

ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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

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SILVER JUBILEE YEAR (1994-2019)

Ref. 2020/472

20.12.2020

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

Dear Comrades,

Re: Proceedings of Office Bearers' meeting held on 12th & 19th December, 20

Office Bearers' Meeting was held on 12th December and continued on 19th December, 20 to discuss various issues on the developments arising out of recently concluded wage settlement and other items set on in the agenda. Gist of the deliberations and decisions taken in the meeting after comprehensive discussions are given below.

UPDATION OF PENSION

- (a) The Committee took note of IBA responses on the issue of Updation as appearing in minutes of 10th December 20 meeting held between IBA and four workmen unions.
- (b) The committee also took note of recent positive responses of the Finance Minister of the country on bank retiree issues especially Updation as appearing in print media and through her speech in IBA AGM. The committee unanimously felt that they indicate marked change in the government stand on the issue of pension updation in banking industry and **significant move forward towards final solution**. Committee welcomed the statements of FM and conveyed thanks to her for this positive and sympathetic stand of her government on the issue. On this occasion, **the committee noted with proud and satisfaction** about the continuous **independent action programs** carried by AIBRF in last 4 years in the form of meeting 100 Members of Parliament and 10 Central Ministers, Dharna programs, submissions of online representations to PMO, submissions of memorandum to PMO with 5 lakh signatures from public and finally women delegation from Karnataka state unit meeting FM along with top officials from finance ministry for more than 4 hours in february,20. The committee was of unanimous view that organisational action programs carried out by AIBRF have significantly contributed in bring positive change in stand of the government on issue of updation. **Now it is responsibility of AIBRF to pick up the threads from this positive environment and pursue the issue vigorously through various follow up programs to make it reality at the earliest. The committee resolved that they will work in this direction without any loss of time.**
- (c) After detailed deliberations, it was unanimously decided that AIBRF would continue to work and launch active follow up action programs **for next 3 months for early sanction of updation formula**

based on the well-defined principles and logic as enshrined in famous Nakara case and implemented in government sector and RBI, covering all retirees up to the last settlement.

- (d) The committee further reiterated that for AIBRF . Updation of pension is MISSION . It is committed to work for it on continuous basis till the task is accomplished. Small bottlenecks and stumbling blocks coming in our journey will not disappoint and deter in our efforts to achieve the task. We are confident that when AIBRF through its organisational efforts could bring the issue almost near the solution, it will not be difficult to remove any difficulties coming in the way for final sanction.
- (e) Immediate task identified by AIBRF towards early solution and to work for it is that banks provide data to IBA, actuarial exercise is completed and proposal is sent by IBA to government for final approval as early as possible. AIBRF will take steps to coordinate and liaise with bank managements, IBA and UFBU in this regard.
- (f) It was clarified that recent letter written by AIBRF to IBA was purely with the intention to expedite the process of finalizing the proposal for updation for government approval and nothing more than that. Careful reading of its contents conveys this meaning and intention only. However it is noticed that in some quarter undue apprehensions are being expressed and attempts are being made to give twist to create uncalled for confusion and fear. Therefore appeal is made to AIBRF cadre to take it in proper prospective and should be read with the specific reference in which it was intended and written.
- (g) The committee was of unanimous view that the important issue of updation can be resolved and achieved only by **organisational efforts and AIBRF is taking leading part and making continuous efforts in this regard.**

Thereafter, the committee unanimously decided for the following follow up plan to be implemented in next 3 months

FOLLOW UP PLAN FOR UPDATION

- (a) **Meeting in delegation to Finance Minister/ Minister of State for Finance.**
- (b) Meeting Members of Parliament who are showing interest on the issue of updation by our affiliates and state committees to seek their support for early sanction
- (c) AIBRF delegation will meet IBA Chairman with the request to complete cost exercise and send formal proposal for approval to the government at the earliest.
- (d) AIBRF delegation will make efforts to meet RBI Governor to seek his intervention for early sanction on Updation issue.
- (e) Submission of common representation to Bank managements on Updation issue seeking their support by our affiliates
- (f) Taking steps to ensure coordination with UFBU and its constituents on Updation issue and seeking their support on it.
- (g) Holding meetings of State committees and of grass root level members to discuss and explain present status of Updation AND about efforts being made by AIBRF at the organisational level in this regard to remove prevailing confusion, if any, and to create positivity amongst the members.
- (h) The committee will meet by end of January, 21 to review progress made on the issue of Updation

SANCTION OF IMPROVEMENT IN FAMILY PENSION

It was noted by the committee that improvement in family pension has been included in the wage settlement signed on 11.11.2020. However final sanction from the government is yet to come. It was expected that the sanction for it will be accorded by the government along with the approval for the settlement. However it has been withheld for want of details of the financial implications from IBA.

Towards getting earlier clearance from the government the following follow up program was approved in the meeting

- (a) To ensure early sanction from the government, follow up to be done with the Government /IBA.
- (b) AIBRF to do coordination and liaising at the appropriate level to ensure that effective date for improvements should be best possible for retirees.

RENEWAL OF HEALTH INSURANCE POLICY

The committee took note of the various improvements introduced in IBA policy like multiple slabs, discount to single/ family pensioners, no increase in premium and option to left over retirees to join it. It meets most of retiree expectations towards affordable policy. Responses from retirees have been found to be quite satisfactory.

