



UCO BANK PENSIONERS' ASSOCIATION, WEST BENGAL



Registered under Trade Unions Act, 1926
(Affiliated to All India UCO Bank Pensioners' Federation &
All India Bank Pensioners and Retirees Confederation)
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Circular No; 6/2013-15

8th August 2013

TO ALL MEMBERS

Comrades,

The Second Annual General Meeting of UCO BANK PENSIONERS' ASSOCIATION, West Bengal was held on 30th July 2013 at Asutosh Birth Centenary Hall [Indian Museum] Kolkata. The Inaugural session started at 10.00 AM. By that time the ground floor and the first floor of the hall were packed to the capacity. The meeting started with song and group dance by the mentally challenged students of "Behala Bikasan", a project of "NABONNYAN". Sri S. Chandrasekharan, Executive Director, UCO Bank, then inaugurated the session by lighting the lamp. Besides Shri Chandrasekharan as Inaugurator, Sri Ashok Jaiswal, General Manager, HRM and PSD, as Chief Guest, Com. Suprita Sarkar, Joint General Secretary, All India Bank Pensioners and Retirees Confederation as Guest of Honour and Sri Ravindra Krishna, General Secretary, All India Uco Bank Pensioners' Federation as a Key note speaker attended the programme. Com. Debabrata Chanda, Vice-President, AIBPARC and Com. B.K. Bandyopadhyay, President UCO Bank Pensioners' Association were also on the dais. Com. Bandyopadhyay presided over the meeting

Before start of the proceedings, the house observed one minute's silence to pay homage to the retiree members of the Association and prominent personalities of different sphere, who died since our first Annual General Meeting on 7th April, 2012. Thereafter, all the Guests on the dais and the leaders of different Employees'/Officers' Organisations of our Bank including Com. Soumen Roy Choudhury, General Secretary, All India UCO Bank Officers' Federation were felicitated with flower bouquet. Then our Executive Director, handed over a cheque of Rs. 10,000/- as Donation and a flower bouquet to the Secretary, "Behala Bikasan", on behalf of UCO Bank Pensioners' Association, WB. The President read out the message sent by Shri Arun Kaul, Chairman and Managing Director of our Bank.

Sri S. Chandrasekharan, Executive Director in his Inaugural speech, informed the house that our respectable Chairman and Managing Director Sri Arun Kaul, was scheduled to inaugurate the meeting but due to attending Economic Policy meeting of Government of India he could not attend the meeting. CMD had conveyed his good wishes to the meeting and wished the Annual General Meeting a grand success. He announced that "To-day's Employees are tomorrow's Pensioners". He assured the house that the Management was aware of the difficulties being faced by the Pensioners and the management would try to resolve the issues in near future. He further stated, in the years to come, the first thing the Bank would be doing was to provide adequate fund for the benefit of the Pensioners. He informed the house that UCO Bank had come out with a very good quarterly results [as on 30/06/2013] with Operating Profit of Rs. 1245 Cr. and Net Profit of Rs. 511 Cr. and Bank was growing strength to strength. He was impressed with the beautiful programme of mentally retarded students of "Behala Bikasan"

Sri Asok Jaisawal, General Manager, HRM and Welfare Department as Chief Guest of the meeting, stated that It was a home coming for him after seeing so many old faces and remembered the sweet old memories. He also thanked for the morning programme of mentally retarded students a great initiative taken by a Bank Union. He informed the house that UCO Bank would consider the grievances expressed by the Pensioners and Retirees for its early resolution. Sri Jaisawal requested all the Retirees to extend their helping hands to UCO Bank to become one of the strongest Nationalised Bank. On behalf of his own and on behalf of UCO Bank the Chief Guest wished all success of the Second Annual General Meeting of UCO Bank Pensioners' Association, West Bengal.

