

# ALL INDIA BANK RETIREES' FEDERATION(REGD.)

## D/1/ Sector C Scheme No. 71 Indore 452009



**SILVER JUBILEE YEAR (1994-2019)**



**Ref. No 019/289**

**24.06.2019**

The General Secretaries  
Bank of Baroda, Vijaya Bank & Dena Bank Retiree Organisations

Dear Comrades

Re: Proceedings of Meeting of 3 banks held at Kolkata on 13.06.19

We below re-produce minutes of the meeting of representatives from 3 banks held at Kolkata on 13.06.2019 to discuss the course of action to be taken at the organisation level in 3 banks after their merger and at AIBRF level in view of likely mergers going to take place in coming days, to protect interest of the membership, to function in coordinated manner by 3 banks at the apex level and to preserve unity.

2. Your special attention is invited on the following decisions taken in the meeting to function in coordinated manner under new environment in the post-merger scenario.

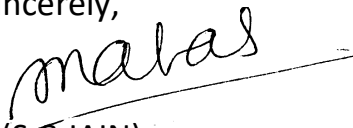
- (a) AIBRF affiliates in 3 banks shall continue to function independently for the time being
- (b) To raise common issues/ policy related matter at the apex level, co-ordination committee of representatives from 3 banks will be formed.
- (c) Members of coordination committee will be All India President & General Secretaries of Organisations from 3 banks.
- (d) Rules for functioning of the committee and for conduct of business in it will be finalized in the first meeting.
- (e) First meeting of the committee will be convened by AIBRF after getting required inputs from three organisations.
- (f) The committee will also consider formation of coordination committees of 3 banks at Regional/ state level.
- (g) AIBRF will present comprehensive document for handling such merger of banks in future before next central committee for discussion and adoption.

3. We request all of you to take appropriate action on the decisions taken in the meeting wherever required. We also convey our sincere thanks to the host unit and its General Secretary Comrade Kalyan Sengupta for taking all pains for making effective arrangements for

the meeting to make it successful despite his indifferent health and to the General Secretaries of other two organisations and other participants from the banks to display and show organisational maturity in taking logical decision in the best interest of the membership in the given situation.

With Warm Greetings

Yours Sincerely,

  
(S.C.JAIN)  
GENERAL SECRETARY

**Minutes of the Meeting held at Kolkata on 13/06/2019**  
**Between AIBRF, Bank of Baroda, Vijaya Bank and Dena Bank**  
**Retired Employees' Associations**

**On behalf of AIBRF**

Com. S.C.Jain---General Secretary  
Com. S M Deshpandey----President  
Com. Debesh Das---Dy. General Secretary

**On behalf of Bank of Baroda**

Com. K K Sengupta—General Secretary + 6 members

**On behalf of Vijaya Bank**

Com. K V Naik--- General Secretary + 1 member

**On behalf of Dena Bank**

Com. K M Gujrathi---- General Secretary + 3 members

Total Members present—16

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At the outset **Com. K Sengupta** welcomed all the members present in the meeting. He expressed sincere thanks to the Leadership of AIBRF, for coming and initiating this meeting between all three Banks, considering and keeping in mind the new and an extraordinary situation arose due to amalgamation of three banks, as decided by the Central Govt.

Then all the three leaders of AIBRF were felicitated with the presentation of a small memento by BOBREA, the host unit,

President—Com. S M Deshpande—By Com. Amal Ghosh

Genl. Secy.—Com. S C Jain---By Com. K K Sengupta

Dy. Genl. Secy. Com. D Das---By Com. K K Basu

Then President read the Notice of today's meeting.

He has expressed warm welcome to all the members present in today's crucial meeting of three banks to sort out the problems thrust on us by the Govt. due to amalgamation of these three banks.

He has told that Banking Industry seen many mergers of Banks on different occasions previously, but those were different than present amalgamation of three banks, both in size and in character. He told that we may have to face this type of more amalgamation/ mergers in banks in near future, which are in pipeline for decision of the Govt. It is also heard that Pvt. Sector Banks are giving offers to the Govt. for taking over Public Sector Banks.

He has told that all the members present here are experienced trade union leaders, who knows everything of the situation. The Basic issue is 'who leads whom', after the amalgamation. He has requested everybody to come out with their suggestions, both short term and long term, keeping in mind that situations differs from man to man, bank to bank, culture to culture. Every bank differs from other bank's scenario, having both strong and weak points. The leadership is very much mature and knows how to move in coming days without hampering anybodies interest. No decision should be taken in a hurry. We should give a deep thought and honour views and sentiments of all the three units. All are expected to work in unison.

He has expressed sincere thanks to Com. Sengupta, for taking this good initiative, at the early stage.

