



## ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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16.07.2022

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

Dear Sir,

### Re: Proceedings of the Central Committee Meeting held at Patna from 11<sup>th</sup> to 13<sup>th</sup> July,2022

Central Committee Meeting of AIBRF was held in Patna from 11.07.2022 to 13.07.2022 to transact the business as per the agenda given in Notice No. 2022/628 dated 07.05.2022. The meeting was attended by 33 office bearers, 85 central committee members and 20 observers and representatives from state committees. **52 office bearers, central committee members and observers participated in the deliberations which lasted for about 17 hours.**

2. Gist of the deliberations held and decisions taken in the meeting are given below

- (a) The meeting was hosted by Bihar State Committee of AIBRF. Welcome speech was delivered by Shri Sunil Shrivastava, General Secretary and Shri D.N. Trivedi, Deputy General Secretary of the state committee.
- (b) President AIBRF, Shri S.M. Deshpande made opening remarks pointing out the delay taken place in organizing the central committee meeting and the challenging time through which we all passed due to covid pandemic. He further set time frame for participation in the deliberations.
- (a) The house paid homage to the leaders/ activists from retiree movements and prominent personalities and celebrities from different walk of life who passed away since last central committee meeting and observed two minutes silence as a mark of respect. Name of Shri Balakrishnan, Chairman, Central bank Retirees' federation who passed away in 2021 was added in the list and homage was paid to him.
- (b) The General Secretary thereafter presented minutes of the last central committee meeting held in Lucknow in December,2019 and action taken report on various decisions taken therein for approval of the house. The minutes were unanimously approved.
- (c) **Issues affecting Senior Citizens:** AIBRF is organization of senior citizens and it takes up issues of senior citizens from time to time with the authorities for resolution. The GS had expressed concern on continuous increase in inflation in the country and to provide effective relief to senior citizens who get hit worst due to limited income. The following issues were identified for taking with the government (i) income tax exemption limit to be increased to 10 lakhs for senior citizens (ii) Increase limit from 15 lakhs to 30 lakhs for placing deposits under government sponsored schemes for senior citizens. (iii) Rate of interest on government deposit scheme for senior citizens should be 9 per cent (iv) Railway concession available to senior citizens before covid should be restored. The house unanimously approved these proposals asking central office to take appropriate action on them.

(d) **Updation of Pension:** On the subject of Updation, GS gave detailed account of the organizational efforts made by AIBRF in last 3/ 4 years and the impact these efforts made in taking the issue forward for final solution, present status of the demand, legal aspect and organizational efforts needed for further follow up and persuasion. He pointed out that in the meeting held on 1.7.2022 with unions, IBA where all committee members constituted by IBA who are dealing with updation members were present has agreed to discuss updation issue for finalization of the proposal to be submitted to the government for approval. GS had drawn attention of the house that IBA has agreed to examine the proposal given by unions to merge DA at the index of 6352 for all groups of pensioners. **It is AIBRF who first time mooted the demand of merger of DA at index 6352 instead of merger at 4440 done in RBI during updation exercise.** He pointed out that we all in AIBRF should feel happy and honored that demand of AIBRF to merge DA at index 6352 has been accepted by UFBU and IBA for consideration. **He submitted to the house that it should be considered as significant move towards updation for all.**

The GS has further drawn attention of the house that without any ambiguity and confusion, **AIBRF has been consistently demanding since March, 2019 that pension updation should be as per RBI formula to be extended to all groups of pensioners retired up to 31.10.2017.** These aspects have been deliberated and discussed in core committee and office bearers' meetings. Despite this, it is seen that among some functionaries confusion on this count persist and being aired. This need to be removed. **Therefore, at the cost of repetition it is once again officially mentioned that AIBRF demand for updation is as per RBI formula and it will continue work to achieve it.**

He had further drawn attention of the house that in the meeting of 1.07.2022 held between unions and IBA, it is agreed to examine proposals of updation for pre-1986 retirees and spouses and pre-2002 retirees and thereafter updation for those retired after 2002. It was made clear that AIBRF demand pension updation exercise for all up to 2017 as per RBI formula. But. The important fact which can not be lost sight of that among various groups of pensioners, worst sufferers are those retired before 1986 and before 2002. They have been discriminated in the matter of 100 per cent DA and have been silently suffering for last 20 years with gap in DA increasing every half year. Further they have been getting older and older and most of them are 75 and above. As a responsible organization, AIBRF should express their complete solidarity for the cause of this group of retirees. GS also made appeal to the house to understand the whole matter in proper context and not be mixed up with demand of pension for all. AIBRF is committed to work and achieve pension updation for all.

