



“सेवा निवृत्त हितैस्तः”

All India Bank Retirees' Federation

Charter of Demands

PREAMBLE

Introduction of Pension Scheme in Banks on the lines of Central Government Employees in 1995 was a historic event and brought qualitative change in relationship between Ex-employer and Ex-employee in post-retirement era. Major features of this pension scheme are:

1. Defined returns to retirees irrespective of performance of Pension Funds;
2. Social and economic security to retirees;
3. Element of welfare of retirees;
4. The Scheme was on the models of Scheme made applicable by Central Government Employer which undertake exercise of pension updation under each Pay Commission;
5. Family Pension after the death of the pensioner.

However, it is unfortunate that more than 50% employees did not opt for this pension scheme in 1995. Because of this development, updation exercise did not receive desired attention of the negotiating parties from 6th to 9th Wage Settlements. Instead there was tug-of-war between Pension and PF optees to secure better terms for themselves.

During last 15 years, Indian Economy and Indian Banking Industry have witnessed unprecedented growth. Indian GDP has increased more than 6 times and has reached close to 3 trillion dollars. It is now considered one of the fastest growing economies of the world. Similarly, Indian Banking Industry has also recorded average annual growth of 25 percent in terms of deposits, credits, net profits and branch expansion growth. Profits of most of public sector banks have tripled in last 15 years and majority shareholder, Government of India has reaped handsome profits on its investment. Similarly, salaries of bank employees have gone up more than 200% during this period. However, despite such positive features of the economy, bank retirees have been meted out gross injustice by denying pension updation.

But under 9th Wage Settlement, one very positive development has taken place because of efforts of in-service unions under the banner of United Forum of Bank Unions (UFBU). PF optees have been given one more option of pension. Because of this, now almost 100% bank employees as well as past retirees have become pensioners. This development has brought perceptible change in attitude and approach of in-service unions towards pending demands of retirees. It can be seen from recent communications of UFBU that they have committed themselves to resolve all pending issues of retirees for which we have been fighting in the past. This has created favourable climate for retirees and now we can hope with reasonable confidence that all our demands with the support of UFBU will be met in coming days.

Keeping above developments in mind, we have drawn highly logical and realistic CHARTER OF DEMANDS for retirees after comprehensive deliberations at various levels to ensure justice for retirees so that they can lead respectful and dignified life at their advanced age.

We are confident that UFBU who have been negotiating on behalf of retirees at present shall work for their resolution and ensure that retirees get their due share. We also hope that Government, IBA and Bank Managements will also show magnanimity towards bank retirees.

Central Committee
All India Bank Retirees' Federation
(A.I.B.R.F.)

MEMORANDUM

DATE: 14-01-2011

Government policy states "Senior Citizens are treasure to our society. They have worked hard all these years for development of the nation as well as community. At this age of their life they need to be taken care of and made to feel special."

However, it is unfortunate that more than 3 lakh bank retirees have been struggling for last 15 years for resolution of their long pending demands. Today there is no uniform medical scheme for bank retirees and in the absence of it they are deprived of proper and timely medical treatment. More than 10000 bank retirees who retired prior to 1986 get paltry amount of Rs.1987/- per month as Ex-gratia amount in lieu of pension which is totally inadequate for survival. While banking industry is growing year after year and bank profits are mounting, these bank retirees who contributed significantly in building banking industry have been left completely uncared and neglected.

Banking industry has witnessed three wage settlements after introduction of pension scheme in 1995 providing salary increase of more than 200 percent to existing employees. However, no increase in basic pension has been granted to the retirees thereby creating serious anomaly in the pension structure of those retired in the past and the employees retiring now.

Bank retirees have been continuously approaching and requesting Indian Banks' Association (IBA) to meet representatives of retirees' organisation to discuss their grievances and demands for resolution. But it is highly

regrettable that IBA has been adamantly and without logic refusing to give audience and thereby denying fundamental right to senior citizens. It is established fact that after introduction of pension scheme in banking industry contractual relationship between bank retirees and their ex-employees has been re-defined. Now, this relationship is on continuous basis giving scope for grievance to retirees and its periodical review. Therefore, it is logical that Indian Banks' Association representing bank management should convene periodical meetings with representatives of retirees' organisations so that issues could be resolved across the table. But, because of present undemocratic attitude of IBA, retirees have been forced to go to court of law for their issues. Today, bank managements are incurring huge amount on these cases and thereafter losing cases in courts.

Bank retirees have organised themselves under the banners of All India Bank Retirees' Federation (AIBRF) and Retired Bank Officers National Confederation (RBONC) to carry out the movement to protect their legitimate rights through negotiations and other democratic manner. The above two organisations of bank retirees have membership of more than 1 lakh and are majority organisations and coordinate their programmes and activities under apex body namely United Forum of Bank Retirees' Organisation (UFBRO)

Bank retirees express sincere gratitude to Dr.Sudarshan Nachiappan, former Chairman of Parliamentary Committee on Public Grievances for taking initiative in arranging the meeting the Parliamentary Committee to discuss pending issues of retirees and giving advice to Government/IBA to resolve the issues. It is regrettable to note that despite IBA representatives present in the meeting having agreed to take suitable action to resolve the pending matters, no actions has been taken after lapse of about 2 years.

In view of the above, we approach you, Sir, with humble request to have a look at the following demands of bank retirees which are most justified and ask IBA to initiate talk with representatives of retirees organisations and work for their solution at the earliest.

DEMANDS:

1. 100 per cent D.A. neutralisation to Pre-2002 retirees.
2. Pension updation on the pattern of 6th Pay Commission.
3. Uniform Medical Scheme for retirees.
4. Two percent of bank profit should be allocated for Welfare of bank retirees.
5. One more option of pension should be given to all past retirees who are originally eligible as per provisions of Pension Regulations 1995.
6. Differentiation between retirees and resignees should be removed for the purpose of pension option.
7. Establishment of proper grievance Redressal Mechanism for retirees in all banks at Corporate and Zonal Level.
8. Index based dearness rates should be granted to retirees on quarterly basis along with serving employees instead of in six monthly basis.
9. Improvement in Ex-gratia amount payable to Pre-1986 in view of steep rise in inflation.

We are confident, Sir, that you will use your good offices to help the Senior Citizens in resolving above demands and we are sure that we shall not be forced to use agitational path at the fag end of our life.

With Respectful Regards,

Yours sincerely,

1.Sd/- S.R.Kulkarni	2.Sd/- S.C.Jain	3.Sd/- K.Sukumaran	4.Sanjeevi Rao
President,	General Secretary,	President,	General Secretary
A.I.B.R.F.	A.I.B.R.F.	R.B.O.N.C.	R.B.O.N.C.

AND

All Office Bearers of All India Bank Retirees Federation (AIBRF) and Retired Bank Officers' National Confederation (RBONC) and their Constituents

AND

More than 1,00,000 Retired Bank Employees and Senior Citizens who are members of the above Organisations.

UNITED FORUM OF BANK UNIONS

(AIBEA – AIBOC – NCBE – AIBOA – BEFI – INBEF – INBOC – NOBW – NOBO)

NATIONAL CONVENTION

AT NEW DELHI ON 20TH MAY 2011

DECLARATION

ALL INDIA BANK STRIKE: ON 7TH JULY, 2011.

