



ALL INDIA BANK RETIREES' FEDERATION

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Near Kasara Bazar School, Indore – 452 009.

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Dr.G.S.Jog

Treasurer

Sri M.S.Chourey

REPORT OF THE GENERAL SECRETARY PLACED BEFORE 2nd CENTRAL COMMITTEE MEETING AT BANGALORE ON 17th & 18th NOVEMBER 2013:

Dear Comrades!

It gives me immense pleasure in extending heartiest welcome to the Office Bearers, Central Committee Members, Observers and Guests in the high tech city of Bangalore on the occasion of Second Central Committee Meeting. Almost eleven months have passed since holding First Central Committee Meeting at Pune on 19th and 20th December 2012. There have been many significant developments, during this period which directly and indirectly affect bank retirees, retirees' movement and as such need complete analysis and accordingly formulate our future strategy to take our issues forward so as to attain logical conclusion in the coming days.

We submit here below detailed X-Ray of the events/developments that had taken place in last one year for the purpose of comprehensive deliberations and to seek guidance and direction of the Central Committee for further action.

01.BIPARTITE TALKS (10th WAGE SETTLEMENT):

As all of you are aware Bipartite Negotiations for Wage Settlement between IBA and UFBU are in progress. So far, 5 rounds of discussions have taken place between the Negotiating Unions of Workmen & Officers resulting in consensus on the following two major issues:

- (a) Merger of dearness allowance with basic pay of employees at Index Level of 4440 points (Merger of 401 slabs) and then construct new basic pay;
- (b) Date for extending monetary benefit under 10th Settlement to the employees will be 01.11 2012.

We are of the view that agreement reached on the above two points is major breakthrough and will help in early conclusion of the negotiation. The other positive developments noticed in this Settlement are(a) submission of charter of demands by UFBU before expiry of 9th Settlement,(b) IBA accepting the need to commence negotiation on next Settlement immediately,(c) IBA taking initiative to constitute sub-committee for the purpose and actual negotiation commencing within 3 months from date of expiry of last Settlement. These developments raised hopes for early Settlement. We shall continue to keep close watch on further developments taking place in the coming months.

02. OUR EFFORTS TO ACHIVE RETIREES' DEMANDS IN THE 10TH WAGE SETTLEMENT:

As all of you know, we have been working for last three years to realise our

pending demands in the 10th wage Settlement. Details of these efforts like submission of Charter of Demands to constituents of UFBU in delegation etc were reported in the last Central Committee Meeting held at Pune in the month of December, 2012. These details are also available on our web site: www.aibrf.com

Details of further efforts made in this direction after the last Central Committee Meeting are given below:

- (a) AIBRF has been demanding and continuously working on the issue that retiree organisation should be heard and consulted by IBA/ Government on retirees' issues before taking final decision on them and entering into any sort of Settlements with the Unions. After continuous follow-up by our comrades at Delhi, in particular by Shri Chopra, Director, Banking Division invited representatives of AIBRF for discussion on 06.02.2013. The delegation consisting of the General Secretary, Deputy General Secretary, Organising Secretary and other activists of AIBRF based at Delhi met the Director and held discussion on various issues as per our representation given Vide our Letter No 2012/002 dated 15.08.2012 to the Banking Secretary. The details of the issues discussed and outcome of the discussion were reported Vide our Circular No.2013/21 dated 08.02.2013 (Annexure 01). In the discussion, our main demand was that IBA should discuss retirees' issues with the representatives of retirees. On our continuous follow up after the meeting, DFS forwarded our representation to IBA for further action. On getting communication from the government we had written to IBA Vide Letter No. 2013/340 dated 28.07.2013 to hold discussion with the retirees as per the government direction.

We consider it as a major development in establishing a permanent mechanism at the industry for resolution of retirees' issues, though we are yet to be called by IBA for discussion. However we should not get perturbed and disturbed for delay. The history shows that to establish a new system breaking from the past is highly challenging and time consuming. Unions took almost two decades to acquire negotiation power, that too with lot of struggles and sacrifices. We are happy that we have moved forward and are confident that we shall be called by IBA for discussion during on- going wage negotiation with our further follow up and with the support and co-ordination of UFBU who have been assuring that it would persuade IBA to call retirees' representatives. At AIBRF level, we strongly believe that we need to discuss industry level issues with IBA on regular basis to secure justice for retirees.

