results. Now UFBU and its constituents have passed unanimous Declaration in the National Convention which highlighted retiree demands prominently. UFBU also published separate posters on our demands at the time of strike on 5.8.2011. Recently AIBEA has written letter to the Finance Minister on the demands of retirees. In nut shell,

AIBRF visibility has increased considerably among UFBU constituents. We are confident that these efforts would produce positive results in coming days.

4.6 Other Developments

4.6.1 9th wage settlement was signed along with the pension settlement in April 2010 after prolonged negotiation of more than 3 years giving salary increase of about 17% to bank employees. We congratulate UFBU and bank employees for this success.

4.6.2 Central Government implemented 6th pay commission recommendations in 2009 giving average rise of 30%-35% to Central Government Employees. Central Government past retirees also received handsome rise in the pension and other benefits like introduction of concept of super senior citizen granting 100% additional pension, reduction in service length for full commutation etc.

4.6.3 Financial sector retirees continued to struggle for fair treatment and updation of pension and other improvements on the line of the 6th pay commission. However major breakthrough is yet to come. LIC management has refused to implement its own board decision to grant pension updation to past retirees on the pretext of not getting government clearance. The matter has reached in the Supreme Court and the final decision is awaited which will give definite dimension to the issue of pension updation. RBI retirees have been fighting in courts against government move to withdraw pension updation granted by RBI Central Board. These types of bottle necks being created by the government/bank management are not completely unexpected. But we are confident that ultimate success will be of retiree community and we shall receive benefit of pension updation on the line of 6th pay commission in near future.

4.6.4 In another major development government has decided to offer defined contributory pension scheme instead of safe and secured social scheme of defined benefit pension to those bank employees joining banks after 1.4.2010. It will have long term effect on retirement benefits and consequently on retiree movement.

- 4.6.5 It is a matter of regret that despite Supreme Court decision and IBA advice to banks to implement the order, two public sector banks namely Allahabad Bank and Vijaya Bank and subsidiaries of State Bank of India have not yet passed benefit of 5 years to eligible retirees. Our comrades are taking necessary legal action for implementation of the order in their banks. We support their action in this regard. At AIBRF level, we have already taken up the matter with the banking department for early solution.
- 4.6.6 One more pension option was welcome step and as stated earlier it has benefited about 50000 past retirees. But it is a matter of disappointment that while issuing clarification on implementation of pension option scheme, IBA has excluded certain categories of past retirees like VRS optees under normal scheme, compulsorily retired employees and employees retired on medical ground from the scheme, apparently to balance cost factor. We have been continuously following up with UFBU and banking department to extend the scheme to above referred categories of retirees. Some of the aggrieved retirees have gone in court of law on this issue. We support their action. Resignees are also agitating for extension of pension option to them
- 4.6.7 Division bench of Madras High Court in the matter of Bank of Baroda retirees have ordered payment of arrear in respect of basic pension, DA thereon and commutation from date of retirement till 30th April 2005 to those retired between 1998 to 2002 to correct the anomaly between 1616 and 1684 index. Immediately after the decision, at AIBRF level, we pursued the matter with banking department for its implementation and despite positive indication received initially, BOB has filed SLP in the Supreme Court against the order of the Madras High Court and the matter is pending for final disposal.
- 4.6.8 Many of our comrades/state level units have been fighting legal cases in respect of 100% DA neutralization, pension updation in different courts. In view of non existence of direct negotiation platform for retirees, gross injustice done in previous wage settlements and very rigid and hostile attitude of IBA/Government, the actions taken by the above entities are understandable and

appreciated. On the issue of the legal action by retirees, we have been explaining to IBA/GOVT/UFBU that retirees are forced to rush to the court because of IBA denying right of negotiation on their issues. We believe and rightly so that once proper and effective negotiation mechanism is established for retirees, there will be considerable drop in legal cases. History shows that bank employees do not basically believe in legal recourse as first step.

4.6.9 Decision of Supreme Court in the matter of Pradeep Kumar case on the issue of pension updation was disappointment for retirees. In fact having known mind of the court on the issue of pension updation in banking industry, Pradeep Kumar did not press the matter in the court for final disposal. But we need not be unduly perturbed and worried on it. Our demand of pension updation remains alive and relevant inside the court as well as at the organization level.

4.6.10 Appointment of Khandelwal Committee by the government to look into certain aspects like outsourcing, performance based incentives to employees, higher voting rights to share holders, review of welfare scheme for employees and retirees etc was the another significant development. The committee has since submitted the report and many of its recommendations are controversial and being opposed by unions coupled with launching of agitational programmes, strike call etc. We fully support UFBU action with active participation in such agitational programmes. However, the committee has recommended enhancement of welfare fund allocation and separate welfare fund for retirees. At AIBRF level, we have been continuously following up for implementation of the recommendation on welfare fund at the earliest. This issue was also discussed during the deliberations in the parliamentary committee meeting. As per the indications available, there could be early breakthrough on this issue. If it happens so, one of our important demand of uniform medical scheme for retirees would be resolved to the large extent.