This National Convention of trade unions of bank employees and bank officers under the banner of United Forum of Bank Unions and representing near total of employees and officers of the Indian Banking Industry notes with serious concern the various financial policies of the Government which are detrimental to the interest of the banking sector, public interest, banking staff and their rights and benefits.

In the name of banking sector reforms, the Government is attempting to reduce their share of Equity Capital in the Public Sector Banks thereby increasing the hold of private capital in these Banks. Recently the Government has availed loan from World Bank in order to capitalise the Banks and thus bringing the conditionalities of the World Bank over the performance and functioning of our Banks. The Government is also pursuing their policy of consolidation and merger of Public Sector Banks which are totally unwarranted and would in no way benefit to strengthen our Banks. Similarly, the Government is also encouraging more FDI in the Banks, particularly in the Private Sector Banks and has introduced a Banking Regulation Act Amendment

Bill in the Parliament for removing the existing ceiling on voting rights of the foreign investors.

The Government has also announced its decisions to formulate new banking licensing policy to enable Industrial houses to start Banks. Even on issues like outsourcing the permanent and perennial jobs, the managements are pursuing reckless policy of Outsourcing various jobs and services. To compound the problem, Banks are appointing private Business Correspondents and Business facilitators which is nothing but privatizing the banking jobs and services.

The Convention notes with serious concern the retrograde proposals of the Khandelwal Committee like dismantling industry-level wage settlement, introduction of Fixed / Variable Pay for employees, freehand to transfer employees, freedom to outsource all permanent bank jobs, etc. and rejects the Report and demands its withdrawal.

On issues concerning the employees and officers, important issues are being glossed over. The revised scheme on compassionate ground Appointment/Financial Compensation to the family of deceased employees stood resolved between IBA and UFBU long back but till today it has not been approved by the Government and allowed for implementation. When better customer service is the cry of the day, adequate employees and officers are not being provided at the Branches. There is dire need to resort to massive recruitments and revival of BSRB for undertaking this process as against the existing private agency. The demand for improvements in pension scheme on the lines of the Government Scheme like updation of pension, 100% DA neutralisation on Pension, improvement in commutation, family pension, ex-gratia for pre-1986 retirees, etc. are most genuine issues but not being attended to by the Government. Introduction of 5 day week, regulated and defined working hours for Officers, etc. are also very important issues that need to be resolved expeditiously. On the other hand, Government has given instructions that no service conditions of the employees in the Banks should be improved upon without their specific approval.

All these have created a situation of total unrest amongst the employees and officers of the banking sector.

This Convention, after careful deliberations and consideration, has come to the unanimous conclusion that, all out efforts should be taken by the UFBU to fight back the increasing attacks on the banking sector and on the bank employees and officers and build up programs, agitation to repulse these attacks.

The Convention, accordingly, gives the following action programs:

- 1. Submission of Mass Memorandum to Bank managements by all our unions.**
- 2. Deputation to CMDs of Banks by UFBU Constituents in each bank.**
- 3. Mass Demonstrations before Banks throughout the Country on a day to be decided locally (Between 20-25th June, 2011).**
- 4. Badge-wearing on 30.06.2011.**
- 5. Mass Rallies in major cities and towns on 4.7.2011.**
- 6. All India Bank Strike on 7.7.2011.**
- 7. Further agitations and Strike actions to be announced thereafter.**

The Convention calls upon all Unions of UFBU and their members throughout the Country to rise as one man and implement the programmes and strike action effectively.

The UFBU appeals to all the Central Trade Unions to extend their full support to our agitational programmes.

Sd..	Sd..	Sd..
AIBEA	AIBOC	NCBE
Sd..	Sd..	Sd..
AIBOA	BEFI	INBEF
Sd..	Sd..	Sd..
INBOC	NOBW	NOBO



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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AIBEA/GS/2011/52

25th May, 2011

To

Shri. Pranab Mukherjee,
Hon'ble Minister for Finance,
Government of India,
North Block,
New Delhi.

Dear Sir,

Reg : Grievances of Bank Retires

The All India Bank Retirees Federation and United Forum of Bank Retirees Organisation have been representing to the Government and Indian Banks Association to redress some of their genuine grievances and demands but with no effect so far. You are well aware that the Pension Scheme evolved and introduced in the Banks is exactly on the lines of Central Government Pension Scheme and hence some of the improvements that have been incorporated in the Government Pension Scheme consequent to the 6th Pay Commission need to be extended to the bank retirees also. The recent extension of one more option to join the Pension Scheme has brought great relief to number of retired employees and officers who are today covered by the Pension Scheme and we are thankful to the Government for the same.

But the following issues of the bank retirees deserve the special attention of the Government and your sympathetic consideration.

1. For the Government employees, on occasions of salary revision, pension revision is also given and accordingly their pension is updated. But in the case of bank retirees, the Pension remains static as sanctioned at the time of their retirement and does not undergo any change thereafter. The periodical updation of pension along with salary revision of in-service employees is very genuine and fair expectation, especially when the same is available to the Government employees.
2. Since their pension is fixed based on their pay at the time of their retirement, there are currently 5 different price index (600, 1148, 1684, 2288 & 2836) on which DA is paid to the retirees depending upon their period of retirement i.e. 1-1-86 to 31-10-92, 1-11-92 to 31-3-98, 1-4-98 to 31-10-2002, 1-11-2002 to 31-10-2007 and from 1-11-2007 onwards. Their pension needs to be adjusted and upgraded to a common price index by merging the DA upto that level . This will bring in uniformity of indexing the Pension of the retirees.
3. In payment of DA, after introduction of 100% neutralization against price rise from 1.11-2002, those who have retired after this date are being given 100% neutralization for price rise while the past retirees continue to be paid DA on a tapering basis with 4 slab formula of the earlier system. There is a genuine need to extend 100% DA neutralization to all the retirees at least from a prospective date.
4. While the in-service employees get DA variation on quarterly basis, for retirees, DA on Pension is paid on half yearly basis. This needs to be changed to quarterly basis for retirees also.
5. Under the 6th Pay Commission Report, there are improvements in the rate of pension for very aged senior citizens, in the commutation of pension, eligibility service to get full pension, etc for the Government pensioners and these need to be extended to the bank retirees too.

6. It is also experienced that the quantum of Family Pension is very inadequate and this requires a sympathetic approach from the Government to revise the same suitably.
7. Since the Pension Scheme was introduced in the Banks from 1.1.1986, the pre-1986 retirees are being given a Ex Gratia of Rs.300 per month + DA and their widows are being paid a fixed lump sum Ex Gratia of Rs.1000 per month. These pre-1986 retirees are aged 85 years and above and are very few in number, may be around 6000 persons in the entire banking sector. Considering their age, ill-health, etc. the Government should kindly increase the Ex Gratia amount.
8. There are number of grievances of the retirees at the Bank Level regarding delay in sanction of Pension, delay in disbursements, etc. and hence Government/IBA should give proper guidelines to all Banks to put in place a regulated mechanism to redress these grievances. This will help in avoiding/reducing litigations, etc. on the part of the retirees.
9. Government has already advised the Banks to set apart a portion of the amount allocated for Staff Welfare from the Net Profit of the Banks towards benefitting the retirees. Still it is not being implemented properly. Hence Government may consider advising the Banks to set apart an uniform percentage of funds from out of the profits towards Welfare Schemes for the retirees.
10. The in-service employees are entitled to reimbursement of medical expenses on occasions of hospitalisation but after retirement, the retirees are not covered by such facilities. In the context of ever increasing cost of medical treatment, retirees become extremely vulnerable when they fall ill and hence some uniform medical expenses reimbursement scheme needs to be made available to them.