The GS also explained various issues involved in the present case on updation pending in Supreme Court and informed the house that as per the consensus decision taken in Core Committee meeting and further endorsed by Office Bearers' committee, AIBRF will not presently seek legal intervention in the case and shall continue to make organizational efforts for resolution of the issue

Several participants spoke on this issue and highlighted following area of concern (i) Undue delay in finalization of updation exercise and several pensioners leaving the world without enjoying the benefit of updation which they deserve (ii) IBA reported move to address updation issue in phased manner. Participants expressed strong resentment on it (ii) Lack of transparency in carrying out the exercise (iv) Position of Pension Funds in bank which indicate comfortable position

The general Secretary took careful note of the various suggestions/ observations made by the

participants on the subject during deliberations on it and assured to the house to keep them in mind while deciding future course of action on it.

Action Plan approved on Updation in the meeting

- (i) AIBRF will keep close watch on the developments taking place on updation issue and organization will take appropriate action to take the issue for final resolution.
- (ii) AIBRF calls upon the cadre to be ready for some more action programs in support of updation demand. Present action program to submit the memorandum to ZMs will continue for next two months**
- (iii) AIBRF will keep liaison with UFBU to pursue them to take appropriate action for early resolution of updation
- (iv) AIBRF will collect relevant data on updation, analyze them and will effectively use them for early solution
- (v) AIBRF will do periodical review of the developments in the matter and accordingly take decision on future strategy.
- (vi) Our affiliates and state committees are called upon to explain to the cadre to bring clarity on AIBRF stand on updation formula and other related points by holding meetings and written communications.

(e) **Group Medical Insurance Scheme:** The General Secretary made detailed submission as how group medical scheme for retirees has performed in the previous years and future plan.

- (i) It is running in to 7<sup>th</sup> year since its lanching in November 2015. On an average 190000 retirees have exercised option every year in last 7 years. Average claim ratio comes to 110 per cent.
- (ii) Through organization efforts of AIBRF, several improvements have been achieved to make it affordable. He also explained importance of institutional support for effective implementation of the scheme and to achieve more improvements in it to make affordable for all section of retirees.
- (iii) He expressed concern on continuous increase in premium year after year and becoming unaffordable for large number of retirees.
- (iv) To ensure increase in participation ratio of retirees and to make it affordable, the GS informed the house that as per the unanimous decision taken in office bearers meeting, **AIBRF has represented to IBA and UFBU to make health insurance policy of Rs. 2 lakhs free of charge so each retiree get minimum health insurance cover**
- (v) **GS further informed the house that it is matter satisfaction that IBA/ UFBU has agreed to consider AIBRF suggestion to give minimum basic health insurance policy to each retiree free of cost.**
- (vi) In the meeting held on 11.07.22, IBA has formed committee of representatives from bank management, UFB and insurance company to study the proposal and give specific offer in this regard. Six-week time has been given by IBA to complete this exercise. In this way AIBRF demand to give base minimum policy free of charge has started taking shape and once approved finally it will become mile stone.
- (vii) The GS had also drawn attention of the house that IBA/ UFBU has started taking steps well in time in July to decide terms and conditions of next renewal and are actively considering various proposals/ option to reduce premium rates on retiree policy. It is well come step and result of AIBRF organizational steps taken from time to time to make improvement in terms and conditions of the policy to make it affordable for one

and all.

The participants expressed their concern and unhappiness on continuous increase in the premium and wanted some concrete steps to provide relief to the retirees.

Action Plan approved in the meeting for health insurance.