4.6.11 It is also seen that the government is contemplating dilution of its stake in the equity and selling to private entities and promoting new private banks. These attempt are likely to weaken the public

sector structure in the banking sector. We oppose these moves of the government.

5.0 Developments at the organizational level in AIBRF:- on the basis of mandate given by this august body in delegate session held at Chennai, office-bearers committee (executive committee) and central committee have initiated various plans and strategy to make AIBRF the largest and most credible retirees organization in banking industry so it could provide leadership in resolving retirees issues. Some of the important steps taken are given below in brief:

5-1 Membership drive:-

This was our core action plan. I am happy to place before you that our affiliates wholeheartedly took various initiatives to increase primary membership. You will be happy to know that because of the efforts of our affiliates there is a significant increase in the membership. The efforts of the affiliates and their activists need appreciation and standing ovation from this house. Increase in the membership data are given below:

Sr No	UNITS	Present Member ship	Mem. in December 2008	Increase
1	All India Central Bank Retirees' Federation	9050	5500	3550
2	Federation of BOI Retirees' Association	5200	2817	2383
3	All India Union Bank Retirees' Federation	3624	1853	1787
4	All India Indian Bank Retirees' Association	2000	500	1500
5	All India Dena Bank Retirees' Federation	2500	1200	1300
6	Indian Bank Retirees' Association	2500	-	2500
7	All India PNB Retirees Federation	2500	672	1828
8	All India Canara Bank Retirees' Federation	4000	773	3237
9	All India Allahabad Bank Retirees'	2500	150	2350

	Federation			
10	All Kerela Bank Retirees' Federation	2320	600	1720
11	All India Bank of Baroda Retirees' Federation	1800	750	1050
12	United Bank Retirees' Welfare Association	2200	1500	700
13	Vijaya Bank Retirees' Association	2470	700	1770
14	Other Affiliates	9800	2000	7800
15	New Affiliates (3 Units)	1600	-	1600
	TOTAL	52040	19015	33025

5.2 Office-Bearers/Central Committee Meetings

We organized the following periodical meetings to discuss, decide and review various issues from time to time

Sr No	Meeting	Venue	Date
1	Office Bearers	Indore	17.03.2009
2	Central Committee	Nashik	8 & 9.08.2009
3	Office-Bearers	Indore	07.03.2010
4	Central Committee	Lucknow	27 & 28.07.2010
5	Office-Bearers	Lonawala	03.03.2011
6	Central Committee	Mangalore	17 & 18.09.2011
7	Office-Bearers	Indore	29.01.2012
8	Central Committee	Kolkata	01.03.2012

At Lucknow Central Committee Meeting, after comprehensive deliberations, the house passed the following action plan unanimously to take the organization forward.

5.2.1 Launching of agitational programme like dharna, contacting members of parliament, publicity through media etc to secure right of negotiation with IBA/GOVT and achieve pending demands.

5.2.2 Develop relationship with constituents of UFBU

5.2.3 AIBRF to extend logistic and financial support to the identified cases.

5.3 Visits/Tours of Office-Bearers:-

Office-bearers have under taken tours/visits at various centers from time to time for effective functioning of the organization. Following details are worth mentioning.

Sr No	Visit Details	Month	Purpose
1	Visit of office-bearers to Delhi	January 09	To appear before parliamentary committee
2	Visit of office-bearers to Mumbai	February 09	To meet UFBU Convener in the matter of pension updation
3	Visit of President/General Secretary to Chennai	June 09	To meet UFBU Leaders
4	Visit of the President and General Secretary to Bangalore	September 09	To attend meeting of UFBRO
5	Meeting of office-bearers with UFBU Convener at Indore	August 2010	To discuss pending issues
6	Visit of office-bearers to Mumbai	October 2010	To give presentation before UFBU executives
7	Visit of office-bearers to Chennai	November 2011	To attend inaugural function of Tamilnadu State Body and meet UFBU Leaders
8	Visit of office-bearers to Delhi	December 2011	To meet member of parliament and banking department officials
9	Visits of General Secretary- Nashik, Bhopal, Kolkata, Bhuvneshwar, Delhi, Patna, Kerlea, Bangalore, Meerut etc	-	Met and interacted with more than 4000 members

In addition to the above, our office bearers, functionaries of affiliates and other activists have undertaken large number of tours for organizational work and to propagate retiree cause on regular basis.