These are some of the important grievances and demands of the bank retirees. We request you to take a positive view of their grievances and advise necessary steps to be taken by the Government / IBA in this regard.

Thanking you,

Yours faithfully,

(Sd.) C.H.VENKATACHALAM
GENERAL SECRETARY

Copy to :-

Chairman,
Indian Banks Association,
Mumbai.



ALL INDIA BANK STRIKE

on **5th AUGUST, 2011**

BY 10 LACS OF EMPLOYEES AND OFFICERS
IN PUBLIC SECTOR BANKS,
PRIVATE SECTOR BANKS, FOREIGN BANKS,
REGIONAL RURAL BANKS AND CO-OPERATIVE BANKS

Our Demand

**Improve Pension Scheme in banking
sector on the lines of
Central Government Scheme -
updatation of Pension along with wage revision of
serving employees, uniform D.A.
neutralization, improvement in commutation,
Family Pension, Ex-gratia
of pre-1986 retirees, etc.**

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

**REASONABLE EXPECTATIONS OF
BANK RETIREES IN
INDIAN ENVIRONMENT**

1. To have tension-free life for self, his/her spouse and family
2. To maintain life-style matching to his/her Pre-retirement status/ position in the bank.
3. To ensure good health for self and his/her spouse
4. To have longevity in life
5. Social Security as well as physical security
6. Respectful and dignified life
7. To have regular source of income, free of any risk to fulfil above objectives.

WAGE INCREASE OF BANK EMPLOYEES

Wage Settlement	Increase per annum (Amount in Rupees)	Per-Capita Increase per annum
3 rd Settlement	33	950
4 th Settlement	240	2700
5 th Settlement	580	5800
6 th Settlement	1015	9200
7 th Settlement	1750	14500
8 th Settlement	2700	24500
9 th Settlement (Contri- bution to Pension Fund – Employees)	4200	--
9 th Settlement (Contri- bution to Pension Fund – Post Retirees)	2100	--

PAYING CAPACITY OF BANKS
PROFITABILITY OF PUBLIC SECTOR BANKS

Year	Net Profit (Amount in Crores)	Annual Growth
2002	8302	
2003	12296	48.11%
2004	16547	34.57%
2005	17477	5.62%
2006	19480	11.46%
2007	24215	29.44%
2008	26200	8.2%
2009	34373	23.78%
2010	39257	14.21%
2011	44901	14.38%

Capital Gain/Dividend Income of Govt. of India
Majority Shareholder (Amount in Crores)

Sl. No.	Bank	Original Invest-ment	Dividend Income	Present value of Investment
01	SBI	3000	900	60000
02	PNB	300	440	20000
03	BOI	1200	210	14000
04	BOB	650	350	17600
05	Canara Bank	900	330	12000
06	CBI	1600	480	3200
07	UCO	500	120	2800
08	Indian Bank	3000	255	6800
09	IOB	450	200	4000
10	Vijaya Bank	250	50	1200
	Total	11850	3335	141600

DEMANDS OF BANK RETIREES

Srl. No.	DETAILS
01	Pension on the lines of 6 th Pay Commission (Updation Exercise)
02	Higher Pension to Super Senior Citizen on the lines of 6 th Pay Commission
03	Improvements in Family Pension on the lines of 6 th Pay Commission
04	100% DA Neutralisation for those retired before November 2002
05	One more pension option to VRS optees, compulsory retired employees and resignees who have been left out under 9 th Settlement
06	Dearness Allowance revision on quarterly basis instead of present system of 6 monthly review
07	Enhancement of Ex-Gratia to Pre-1986 Retirees
08	Enhancement of Ex-Gratia to surviving spouse of Pre-1986 Retirees
09	Uniform Medical Scheme
10	Separate Welfare Funds for Retirees
11	Establishment of Grievance Redressal Cell and their effective functioning
12	Weightage for qualifying service to Specialist Officers
13	Recognition of Retirees' Organisations by IBA/Government for negotiation
14	Interest free Festival Advance
15	Funeral Expenses to Retirees

1. UPDATION OF PENSION

Pension concept has been in existence not only in our country but in the whole world and pension is considered as a reward for the past services rendered and has been termed as deferred wage (which he earns during service and avails after retirement) and becomes a right under Article 14 of the Constitution of India. In our country, Central/State Government employees, RBI, SBI, Allahabad Bank have been paying pension to their employees since long time.

Thanks to bank employees/officers, Unions/Associations we had Pension Settlement on 29-10-1993 by sacrificing bank's contribution to Provident Fund. Pension has been accepted by the democracy of this country as a welfare measure and hence it should have been proper to secure this pension as a third retiral benefit. Not only that this did not happen, but in spite of clear understanding in the Settlement that updating the pension on the lines as are in force in RBI has been conveniently omitted resulting in pensioners of earlier years suffering financial loss and unable to make their livelihood in the heavily increased cost of living of the present day. Such non-updation of pension created separate class in the same class of pensioners as per their date of retirement. Some of the Chairmen of the banks who are drawing pension on the basis of their working as General Managers in the years of 1995, 1996 are drawing lesser pension than even very junior staff of present years. This great disparity and diversity is not only irrational, but also totally unacceptable not only in the eyes of administration, but also in the eyes of law. Creation of different types of pensioners in the same class of pensioners is illegal as per many judgments pronounced by Supreme Court of India. The Central government of India which is ruling this country and from whose rules pension regulations have been formulated corrected their mistake while implementing 5th CPC recommendations and updated the pension as per their wage increase given to central govt. employees. Following suit of central govt. decisions, State Governments. also updated the pension of State Govt. retired employees. RBI employees have also secured updation of pension in their

recent settlement. In 1968, on a writ filed, Supreme Court ruled that "Pension is a binding obligation of the govt. and not a gift/reward or bounty." (WP No:217/1968.) Supreme Court opined that the employees have to lead a peaceful and honorable life after retirement and if honorable life is to be assured, updation of pension is the prime necessity".

In the Settlement dated 29-10-1993, it is mentioned that formula for updating pension should be on the lines of the same given in RBI Pension Scheme. Any change therein should be introduced only after mutual agreement. If the Central Govt. employees or the State Govt. employees are getting updated pensions against no profit earned by their employers, it is totally unfair and unjustified that banks who are making huge profits are not permitted by the Govt. of India to update pension for retirees on the pretext of affordability. Non-acceptance of updating the pension to bank retirees has no basis, logic or legality. But it is mere unwillingness on the part of the govt. of India, that too, discriminating them against central/state govt. retirees. The concept or principle of updating the wages of working employees is in relation to cost of living and the same principle of updation of pension as per cost of living is not followed is devoid of logic and deliberate discrimination. If pension is termed in the Constitution as a welfare measure, non-updation of pension is a violation of the same principle.

