

UNITED FORUM OF BANK RETIREES' ORGANISATIONS*Constituents: All India Bank Retirees' Federation**Retired Bank Officers' National Confederation**D-1/1, Sector-C, Scheme-71,**Near Kasara Bazar School, Indore – 452 009.*

K.SUKUMARAN

President

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Ref No: 2012/004

Date:20.11.2012

Shri P.K.Sarkar
Convenor,
United Forum of Bank Unions
Kolkata

Dear Sir

Re: CHARTER OF DEMANDS

United Forum of Bank Retirees' Organisations which represent more than 1 lac retirees of 45 banks convey thanks to you and leaders of other constituents of UFBU for incorporating retiree demands/issues in the common charter of demands submitted to IBA on 30.10.2012.

2. However we are disappointed to find that the retiree organisations were not consulted and taken into confidence before submission of charter of demand by UFBU to IBA. In this regard we would like to mention that retiree number in the banking industry has increased substantially in last couple of years and speed of retirement in next 3/4 years would be even greater. The retiree number is likely to cross 5 lacs by the end of 2014. Retiree is a separate class and they have their own issues and interest and to protect their interest they have started organising themselves in last 10 years and retiree movement in banking industry has become a big force which is likely to get further momentum in coming years because of increasing number and the new retirees would be 100 percent pensioners. Further it is historical fact that constitutions of the affiliates of UFBU do not permit the employees to continue membership of unions after the retirement. This situation leads the retirees to organise themselves as a separate class.

3. It is also historical fact that the retiree issues are being discussed and negotiated by UFBU during the wage settlements though some of the issues purely affect the past retirees. This situation calls for consultation, exchange of information and taking retiree organisations into confidence. Therefore in our view it is the right time that effective mechanism of formal consultation is established between UFBU and retiree organisations of apex level. We have seen that immediately after signing of wage settlement by UFBU there have been flood of legal cases filed by the retirees while legal cases filed by in service employees on wage settlement may be far and few. Such large number of legal cases filed by retirees create irritants for UFBU and its constituents while dealing with the IBA/Government. We would also like that once the settlement is finalised legal cases should be virtually nil. According to us this could be achieved if retiree organisations are consulted and consultation mechanism is formalised. We have seen that after establishment of grievance redressal mechanism in banks there are hardly any legal cases filed by retirees on issues of bank level.

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4. We are also of the opinion that establishment of formal consultation mechanism would strengthen hands of UFBU while negotiating with IBA because then it would be representing 10 lakhs in service employees and more than 3 lakhs retirees. In the next settlement the retirees issues are substantial and deeper because of backlog of previous settlements and developments taken place for retirees in 6th Pay Commission/RBI pension rules. We are of the firm view that consultation would help in creating very positive and conducive atmosphere among the retirees, in understanding and appreciating the UFBU stand on retirees issues and would certainly help in eliminating/reducing litigation.

5. While we fully appreciate and express our gratitude to UFBU leadership for including retiree demands in its charter of demands we need clarifications on many points to understand the logic and background and would also like to give some inputs on our issues which may call for submission of supplementary chart of demands on them.

6. We hope to receive favourable response from you

With Respectful Regards

Yours Faithfully



(S.C.Jain)

CONVENOR

C.C to Constituents of UFBU

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