5.4 Financial Position of AIBRF

I am happy to advise to the house that financial position of AIBRF is satisfactory and there is marked improvement in it during last 3 years as reflected from the following table

Amount in thousands

Sr No	Item	31.12.2011	30.09.2008	Increase
1	General Fund	1200	998	+202
2	Legal Fund	1108	366	+742
3	Charity Fund	339	334	+005
4	Bank Balance	2500	1218	+1282

5.5 AIBRF Logo

Logo is a symbol which expresses object and aims of the organization and provide identity. In view this, AIBRF adopted logo in its meeting held at Lonawala on 05.03.2011. Design of the logo was provided by the Central Committee Member, Shri H. A. Parmar, Ahmedabad. We place on record our appreciation for his contribution.

6.0 Agitational Programmes

As per the decision taken at Central Committee Meeting, Lucknow, we launched the following agitational programmes.

6.1 Submission of Memorandum

During the months of March & April 2011, AIBRF and its affiliates submitted memorandum (refer annexure) on our demands to Members of Parliaments, Bank Chairmen, UFBU constituents etc (details are given in the annexure attached to the report). In this regard, I must place on record our appreciation for All Kerala Bank Retirees' Federation for taking active part in submission of the memorandum to Central Ministers, Members of Parliament and launching dharna programmes at the district headquarters in the state of Kerala. Other affiliates also took active part in submission of the memorandum. 12 Members of the Parliament forwarded the memorandum to the Finance Minister with their recommendations and a few MPs raised question in the parliament on retiree issues. In this way this programme could achieve the object of drawing attention of the concerned authorities on our demands.

6.2 On AIBRF call, about 12000 postcards were written by the primary members in their own handwriting in different languages and sent to finance minister drawing his attention on our pending demands.

7.0 AIBRF Website

AIBRF launched its own website during the month of June 2011 with the help of our Central Committee Member, Dr G. S. Jog, Pune where we have been displaying our communications and updating them periodically. We propose to improve its contents and coverage in coming days. We are happy to find that good number of members are visiting the website. Address of the website is 'www.aibrf.com'

8.0 Cadreless and Rankless Retiree Organisation

AIBRF strongly believe in cadre less and rank less retiree organization and accord affiliation to those entities who believe in this philosophy and work for it because we are of the strong view that all rank retiree organizations are in the best interest of retirees and this is also the universal phenomena prevailing in other organized sectors.

8.1 However, in view of our movement getting momentum, some of the in-service unions are making attempt to form retiree organizations on the basis of the rank to which they belong while in service. We strongly oppose such move and would take all necessary steps to handle such situations without any panic. It is my appeal to all of you to remain vigilant on this count and educate the members by explaining that multiplicity of the retiree organizations would harm our cause immensely.

9.0 Our Future Strategy

Despite securing many creditable achievements, the fact remains that our many important demands are still unresolved. Pension updation, 100% DA neutralization, uniform medical scheme are our core issues. The organization of AIBRF stature can not remain silent till they are fully resolved. Therefore, in the coming days, we propose to work on the following action plan as per the resolution of Central Committee Meeting of Lucknow.

9.1 Submission of Charter of Demands

Next wage settlement in the banking industry will be due in 2012. In order to secure respectable share for the retirees' in the forthcoming settlement, we propose to submit **Charter of Demands** to UFBU, IBA, GOVT etc highlighting our demands and with a request to UFBU to include them in their final Charter of Demands to be submitted to the IBA. As per the decision taken at office-bearers meeting at Lonawala, sub-committee was constituted under the chairmanship of Shri P.S.L.M. Hargopal and M.V.G. Nair, Shri Pratap Shukla and Shri S.V Srinavas as members. This committee has submitted its report which is appended along with this report. After final adoption, we propose to submit to the concerned authorities and work for achievements of the demands listed in it.

9.2 Agitational Programme

In the next phase, we propose to hold press conferences, stage dharnas, hunger strike etc to continue to draw attention on our demands. Agitational programmes will be regular feature of our action plan till our all demands are met. We shall finalize the detailed modalities in this regard in the forthcoming Central Committee Meeting and in consultation with UFBU and other sister organizations.

9.3 Membership Drive

It will be our focus area and we shall continue to work through organic and inorganic mechanism. Our target and dream will be to reach the magic figure of 1 Lakh membership in next 2/3 years. We shall draw detailed action plan in this regard and launch the same after getting clearance of the Central Committee.

9.4 Liasoning with UFBU

We propose to continue to hold periodical consultation with UFBU and its constituents and seek their guidance and suggestions wherever felt necessary.

9.5 Liasoning with Sister Organisations and Retiree Fraternity

In case strong retiree movement is to be built up in this country, it is necessary that there should be better coordination among various retiree organizations operating in the banking industry at apex level as well as retiree organizations functioning in financial sector like RBI, LIC, and GIC etc. AIBRF shall take lead in this regard to forge unity among retirees of financial sector. It would also be our endeavor to establish and enhance coordination among retiree organizations functioning at the apex level and extend support for strengthening UFBRO set up for forging unity to fight out our issues effectively.