In this context, we like to recall that in 2009 we took up the issue with IBA/Government for establishment of Grievance Cell at Corporate Level in each bank for redressing retirees' grievances. It was most significant and historical achievement of AIBRF. Today, Grievances Redressal Cell mechanism is well established in many banks and has become very useful and powerful platform for solving retirees' grievances at the bank level though initially our own comrades had lot of reservation about its usefulness and effectiveness. In the same spirit, we shall continue to work for getting our grievances redressed through a structured mechanism at the industry level.

- (b) At Pune Central Committee, Sub-Committee was constituted to keep constant watch on the developments on wage negotiations and to decide and take appropriate actions from time to time to achieve retirees demands in 10th Settlement. First meeting of the Sub-Committee took place at Indore on 28th and 29th April, 2013 at Indore where comprehensive deliberations took place in the matter and suitable action plan was drawn. The developments were reported Vide our Circular No. 2013/361 dated 01.05.2013 (Annexure 02).
- (c) **Meeting with UFBU:** As all of you know, we have written to UFBU from time to time emphasising the need to have co-ordination between UFBU and Retirees' Organisations to develop understanding to achieve better results for retirees. Due to our continuous persuasion, UFBU invited four Retirees' Organisations at Chennai on 4th July 2013 to listen to various issues of retirees. Details of the proceedings of the meeting were reported Vide our Circular No 2013/310 dated 07.07.2013 (Annexure 03). UFBU had also issued circular on this meeting. Copy is enclosed. (Annexure 04).
- (d) **Meeting with the UFBU Convenor, Shri M.V.Murali:** When IBA and UFBU reached the consensus on the issue of merger of 401 slabs in basic pay and effective date for benefit to employees, we wrote to the Convenor of UFBU, Shri M.V.Murali Vide our Letter No 2013/490 dated 14.08.2013 (Annexure 05) that the benefits on the same parameter should be extended to the past retirees too. As further follow up, the General Secretary visited Hyderabad in the month of September 2013 and in a delegation met the Convenor of UFBU. We are happy to inform you that we had detailed discussion in a very cordial atmosphere and Shri M.V.Murali assured that retirees' concerns would be addressed during the ongoing negotiations with all seriousness for solution.

We are of the view that talks have so far progressed on the expected lines. Follow up being done by AIBRF at different levels from time to time have been proved to be effective and have been moving in the right direction. Today, our demands are more focussed, better understood by UFBU constituents and the UFBU is seriously committed for their solution. It may be mentioned that wherever necessary, we are in contacts with the constituents of UFBU to take our issues forward.

03 MEETING WITH HON'BLE FINANCE MINISTER:

In the latter part of 2012, AIBRF and its various affiliates submitted memorandum and Charter of Demands to Members of Parliaments/Assemblies, distinguished public personalities in various cities etc., highlighting our demands and seeking their intervention for securing justice. While thanking our Office Bearers and Central Committee Members for the pains taken by them as above for securing support to our demands, I must specially thank and place on record our appreciation for the initiatives taken by Sri B.Ramji, Vice President, Sri A.L.Chandramouli, Organising Secretary of AIBRF based at Chennai for submitting our Charter of Demands on 14.09.2013 to Sri P.Chidambaram, Hon'ble Finance Minister who visited his home town. It is learnt that the Finance Minister was sympathetic and promised to look into our Charter of Demands on getting back to New Delhi for trying to do something in the matter. Thus we could achieve the object of bringing our core

demands to the notice of the Hon'ble Finance Minister.