The arguments put forth that the increase in DA is given to retirees is totally untruthful statement and the same can be seen from the principle adopted in the wage revision settlement by merger of DA into basic and allowing DA on the basic pay after merger.

To ensure parity between past and present pensioners, we have to evolve a formula aimed at total equity as between pensioners who retired before 01.11.2007 and those who retired later.

In other words, all Pre-01.11.2007 pensioners be brought to the level of 9th BPS/Joint Note dated 27-04-2010 by notional fixation of pay of the retiree

from one bipartite settlement/joint note to subsequent Bipartite Settlements/Joint notes in the same way as was done for serving bank employees Viz: (By adopting the same formula as for the serving employees so that past pensioners also get the benefit of same per centage of increase.) This alone would ensure total parity.

As such, we request that the already delayed updation of pension be immediately considered without further harassing bank retirees.

2. UNIFORM DEARNESS RELIEF TO ALL BANK RETIREES

The government of India which did not consider 100% DA neutralization earlier has realized their mistake and corrected the same while implementing V CPC recommendations with effect from 01-01-1996. Similarly, in the banking industry also, 100% DA neutralization has been conceded for all retired employees on or after 01-11-2002. Thus those who retired prior to this date were denied 100% neutralization on full pension. Instead they were paid DA on tapering down in 4 stages and also are being allowed change in DA on half yearly basis as against quarterly revision to working employees. This distortion is neither moral nor logical nor legal. This is against principles of equality enshrined in Article 14 of the Constitution of India. This needs to be immediately rectified. Since most of the beneficiaries of proposed amendment belong to the age group of 69+, priority should be given in resolving the issue.

3. ENHANCEMENT OF EX-GRATIA TO PRE-1986 RETIREES

It may be noted that number of Pre-1986 retirees (aged 85+) and getting Rs.300/- + DA are few hundred only or even less. These retirees badly need financial support at the fag end of their life and the delay in getting any benefit will be virtually denial thereof. This matter has been represented many times before IBA and Government of India and also to the Chairman, Public Grievances Committee who all positively responded, but with no results so far.

Hence it is requested that this issue be placed on priority basis for enhancing the ex-gratia from Rs.300/- + DR to Rs.2000/- + D.R.

4. ENHANCEMENT OF EX-GRATIA TO SURVIVING SPOUSE OF PRE – 1986 RETIREES

With effect from 01-12-2006, the surviving spouse of Pre-1986 retirees are being paid a consolidated ex-gratia of Rs.1000/- only (without any dearness relief). While other classes of pensioners are being compensated for periodical increase in cost of living through increased rate of dearness relief, these segments of pensioners who are very few are facing vagaries of sky-rocketing price rise without any compensation. Hence the ex-gratia amount needs to be increased to Rs.1000/- + DR which will take care of increased cost of living.

5. FACILITY OF HOSPITALISATION SCHEME TO RETIREES & THEIR SPOUSES

The banks have to look after the welfare of the retirees who have rendered lifelong dedicated services to their beloved institutions. Hospitalisation schemes are more necessary for retired employees/officers as compared to working employees/officers. The bank managements have forgotten this responsibility of taking care of their retired employees, but have provided Schemes for working employees by linking the schemes with insurance companies. Insurance companies, naturally, are happily serving the hospitalization schemes of working employees as they make huge profits as number of claims will be much less from younger cadres. As such, it is requested that the banks should negotiate uniform hospitalization scheme with insurance companies covering the whole group of employees and retirees together and take such a group insurance policy which will benefit all uniformly. Thus the premium payable will be reasonable and competitive and the bank will be in a position to pay the premium out of welfare funds allocated to employees/retirees.

6. SEPARATE WELFARE FUND FOR RETIREES

Allocation of separate welfare fund from profits earned by the bank exclusively for the welfare of retirees is the need of the hour. Till today, the system prevailing in the banking industry has been that very small portion of welfare fund allocated to staff is being shared by the retirees. This system naturally discomforts the serving employees and also is not meeting the satisfaction of the retirees. Hence we request that as retirees' welfare is also the responsibility of the bank managements, at least 3% of the bank profits be exclusively given to retirees as the medical expenses are to be defined as the first measure under welfare measures and retirees are more prone to such health hazards.

Such welfare fund should be utilized in consultation with Bank-wise retirees' organizations for avoiding improper use of welfare funds.

In this context, we would like to add for your information that the retired CMDs & EDs of the banks are being paid by way of unlimited medical reimbursement for self and family members.

7. MEDICAL AID TO RETIREES

In most of the Banks, there is no provision for medical aid for regular check-ups and domiciliary treatments are not covered in the hospitalization scheme. Considering these aspects, some of the banks have come forward to pay specified amount of money every year for these purposes on declaration basis. Central Bank of India, Union Bank of India etc have provided quantum payment yearly. We request that at least Rs.5000/- towards medical aid be made payable to all retirees annually on declaration basis.

8. DISCRIMINATORY TREATMENT TO VRS & OTHER RETIREES

Superannuated retirees, VRS retirees, SVRS retirees, resignees and all other types of retirees to be treated equally. At present, there is continued prejudice especially against VRS retirees and they are not being allowed to enjoy the facilities/benefits offered by banks Viz: participation in Hospitalisation Schemes, booking of holiday homes, concessional rate of interest on deposits/loans/lockers etc. In fact, these VRS category of retirees have obeyed by taking the VRS in due regard to the wishes of the bank managements for reducing the establishment cost and thus reduction of staff. Thus, instead of appreciating their action, they are being denied all normal facilities offered to normal retirees. Similar is the case with other category of retirees and resignees. Hence AIBRF unanimously resolves to demand IBA and the Govt that there should be no discrimination in offering facilities by banks amongst the retirees. In other words, mode of exit from bank's service need not be the criterion for extending facility to bank retirees.

9. ALLOWING ANOTHER OPTION FOR PENSION TO THOSE WHO RETIRED UNDER OSR, COMPULSORILY RETIRED EMPLOYEES & RESIGNEES:

In the MoU/Settlement/Joint Note signed on 27-11-2009 & 27-04-2010 by the UFBU with IBA, the beneficiaries are all categories of retirees. Whereas the IBA has interpreted that Officers retired under OSR & those compulsorily retired have not been covered under the Settlement. In spite of continuous follow-up by the UFBU, no fruitful results could come. Hence there is no other alternative for those who are all affected to approach the court of law for getting justice. But organization cannot remain without pursuing the matter and we request the UFBU to continue to follow-up the matter with IBA/Govt. for passing on the benefit of another option for pension to VRS-OSR and also compulsorily retired employees. Similarly in the light of recent Supreme Court judgment, the resignees also should be allowed to avail this offer.