9.6 To Work to Resolve Certain Issues Before Next Wage Settlement

As mentioned earlier, we are of the view that certain demands like 100% DA neutralizations, improvement in ex-gratia payment payable to pre-1986 retirees, separate welfare fund for retirees are distinct possibility to be resolved before the next settlement considering the fact that favorable launching pad has already been created through various action plans like submission of representations to the parliamentary committee, UFBU, IBA and GOVT from time to time and strong support being now extended by UFBU in this regard. We shall continue to work on the regular basis and ensure early breakthrough in these matters earlier to the 10th wage settlement.

9.7 To Secure Right of Negotiation with IBA

This demand is the topmost priority for AIBRF. We are of the view that once we secure this right, it will be a big step forward for resolution of our many demands. We have already spent considerable time and energy on this issue by approaching UFBU/MP's/GOVT and shall continue to work for it till achieved.

9.8 The above action plan is the **ROAD MAP** for our future activities and we shall take all steps to carry it out successfully and effectively with your support and blessings.

9.8 The Central Office proposes to move certain constitutional amendments and resolutions to meet the organizational requirement and challenges of tomorrow. They will be placed before the house for consideration as separate items of agenda.

10.0 Conclusion

Today, when I read the last part of my report, I draw certain amount of satisfaction and I am sure you all will join to share my feelings that AIBRF could ensure some solid achievements and monetary benefits running into more than 3000 crore for retirees during the period under review. Almost 70% of our membership has received monetary benefit either in the form of increase in basic pension and payment of arrears under 5 year notional benefit or benefit because of pension option. More important is that AIBRF has become more vibrant and active organization. I must place on record that these achievements could be possible because of continuous support, guidance received from entire team of Office-Bearers, Central Committee Members, Affiliates and primary membership. There was complete harmony, understanding and periodical exchange of views and ideas among top functionaries and Central Committee Members. I personally enjoyed a lot while functioning as General Secretary and convey my gratitude to this house for providing me this opportunity.

10.1 Tenure of the existing team will come to an end shortly and new body will be elected by the house. I, on my personal behalf and on behalf of my colleagues. in office-bearers body and in Central Committee, convey sincere thanks for your valuable support. I see very bright future for retiree movement in general and AIBRF in particular. Many achievements are knocking our doors and they are likely to become realities in the coming days provided we continue to work with the same zeal, commitment and conviction.

11.0 Acknowledgements

11.1 We convey our special thanks to UFBU Convener, Shri C.H. Venkatachalam and all leaders of UFBU constituents for successful negotiation to achieve pension option for past retirees, providing periodical guidance and support for our cause.

11.2 We would like to place on record our appreciation to the petitioners of W.P. on 5 years notional benefit who fought legal battle successfully and brought sizable monetary gains and honor to large number of retirees.

11.3 We would like to thank IBA authorities for their support in issuing circulars for implementation of Supreme Court order and advising grievance cell etc.

11.4 Our very special thanks are due to to Dr Sudarshan Nachhiapan who took initiatives in arranging parliamentary meeting to discuss retiree demands and for his continuous support in resolving our issues. Further we convey our thanks to comrades of IOB Retirees' Association especially to comrade Chandramouli and comrade B. Ramji who did continuous follow up for organizing parliamentary committee meeting.

11.5 We would like to convey our thanks to the management of various banks, their staff, in-service union for taking necessary steps in successful implementation of pension option and other retiree related matters.

11.6 I would like to express my personal gratitude and thanks to the Chairman, the President, Other Office-Bearers and Central Committee Members who extended support and guidance to me in discharging my duties and responsibilities. I am also grateful to the Treasurer who took all pains in proper maintenance of accounts of AIBRF. In the last but not least most important thanks on my behalf to all the delegates and observers for lending their valuable support in conduct of this delegate session.

11.7 Our thanks are also due to Shri PSLM Hargopal, Shri S.V.Srinivasan, Shri Pratap Shukla and Shri M.V.G.Nair who took all pains for drafting very informative and effective document on charer of demands.

11.7 We all shall be failing in our duties if we do not place on record our thanks and gratitude to host unit, Bengal Provincial Retired Bank Employees, its General Secretary, Chairman of the Reception Committee, its Office-Bearers and activists who continuously worked day night for making all arrangements for our comfortable stay and for wonderful hospitality. We also convey our thanks to the electronic and print media for giving wide coverage to this event.

12.0 I wish to end presentation of my report with the following famous couplets which motivate me to think positively.

Wish you and your family good health and prosperous and active life.

KOLKATA
2ND MARCH 2012

S. C. JAIN
(General Secretary)