



ALL INDIA BANK RETIREES' FEDERATION

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

Chairman

Sri S.R.Kulkarni

President

Sri S.M.Deshpande

Vice President

Sri P.S.L.M.Haragopal

Sri D.A.Masdekar

Sri M.V.G.Nair

Sri J.B.Dave

Sri F.Martis

Sri B.Ramji

Sri M.K.Jha

Sri C.Gopinathan Nair

General Secretary

Sri S.C.Jain

Dy. Genl. Secretary

Sri R.S.Desai

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

Sri C.N.Prasad

Sri Kishore Gujarati

Sri A.L.Chandramouli

Sri C.Gopinathan Nair

Sri A.K.Bansal

Sri Sunil Srivatsava

Sri Dilip Ghosh

Sri S.Velayoudam

Sri Anindya K. R. Basu

Treasurer

Sri M.S.Chourey

Special Invitees

Sri Pratap Shukla

Dr.G.S.Jog

Ref: 2012/ 902

Date: 26.06.12

The Office Bearers/ Central Committee Members
ALL INDIA BANK RETIREES' FEDERATION

Dear Sir,

Re: AIBOC decision to form Retiree Organisation

As you are aware that AIBOC had taken decision at the foundation conference held at Nagpur on 17th March,2012 to form retiree organisation under the name "All India Bank Pensioners and Retirees Confederation". It was highly unusual development having far reaching consequences on retiree movement. Formation of one more retiree organisation by group of retirees could be a normal development. But formation of retiree organisation by one of the constituents of UFBU who is basically responsible to look after interest of one section of employee has to be seen and dealt at different footing. The retiree movement in banking industry has almost completed journey of 25 years and has attained certain amount of maturity. The retiree organisations are being run and managed and rightly so by the retirees. These retiree organisations are independent in nature. While they seek and look forward for support of UFBU and its constituents for resolution of their issues they always ensure to maintain arms length distance. At AIBRF level also we firmly believe in this philosophy because it is highly essential in view of the fact that each category of work force has their own interest and do not go hand in hand with the interest of other groups, in every situation.

2. AIBOC and its constituents at the grass-root level have been spreading the news that the new organisation being formed will have negotiating power with IBA/ Government as a affiliate of AIBOC , while existing retiree organisations do not enjoy such power and therefore are not in a position to take care of retiree interest. **This stand of AIBOC and its constituents is misleading and confusing.** The factual position is that the retiree organisation of AIBOC will also be a separate entity and will not have any automatic permission to participate in negotiation with IBA under the present scenario. Further. AIBOC does not and will not have exclusive authority to negotiate on behalf of retirees after formation of new organisation. While AIBRF and other retiree organisations will have option of seeking support of



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all constituents of UFBU, AIBOC sponsored organisation can not go directly to deal with any other constituent as a part of organisational discipline. Further, AIBRF being independent organisation has authority and power to take stand and action whichever is in the best interest of retirees but the new organisation has necessarily to fall in line with AIBOC stand. AIBOC's primary responsibility is towards officer grade employees. In case of any conflicting situation and retirees interest is compromised, the new organisation will not have freedom to differ with its parent organisation. In addition to this tomorrow when retirees' organisations get representation in negotiating team, it can not happen that the newly formed organisation is only given representation while old well established retiree organisations with large membership are completely ignored. **Therefore this stand of new organisation is merely propaganda tool to attract and retirees under their fold at any cost.**

3. Timing of AIBOC entry into retiree movement is fraught with danger and serious adverse consequences. AIBOC has never considered to enter in this field for last 25 years when it was at infant stage and needed some experienced leadership. Further in last 3 wage settlements when interest of retirees were sacrificed AIBOC as a part of negotiating team remained silent spectator and did not make any visible special extra efforts in this regard. Now when next wage settlement has raised lot of hopes and enthusiasm for solution of core issues of retirees due to continuous efforts of existing organisations the formation of new organisation will create split and thereby likely to damage retiree interest. No organisation can be built overnight. It takes considerable time and sustainable efforts with mission and dedication. Existing retiree organisations took 15 years to reach at the present form. Presuming solid support of AIBOC the new organisation will still take minimum 5 years to come to some shape which will be too late to make any significant contribution towards retirees' cause. Next 10 years are likely to witness change in whole complexion of trade unionism as well as retiree movement in this country because 4 lakhs employees enjoying defined benefit pension scheme leaving banks and 7 lakhs new employees with new pension scheme joining banking industries during this period. Therefore AIBOC decision is grossly mistimed too.

4. So far AIBOC leaders as well as leaders of new organisation have failed to take any imitative or steps to have any coordination among retiree organisations at the apex level as declared at Nagpur conference. On the contrary, what is seen at present by the affiliates of AIBOC to form rival



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organisations in banks and parallel federations to create split. To allure existing members of retiree organisations the membership is being offered at free of cost or at nominal fee of Rs. 100/- and allowing dual membership.. We do not know how any worthwhile organisation could be run with such meagre resources. Such tactic could at best be used to create split.

5. It is our request to all office bearers, central committee members to explain the above points to our members extensively with a request not to get mislead and continue to maintain unity at this crucial stage.

With Regards

Yours Sincerely

(S.C. JAIN)
GENERAL SECRETARY