- (i) AIBRF will wait for final outcome of terms and conditions on next renewal which are expected by end of August, 2022.
  - (ii) AIBRF will enhance its liaison and coordination with IBA/UFBU during this period so the final approval comes as per our demand and efforts.
  - (iii) AIBRF will continue to work for bringing further improvements in terms and conditions of policy.
  - (iv) AIBRF has taken conscious decision that while it will work at the organizational level for improvements in the scheme, final choice for selection of health policy will be left to the individual. If some individual wants to go for any other policy or any affiliate wants to promote and work for any other policy, they will be free to do so.
  - (v) On final outcome on finalization of terms for renewal for 2022-2023, if needed emergency central committee may be convened.
- (f) **Improvement in Family Pension:** One and all the speakers were of unanimous view that it is historical achievement for bank retirees and it is matter of organizational pride for everybody in AIBRF that it contributed significantly to ensure the achievement. The entire house felt honored that AIBRF could contribute to bring dignity and respect to 1.90 family pensioners, out of which 95 per cent are women.
- (g) **Stagnation Increment:** This issue was pending for long time for implementation. AIBRF did close follow up at IBA level on continuous basis for last 3 years and because of these efforts, now stagnation increment benefit has been given to those retired between 2012 to 2015 under 10<sup>th</sup> settlement and those retired between 2017 to 2020 under 11<sup>th</sup> settlement.
- (h) **Other Pending Issues of Retirees:** The General Secretary presented detailed report on various steps taken by AIBRF since last CC Meeting to pursue the following pending issues at different level for resolution (i) Pension option to Resignees and left over retirees(ii) Commutation arrears arising out of Supreme Court judgement on 1616-1684 index (iii) Reduction in GST on insurance premium payable by senior citizens (iv) inclusion of special allowance for pension benefit to those retired under 10<sup>th</sup> & 11<sup>th</sup> wage settlement. Etc. The GS informed the house that AIBRF would continue to take appropriate organizational steps to follow up the matter.
- (i) **Merger of Banks & Privatization of PS Banks.** The GS presented detailed report on various steps initiated by AIBRF since last central committee meeting to ensure better coordination among the affiliates who are affected with the merger. The major step taken in this regard is convening joint meeting of 14 merger affected bank at Indore on 11.06.2022. Several unanimous decisions as contained in AIBRF circular No. 2022/637 dated 12.06.2022 were taken on the issue of enhancing coordination among retiree organizations. The GS further reported to the house that the steps taken by AIBRF in this area have resulted in to better initiative by the concern affiliates in this direction after Indore meeting in sorting out the bottlenecks being encountered and making coordination committees active. However, it is seen that some of the affiliates during the deliberations on the subject placed points on difficulties still being encountered by them. In response to this, the GS, AIBRF stated that important decisions have been taken at Indore meeting on coordination which require further sincere efforts and time to stabilize the whole concept. It would not be proper to jump on any

conclusion in hurry. Developing whole concept of coordination in entities having different culture and tradition is very sensitive area and can be tackled with patience and commitment. He further stated that coordination among affiliates is very important issue for AIBRF at apex level and it is committed to handle it with persuasion and firmness. He made appeal to all affiliates to give fair trail to the decisions taken at Indore and they can be reviewed after 3 to more months for further appropriate steps in this regard. He sought cooperation and support of all concerned.

The GS while taking on the issue as per consistent policy of AIBRF, we oppose move and efforts of the government to privatize public sector banks. AIBRF has lodged strong protest to the government and will continue to work in coordination with like minded entities to stall government move in this regard

Above stand of the GS was unanimously endorsed by the house.

- (j) **Private Banks Issues:** The GS invited attention of the house while presenting report on private banks that AIBRF is giving due importance and role to the retiree issues in private sector banks like formation of permanent committee to deal with issues of private sector banks, more representation to private sector banks in office bearer team of AIBRF, making representations to IBA and concern managements. on their issues etc. He further reported that they have brought desired results in the form of implementation of various settlements/ court judgements in these banks.

However, as per the points and concern made by the representative from CSB that management of the bank is highly vindictive towards employees and retirees. Provisions of 11<sup>th</sup> bipartite settlement, bank management is not agreeable to implement despite long agitational programs. Further it is making attempts to victimize individual retirees and employees.

The representative of Kotak Bank also drawn attention of the house on some long pending issues which are pending for implementation and the management through negative attitude is unnecessarily dragging them to avoidable litigation.

While responding in the matter, the GS once again retreated that AIBRF fully support and backs their all legitimate issues and is committed to take all possible steps at the organization level to resolve them. In case of CSB he moved the resolution condemning anti-retiree attitude of the bank management and extending full support to the affiliate in their struggle. The resolution was unanimously approved by the house.

- (k) **Retiree Issues in RRB:** As per the submissions made by representative from RRB federation, family pension improvements as approved by the government are yet to be implemented in RRB sector. The GS on behalf of AIBRF assured the comrades from RRB that AIBRF fully support their demand and committed to take all required organizational steps needed to achieve it. The GS made appeal to RRB comrades to launch special drive for membership to further strengthen retiree movement in the RRB sector.