Towards bringing **further improvements** in group insurance policy the following action programs were finalized in the meeting

- (a) For reduction in GST rates State committees of AIBRF will submit memorandum to members of GST Council as per the details contained in **AIBRF Circular No. 2020/458 dated 22.10.2020. State committees are requested to submit the report after submission of the memorandum to member of GST Council to the central office.**
- (b) It is understood that IBA has written to the government for reimbursement of GST paid on premium for the year 2020-2021. **AIBRF will follow up at IBA/ government level for its early approval.**
- (c) We understand IBA has recommended to the government for calculating staff welfare entitlement based on operating profit instead of net profit. If approved, it will open window for uniform subsidy to retirees on premium payment. **AIBRF will follow up the matter at appropriate level for its early sanction.**
- (d) We understand IBA is considering recommending member banks to give subsidy to retirees for payment of insurance premium. AIBRF will follow up the matter with IBA/ UFBU for its early sanction
- (e) To follow up with IBA/UFBU for suitable modification in settlement to include various change/ improvements brought in group insurance renewal for 20-21 to ensure its continuity for future renewal.

PAYMENT OF ARREARS FOR THOSE RETIRED AFTER 31.10.2017 AND NOW MEMBERS OF OUR AFFILIATES

It was decided by the committee to request our affiliates to extend all help and support to the retirees who are eligible to receive arrears under various heads as per provisions of the settlement dated 11.11.2020.

OTHER ISSUES FOR FOLLW UP

- (a) **Improvement in Ex- gratia amount payable to Pre- 1986 retirees and their spouses:** We come to know the proposal for increase in the amount is already sent by IBA to the government for approval and pending at their end. AIBRF will follow up the matter for its earlier clearance.
- (b) **Grant of Stagnation Increments on notional basis for re-fixation of basic pension to those who retired between 2012 to 2015:** This matter is pending for last 5 years **for want of proper clarification from IBA. We understand IBA has now agreed for providing required clarification to member banks**

so benefit to eligible retirees can be granted. AIBRF will follow up with IBA for early communication in this regard.

- (c) **Pension Option to Resignees:** It will be taken up by AIBRF after the proper study of judgments decided on the issue
- (d) **Commutation Arrears:** Legal opinions have already been obtained from three advocates which will be circulated shortly. Thereafter office bearers committee meeting would be convened to take final view on it.

ORGANISATIONAL ISSUES

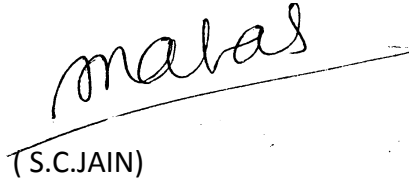
- (a) It was noted by the committee that All India General Secretaries of many important affiliates of AIBRF are not part of office bearers committee while their views are taken as official stand of the affiliate. Considering this it was decided to invite all India General Secretaries of the following affiliates as special invitees in office bearers meeting (a) Union Bank (b) U. Co. Bank (c) Bank of Maharashtra and (d) Andhra bank to make the deliberations and decisions more broad based.
- (b) All the office bearers in one voice expressed the need for proper organisational discipline among office bearers and central committee members for unity and effective functioning. All were of the view that discipline should be self-imposed as a part of collective responsibility. However considering the present situation when the organisation is handling sensitive like updation etc. **it was unanimously decided to (a) ask central committee members and office bearers to circulate only official circulars issued by central office of AIBRF or by their respective federations on issues like updation its on what Sapp/ e-mail/ SMS and also refrain from circulating messages received from individuals/ other retiree organisations. (b) In case if office bearers/ central committees have any view to offer on central office communications, they may consider conveying it on telephone to GS. AIBRF or raise in the meeting or send mail to central office without its circulation.**
- (c) It was reiterated by all office bearers unanimously that AIBRF is independent organisation and takes all its decisions internally without any outside intervention since inception. It does not accept any financial assistance/ donation from any outside agency for its functioning. It believes in maintaining arm's length distance. But at the same time, since its inception it has been its policy to maintain coordination and cordial relations with UFBU and its all constituents. The committee decided to reiterate expressly to remove doubts / confusion prevailing in some quarter that it would continue to follow policy of coordination and cordial relationship with UFBU and all its constituents.
- (d) The issue of coordination with other retiree organisations was also discussed. Stand of AIBRF in this regard has been right from beginning of maintaining coordination with other all India retiree organisations on agreed all India issues. We have worked in coordination with CBPRO/ AIPARC in the past and shall continue to explore further possibilities to work jointly on common issues in coming days. Central office will continue to work on it. Simultaneously, it was decided to make appeal to all office bearers that at local level they may explore such possibilities through their connections and inform the central office for further action.
- (e) **Request is made to all affiliates to clear dues towards annual subscription before 31st December, 2020 without fail.**
- (f) The issue of holding central committee was discussed. While AIBRF is in favour of holding the meeting, no clear consensus emerged due to continuance of various Covid protocols, risk in travelling by senior citizens continue and other risk factors. Another suggestion was given to hold CC meeting through video conferencing. This issue needs to be further examined. In view of this the matter will be further examined in the next meeting of office bearer to take decision on it.

All Office bearers and central committee members are requested to take note of the above decisions and extend their cooperation and support for their proper and effective implementation.

**AIBRF CONVEYS TO ALL OFFICE BEARERS AND CENTRAL COMMITTEE MEMBERS HAPPY AND PROSPEROUS
NEW YEAR, 2021.**

With Warm Greetings

Yours Sincerely

A handwritten signature in black ink, appearing to read 'T.S.C. JAIN', written over a horizontal line.

(S.C.JAIN)
GENERAL SECRETARY

