



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

Flat No 101, Block C Shivom Residency, M. G. Road Indore- 452001

E-Mail ID [sharbat\\_123@rediffmail.com](mailto:sharbat_123@rediffmail.com) Mobile: 8966019488

Ref: 2022/ 685

07.11.2022

The Deputy Chief Labour Commissioner (Central)  
Government of India  
Ministry of Labour & Employment  
Rafi Marg, New Delhi-01

Respected Madam,

**Re: Your Reference No. 21(20)/2022 IR  
Grievances of Bank Retirees raised by AIBRF.  
Minutes of the Meeting held on 21.10.2022**

We request you to refer minutes of the meeting held in your office on 21.10.2022 on the subject under reference.

2. As agreed mutually, IBA convened meeting to hold joint discussion on 29.10.2022 in Mumbai on grievances raised by AIBRF. It was attended by four representatives from AIBRF. IBA was represented by Deputy Chief Executive and Senior Advisor (HR)

3. AIBRF representative made oral submissions on the following issues on Group Medical Insurance Scheme applicable to retirees and the issues spelt out in our representation No.2022/673 dated 27.09.2022 in the meeting of 29.10.2022. **Since then, for last one week we have been waiting for receipt of draft minutes of the meeting from IBA for finalization. But they are yet to be received. We had sent reminder to IBA vide our mail dated 02.11.2022 (copy enclosed and marked as Annexure 01) with the request to expedite finalization of the minutes.**

#### **4. Issues raised by AIBRF in the meeting of 29.10.2022 with IBA**

(a) The premiums charged to the retirees for group medical insurance is in violation of the provisions of settlement dated 25.05.2015. It is clearly provided in the settlement that medical group insurance scheme would be made available to the retirees on the same terms and conditions applicable to the employees as welfare measure. In other words, claim ratio of employees and retirees would be clubbed and uniform rates of premium would be fixed for employee and retiree policies. In fact, this practice was followed in 2015-16 & 2016-17, but from 2017-18 and uniform rates of premium was charged to employees and retirees .But from 2017-18 onwards IBA negotiated with insurance company separate premium rates for employees and retirees in violation of the provisions of the settlement.

(b) Because of departure from the provisions of the settlement from 2017-18 onwards retirees are now required to pay much higher premium compared to employees for the same amount of sum assured and the difference is now almost 100 per cent for renewal in the current year.

(c) The premium rates have become unaffordable for most of the retirees. About 3 to 4 lakhs retirees are suffering. They are forced to opt out of the scheme because of higher premium fixed for retirees with continuous increase year after year and making them vulnerable in critical area of health management.

**(d) We requested IBA representatives to club claim ratio of employees and retirees and negotiate with insurance company for common premium rates for both categories. It will provide much needed relief to the retirees in exercising insurance option and also it will be in conformity with the settlement provisions.**

(e) In the settlement dated 25.05.2015, there is specific provision to reimburse claims for domiciliary expenses on 100 per cent basis without fixing any sub-limit for this purpose. It is nowhere mentioned in the settlement that domiciliary benefits will not be available to the retirees on the same terms and conditions. However, while designing policy for the retirees, sub limit of 10 per cent was fixed in it and retirees were asked to pay additional premium for availing domiciliary benefit. Imposing such artificial restrictions not envisaged in the settlement is gross violation of terms of settlement. Retirees were charged additional premium unauthorisedly and thereby depriving them from their legitimate right provided in the settlement. Because of this position, not even one percent retirees are not able to avail this facility. We requested IBA that this violation need to be corrected immediately so retirees could avail this benefit as provided in the settlement.

(f) There is provision of corporate buffer of 100 crores to provide additional claim in case of certain critical illnesses. This facility is not extended to retirees as provided in the settlement. **We made request to IBA that Corporate buffer facility should be made available to retirees as provided in the settlement.**

**(g) We made submissions to IBA representatives that we respect the settlement dated 25.05.2015 on group medical insurance scheme. Our request is only that violation in implementation of provisions of the settlement should be immediately stopped so that retirees are able to get their legitimate rights as provided in the scheme and thereby the object of welfare for which it was extended to retirees is achieved.**

(h) In the meeting we also pointed out to IBA representatives that retirees are being charged premium higher than sum assured for availing domiciliary facility which is beyond our understanding. How premium amount can be higher than sum assured. Why IBA is permitting Insurance company to charge this much premium.

(f) We also pointed out in the meeting that several representations on the subject have been submitted to IBA in the past giving various suggestions for consideration. But they have neither been acknowledged, nor replied and nor any discussion took place as requested. IBA has also not taken any steps to form any forum for holding discussion with retiree representatives on their grievances related to implementation of provisions of the settlement as per advice of Parliamentary Committee. This situation has resulted in to retirees being placed to highly disadvantageous position in very critical matter of health management.

(g) In addition to the above in order to reduce premium burden on retirees, various practical suggestions were given by AIBRF from time to time like reduction in room rent entitlement, capping on expenses for certain specified diseases. This would have provided much needed relief to the retirees without any additional financial burden on banks. What has been fate of our suggestions may be advised to us.

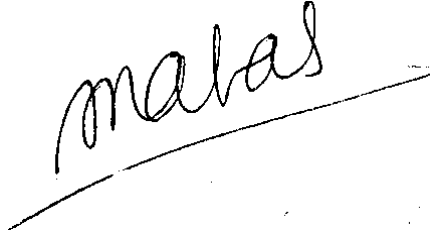
(h) We also requested for immediate decisions on our above issues so much needed relief can be provided to retirees before the scheme ends on 31.10.2022.

(i) We also informed in the meeting in view of continuous violation of provisions of the settlement there is tremendous amount of anger, frustration and disappointment in lakhs of bank retirees and AIBRF will be forced to launch action programs if situation is not corrected by IBA.

5. IBA representatives have not agreed any of the points made by AIBRF in the meeting immediately but assured to give their response on them in the draft minutes proposed to be sent for our approval. But even after expiry of more than one week since the joint discussions were held, no minutes are forthcoming from IBA. We request you to kindly convene meeting for quick disposal of the matter at CLC level.

With Respectful Regards,

Yours Sincerely

A handwritten signature in black ink, appearing to read 'mabas', is written over a horizontal line that extends across the width of the signature.

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

c.c. to  
The Deputy Chief Executive  
Indian Banks' Association Mumbai