Then **Com. S C Jain, G S. AIBRF**, addressed the meeting. He has welcomed all with the Corporate slogan, 'AB SAATH HAIN TEEN, BEHTAR SE BEHTAREEN'. He told that the main purpose of organising this meeting is for a special task, i.e., to face the challenges of amalgamation put on us by the Govt.

He has recalled an informal meeting held at Lonavala, on this issue and it is a formal continuation of that meeting. He told that Govt. feels that by increasing size of the Banks, financial issues will get resolved, which we differ. We had organised several agitational, protest programmes, against this, but now amalgamated Bank is a reality. In the 'INDRA DHANUSH' seminar, it was decided to merge the Banks. 'Merger' means one entity takes over the other entity whereas 'amalgamation' means existing entities merge and a new entity appears. Here three banks amalgamated and Bank of Baroda became the Leader. He expressed that there is always a feeling of loosing "IDENTITY" comes in case of Merger /Amalgamation. In the process the biggest sufferer are the Human Resources, Human beings. There is a mental shock of loss of heritage, loss of character, etc. and to absorb all these, it requires time.

Now the total number of staff in the merged bank of baroda is 85000+ with a network of 9000+ branches, and No. of Retirees is 51000+ whereas the number of members in AIBRF, aggregating all these three banks is only about 16000+ ( BOB- 5000, Vijaya-6000 & Dena-5000). Again, there is also an expectation of premature retirement due to dislocation of human resources, though it has been assured in the speeches of Topmost man in the Bank that nobody should feel insecure. Moreover, as per data available, about 60% of present employees expected to retire within next 4/5 years. So, we are to thrust upon the job of bringing all of them under the banner of our Fedaration as

member. We have to work out on setting up such a robust machinery to handle 40-50 thousand of members in near future.

He said though we always have opposed the merger/ amalgamation, but it has now in reality. Licenses are being issued for setting up small banks. Merger will be the order of the day in coming days.

He told that this is not a forum to take any decision in the matter. Our Central Committee will discuss on the issues. Inorganic issues requires to be addressed for improving health of financial sectors. We are going to convene a Central Committee meeting to discuss on this serious issue. All the bank's retiree associations, who are party to the amalgamation, are our affiliates, so AIBRF will not run away from fulfilling their duties. AIBRF will function as facilitator. He has requested to work together to handle the large section of retirees and to come out with suggestions, so that we do not loose our overall share of membership. He has appealed the House, to have mature and mutual understanding, to identify the best practices available for the retirees in all 3 banks and try to implement it in the new bank (amalgamated), to prepare a roadmap to achieve the best practices for benefit of the retirees'.

He has suggested to form a Co-ordination Committee, consisting of Genl. Secy, President and anyother member, if necessary, from all three banks, for functioning of the Committee and the format should be like federal system, which may be examined, whether workable., to select Convenor of the committee, how and who will represent the retirees issues effectively before the management, the future organisation set up, plan for increasing the membership. However, in the whole process, our harmony should not be lost. He hope that this will be the largest unit of AIBRF, who will lead AIBRF in future.

#### **Com. K V Naik—Genl. Secy. Vijaya Bank**

Com. Naik expressed thanks to both AIBRF and AIBOBRA leaders for arranging this crucial meeting.

He informed that Govt. has imposed this amalgamation on Vijaya Bank, which should not have done. He has narrated in brief the functioning of the Bank, like quick decision making, good business growth, good HR functioning, etc. He has further informed the position of Retirees' Association, as vibrant organisation, speedy implementation of benefits, very good Staff welfare fund, having good numbers of Members, about 60% of Pensioners. However, he feels we are all brothers, no big, no small, we shall work unitedly.

He also proposed a Co-ordination Committee, to begin with, as small as possible, and handle only policy matters. Individual issues to take up by the existing organisations individually, if not solved, then the committee will take up. There should be jt-convenors.

In the Long term there is requirement of inclusive approach, proper understanding, same timing and action. He has requested not to tamper with individual identities. It is a tough task to merge the units, wider, deeper and detail discussion is required. He likes to move together.

#### **Com. K M Gujrathi—Genl. Secy. Dena Bank**

Com. Gujrathi informed the house that out of about 9700 Pensioners, they are having about 5000 members. They maintained a very good relation with the management. Periodical structural meetings held, benefits extended to the VRS Optees also. He has requested to keep the individual entities for at least next three years. He has further informed that some of their units are holding large funds, some units are registered, some are not. Emotional issues for Dena Bank are in their heart.

He has proposed to form Co-ordination Committee initially consisting of six persons. They are planning to double the membership by canvassing in rural areas and it is their first priority. He proposed to fund for the expenses of the committee equally by all the three banks. Their membership fees are differs from Region to Region, which requires to be made equal. Life membership should also have a time limit of 5/7 years.

Areawise committee to form for better coordination.

One MOU to prepare for amalgamation of associations which will be a message to the General members, to have confidence on the Association.

