



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

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सेवा निवृत्त हिरेस

Ref: 2022/ 686

07.11.2022

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

Dear Sir

**Re: Meeting with IBA on 29.10.2022 to hold Joint Discussion as per advice of CLC**

We request you to refer our earlier communications advising that AIBRF filed representation in office of Chief Labour Commissioner ( Central Office) Delhi on continuous violation of terms of settlement by IBA in fixing premium rates for health insurance policy applicable to retirees which has resulted in to that retirees have been required to pay much higher premium than provided in the scheme.

2. **On the representation filed by AIBRF, Joint discussions were held in CLC office on 21.10.2022** where IBA representative was also present. As per advice of the Presiding Officer, both parties agreed to hold Joint discussion on issues raised in AIBRF representation to find some amicable solution on the grievances of retirees.

3. **Accordingly, IBA convened meeting in Mumbai on 29.10.2022. IBA was represented by Deputy Chief Executive and Senior Advisor (HR) and AIBRF was represented by the President, General Secretary and Vice President.** The discussions were held in the cordial atmosphere. AIBRF raised the following issues while making oral submission in the meeting. Minutes of the meeting held in CLC office are enclosed for information.

(a) that group medical scheme applicable to employees was extended to retirees on the same terms and conditions as per provisions of Wage Settlement dated 25.05.2015 as welfare measure. In fact, in first two years after introduction of the scheme, as per provisions of the settlement, uniform premium rates were charged to employees and retirees. Provisions of the settlement needed that claim ratio of employees and retirees should be clubbed and common premium rates should be fixed thereafter payable by employees and retirees. However, from third year this practice was departed and sperate rates of premium were fixed for retirees and employees in violation of terms and conditions of the settlement. Because of this violation today retirees are required to pay almost double the premium payable by employees. It has put serious unaffordable financial burden on retirees and forcing them to opt of the scheme and making them vulnerable in health management at advancing age. **We made request to IBA to take appropriate step to club claim ratio and retirees should be charged the same rate of premium payable by retirees.**

(b) We had drawn attention of IBA representatives on provisions of the settlement providing facility of reimbursement of domiciliary expenses to the extent of 100 per cent. No where in the settlement it is stated that this benefit will not be made available to the retirees. Since the scheme was extended to retirees on same terms and conditions, retirees is also eligible to receive domiciliary expenses benefit on same terms and conditions as applicable to employees. However, while implementing the scheme, in violation of the terms of the settlment, several artificial restrictions like facility was restricted to 10 per cent of sum assured, additional premium for getting the benefit were imposed making the facility completely unviable for retirees. Now days

Insurance Company is charging premium higher than sum assured which is beyond understanding and logic. How IBA is allowing insurance company to charge higher than sum assured. We requested that steps should be taken to correct this violation and provide domiciliary facility to retirees as per terms of the settlement.

(c) benefit of Corporate Buffer should be made available to the retirees too as provided in the settlement

(d) We made request to IBA that suitable forum should be created so discussion on retirees grievances can be held for resolution as advised by Parliamentary committee on Public Grievances sent to IBA in 2009 on representation of AIBRF and as agreed by IBA in the joint meeting convened by Parliamentary Committee.

**4. At the end, IBA representative agreed to provide minutes of the meeting to us covering response of IBA on the above points. But even after more than 10 days of the meeting, IBA has not sent draft minutes to us.**

5. In view of the above we have reported the position to CLC and expect that CLC would convene meeting shortly to discuss the development and take appropriate stand on our representation and issues discussed in the meeting with IBA on 29.10.2022.

6. On this occasion, we congratulate all of you for showing solidarity and unity on various organizational steps being taken by AIBRF to achieve pending issues of retirees.

With Respectful Regards,

Yours Sincerely

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

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