As Guest of Honour, Com. Suprita Sarkar, Joint General Secretary All India Bank Pensioners and Retirees Confederation [AIBPARC] addressed the huge gathering with his relevant statistics of benefit being extended to retired Govt. Employees vis-a-vis retired Bank Employees. Com. Sarkar declared our

Association as one of the largest affiliated Unit of AIBPARC. He praised the Association for their regular cluster meetings in different districts and for taking up the members' grievances to the Top Management of Uco Bank at Grievance Cell meetings at regular intervals. He reminded all about the Demands raised by AIBPARC – Updation and Upgradation of pension, 100% DA neutralisation to pre-01.11.2002 retirees, improvement of Family Pension in line of RBI and Central Govt. Improvement in medical benefit etc. There would be a day long Dharna at Jantar Mantar at New Delhi on 20th September 2013 by AIBPARC to press our demands, he announced.

Com. Debabrata Chanda, Vice-President All India Bank Pensioners and Retirees Confederation [AIBPARC] narrated the problems being faced by the retirees.

Com. Ravindra Krishna, General Secretary, All India UCO Bank Pensioners' Federation as Key Note speaker started his speech taking the thread from the "Ageing with dignity" and then Govt. of India's National Policy on elderly persons, the thoughts what make for "Successful ageing" and thereafter reminded all the active roles being played by our All India UCO Bank Pensioners' Federation to look after the problems of the Retired Employees of our Bank. He informed that our All India Federation is having 15 Units in different states with a membership strength of 5000. He announced with conviction that within a very short time our All India Federation would achieve more than 50% membership out of 18,000 + Pensioners in UCO Bank. He elaborately placed the gist of two grievance cell meetings with Bank's Top Management. Finally he requested our Executive Director and General Manager, on the dias to consider the following issues after discussing with our respected CMD:

- [a] 100% neutralisation of DA to pre November, 2002 retirees with updation, commutation ;
- [b] reconsideration of our demand for restoration of FD ROI to 0.50% to Ex.Employee – Sr. Citizen ;
- [c] releasing of additional Ex-gratia of Rs. 5000/- per month to pre-1986 employees/ surviving spouses from April, 2013 at an earliest pending Welfatre Committee Meeting and
- [d] persuing IBA for payment of Pension to resignees and employees retired under CRS.

Thereafter Com. B. K. Bandyopadhyay, President and Com. Ravindra Krishna, General Secretary of the All India UCO Bank Pensioners' Federation submitted a Memorandum containing above issues to our Executive Director for Bank's favourable consideration. The inaugural session came to an end with the vote of thanks given by Com. Deb Kumar Bose, Asst. General Secretary with a special thank to Sri Subrata Sarkar, anchor of the Inaugural session.

After the Inaugural session, the Business session started and Com. Pradip Das Gupta, General Secretary placed the General Secretary's report and Com. Abdul Mokid, Treasurer placed the Audited Statement of accounts for the year ending 31.12.2012 for adoption by the house. Altogether eight members took part in the discussions on Secretary's Report. Com. Pradip Dasgupta, General Secretary in an elaborate reply to the queries thanked all the speakers and indicated that the relevant points raised in the meetings had been duly noted for future follow-up and actions. Being satisfied with the elaborate reply to the queries the house with thunderous claps unanimously passed the report of the General Secretary, and the Statement of Accounts. Com. Pradip Das Gupta, General Secretary proposed the following amendments to the constitution which was seconded by Com. D. Chanda Vice-President.

[1] Article No: 5.2, 5.2 (d) :

Each Pensioner and Family Pensioner shall pay Rs. 10/- [Rupees Ten] only every month as membership subscription from his/her monthly pension by way of standing instruction.

[1] Article No: 14

The General Secretary shall Bi-ennially call the General Meeting

Thereafter Six Resolutions on updation of pension, upgradation of pension, 100% DA neutralisation and release of updation and enhanced commutation to pre-November, 2002 Retirees, Improvements of Family pension in line with RBI and Central Govt, release of additional Rs. 5000/- as Ex-gratia to pre-1986 Employees/their spouses from April, 2013, enhancement of eligibility period of Gratuity of Rs. 10.00 lac from 01.01.2006 as sanctioned to Central Govt. Pensioners - were placed, seconded and passed unanimously.