**Com. K K Sengupta- Genl. Secy. Bank of Baroda**

Com. Sengupta expressed sincere thanks to all for giving him the opportunity to place his views on post merger scenario, before the house.

He has informed that 'MERGER' is a long term issue of the Govt, which they could not implement earlier due to fight, struggle, protests of the employees' Associations, but happened this time. Govt. has imposed it on our Bank without any reason, without necessity. He feels that declaring as majority by any one association, after merger, is a narrow outlook and detrimental to the interest of employees, both inservice and retired. Keeping in view future merger plans of the Govt, AIBRF requires to have a policy decision.

This amalgamation is different from previous mergers in our bank. Now identity crisis is visible in respect of staff members of Vijaya and Dena Bank. We have to be careful about their feelins, sentiments. There should not be any feeling of big brother which heart them, atleast in trade Union activities. There are 4835 members in our organisation till Dec'18, excluding new units at Delhi, MP, Karnataka, etc.

He further informed that AIBOBRA knows the management of BOB. They feel everybody should be taken at par. So far facilities are concerned, there are some additional facilities, like Addl Retirement Facility, Cont. Medical Ins. Scheme, etc. Likewise plan is to form to implement best practices of each bank in the new Bank.

He has also drawn attention that on amalgamation of Banks, Name of Vijaya & Dena have been abolished and both technically and legally, it will be difficult for them to continue their present name of the Association.

Bank Management also have to decide with whom they will negotiate in future.

He proposed, to start with, Coordination Committee, consisting of 9 members and one convenor to form. However, before going to AIBRF a small committee of three banks should have discussion, amongst themselves, in respect of formation, activities, representation, etc. of Coordination committee.

At base level, Areawise committee may be formed.

The present fund of the associations may be retained, only some amount to share for running day to day expenses of the committee.

He stated that we are equal brothers , members of AIBRF.  
We can dominate over the Management by working unitedly.

**Com. Debesh Bhattacharya—Dy. Genl. Secy. AIBRF**

Com. Bhattacharya is in the opinion of formulating a policy , applicable to all Bank mergers, in future.

He further told that the future structure of the organisation, after merger/ amalgamation, is the focal point, so decision should not be taken hurriedly.

He suggested a committee to form till integration of three banks is complete, to run the present affairs.

**Com.R G Acharya— President. Dena Bank**

Com. Acharya informed about the membership of the association in Gujrat. He has also briefed on the meeting and discussion held with Mr.Malolan at HO, baroda.

**Com. Sudhakar Shetty—President, Vijaya Bank**

Com. Shetty narrated his long experience with Vijaya Bank. He has also recalled the opposition raised by the association against the proposal of changing Logo of the bank.

**Com. Dr. G S Jog—Secretary, Dena Bank**

Com Jog requested to take the change due to amalgamation, positively. He has observed that AIBRF has to play a very crucial role, requiring maturity and mutual understanding. We have to keep confidence on management. He has requested to keep an watch on the merged Pension Fund , which is to be preserved. He suggested to form areawise committees, to take up and resolve regional issues.

**Com. N Sachhidanandan—Dy. Genl.Secy.—Bank of Baroda**

He has mentioned about the provisions published in the Gazette Notification for amalgamation of three banks.

**Com.S J Purohit—President- Bank of Baroda**

He has informed the house about latest developments in Holiday Home issue. He has requested to exchange informations and to study them properly.

**Com. M J Kothari—Dy.Genl.Secy. -Dena Bank**

He has informed about the conference to be held at Bhuj, Rajkot unit, during Dec'19, and will invite formally later on.

**Com. S C Jain—Genl. Secy-AIBRF**

Finally summarising today's deliberations, Com. Jain told that now there is better visibility on the issues.

Then, consensus issues listed as below;-

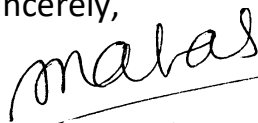
- AIBRF will play active role on policy matters related to Merger of banks and broad guidelines to form
- AIBRF will hold Office-Bearers and Central Committee Meeting on the issue and present a policy document in case of future merger of Banks
- All the three Associations will continue to function, for the time being
- All are United—the message should go to the members for confidence
- One Co-ordination committee to form

- Members restricted to 6 (six ), for the time being
- Convenor to call first meeting and convey suggestions on all related issues, including expenses
- Co-ordination at Regional level—Apex committee to decide
- AIBRF will convene the next meeting with 6 persons only
- During the intervening period, It representation by all three Genl. Secretaries
- Time fixed for exchange of informations is 15 days, to enable AIBRF to convene meeting

Then Vote Of Thanks offered by Com. K N Sharma, AIBOBRA, to all and meeting concluded.

With Revolutionary Greetings

Yours Sincerely,

  
(S.C.JAIN)  
GENERAL SECRETARY

C.C. to Office Bearers/ Central Committee Members/ State Body Chiefs.