04 CHALLENGES & CONCERNS IN ACHIEVING RETIREES' DEMANDS IN 10th WAGE SETTLEMENT:

On the one side, as explained above, we have been taking all steps for solution of our issues during the ongoing negotiations. We are watchful on the emerging challenges/threats/concern which may seriously jeopardise the chances for solution of our demands. The areas identified in this regard are as under:

- (a) There is already agreement to merge 401 slabs DA into basic pay of the employees in this Settlement. It will result in increase in basic pay of the employees by almost 100 percent. It means basic pension of those retiring after 01.11.2012 will be double, causing further pressure on Pension Fund requiring higher allocation in the Settlement for future retirees to meet higher pension liability leaving little for past retirees. The same trend was noticed in the past. In the previous Settlement, we noticed that the additional allocations made under Superannuation Benefit purposes have by and large gone to meet increased liability of future retirees;
- (b) In this Settlement, Unions have taken stand that there should be separate allocation of funds for superannuation benefits over and above allocation for improvement in service conditions for the serving employees. We have apprehension as to how this strategy would work in actual practice. This naturally creates an element of uncertainty in promoting the cause of past retirees;
- (c) Number of new employees who join the banks after 01.04.2010 are compulsorily brought under New Pension Scheme (NPS) instead of existing Defined Benefit Pension Scheme and they are on increase. There is demand by the Unions to give Defined Benefit Pension Scheme instead of NPS. In fact this demand is already part of Charter of Demands submitted by UFBU for this Settlement. This is potential threat towards solution of demands of past retirees;
- (d) As per the data incorporated in the 9th Settlement, pension liability is crystallised at 36 percent of pay, giving limited scope for additional liability;
- (e) Almost 4 to 5 times increase in DA since 2007 is putting pressure on Pension Funds;
- (f) UFBU/Unions' strong perception that retirees believe in litigation and rush to Courts to challenge Settlements/Joint Notes arrived between Unions and IBA through Bipartite mechanism instead of showing patience for solution of their demands through negotiated Settlement;
- (g) Multiplicity of Retirees Organisations and lack of co-ordination amongst them on the lines of UFBU;

- (h) Reluctance on the part of IBA/Govt. to talk directly with the Representatives of retirees;
- (i) Very limited fire power with the retirees in resorting to direct organisational actions for pursuing their demands.

The idea behind mentioning the above points of challenges and concern is not to make you feel diffident about our endeavours for realising demands, but to enable the Central Committee Members to take a balanced view on sensitive matters and also to apprise them of the grey areas. We shall not leave any stone unturned in our efforts. In the present scenario of ongoing wage talks, we are better organised. Our strength has gone up substantially. We have made efforts of unparalleled magnitude in the last 3 years for achieving the demands. We are confident that in this 10th Wage Settlement, bank retirees will get their due share, as the only issue involved for the past retirees is IMPROVEMENT IN PENSION BENEFITS.

Positive benefits are bound to flow.

05. MADRAS HIGH COURT & KARNATAKA HIGH COURT VERDICTS ON 100% DA NEUTRALISATION CASE:

As you all are aware, on 17th June 2013, Division Bench of Honourable Madras High Court pronounced judgment on the appeals filed by Canara Bank, IOB Managements against favourable verdict of single Judge in the matter of 100% DA to Pre-November 2002 retirees. The verdict of the Division Bench was unexpected and shocking for the retirees. The Division Bench reversed the decision of single judge and allowed the appeals filed by the bank managements.

The single judge while delivering the judgement laid down the principle that while allowing improvement in DA formula to one section of retirees, another section cannot be left out and discriminated. The inflation affects all sections of the retirees with equal degree of adversity.

However, to our shock and dismay, the Division Bench laid new principle while reversing decision of the single judge. The Division Bench is of the view that any understanding arrived through negotiated Settlement after several rounds of discussions with the object of creating industrial peace and cordiality is binding on all sections of employees including retirees. Under such Settlement, if benefits/improvements are extended to one section of the retirees and another section is left out, then it is not violative of the law of equality and not discriminatory in nature. While extending monetary benefit, cost factor is also an important aspect not to be lost sight of.

Our comrades in Tamilnadu who are original writ petitioners in 2006 have filed Special Leave Petitions against the judgement of the Division Bench of Madras High Court. The same have been admitted by the Supreme Court with an intention to expedite hearing. In this regard, to set the record straight, we would like to state that AIBRF fully supports their actions in filing SLPs in the Supreme Court. In fact, AIBRF

has been extending all support to the petitioners right from the beginning and has been issuing communications in this regard from time to time.

