



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 D.A.Masdekar
Sri Ashok Patil
Sri J.B.Dave
Sri F.Martis
Sri B.Ramji
Sri M.K.Jha
Sri C.Gopinathan Nair
Dr. R.D.Yadav
Sri K.K.Guptha

General Secretary

Sri S.C.Jain

Dy. Genl. Secretary

Sri R.S.Desai
Sri D.P.Gupta
Sri S.V.Srinivasan
Sri DebeshBhattacharyya

Organising Secretary

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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.Velayudam
Sri Anindya K. R. Basu
Sri Pratap Shukla
Dr.G.S.Jog

Treasurer

Sri M.S.Chourey

Ref: 2015/189

Date 27.05.2015

**The Office Bearers/ Central Committee Members/ State Body
Chiefs
A.I.B.R.F.**

Dear Sir

**Re: 10th Bipartite Settlement
Re: Record Note dated 25th May 2015**

As all of you are aware by now that 10th Bipartite Settlement has been signed by the negotiating parties on 25th May 2015 after prolonged negotiations during last 30 months, paving way for revision in salaries and other service conditions of bank employees. We convey our congratulations to our employee friends for successful struggle and final achievements.

2. As far as bank retirees are concerned, in the settlement signed on 25th May, 2015, no demands has been agreed and sanctioned despite the fact that UFBU and its constituents included long list of retirees demands in their charter of demands and much repeated promises by union leaders not to sign the settlement till demands are met. It has resulted into huge dissatisfaction and disappointment among more than 3 lakh pensioners and family pensioners. AIBRF fully endorse their sentiments. On this occasion, we wish to congratulate and salute our cadre, primary members, affiliates, office bearers, central committee members and well wishers for showing solidarity and unity through out our struggle. Now new struggle has begun with new challenges. We are confident that final win will be ours and AIBRF and retiree movement will come out with flying colours in the coming days.

RECORD NOTE DATED 25.05.2015

This time, along with signing wage settlement for employees, IBA and UFBU have signed RECORD NOTE DATED 25.05.15 giving their stand on various retiree demands/ issues. We will have to pick up our threads for future action plan and strategy from this document and it will become base for us in coming days. Therefore we are presenting detailed analysis on various aspects/ points covered in it and shall continue to do so as and when need arises for our future action plan.

Our broad observations on this document are as under



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(i) During last 20/25 days AIBRF initiated several action points at the organisation level creating enough pressure on the concerned parties/ authorities to come out their stand on retirees demands. This document is the out come of AIBRF efforts according to us.

(ii) This is the first time through this document, IBA and unions have come out with their stand on the pending retiree issues. Though we may not agree with their stand, it will help us in formulating our future action plan/ strategy.

(iii) This document deals with 8 retiree demands/ issues namely (a) Uniform medical facility (b) LTC to retirees (c) 100 percent Dearness Allowance to pre November 2002 retirees (d)Improvement in family pension (e) Merger of DA up to 4440 points in the basic pension (f) Updation of pension (g) Periodical updation at the time of wage settlement in future (h) Uniform allocation of funds for retirees out of welfare funds. The demands listed in the document cover all our present pending issues.

(iv) On analysis of IBA stand on the above issues, they may be divided in to two categories

(a) On some demands listed in the document, it is stated that IBA could not take the final view on them at the time of signing the settlement as the cost study etc could not be completed

(b) Other demands are those which can not be considered due to funds constraint as per IBA stand.

(v) On the basis of the above , we can place the following demands under first category where final view could not be taken for the want of time to complete cost study

(1) 100 percent dearness allowance to pre-November 2002 retirees.

(2) Improvement in Family Pension

(3) Merger of DA up to 4440 points in basic pension

Other 5 demands can be placed under category two which can not be considered due to fund constraint according to the Record Note dated 25.05.2015



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The above is the official declared stand of IBA which has been further endorsed by 9 unions of banks in the Record Note.

We shall now place our views/ analysis on the three demands under category one.