10. ESTABLISHMENT OF GRIEVANCES REDRESSAL CELLS & THEIR EFFECTIVE FUNCTIONING

With the continuous follow-up from All India Bank Retirees' Federation with IBA and Govt. finally the IBA agreed with this demand and advised all the banks to create grievances cell at Head Office level for responding to the grievances of retirees and to resolve them at bank level. More than 2 years elapsed, many banks have not responded to this instruction and created grievances cell, except few banks like Bank of India, Canara Bank, Bank of Baroda etc. As per agreed procedure, the retiree organizations will submit an agenda to the Bank and the bank managements will invite them for discussions and such meetings are to take place at least once in 6 months. We request IBA to ensure implementation of this issue in all banks immediately. We further request that such machinery may please be made available at Regional/Zonal/Circle levels also.

11. RECOGNITION OF AIBRF BY IBA/GOVT FOR NEGOTIATIONS

We are the only representative body at the industry level representing all types of retirees from messenger to General Manager and Voluntarily retired, Technical and all other categories of retirees. We operate through bank wise All India Organisations who in turn, function through their State Units. We also have Statewise Units of All India Bank Retirees' Federation. Except SBI, most of the retirees' associations of banks are our affiliated units and we have representations in all the States across the country having national character. The United Forum of Bank Unions which is the negotiating body at the industry level and signatory to all bi-partite settlements are fully supporting our organization and are taking up our issues with IBA/Govt. This system is operating at present, as we are not allowed to negotiate directly with IBA. But this position is embarrassing to us as well as to UFBU, as conceding some of the monetary benefits to retirees cuts the pocket and quantum of benefit which otherwise the working employees might be able to secure. This situation naturally comes in the way of certain rightful benefits which the retirees could have secured by now like updation of pension, 100% neutralisation of DA, improvement in Family Pension etc. Hence it would be fair that as retirees also

were the major participants for the growth of banking industry they deserve such benefits. Retirees' Organisations need to be recognized for negotiation with IBA independently and secure the benefits without embarrassing UFBU and without adding the cost of the benefits in the package of working employees.

12. FAMILY PENSION

1. Family Pension: to be delinked from the present 3 slab system and we propose it should be paid uniformly at 30% of last drawn pay. (6th CPC Recommended and implemented by GOI.)
2. Enhanced family pension to be continued upto 10 years after employee's death or 70 years after his date of birth whichever falls earlier. (6th CPC Recommended and implemented by GOI.)
3. PPO to contain photos of physically/mentally handicapped and other eligible dependant family members. (This will facilitate hassle-free passing on the benefit of family pension after demise of both the parents)

13. ELIGIBILITY FOR FULL PENSION

1. In the 6th CPC recommendations accepted by the Govt., eligibility for full pension has been made as 20 years as against 33 years. In the banking industry, we still are maintaining 33 years as eligibility for drawing full pension. We demand that in the banking industry also, eligibility for drawing full pension should be made 20 years.
2. Last drawn pay or 10 months average emoluments whichever is higher should be the criterion for fixing the pension.

14. ENHANCEMENT OF CEILING ON GRATUITY AND IT'S APPLICABILITY

The recent enactment which has increased statutory ceiling on Gratuity to Rs.10 lacs has been made applicable to all government undertakings with effect from the date of their wage revision. Unfortunately, as is being done in many such other cases, employees in banking industry are again given step motherly treatment and this enhancement is made effective from 24-05-2010 only. It is fair and administratively and legally correct to make this enhancement effective from the date of wage revision i.e. 01-11-2007. We hope, at least in this straight and clear matter, the enhancement may kindly be immediately made applicable from 01-11-2007 as requested and avoid litigation and delays from the already adversely affected bank retirees.

15. SECOND OPTION FOR PENSION

- 1.** This offer should have been made available to resignees, as is made eligible by the judgement given by the Honble Supreme Court in respect of New India Insurance Company. (Supreme Court Verdict enclosed.)
- 2.** In respect of those who retired prior to 29-09-1995, they did not opt for pension in the first instance, when the right of option was available. But later when the second option for pension was opened up and offered, this category of retirees that is retired prior to 29-09-1995 who wanted to opt for pension now are denied the opportunity for no fault of theirs. Hence it is requested that their right of 2nd option be extended to such retirees also.

16. WEIGHTAGE FOR QUALIFYING SERVICE TO SPECIALIST OFFICERS

Pension Regulations 1995 permits weightage in qualifying service of Specialist Officers, under its Regulations No.26. But banks are not following this regulation due to which many Specialist Officers are being deprived of benefit available to them under the aforesaid regulation No.26. Viz: 5 years weightage for the purpose of pension. Hence it is requested that the aforesaid weightage

is extended to all specialist officer retirees as per Pension Regulation 26. (Pension Regulation 26 self-explanatory)

17. ADDITIONAL PENSION TO VERY OLD RETIREES

In the 6th CPC, the Government of India have rightly identified that this category of pensioners 80+ need to be considered specially and an enhanced pension for the retiree and their families was recommended and accepted by the govt. consequently, and logically, it is necessary that in banking industry also, this category of pensioners Viz 80 years and above and the Family Pensioners be given additional pension. (6th CPC Recommended and implemented by GOI.)

18. INTRODUCTION OF SYSTEM TO AVOID UNWANTED LITIGATION

It is observed that from many of the cases pending before various High Courts/Supreme Court that banks and IBA are unnecessarily and wantonly dragging the cases against bank retirees evidently to buy time or to frustrate the retirees with delays and spending of money. Of late, it is found that even in legally tested cases as well as IBA agreed cases/matters also, such unnecessary litigations and wastage of public money is being done. This is happening for the reason that no accountability is fixed for those officials who are knowingly dragging these litigations to various high courts and Supreme Court ultimately resulting in loss of face and public money. Hence it is requested that matters where the judgment at high court level is clear and no further litigation would help the bank management, in such cases the verdict of the high court should be implemented by all banks without further appeals and litigation. Such gesture by bank management would help saving of hard earned money of the retirees and will help him in availing the benefit during his lifetime and in times of their need. (VRS-OSR & SVRS 2000 cases) Court Judgments enclosed.

19. TREATMENT OF PRE-MERGER RETIREES

It has been the trend that small banks are getting merged with major private or nationalized banks. The RBI while allowing mergers is giving free hand which is taking the merger to leave the fate of merged bank employees to their own fate in certain matters. Particularly those retirees of pre-merger are becoming orphans to facilities like pension option, ex-gratia, loan facilities, identity cards etc by denial. The cost of allowing these facilities is meagre, but the image of the bank which is taking the merger is lost much more and we request that these facilities should be extended to them also. (Erstwhile Bank of Rajasthan & Bank of Madura Ltd, Nedungadi Bank Ltd. etc)

20. CREATION OF PENSION TRIBUNALS/OMBUDSMEN

A retiree is normally 60 years and above and on many issues, they are made to run to various courts for claiming their rightful benefits. To save delay and money of such middle class category people, creation of pension tribunals/Ombudsmen will facilitate early solution and saving of money to bank retirees who are senior citizens of this country. It will also give them happiness of enjoying the facility during their lifetime.

