

ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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Together for A Better Tomorrow"



Ref No. 2026/0195

Date: 27.07.2026

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

Dear Sir,

Re: AIBRF Constitution / By-laws – Observance and Compliance in the Functioning of the Organisation

The AIBRF has been fortunate to have a well-drafted Constitution, providing a comprehensive framework for the smooth, democratic, disciplined and transparent functioning of the organisation. We owe our sincere gratitude to the founders of AIBRF whose vision and foresight enabled them to prepare a Constitution capable of addressing almost every organisational situation and contingency.

2. The Constitution of AIBRF also enjoys legal recognition. It was approved by the Office of the Deputy Labour Commissioner, Gandhinagar, Gujarat, under the provisions of the Trade Unions Act at the time of registration of the Federation. Thereafter, the Constitution has been periodically reviewed in successive Triennial Conferences (General Council Meetings), and wherever considered necessary, suitable amendments have been made through democratic deliberations.

It is a matter of great satisfaction that every amendment carried out so far has been approved unanimously by the General Council. Further, all amendments adopted up to the last Triennial Conference held in February 2023 have also been duly approved in writing by the Office of the

Deputy Labour Commissioner, Gandhinagar. This clearly establishes that the Constitution of AIBRF and its amendments are fully in conformity with the applicable law of the country.

3. Equally important is the fact that AIBRF has consistently ensured that its day-to-day functioning remains in conformity with the provisions of the Constitution. The Federation has maintained an exemplary record by regularly convening meetings of the General Council, Central Committee, Office Bearers Committee and Core Committee. Minutes of these meetings are circulated promptly and confirmed in the subsequent meetings in accordance with established procedures.

Similarly, the financial affairs of the Federation are managed in a transparent and accountable manner. The accounts are maintained systematically, audited by statutory auditors and placed before the competent bodies for approval. The accounts have been audited up to December 2025.

Over the years, AIBRF has also developed a strong and effective communication system for pursuing retirees' issues and keeping affiliates and members informed about important developments. All these facts are matters of record and are fully verifiable.

In short, AIBRF has built an impeccable and credible record of functioning strictly in accordance with its Constitution and democratic principles.

4. At the same time, experience teaches us that while compliance with constitutional provisions is essential, the sustained growth and strength of any organisation depend equally upon adherence to healthy organisational traditions, mutual respect, established protocols, collective responsibility and ethical values. These unwritten conventions give life and spirit to the Constitution. They strengthen organisational unity, promote harmony and enable the Federation to function with dignity and effectiveness.

5. It has been observed that in recent months, including during the Office Bearers' Meeting, some speakers expressed concern regarding the sanctity of the Constitution. Similar views have also appeared on social media platforms. While every member has the democratic right to express his or her views, such general observations often create an impression that constitutional provisions are being routinely violated in the functioning of AIBRF. However, in any case, no specific instance of any constitutional violation has been cited in support of such assertions.

7. Constructive criticism based on facts is always welcome and contributes to organisational improvement. At the same time, broad and unsupported allegations have the potential to create unnecessary misunderstanding among members and may adversely affect the image and credibility of the Federation.

8. As the 7th Triennial Conference of AIBRF approaches, it is likely that discussions relating to constitutional provisions may become more frequent. In this context, all Affiliates, Office Bearers, Central Committee Members, State Committee Chiefs and members are requested to exercise due restraint and responsibility while making public statements or circulating messages on social media or other platforms.

If any member genuinely believes that any provision of the Constitution has been violated, the matter should be raised by specifically indicating:

- the particular Article, Rule or By-law alleged to have been violated;
- the facts and circumstances constituting such violation; and
- the appropriate constitutional forum before which the matter should be considered.

General narratives, assumptions or unsupported impressions regarding constitutional violations should be avoided, as they neither serve the interests of the organisation nor contribute to healthy democratic functioning.

With Greetings,

Yours Sincerely

A handwritten signature in black ink, appearing to read 'mabas', written over a horizontal line.

(S. C. JAIN)
GENERAL SECRETARY