



ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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Together for A Better Tomorrow"



Ref No. 2026/0222

Date: 21.09.2026

The Constituents of the
United Forum of Bank Unions (UFBU)

Dear Sir/Madam,

Re: Ex-Gratia Payment to Pensioners of Private Sector Banks under the provisions of the 12th Bipartite Settlement

We understand that the UFBU Constituents have taken a decision to **defer the proposed strike from 28th to 30th September 2026**, in view of the decision of the Indian Banks' Association (IBA) to constitute a **High-Powered Committee to expedite consideration of the demand for 5-Day Banking** and to hold discussions on the remaining/residual issues.

2.We note this development and hope that the mechanism now agreed upon will lead to meaningful and time-bound resolution of the issues.

3.However, we wish to draw your urgent attention to an important issue concerning **pensioners of private sector banks**, namely, payment of ex-gratia to eligible pensioners/family pensioners in terms of the provisions of the 12th Bipartite Settlement.

4.As you are aware, the 12th Bipartite Settlement made provision for payment of ex-gratia to eligible pensioners/family pensioners who retired from public sector banks. The issue of extending similar benefit to pensioners of **private sector banks** has been pending for considerable time. A large number of retired employees of private sector banks, who had contributed their entire working lives to the banking industry, are awaiting a fair and equitable resolution of this issue.

5.The matter is particularly significant because the benefit arises from the provisions of a **common industry-level settlement**. Pensioners of private sector banks should not be left behind merely because of the ownership structure of their former banks.

6.The banking industry has undergone substantial changes over the years, and employees of private sector banks have also contributed to the growth and development of the banking sector. Their pensioners therefore legitimately expect that the issue of ex-gratia will receive the same seriousness and urgency as other residual issues under the Bipartite Settlement.

7.We would, therefore, request the UFBU Constituents to include the issue of ex-gratia to private sector bank pensioners prominently in the discussions with IBA and to impress upon the IBA that the matter should be resolved without any further delay.

8.We would further request that:

1. The demand for ex-gratia to eligible pensioners/family pensioners of private sector banks be treated as an important residual issue requiring immediate consideration.
2. The UFBU leadership may impress upon IBA that the issue should not be indefinitely deferred on the ground that it concerns only retired employees.
3. A **time-bound mechanism** may be agreed upon for examining the matter and arriving at final decision.

9.We therefore request all UFBU Constituents to take up the matter with IBA at the appropriate level and extend their support for an early and favorable resolution of the demand for ex-gratia payment to pensioners/family pensioners of private sector banks under the 12th Bipartite Settlement.

We look forward to your positive intervention.

With greetings,

Yours Sincerely

A handwritten signature in black ink, appearing to read 'S. C. Jain', is written over a horizontal line.

(S. C. JAIN)
GENERAL SECRETARY