However, of late, after the judgement of the Division Bench, views were expressed in certain quarters that AIBRF is dragging its feet in the matter and the petitioners have been left out alone to handle the legal case. This is not the factual position. We would like to bring to the notice of all concerned that the legal case was discussed comprehensively at the Sub-Committee Meeting held at Indore in the month of April 2013 and it was unanimously decided to extend financial help of Rs.2, 00,000/- out of the Legal Fund of AIBRF in view of the interest of large number of our members involved in it and AIBRF firmly believes that it is long pending issue, where blatant discrimination has been meted out to Pre-2002 retirees. It may be stated that this is the only case so far, where the financial help has been extended out of Legal Fund. Further, to remove any misgivings in this regard and to place correctly the view of AIBRF on the subject, we had written letter No 2013/501 dated 22.08.13. Copy of the letter is enclosed for the ready reference. (Annexure 06).

While dealing this case further, we would like all of you to keep the following aspects in mind:

- (a)** The Division Bench has pronounced the new principles of applicability of Settlement on all concerned and cost factor while delivering the judgement;
- (b)** How our Advocates could not come out with strong arguments against the above principles at the Division Bench level;
- (c)** Why the Division Bench was so clear and strong on the plea made by the Bank Managements that it admitted and disposed off the appeals filed by the bank managements at the admission stage itself against the normal procedure of first admitting it and then its disposal after regular hearings;
- (d)** The fact that the existing Pension Scheme in the banking industry has come into existence out of negotiated Settlement & Joint Note between the Unions and the Bank Managements and not out of some Award/Court Judgement.
- (e)** In other cases, we have seen that Supreme Court is normally reluctant to interfere in the Settlements arrived between two parties after several rounds of prolonged discussions;
- (f)** The Unions do not favour the idea of the retirees rushing to courts challenging provisions of the Settlement arrived at after hard negotiations. They expect that Retirees' Organisations should also adopt organisational philosophy of resolving their demands through negotiation and Settlement. Also, they hold the view that each and every Settlement cannot be perfect and cannot stand judicial scrutiny. But only through Settlement mechanism, the issues move forward. In Settlement system at organisational level, one has to show patience and wait for the right opportunity for resolving our pending issues. This stand of UFBU was made

abundantly clear in the meeting with the Retirees' Organisations held on 4th July 2013 at Chennai. You will agree that we cannot completely overlook this stand of the Unions;

- (g) All Unions have included demand of UNIFORM DEARNESS ALLOWANCE to past retirees in their Charter of Demands submitted for the 10th Settlement. On the basis of interactions held with the UFBU leaders on many occasions on this issue, we are of the view that Unions seem to be quite serious for solution of this issue. Therefore there is reasonably good possibility for negotiated solution of the issue in this Settlement and the Settlement is likely to be completed in near future. However, the benefits may be from prospective date and may not be retrospective. In view of this, we are of the view that a mainstream Organisation, like AIBRF, must work for resolving this issue through Settlement in co-ordination with the UFBU and not allow the situation of confrontation to develop ignoring the views of UFBU expressed at Chennai recently;
- (h) The cost for pursuing the case legally is quite expensive, while AIBRF has very limited financial resources;
- (i) SLPs filed in the Supreme Court are to be converted into Civil Appeals, which may take considerable time before they are taken up for final disposal.

We have come to know that some individuals have been advocating and canvassing through E-Mails/Blogs/Face Books etc., appealing to the affected retirees to implead themselves in the SLPs in large numbers . While exchanging such messages, they express "surprise" about AIBRF not reacting and spelling out its stand. We find that exchange of such messages by bloggers are based on emotions, subjective perceptions and caused confusion amongst the members/affected retirees. Some persons hold the view that more persons joining the SLPs would create pressure on bank managements for early solution. However, in actual practice, it is seen that more litigants to the case means more delay in reaching finality. Further, AIBRF cannot be expected to react on the messages exchanged on Blogs/E-Mails without analysing the matter in totality. We therefore place this matter before the Central Committee for deliberation and to take a view in this regard.