### **ORGANISATIONAL ISSUES**

The following organizational issues were also deliberated in the meeting

- (a) The GS reported to the house that AIBRF had contributed to Rs. 1.04 crores to PM Care Fund in June,2020 & September,2021 to supplement government efforts to fight covid pandemic. In addition to this State Committees contributed about Rs. 1.60 crores to Chief

Minister Relief Funds of state for this purpose. AIBRF also contributed Rs. 5 lakhs to Chief Minister Funds of West Bengal and Odisha to help people affected in Amphion Cyclone. After discussion, Central committee unanimously approved AIBRF acts in contributing to PM Care Fund.

(b) **Next Conference of AIBRF:** The GS informed the house that as per provisions of AIBRF constitution, terms of the existing body has been over in March, 2022 and next delegate session has become due. In this regard, he moved the following proposals for consideration of the house.

- (i) Central Committee to pass suitable resolution extending terms of the existing body till the next conference is held and new body constituted. This resolution will be placed before next delegate session for information and confirmation
- (ii) Karnataka State Committee submitted proposal to hold next conference in Bangalore. Exact dates of the conference will be finalized after making all logistic arrangements which normally take 6 to 8 months' time. Telangana State Committee also submitted proposal to hold the conference in Hyderabad which was subsequently withdrawn taking in to consideration desire of Karnataka state Committee to hold it in Bangalore. The General Secretary finally proposed to hold next conference in Bangalore for consideration of the house.
- (iii) Decision on amount of delegate and observer fees, financial support from central office for the conference will be taken by central office with due consultation after receipt of the budget from the state committee.
- (iv) The Central Committee will take required steps to constitute committee to prepare proposals for constitutional amendments needed and to draft resolutions to be moved in the conference with due consultation at appropriate level.

The above proposals were unanimously approved by the house after deliberation on them. Thereafter, the GS formally announced that next conference would be held in Bangalore to be hosted by Karnataka State Committee and extended invitation to all affiliates to attend it in large number to make it grand success s per the tradition of AIBRF.

( c ) **Core Strength of AIBRF:** While responding to the deliberations and discussion in the concluding session, GS had invited attention of the house that AIBRF has emerged as the largest and most active bank retiree organization and has become symbol of retirees hopes and aspirations. AIBRF could achieve this mile stone , besides hard work, **its unshakable faith and belief in some core traditions and values. They are unity, mutual respect, Patience, Positivity and Perseverance.** These principles provide strength and confidence to the leadership and the cadre at the time of crisis and movement of adversity. By adopting these core principles, we have sailed difficult times and ensured achieving various demands for our cadre on which we all can feel proud. However, it is seen that while handling Updation issue which is highly complexed we all know , **some our leaders feel fatigue leading to expression of negativity emotionally.** It has to be understood by the leaders and cadre that negativity has no place in AIBRF even when we encounter adverse situation. There is famous saying "**Night is the darkest just before sun rise**" We must understand and appreciate that we can not expect from the management representatives that they will talk always what we want to hear them and any adverse remark from management and any quarter should not make us dejected or disappointed which makes leader to off load all frustration in open. While handling Updation issue in last 10 years we have faced many several adversities , but with our belief in three Ps we reached at the present level. **Let us once again resolve that Pension Updation is Mother of all Demands and Right of Bank retirees and we shall achieve it and**

**AIBRF is on struggle path.** Negative messages coming from any quarter need to be completely ignored,

This message placed before the house was appreciated by the house and fully endorsed.

(d)The General Secretary had also drawn attention of the house that AIBRF has policy of collective decisions where maximum people become party to the decision making process. This system has produced very sound and long-lasting results for the organization. AIBRF has taken several steps to create necessary hierarchy and multi-layer organizational set up like Core Committee, Office Bearers Committee, Central Committees, State Committees , permanent committees, issuance of communications, inviting suggestions from the members to ensure maximum participation and involvement from top to bottom in decision taking process under concept of collective decision. Our all committees are fully functional. It is matter of record. The GS made appeal to the entire house to strengthen the system of collective decision to make the organization strong which will provide special place to AIBRF in the retiree movement.

The above views were appreciated by the house and fully endorsed.

**The meeting ended in a very highly positive mood and with the readiness and commitment to work for Updation demand for early achievement**

The Central Committee conveyed their profound thanks to Bihar State Committee, its leadership and entire team for excellent arrangements made by them to make stay of participants comfortable coupled with warm hospitality. The meeting was declared concluded by the President thereafter.

With Warm Greetings

Yours Sincerely

A handwritten signature in black ink, appearing to read 'mabas', is written over a horizontal line that extends from the left side of the page towards the right.

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