21. APPLICABILITY OF PENSION SETTLEMENT TO PRIVATE SECTOR BANKS

In our country with democratic principles and justice to all, the denial of pension to private sector employees of the same banking industry where most of the banks are nationalized is totally unjustified. As a matter of policy also, the govt. of India never allowed a private bank employee to lose his employment even when a pvt. Sector bank has failed. Those of the private banks who were not doing well and some private banks who are prepared to get merged were always merged with strong banks and then the employees get all benefits including pension. Similarly employees of such nationalized banks which are not doing well also get pension. Under these circumstances,

denying pension to private sector bank employees is totally discriminatory and unjustified. Hence it is requested that private sector bank employees are allowed to exercise another option for pension. (Ing Vysya, Bank of Rajasthan etc.) Further, these private bank managements are signatories to the industry level settlement/joint note. Hence we request that private sector bank employees also are allowed to opt for pension with reference to settlement made between IBA and UFBU on 27-04-2010

22. LIFE INSURANCE COVERAGE TO RETIREES

LIC is denying coverage of a retirees' life. It is necessary in the changed context of average life expectancy having gone beyond 80 years, the managements/IBA should take up with LIC for coverage of life of bank retirees. As the bank will be taking up the matter at the corporate level and the volume of business is huge, there is scope for bargaining for concessional rate of premium and the same needs to be explored at IBA level. Many banks have already started doing insurance business in addition to LIC and hence it is requested that all the relevant insurance companies be contacted and life coverage of insurance be negotiated and made available to retirees at concessional rates.

23. PILGRIMAGE TRAVEL FACILITY TO RETIREES

Having enjoyed the LFC facility during service period for rest and recuperation, it will be pertinent that in the name of welfare for a retiree in due recognition of past services, at least a pilgrimage travel should be allowed to the retiree and his spouse once in 3 years. The place of pilgrimage should be the choice of the retiree.

24. FUNERAL EXPENSES TO RETIREES

It is unfortunate that we have to make a demand of this nature while this matter should have been a matter of concern from the employers' side that the funeral expenses of bank retirees should be met by the banks. This would further cement the bondage between the bank and the retirees' family and would enhance the bank's image in the society too. In this regard, we would like to bring it to your knowledge that SBI and State Bank of Hyderabad are paying Rs.15000/- as funeral expenses. Some other banks are also paying funeral expenses. Therefore, it is requested that funeral expenses be paid at least Rs.15000/- to the family of the deceased retirees.



AIBRF

3RD TRIENNIAL CONFERENCE OF

ALL INDIA BANK RETIREES' FEDERATION

HELD AT KOLKATA

ON MARCH 1-3, 2012



RESOLUTIONS

1. UNIFORM DEARNESS RELIEF TO ALL BANK RETIREES:

The government of India which did not consider 100% DA neutralization earlier has realized their mistake and corrected the same while implementing V CPC recommendations with effect from 01-01-1996. Also, Pension Settlement dated 29.10.1993 envisages payment of dearness relief on pension on the lines as are in force in RBI. In RBI, 100% neutralisation of dearness relief to all pensioners has already been conceded with effect from 01-02-2005. However, in the banking industry, 100% DA neutralization has been conceded only for employees retired on or after 01-11-2002. Thus those who retired prior to 01-11-2002 are being denied 100% neutralization on full pension. Instead they are paid DA on tapering down in 4 stages and also are being allowed change in DR on half yearly basis as against quarterly revision to working employees. This distortion is neither moral nor legal and is against principles of equality enshrined in Article 14 of the Constitution of India.

3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests the IBA & the Government to rectify the same on priority basis expeditiously, since most of the affected pensioners belong to the age group of 69+.

2. UPDATION OF PENSION:

Concept of Pension has been in existence not only in our country but in the whole world and it has been termed as deferred wage (which he earns during service and avails after retirement) and becomes a right under Article 14 of the Constitution of India. On the basis of a Settlement signed by the Indian Banks' Association and the All India Workmen's Unions on 29.10.1993, pension scheme, as a second retiral benefit, in lieu of contributory provident fund was introduced with effect from 1.11.1993. The Settlement specifically provides for updation of pension. Further,

Bank Pension Scheme introduced on 29-09-1995 is patterned on the Pension scheme applicable to Central Government employees. Even though there had been 4 upward wage revisions, updation of pension has not yet been done.

Consequently, there is glaring disparity between persons of equivalent Scales/Designations drawing vastly unequal pensions, if they retired at different points of time. The inequity among old old pensioners continues over decades with scant relief to very old senior citizens-cum-bank pensioners.

As such, the 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously demands that with a view to ensure parity between past and present pensioners, a suitable formula aimed at total equity as between pensioners who retired before 01.11.2007 and those who retired later should be evolved by the IBA/Govt.

In other words, all Pre-01.11.2007 pensioners be brought to the level of 9th BPS/Joint Note dated 27-04-2010 by notional fixation of pay of the bank retirees (from the bipartite settlement/joint note during which period they retired), in the same way as was done for serving bank employees. (Viz: by adopting the same formula as for the serving employees so that past pensioners also get the benefit of same percentage of increase.) This alone would ensure total parity.

3. ENHANCEMENT OF EX-GRATIA TO PRE-1986 RETIREES:

It may be noted that number of Pre-1986 retirees (aged 85+) and getting Rs.300/- + DR are very less. These retirees badly need financial support at the fag end of their life and the delay in getting any benefit will be virtually denial thereof. In spite of numerous representations to IBA and

Government of India, no fruitful results so far. 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and ardently appeals to the Government that this issue be considered on priority basis for enhancing the ex-gratia amount from Rs.300/- + DR to Rs.2000/- + D.R.

4. ENHANCEMENT OF EX-GRATIA TO SURVIVING SPOUSE OF PRE - 1986 RETIREES:

With effect from 01-12-2006, the surviving spouse of Pre-1986 retirees are being paid a consolidated ex-gratia of Rs.1000/- only (without any dearness relief). While other classes of pensioners are being compensated for periodical increase in cost of living through increased rate of dearness relief, these segments of pensioners who are very few are facing vagaries of sky-rocketing price rise without any compensation. Hence, this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests the Government to increase Ex-gratia amount to Rs.1000/- + DR which will take care of increased cost of living.

5. UNIFORM HOSPITALISATION SCHEME TO BANK RETIREES & THEIR SPOUSES:

Banks have to look after the welfare of the retirees who have rendered lifelong dedicated services to their institutions. Hospitalisation Schemes is more necessary for retired employees/officers when compared to serving employees/ officers. It is regrettable to note that banks have forgotten this responsibility of taking care of their retired employees. Some Banks have evolved medical reimbursement scheme to serving employees by linking it with Insurance Company. Insurance company, naturally, is interested in the hospitalization scheme for working employees as they make huge profits, since number of claims will be much less from younger cadres. As such, this 3rd Triennial Conference of All India Bank Retirees'

Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests that Banks should negotiate hospitalisation scheme with insurance company covering both the serving and retired employees and take such a group insurance policy which will benefit all equitably. Thus the premium payable will be reasonable and competitive and the banks also will be in a position to pay the premium out of welfare funds earmarked to employees/retirees.

6. SEPARATE WELFARE FUND FOR RETIRED EMPLOYEES:

Allocation of separate welfare fund from profits earned by the banks exclusively for the welfare of retirees is the need of the hour. Till today, the system prevailing in the banks has been that very small portion of welfare fund allocated to staff is being shared by the retirees. This system naturally discomforts the serving employees and also is not meeting the expectation of the retirees.