We wish to draw attention of the house to one more aspect concerning 100% Dearness Allowance. The Pension Settlement was originally signed between IBA and AIBEA on 29.10.1993 followed by other Unions subsequently. The said Settlement was signed U/s 2 (p) and U/s 18 (1) of the Industrial Disputes Act, 1947 read with Rule 58 of the Industrial Disputes (Central) Rules, 1957).

In the matter of DA payable to the pensioner, the Para No.06 of the Settlement reads as under:

“Dearness Relief to the pensioners will be incorporated at such rates as may be determined from time to time in lines with the dearness allowance formula in operation in Reserve Bank of India.”

We enclose copy of the Settlement for your ready reference (Annexure 07). As you are aware, RBI already granted 100% DA to its Pre-November 2002 retirees in 2010 with retrospective effect from February 2005 (Annexure 08). Therefore logically this benefit should have been extended to eligible bank pensioners and family pensioners. Here it may be stated that this particular clause was not included in the Pension Regulations finally adopted by banks. To ascertain the correct position in this regard, we had written letter to the General Secretary, AIBEA Vide Letter No. 2013/495 dated 31.08.2013. Copy is enclosed for the ready reference (Annexure 09). We are in the process of ascertaining its legal validity and examining enforceability at this stage, in the absence of its specific inclusion in the Pension Regulations adopted finally. At the same time, we shall make all out efforts through organisational measures insisting with the UFBU to ensure that IBA honours Para 06 of its own Settlement.

06. REPORT OF RAMJI COMMITTEE ON REORGANISATION OF STATE BODIES:

As decided in the Office-Bearers' Meeting held at Chennai, a Sub-Committee under the Convenorship of Shri B.Ramji (Vice President) along with 4 Deputy General Secretary as Members, was constituted to examine various aspects relating to structure and set up of State Bodies. The Sub-Committee had its meetings at Chennai and after detailed deliberations and examining suggestions received from many members, submitted its report proposing several amendments to the Constitution with a view to ensuring uniformity in practice in our Organisational functioning so as to make them to become more effective. The report was circulated subsequently among Office Bearers/Central Committee Members some time back. Copy of the report is enclosed for your ready reference. (Annexure 10)

This report is being placed for deliberations in the Central Committee as a separate item of agenda.

We are of the view that while considering the report the following aspects may be kept in mind:

- (a) AIBRF is an Organisation with more than 1 lakh members spread in all the States across the country;
- (b) Existing Setup has taken shape over a period of several years as per the requirements obtaining at the relevant points of time;
- (c) Structural changes involve sensitivity and perception;
- (d) Changes have to be gradual and at the appropriate time;
- (e) It is long pending issue. It could not move forward during 8th Delegate Session at Chennai as well as during 9th Delegate Session at Kolkatta;
- (f) Necessary Constitutional Amendments would be possible only at the time of next Delegate Session due in 2015.

07. FORMATION OF DELHI STATE COMMITTEE:

We are happy to inform that a preliminary meeting of representatives from various Bankwise Retirees' Organisations and other active bank retirees was arranged by Sri D.P.Guptha, Deputy General Secretary and Sri A.K.Bansal, Organising Secretary of AIBRF at New Delhi on 28th September 2013. The meeting was well attended and it was unanimously decided to take further steps towards formation of Delhi State Committee of AIBRF at an early date.

08.UTTARAKHAND TRAGEDY:

As all of you are aware that in Kedarnath Valley of Uttarakhand in the month of June 2013, due to downpour of heavy rain entire valley was swept away resulting in loss of life of thousands of people and huge loss of assets and rendering lakhs of people homeless and without livelihood. We had appealed to all our Affiliates to contribute their mite for rehabilitation of the affected people Vide our Circular No 2013/307 dated 18.06.2013.