Com. President proposed the name of Sri C. S. Panchadhyay, former Asst. General Manager as Patron, which was accepted unanimously by the house.

A panel of the following Office Bearers and Governing Body members for the years 2013-15 was proposed by Com. Kishori Mohan Pal and Seconded by Sri B.K. Maiti. The House unanimously elected them :

Patrons	Sri R. M. Choubey	
	Sri Kalyan Mukherjee	
	Sri C. S. Panchadhyaya	
President	Sri Bipul Krishna Bandyopadhyay	Salt Lake Zone
Vice-Presidents	Sri Debabrata Chanda	-do-
	Sri Debdutta Bhattacharyya	Kolkata Zone
	Sri Tridib Charan Choudhury	Salt Lake Zone
	Sri Asitabha Das Gupta	Burdwan Zone
	Sri Bijoy Krishna Banerjee	Howrah Zone
General Secretary	Sri Pradip Das Gupta	Kolkata Zone
Asstt. General Secretaries	Sri Deb Kumar Bose	Salt Lake Zone
	Sri Tapan Banerjee	Burdwan Zone
	Sri Sarbartha Dutta Gupta	Salt Lake Zone
	Sri Ashok Kumar Manna	Howrah Zone
	Sri Debdas Ghosh	Suri Zone
Treasurer	Sri Abdul Mokid	Kolkata Zone
Assistant Treasurer	Sri Amar Chandra Chatterjee	-do-
Committee Members	Sri T. V. Krishnan	Kolkata Zone
	Sri Tapas Chatterjee	Hooghly Zone
	Sri Samar Chakraborty	Salt Lake Zone
	Sri Debdas Mukherjee	Kolkata Zone
	Sri Ramji Choudhury	Howrah Zone
	Sri Durges Das	Salt Lake Zone
	Sri Arup Ratan Saha	Howrah Zone
	Sri Ranen Ghosh	-do-
	Sri Utpal Dutta	Burdwan Zone
	Sri Malay Chandan Chakraborty	Kolkata Zone
	Sri Pranay Kumar Das	Suri Zone
	Sri Asit Bhattacharyya	Salt Lake Zone
	Sri Anup Chakraborty	Hooghly Zone
	Smt. Prova Banerjee	Kolkata Zone
	Smt. Sipra Dutta	-do-

Com. Abdul Mokid Treasurer proposed the name of M/s. Chattopadhyay, Pal, Sengupta and Company as Auditor for the next two years. Com. Amar Chandra Chatterjee, Asstt. Treasurer seconded. The proposal passed unanimously.

Com. Ravindra Krishna, General Secretary, All India Uco Bank Pensioners' Federation in his concluding speech narrated the achievements of our All India Federation :

- [a] attending the Grievance Cell Meetings at Head Office convened by the Management ;
- [b] getting the pension credited on the last date of the month by Head Office;
- [c] withdrawal of restrictive clause about disbursement of only 70% of the limit in mediclaim policy.
- [d] release of additional Rs. 5000/- per month Ex-gratia to Pre-1986 retirees/surviving spouses from November'12
- [e] Already having 15 State Units in the fold of the Federation with strong commitment to have more new state units shortly.

He then informed the gist of memorandum the Federation had placed to Management

- [i] yearly submission of non employment /non marriage certificate by pre-1986 retirees instead of monthly declaration;
- [ii] automatic renewal of Mediclaim policy;
- [iii] to create a corpus in line of SBI and handle at Zonal Office level, like in service staff members;
- [iv] reconsideration of restoration of ROI in FDR to Sr. Citizen Ex-Staff to 0.50% .


The whole house appreciated the achievement and endeavour of the Federation for Welfare of the Pensioners and Retirees with clappings.

Newly Elected Com. General Secretary informed the names of some permanent invitees, throughout the West Bengal, to the Executive Committee Meetings for smooth functioning of the Association. The house confirmed the proposal.

As there was no other matter to discuss, the second Annual General Meeting of UcoBank Pensioners Association, West Bengal ended with vote of thanks to chair and singing National Anthem by all the members.