Hence this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests Bank managements that at least 3% of the bank's net profit be exclusively allotted to retirees, as retirees' welfare is also the responsibility of the bank management. Hospitalisation/Medical expenses are to be defined as the first measure under welfare measures, as retirees are more prone to such health hazards/risks in the twilight of their years. Such welfare fund should be utilized in consultation with the Retirees' Organisations.

7. MEDICAL AID TO RETIREES:

In many Banks, there is no provision for medical aid for regular check-ups and for domiciliary treatment and hospitalization scheme for all the retired employees. Some of the banks such as Central Bank of India,

Union Bank of India, Bank of Baroda etc have been paying specified amount of money every year for these purposes on declaration basis. As such, this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests that at least Rs.5000/- towards medical aid/domiciliary treatment be paid to all the retired employees regardless of mode of exit from bank's service and also to all family pensioners annually on declaration basis.

8. FAMILY PENSION:

As many of the Family Pensioners are in penurious condition, this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves to fervently appeal to the IBA and the Government to consider the following favourably:

1. Family Pension is to be delinked from the present 3 different rates system and should be paid uniformly at 30% of last drawn pay. (6th CPC Recommended and implemented by GOI.)

2. Enhanced family pension is to be paid for 10 years from the date of death of pensioner/deceased employee or attaining the age of 70 whichever is earlier. (6th CPC Recommended and implemented by GOI.)

3. PPO to contain photos of physically/mentally handicapped and other eligible dependant family members. (This will facilitate hassle-free passing on the benefit of family pension after demise of both the parents.)

9. ELIGIBILITY FOR FULL PENSION:

In the 6th CPC recommendation accepted by the Govt. eligibility for full pension has been made as 20 years as against 33 years. In the banking industry, we still are maintaining 33 years as eligibility for drawing full pension.

AIBRF unanimously resolves to demand that in the banking industry also, eligibility for drawing full pension should be made as 20 years and last drawn pay or 10 months average emoluments, whichever is more beneficial should be the criterion for fixing the pension.

10. ALLOWING ANOTHER OPTION FOR PENSION TO THOSE WHO RETIRED UNDER VRS AS PER OFFICERS' SERVICE REGULATIONS, COMPULSORILY RETIRED EMPLOYEES AND RESIGNED EMPLOYEES:

In the MoU/Settlement/Joint Note signed on 27-11-2009 & 27-04-2010 by the UFBU with IBA, the beneficiaries are all categories of retirees. Whereas the IBA has interpreted those Officers retired under OSR & those compulsorily retired have not been covered under the Settlement. Our efforts in this regard did not bring fruitful results. In the absence of any other alternative, such affected retirees have been forced to approach the Court of Law seeking justice. But Retirees' Organizations cannot remain silent without pursuing the matter organisationally.

As such, this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests the IBA/Govt. for extending the benefit of another option for pension to officers retired under VRS-OSR and also to compulsorily retired employees. Further, in the light of Supreme Court judgment delivered on 28.07.2011 in respect of Sheelkumar Jain Vs New India Assurance Co.

Ltd., the 3rd Triennial Conference further demands that the IBA/Government should extend another option for pension to all the resigned bank employees also.

11. SECOND OPTION FOR PENSION:

This offer should have been made available to bank resignees, as is made eligible by the judgement delivered by the Hon'ble Supreme Court on 28.07.2011 in respect of Sheelkumar Jain Vs New India Assurance Co.Ltd.

In respect of those who retired prior to 29-09-1995, they did not opt for pension in the first instance, when the right of option was available. But later when the second option for pension was opened up and offered, this category of retirees that is retired prior to 29-09-1995 who wanted to opt for pension now are denied the opportunity for no fault of theirs. Hence AIBRF unanimously resolves to demand that the right of 2nd option be extended to such retirees also.

12.WEIGHTAGE FOR QUALIFYING SERVICE TO SPECIALIST OFFICERS:

Pension Regulations 1995 permits weightage in qualifying service of Specialist Officers, under its Regulations No.26 on certain conditions. But banks are not following this regulation due to which many Specialist Officers are being deprived of benefit available to them under the aforesaid regulation No.26. Viz: 5 years weightage for the purpose of pension. Hence, this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves to demand that the aforesaid weightage is extended to all specialist officer retirees in Banks as per Pension Regulations.

13. ADDITIONAL PENSION TO VERY OLD RETIREES:

In the 6th CPC, the Government of India have rightly identified that this category of pensioners 80+ need to be considered specially and an enhanced pension for the retiree and their families was recommended and accepted by the Government. As such, AIBRF unanimously resolves to place the demand that this category of pensioners Viz: 80 years and above and the Family Pensioners be given additional pension.

14. RECOGNITION OF AIBRF BY IBA/GOVT FOR NEGOTIATIONS:

We are the only representative body at the industry level representing all types of retirees from messenger to General Manager and Voluntarily retired, Technical and all other categories of retirees. We operate through bank wise All India Organisations who in turn, function through their State Units. We also have Statewise Units of All India Bank Retirees' Federation. Except SBI, most of the retirees' associations of banks are our affiliated units and we have representations in all the States across the country having national character. The United Forum of Bank Unions which is the negotiating body at the industry level and signatory to all bi-partite settlements are fully supporting our organization and are taking up our issues with IBA/Govt. This system is operating at present, as we are not allowed to negotiate directly with IBA. But this position is embarrassing to us as well as to UFBU, as conceding some of the monetary benefits to retirees cut the pocket and quantum of benefit which otherwise the working employees might be able to secure. This situation naturally comes in the way of certain rightful benefits which the retirees could have secured by now like updation of pension, 100% neutralization of DA, improvement in Family Pension etc. Hence it would be fair that as retirees also were the major participants for the growth of banking industry they deserve such benefits. Retirees' Organisations need to be recognized for negotiation with IBA independently and secure the benefits without

embarrassing UFBU and without adding the cost of the benefits in the package of serving employees.

15. ENHANCEMENT OF CEILING ON GRATUITY AND IT'S APPLICABILITY:

The enactment which has increased statutory ceiling on Gratuity to Rs.10 lacs has been made applicable to all government undertakings with effect from the date of their wage revision. Unfortunately, as is being done in many other cases, employees in banking industry are again subjected to step motherly treatment and this enhancement is made effective only from 24-05-2010. In the interest of equity and fairness, this 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves to appeal to the Government that this enhancement is made applicable to those who retired between 01.11.2007 and 23.05.2010.

16. DISCRIMINATORY TREATMENT TO VRS & OTHER RETIREES:

Superannuated retirees, VRS retirees, SVRS retirees, resignees and all other types of retirees to be treated equally. At present, there is continued prejudice especially against VRS retirees and they are not being allowed to enjoy the facilities/benefits offered by banks Viz: participation in Hospitalisation Schemes, booking of holiday homes, concessional rate of interest on deposits/loans/lockers etc. In fact, these VRS category of retirees have obeyed by taking the VRS in due regard to the wishes of the bank managements for reducing the establishment cost and thus reduction of staff. Thus, instead of appreciating their action, they are being denied all normal facilities offered to normal retirees. Similar is the case with other category of retirees and resignees. Hence AIBRF unanimously resolves to demand IBA and the Govt that there should be no discrimination in offering facilities by banks amongst the retirees. In

other words, mode of exit from bank's service need not be the criterion for extending facility to bank retirees.