We are happy to inform that our affiliates have responded well for the cause of Uttarakhand tragedy and have remitted Rs.3, 58,603/- so far to the Central Office for this purpose. Highest contribution of Rs.1, 25,000/- has been made by All India Canara Bank Retirees' Federation. We appreciate the sensitivity of All India Canara Bank Retirees' Federation, its members and other donors for their generous contribution. We are in the process of handing over the amount to the authorities concerned at Delhi for Prime Minister's National Relief Fund after adding Rs.31000/- from our Central Office.

09. DUAL MEMBERSHIP:

After formation of another Retirees' Organisation promoted by AIBOC, the number of membership taking dual membership is on the increase. We oppose it as we are of the view that it weakens the Organisation and the movement in the long run. We appeal to all our Affiliates to educate the primary members and ask them not to go for dual membership. In this regard we had issued detailed Circular No 2013/392 dated 27.05.2013 on the subject. Copy of the same is enclosed for ready reference (Annexure 11).

10. MANAGEMENT OF PENSION FUNDS:

1. Our Pension Scheme is defined benefit pension where the benefits are not directly connected / dependent on performance of Pension Funds. However future improvements depend on performance of Pension Funds created in each bank for this purpose. Therefore it is our basic duty to ensure that Pension Funds are properly and effectively managed by the Trustees as per provisions and spirit of the Pension Regulations. We have noticed many grey and dicey areas in managing Pension Funds. On this issue, we had written detailed Letter No 2013/502 dated 24.08.2013 to the Convenor, UFBU raising various issues related to the management of Pension Funds. Copy of the same is enclosed for your reference (Annexure12). We wish to inform that in reply, the Convenor, UFBU has assured us to work on these points.

2. We want that at the bank level, you must keep watch on Pension Fund by obtaining relevant data periodically and bring the areas of deficiency to the notice of the Trustees in particular representing employees/officers.

11.CO-ORDINATION AMONGST VARIOUS RETIREES' ORGANISATIONS:

AIBRF strongly believes in developing co-ordination amongst Retirees' Organisations at the apex level. At the initiative of AIBRF, UFBRO was formed about 8 years back on the model of UFBU to bring Retirees' Organisations on a single platform for evolving unified approach to the problems we face. Last meeting of UFBRO was held in the month of April 2013 at Vadodara which was attended by the General Secretary of the Federation of SBI Pensioners' Associations (It represents about 125000 pensioners). Besides this, All India Bank Retirees' Association with about 6000 members joined the UFBRO. Now there are 3 affiliates of UFBRO with total membership of about 1,50,000. SBI Pensioners' Federation has also shown interest in having formal co-ordination with UFBRO and is working on it. They are in touch with us and want to hold further discussion in this connection. We are of the view that if AIBOC sponsored Retirees' Organisation wants to join UFBRO, then AIBRF should not oppose it, notwithstanding reservations at the base level. We need mandate of the Central Committee on this issue.

Today, the biggest constraint we come across in the way of taking our issues forward is multiplicity of Retirees' Organisations and lack of co-ordination amongst them. It is seen that each and every organisation writes to the Government/IBA on Retirees' Issues without ascertaining the factual positions. Therefore the authorities become indifferent in discussing the issues of retirees, as they do not know who really serious players are at all India level and who else are non-serious one. The images of the Retirees' Organisations - one being of multiplicity and another one of litigation-oriented as perceived by the IBA and the Unions need to be erased as early as possible for resolving our issues. Most of the initiatives have to come from Retirees' Organisations and AIBRF is committed to work in this direction with the positive frame of mind.

12.NEW AFFILIATES:

We are happy to inform that the following Bank-wise Retirees' Organisations have decided to seek affiliation with AIBRF showing their faith in the policies and programmes of our Organisation. We extend heartiest welcome to these Organisations in joining the mainstream of bank retirees' movement led by AIBRF and thank them for the same. We greet their representatives present here. We look forward to receiving their support and cooperation in the days to come.

- (a) All India Syndicate Bank Retirees' Association, Bangalore;
- (b) Taminadu Mercantile Bank Retirees' Association, Madurai;
- (c) Ing Vysya Bank Ltd. Retirees' Association, Bangalore.

Oriental Bank of Commerce Retirees and Punjab & Sind Bank Retirees' Organisations are also in touch with us and we hope that they would join AIBRF in the near future.