100 PERCENT DEARNESS ALLOWANCE TO PRE- NOVEMBER 2002 RETIREES

IBA stated stand on the above as per Record Note dated 25.05.15 is as under

(a) The matter is sub- judice as certain cases on this issue are pending for decision with Supreme Court. As such IBA can not take decision on this issue at this stage.

(b) From humanitarian point of view , IBA may examine feasibility of providing 100 dearness relief to pre November 2002 retirees based on detailed casting exercise.

Based on the above stand of IBA we propose to move as under

(a)We shall enquire what is the stand of IBA on court cases to resolve the issue through dialogue.

(b) we would like to draw attention of IBA that, in the past , despite pending court cases the concerned issues were dealt and sanction in previous settlement. Therefore court cases should not come in the way.

(c) If IBA wants to consider the demand on humanitarian ground it should be expedited and sanctioned at the earliest in view of the fact that the matter is pending for last 10 years and more than 40000 affected pensioners have left this world without enjoying the benefit and further delay would cause immense damage to this sensitive aspect. Therefore it is the fittest case for urgent decision

(d) When IBA talk of solution to the issue on humanitarian ground, cost factor becomes secondary.

(e) We understand from communication issued by UFBU that in 2014 itself IBA had recommended case of 100 DA to the government for approval and approval was awaited. If the position is so we believe the recommendations must have gone after due study on cost aspect. Therefore, according to us, this exercise is not needed at this stage. However if any further exercise is needed by IBA it should be done quickly.



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We shall be approaching IBA on the above lines on the demand of 100 percent DA. We believe hope is not totally lost for resolution of this issue through dialogue without resorting to legal action. We shall also be keenly watching the decision taken by Board of United Bank on this issue based on consultation with government and RBI as per the direction of Kolkata High Court by 15th June,2015.

IMPROVEMENT IN FAMILY PENSION

On the above issue IBA stand as per the Record Note dated 25.05.15 is as under

(a) IBA is sympathetic to the issue.

(b) Cost is significant and unaffordable

(c) IBA will examine the cost implications and sustainability.

We shall approach IBA with the following submissions on the issues for early solution

(a) Cost study should be completed within time bound manner.

(b) Data should be shared with AIBRF

(c) AIBRF should be given opportunity to make submissions on this issue.

(d) We hold view that every death brings substantial savings for the bank and not add to the cost.

(e) Family pensioners are also old persons and therefore this liability is far limited period.

MERGER OF DA UP TO 4440 IN BASIC PENSION

IBA stand on this is as under

IBA would examine the cost implication.

This issue is linked with updation exercise with wider repercussion. We shall deal with when the clarity come on the issue from IBA.

GROUP MEDICAL SCHEME TO RETIREES



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IBA has stated that group insurance facility would be available to retirees also but at their own cost. We are studying the scheme and will come out with our views shortly.

PREEMBEL OF RECORD NOTE DATED 25.05.2015

In the beginning of the document , IBA has come out with the statement “ any demand of retirees can be examined only as welfare measure as contractual relationship does not exist between banks and retirees.” We find that unions while signing the document has not recorded their stand on the issue and thereby endorsed the position taken by IBA. This statement is not acceptable to AIBRF and according to us can not be accepted to any retiree organisation. Our pension scheme which is defined benefits scheme and designed on the models of pension schemes applicable to government/ RBI pensioners is based on basic principle that pension is nothing but deferred wages. Deferred wages is matter of right and not merely welfare measures to be left at the discretion of employer. This principle has been laid down and confirmed time and again by highest court of the country. The concept of deferred wages call for periodical review as a matter of right. We shall have to fight out against this stand of IBA. We shall also appeal to UFBU to examine this issue and come out with their stand on it.

Comrades, we assure you that AIBRF will take all possible steps to safeguard interest of our membership. AIBRF is independent organisation and shall continue to work accordingly. But at the same time we strongly believe in coordination with unions and shall continue to work in this direction.

With Warm Regards

Yours Sincerely

**(S.C.JAIN)
GENERAL SECRETARY**