17. APPLICABILITY OF PENSION SETTLEMENT TO PRIVATE SECTOR BANKS:

In our country with democratic principles and justice to all, the denial of pension to private sector employees of the same banking industry where most of the banks are nationalized is totally unjustified. As a matter of policy also, the govt. of India never allowed a private bank employee to lose his employment even when a pvt. Sector bank has failed. Those of the private banks who were not doing well and some private banks who are prepared to get merged were always merged with strong banks and then the employees get all benefits including pension. Similarly employees of such nationalized banks which are not doing well also get pension. Under these circumstances, denying pension to private sector bank employees is totally discriminatory and unjustified. Hence it is requested that private sector bank employees are allowed to exercise another option for pension. (Ing Vysya, Bank of Rajasthan etc.) Further, these private bank managements are signatories to the industry level settlement/joint note. Hence we request that private sector bank employees also are allowed to opt for pension with reference to settlement made between IBA and UFBU on 27-04-2010 (Ing Vysya Bank Ltd, Bank of Rajasthan etc.)

18. TREATMENT OF PRE-MERGER RETIREES:

It has been the trend that small banks are getting merged with major private or nationalized banks. The RBI while allowing mergers is giving free hand which is taking the merger to leave the fate of merged bank employees to their own fate in certain matters. Particularly those retirees of pre-merger are becoming orphans to facilities like pension option, ex-gratia, loan facilities, identity cards etc by denial. The cost of allowing

these facilities is meagre, but the image of the bank which is taking the merger is lost much more and we request that these facilities should be extended to them also. (Erstwhile Bank of Rajasthan & Bank of Madura Ltd, Nedungadi Bank Ltd. etc)

19. PROTECTION OF PENSION FUND CORPUS:

We are perturbed to note from media reports that steps are on the anvil to invest/manage huge funds in the Pension Fund corpus of the Employees of Public Sector Banks with Private Pension Fund Manager/s. The Conference notes with concern that the above move is a serious matter concerning post retirement benefits of thousands of serving employees, existing pensioners and family pensioners. Pension Corpus Funds are hard earned money of every past and present employees of the Bank accumulated over a period of time and needs to be dealt with prudence and financial wisdom. Presently, the funds are being invested only in specified securities. It is the moral obligation of the Banks to ensure that the corpus of Pension Fund is in the safe hands. Hence, the 3rd Triennial Conference of AIBRF held at Kolkata on March 1-3, 2012 unanimously resolves to urge upon the Hon'ble Minister for Finance, Government of India to abandon the aforesaid move.

20. INTRODUCTION OF SYSTEM TO AVOID UNWANTED LITIGATION:

It is observed that from many of the cases pending before various High Courts/Supreme Court that banks and IBA are unnecessarily and wantonly dragging the cases against bank retirees evidently to buy time or to frustrate the retirees with delays and spending of money. Of late, it is found that even in legally tested cases as well as IBA agreed cases/matters also, such unnecessary litigations and wastage of public

money is being done. This is happening for the reason that no accountability is fixed for those officials who are knowingly dragging these litigations to various high courts and Supreme Court ultimately resulting in loss of face and public money.

Hence AIBRF unanimously resolves to appeal to the IBA and the Govt. that matters where the judgment at high court level is clear and no further litigation would help the bank management, in such cases the verdict of the high court should be implemented by all banks without further appeals and litigation. Such gesture by bank management would help saving of hard earned money of the retirees and will help him in availing the benefit during his lifetime and in times of their need.

21. 50% CONCESSION IN RAIL FARES:

Elder persons are a resource. In India, as elsewhere, senior citizens need to remain integrated in society, be able to live with dignity and security and participate actively in the formulation of policies that impact them. As such, the 3rd Triennial Conference of All India Bank Retirees' Federation held at Kolkata on March 1-3, 2012 unanimously resolves and requests the Hon'ble Union Railway Minister to announce 50% travel concession to male Senior Citizens (60+) in the ensuing Railway Budget for 2012 – 2013. The Conference also requests the Railway Minister to make available this concession for all trains, including passenger trains, so that the poor senior citizens in the rural areas also get the benefits. It is further requested that Old-old Senior Citizens (85+) should be considered as physically challenged persons and the facility of "one escort free" should be allowed to them.

22. ON ORGANISATION & OUR TASKS:

Bank service is, in a way, national service. Bank employees' services to the public, contribution to the advancement of the economy and the country are immense. During our service life in our Bank, we were rooted in trade union philosophy and we nurtured the mainstream movement of the bank employees and officers through conscious involvement in various types of organisational activities/programmes for realising our demands.

Pension Settlement/Joint Note dated 24-10-1993 is a product of collective bargaining on account of protracted struggle and Pension Scheme was introduced in banking industry on 29.09.1995. It baptized the bank retirees as pensioners irrespective of their past designations & restored their links with our Bank as pensioners. This landmark achievement in the history of bank employees as well as bank retirees necessitated organising bank retirees for redressal of their legitimate grievances and eventual improvement in pensionary benefits. The difficult task of organising bank retirees across the country was initiated by none other than the Founder General Secretary of All India Bank Employees' Association, Late Com. Romesh Chander Chakraborty along with Com.T.M.Mathews and other bank retirees with the objective of forming an inclusive all-cadre national organisation of bank retirees. Thus our National Organisation of bank retirees - ALL INDIA BANK RETIREES' FEDERATION was born on 1st May in 1994 at Ahmedabad.

The formation of AIBRF gave fillip to organising bank retirees throughout the country and bank wise organization at State and all India level were formed in majority of banks – both in public sector and private sector. AIBRF and its units have played major role in bringing the issue of another option for pension to PF retirees also in the discussion with IBA/Govt through Parliamentary Standing Committee on Personnel & Public Grievances, Law & Justice. The bank retirees are already on struggle for realising long pending demands like 100% neutralization of

D.R. to pre-2002 retirees, Updation of pension, extension of another pension option to those who retired under VRS as per OSR, Compulsorily Retired and Resignees, and Uniform Hospitalisation Scheme etc.

To redress our legitimate grievances and to get proper facilities for a dignified and decent living as human beings in the post-retiral phase, we shall endeavour our best to make common cause with other organisations of bank retirees. Also, for effective implementation of decisions of All India Bank Retirees' Federation across the country, we need to have our State Body in all the States. Zealous interest amongst all Bank Retirees all over India and active support from them can only build up a strong Federation.

This 3rd Triennial Conference, we believe, will be in a position to accelerate our efforts in moving towards that direction. Being alive to the changes and conscious of the emerging challenges/issues highlighted through various resolutions, it is essential that our AIBRF should play greater role in moulding the bank retirees for effectively responding to the future challenges by giving an inspiring lead for their solution. To realise our dreams, therefore, a stronger AIBRF is absolutely necessary.

This 3RD Triennial Conference of AIBRF held at Kolkata on March 1-3, 2012, therefore, unanimously resolves to fervently call upon all our activists and functionaries to rise to the occasion and come forward with their whole hearted cooperation and unstinted support to organize the bank retirees.