We enclose latest list of our affiliates for your ready reference. (Annexure 13)

13. MEMBERSHIP DRIVE:

Membership is soul and real strength of any organisation. We are happy to note there is considerable increase in membership of AIBRF in the last 5 years. The membership which was around 20000 at Chennai Delegate Session in 2008 moved to about 62000 in 2012 at Kolkata Delegate Session and now in the middle of 2013, our membership has increased to more than 1,00,000 figure. It is matter of great satisfaction and pride for all of us and it is because of hard work put in by our comrades at grass root level. We congratulate all our Activists, Leaders, Office Bearers for this spectacular achievement, despite various odds created due to formation of another organisation. However we wish to draw your attention that still more than 55 percent of retirees are out of our umbrella. Further about 2 lakh employees will be due for retirement in 2014 and 2015. Keeping this in view, we call upon all of you to fix easily achievable target of 2 lakh members before we meet in the next delegate session in 2015.

Let us resolve to accomplish the same.

14. ORGANISATIONAL MATTERS:

AIBRF believes in long term vision. Our ultimate goal is to ensure DIGNITY, SELF RESPECT, GOOD HEALTH, LONGEVITY and CONTENTMENT IN LIFE for bank retirees. Improvement in pension and other benefits are only means to achieve these objectives. Therefore let us work hard for achieving them.

To achieve the above, the first requirement is to build a stronger organisation. It calls for several initiatives at the organisational level. In this regard, we had issued detailed Circular No.2013/283 dated 05.03.2013. Copy is enclosed for ready reference (Annexure 14). Incidentally, we have not received any feedback from many of our Affiliates, Office-Bearers and Central Committee Members in the matter, while some unions had given very positive feedback on it appreciating the vision of AIBRF. We call upon you to examine the proposals and work in these directions. We know that there will not be immediate results on them and path is not easy and straight. But then, Organisations are not built overnight. We should always remember that what we have been doing in the organisation presently is only 20 percent for ourselves and 80 percent for the next generation of bank retirees. We should not forget that what we are today and the benefits we are enjoying are only because of the vision and hard work of our predecessors. We have to nurture this spirit.

15. 27th CONFERENCE OF AIBEA AT KOCHI:

27th Conference of AIBEA was held in Cochin from 9th February to 12th February 2013. It was a matter of honour that the President and the General Secretary of AIBRF were officially invited and were asked to address more than 3000 Delegates including 100 Foreign Delegates present in the Conference. AIBEA represents more than 56 percent of workforce in the banking industry. It was great occasion for

us to explain the retirees' issues before the representatives of the largest and most powerful Trade Union Organisation in the banking industry. The President and the General Secretary were given warm reception and were honoured in the Conference.

16. DELEGATE SESSIONS OF OUR AFFILIATES:

After the last Central Committee Meeting at Pune, our following Affiliates held their Delegate Session in 2013:

1. All India Union Bank Retirees' Federation
2. Federation of Dena Bank Retirees' Associations
3. All India Central Bank Retirees' Federation
4. All India Canara Bank Retirees' Federation
5. Vijaya Bank Retirees' Association
6. All India Syndicate Bank Retirees' Association

These Delegate Sessions were attended and addressed by the President/General Secretary. Important business was conducted in these Delegate Sessions to take the Retirees' Movement forward, besides electing Team of Office Bearers and Central Committee Members. Details of these Conferences are already available in their Websites.

17.AIBRF WEB SITE:

As you know, we had launched our Website about 2 years back and since then it is being updated periodically with latest information/circulars/development etc. We find that the hit counts of our website so far crossed 60000, which is very low compared to the hits on other websites of similar nature. We request all of you to generate the awareness at the grass root level for popularising our website in the days ahead. At the same time, we request you to provide us your suggestions/feed back for further improvements.

18.EX-GRATIA PAYMENT TO PRE-1986 RETIREES/SPOUSES OF PRE-1986 RETIREES:

One of the finest achievements of AIBRF is introduction of Ex-Gratia payment linked to cost of living index to the Pre - 1986 retirees in the absence of regular pension and payment of consolidated amount of Rs.1000/- p.m. to the spouses of Pre-1986 deceased retirees. We are grateful to the Founder of AIBRF Com.R.C.Chakraborty, who relentlessly worked for introduction of Ex-Gratia amount and ultimately succeeded in getting government approval for it.