Comrade, the AGM is over but the task is not. We shall have to work harder in months to come and the entire team would work unitedly to reach the Goal of 100% membership.

Comradely yours,



PRADIP DAS GUPTA
GENERAL SECRETARY

FLASH -1

D.A. Rates for Pensioners (%) – 58 Slabs more			
Retired prior to 01-11-1992/01-07-1993 - 1152 Slabs over 600 points			
Upto 1250	1251-2000	2001-2130	Above 2130
771.84%	633.60%	380.16%	195.84%
After 01-11-1992/01-07-1993 upto 31-03-1998 - 1015 Slabs over 1148 points			
Upto 2400	2401-3850	3851-4100	Above 4100
355.25%	294.35%	172.55%	91.35%
After 01-04-1998 upto 31-10-2002 - 881 Slabs over 1684 points			
Upto 3550	3551-5650	5651-6010	Above 6010
211.44%	176.20%	105.72%	52.86%
Retired on or after 1-11-2002 - 730 Slabs over 2288 points			
For the entire Basic Pension Amount			131.40%
Retired on or after 1-11-2007 - 593 Slabs over 2836 points			
For the entire Basic Pension Amount			88.95%

FLASH -2

Following grievances of the Bank retirees were placed by way of a Memorandum before the Hon^{ble} Finance Minister Shri P. Chidambaram on 6th August 2013 by the delegation consisting the representatives of all the UFBU constituents. Finance Minister assured early settlement between UFBU and IBA. Afterwards on 12 August 2013, Merger of DA for constructing revised Pay scales and date of effect were finalized. In the next round of discussions the following issues will come for favourable consideration :

The detailed issues concerning grievances of the bank retirees which are still pending consideration by the IBA and the Government.

- Pre- 1986 Retirees: Those who retired from the Banks prior to 1986 are being paid an Ex-Gratia of Rs. 300 per month and the spouse of such retirees when they die are paid a lumpsum of Rs. 1000 per month. These amounts were fixed 15 years ago and hence there has been a very genuine expectation to revise this ex-gratia amount paid to them. The total number of pre-1986 retirees is very less in the entire banking sector and hence the revision in their Ex-gratia would hardly cost anything substantial to the Banks. We request you to consider this most genuine representation sympathetically.

- b) Revision in Family Pension: The rates of Family Pension fixed in the Banks' Pension Regulations in 1995 at 15% to 30% with applicable ceilings has been found to be inadequate in view of the high cost of living and a suitable revision in the rate of Family Pension is a dire necessity.
- c) Periodical updation/revision of pension: In the case of Government employees pension scheme, the pension gets updated and revised on occasions of every wage revision but even though the Bank pension Scheme is on the lines of the Government pension scheme, our pension does not undergo any revision than what is fixed at the time of retirement. There is a case of periodical updation of pension for the retirees in the banking sector also.
- d) Uniform DA on Pension: In the banking sector, earlier Dearness Allowance was paid on a tapering basis and hence the Pension also attracted DA on the same basis. However, from November, 2002, the DA is being paid to all the employees/officers with 100% neutralization against inflation as in the case of the Government employees. While the post-Nov. 2002 retirees are paid DA on pension at 100% neutralization, the pre-Nov.2002 retirees are being denied the same. There is a need to make the DA rate on pension uniform for all retirees.
- e) Staff Welfare Schemes : As per the government guidelines, 3% of the published net profits of the Banks are earmarked for extending some welfare schemes for the employees including the retirees. While the guidelines mentions that a portion of the allocated amount be utilised for extending some benefits like medical scheme, etc, for the retirees, a need is being felt to give a uniform guidelines for apportionment from the fund towards retirees' schemes. A suitable guidelines may be issued to the Banks in this regard to adopt a uniform percentage of the funds to be allocated for the welfare schemes pertaining to the retirees.

FLASH -3

Staff Pension Grievances Redressal Cell formed at our Head Office-2, Saltlake.

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