

**ALL INDIA BANK RETIREES FEDERATION (REGD.)  
( A.I.B.R.F.)**

**MORE THAN 1300 DELEGATES & OBSERVERS  
RESOLVED UNANIMOUSLY AT 4<sup>TH</sup> NATIONAL  
CONFERENCE HELD AT THRISSUR ( KERALA )  
FROM 26<sup>TH</sup> TO 28<sup>TH</sup> NOVEMBER 2015.**

**SLOGAN & COMMITMENT OF BANK RETIREES**

**“WE SHALL STRUGGLE & WE SHALL ACHIEVE”**

**ACTION PROGRAMMES OF BANK RETIREES**

**UNDER THE BANNER OF AIBRF**

**MAY. 2016**

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

**COPY OF THE MEMORANDUM ON RETIREE ISSUES BEING SUBMITTED BY AIBRF DELEGATIONS TO HONOURABLE CENTRAL MINISTERS AND MEMBERS OF PARLIAMENT DURING THE MONTH OF MAY 2016 IN SUPPORT OF PENDING DEMANDS**

### **MEORANDUM ON PENDING DEMANDS OF BANK RETIREES**

Bank retirees in the country have been agitating and struggling for last more than one decade under the banner of All India Bank Retirees' Federation (AIBRF) which represent more than 1,50,000 retirees from 40 banks on the following long pending demands/ issues

#### **PENDING DEMANDS**

##### **(1)100 PERCENT DEARNESS ALLOWANCE TO THOSE RETIRED BEFORE NOVEMBER 2002 ( PENDING SINCE 2005)**

There are about 60,000 retirees who retired before November, 2002 get dearness allowance at much lower rate since May 2005. About 2,40,000 retirees who retired after November 2002 get dearness allowance at higher rate as per the settlement signed in 2005.

This group of retirees strongly feel that this is a sheer discrimination with them. These retirees are at the advancing age and most of them are above 70 years of presently. About 40000 retirees from this group have left the world without getting benefit of uniform DA.

It may be mentioned that in the government sector and in RBI pensioner retired before November 2002 get DA at par with the pensioners retired after the above date. In government sector the principle of higher pension with advancing is followed while in banking sector it is other way round.

All India Bank Retirees' Federation has been raising the issue on regular basis for last 10 years at various levels without any solution. During this

period , two wage settlements, one in 2010 and another in 2015 have been signed in banking industry revising service conditions of employees and retirees with considerable outlay of funds without addressing this issue where outlay funds is very nominal.

In the settlement dated 25.05.2015, Indian Bank Association which handles wage settlements in banking industry has come out with the assurance in the document known as Record Note dated 25.05.2015 that it would consider this demand on humanitarian grounds after completing the cost study on this demand. Even after lapse of one year, IBA informs that exercise of cost study is still not completed and it remains unresolved.

## **(2) IMPROVEMENT IN FAMILY PENSION**

In banks, on death of the pensioners , family pension is paid at the rate of 15 percent of last pay drawn while in government sector it is 30 percent of last pay drawn. Recently RBI has also enhanced family pension to 30 percent for its pensioners.

Because of very low ratio of family pension in the Banking Industry, amount of family pension comes down to almost one third of the normal pension on the death of the pensioner. It becomes highly difficult for the spouses who happen to be ladies in 98 percent cases to manage the life.

Therefore AIBRF have been pleading with IBA/ Government to increase at par with the government sector / RBI to ensure dignified life to the family after death of pensioners

## **(3) UPDATION OF BASIC PENSION TO PAST RETIREES.**

Pension scheme in the banking industry on the lines of pension scheme applicable to the central government employees was introduced in the year 1995.

More than 20 years have gone since introduction of pension scheme in banks. During this period 5 wage settlements have been signed giving good increase to the employees in their emoluments. Periodical increase in salaries during last 5 settlements has given increase in pension also to those employees who retired after the settlements.

But no increase in basic pension has been considered for the past retirees while signing the wage settlements for employees during last 20 years.

**This situation has created huge gap in the pension of those retired 10 years or more before and those retiring now. In some case the gap is more than 3 times.**

**AIBRF has been representing to the government and IBA for quite some time that updation exercise need to be carried out for bank pensioners to draw fair and just balancing and fine tuning between pensions of those retired in the past those retiring now.**

#### **(4) PENSION OPTION TO LEFT OVER RETIREES**

**Banks had given one more pension option to the left over employees and past retirees in the year 2010 to enable them to join the pension scheme since they could not exercise pension option originally in the year 1995.**

**Today almost 98 percent of bank employees and retirees are the pensioners. But while implementing the pension scheme in 2010, banks did not allow pension option to two categories of past retirees (a) Resignees (b) Compulsorily Retired employees.**

**AIBRF want that pension option should be given to the left over retirees whose number is very small to provide them time tested social security at the advancing age of life.**

#### **(5) IBA MUST HOLD DISCUSSION WITH AIBRF**

**Indian Bank Association has been refusing to hold discussion/ consultation on retiree issues with AIBRF which represent more than 1.5 lakhs retirees in the name of specific mandate from bank managements.**

**AIBRF wants that periodical discussion should be held with the retirees to ensure speedy disposal of retiree grievances and to create harmonious and cordial relationship with the fast growing community of bank retirees.**

**(f) Uniform allocation of funds for retirees from staff welfare funds.**

#### **OTHER DEMANDS OF RETIREES**

**AIBRF has also been pursuing the following pending issues for early settlement**

**(1)One more pension option to all the leftover retirees including Resignees and compulsory retired employees**

**(2) Settlement of pension related issues of retirees of foreign, private sector banks and RRBs who are members of IBA**

**(3) Setting up of proper and effective Grievance Redressal Mechanism for retirees at the industry level**

**(4) Strengthening of Grievance Redressal Mechanism introduced in 2009 at bank level**

**(5) IBA should ensure that insurance company fulfil its commitment for reimbursement of domiciliary expenses to the retirees under group medi-claim policy.**

**(6) Speedy settlement of all pending legal cases of retirees through discussion with the individuals/ retiree organisations as per the National Litigation Policy of the Government**

**(7) Uniform allocation of funds for retirees from staff welfare funds.**

**FUND POSITION OF PENSION FUNDS IN BANKING INDUSTRY**

**It may be pointed that fund position of pension funds in the banking industry is quite healthy and is increasing year after year after meeting payment liability of the pensioners. We enclose sheet giving positions of pension funds of public sector banks.**

**We request the Government / Indian Bank Association/ Bank Managements to settle the above demands at the earliest and hold discussion with AIBRF.**

**SD/-  
(D.A.MASDEKAR)  
CHAIRMAN**

**SD/-  
(S.M.DESHPANDE)  
PRESIDENT**

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

**OFFICE BEARERS & CENTRAL COMMITTEE MEMBERS  
AND  
1, 50,000 PRIMARY MEMBERS  
ALL INDIA BANK RETIREES FEDERATION  
(A.I.B.R.F.)**