It is painful that in the last 18 years, there is no increase in basic amount of Rs.300/- We approached the government for suitable increase in the amount with the support of Unions who also vigorously followed up the matter. We now understand that entire exercise in this regard has since been completed and the matter is pending at the highest level for final approval. We expect the government's announcement favourably in the matter very shortly.

It is also heartening to note that our Affiliates at local level have also made efforts for payment of additional Ex-Gratia amount to Pre-1986 retirees out of Staff Welfare Measures. Such extra amounts are being paid in IOB, Canara Bank, UBI, Uco Bank and in other Banks. Due to continuous efforts of Sri B. Ramji (Vice President), Pre-1986 Retirees and Spouses of Pre-1986 retirees in IOB got substantial financial relief additionally and we convey our Congratulations to him for this achievement.

19. PENSION OPTION TO VRS OPTTEES:

As informed in last Central Committee Meeting, the IBA agreed to give one more pension option to the retirees who took VRS as per Officers' Service Regulations. We understand that all banks have since implemented the extended pension option benefiting more than 3000 past retirees on very attractive terms, even though in Associate Banks of State Bank of India exit-opttees are yet to get the same.

20. NON-IMPLEMENTATION OF SUPREME COURT DECISION IN RESPECT OF 5 YEAR NOTIONAL BENEFIT TO VRS OPTTEES IN CERTAIN BANKS:

It is very unfortunate that in Allahabad Bank, Vijaya Bank and Associate Banks of SBI, the managements have still not implemented Supreme Court's Order in respect of extending 5 year notional benefit to VRS optees despite clear judgement and IBA guidelines to implement the same, thus dragging the retirees unnecessarily in avoidable litigation.

AIBRF had written letters to IBA/Government on the subject. Copies of the same are available on our Website. When we had drawn attention of the government during our meeting with the Director, Department of Financial Services, MOF in the month of February 2013, she had informed us that the government had already written to the banks concerned to implement the Supreme Court Order. We shall do further follow up in the matter. We fully support our fighting comrades in these banks in pursuing legal action in this regard.

21.ISSUES OF RETIREES OF PRIVATE SECTOR/FOREIGN BANKS:

It is matter of great pride for all of us that retirees of many private and foreign banks have taken affiliation with AIBRF. We convey our thanks for the same and assure that AIBRF will take all possible steps to resolve their problems.

Some of their issues are part of Bipartite Settlement, while others have arisen out of Merger Settlement/Understanding reached at local level. Resolving these issues needs different strategy. We propose to constitute a permanent Sub Committee to devote its time and energy for facilitating to take up the issues with the concerned banks, besides regular follow-up.

22.RESPONSE OF RETIREES TO OUR ORGANISATIONAL CALLS:

As all of you know that as and when UFBU gives call for agitational programme on issues related to employees, we call upon our affiliates to participate in such programmes. We are happy to share with you that as per the feed back received, many our retired colleagues who sailed with their former colleagues in the bank

employees movement of yesteryears actively take part in such protest movements arranged by the UFBU in their respective places for realisation of their demands which include retirees' demands as well.


We feel that the time has come for us to show our strength and agitate on our pending issues. On the basis of feedback received, our comrades are ready to respond to any agitational programme of AIBRF in large numbers in various centres in the country. We invite your specific suggestion on the timing and format of such programmes to be undertaken by the AIBRF.

23. FINANCIAL POSITION OF AIBRF:

We enclose audited Balance Sheet for the year 2012 and Trial Balance from 01.01.2013 to 30.09.2013 for adoption of the house. (Annexure 15)

We call upon the affiliates who have not paid annual subscription for 2013 and for earlier period to clear their dues expeditiously. Also, we request all our Affiliates to pay annual subscription for 2014 on or before 31.01.2014 positively.

With Greetings,


(S.C.JAIN)
GENERAL SECRETARY