



ALL INDIA BANK PENSIONERS' & RETIREES'

CONFEDERATION (A.I.B.P.A.R.C.)



C/O BANK OF INDIA OFFICERS' ASSOCIATION
(EASTERN INDIA BRANCHES)

BANK OF INDIA, KOLKATA MAIN BRANCH
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Circular No. 92/18

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(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC, Special Invitees, State Secretaries and Advisors of AIBPARC.)

Dear Comrade,

**Sub : (1) Pending Issues of Bank Retirees
(2) Our Long Pending Issues - Time for Action Programs**

We are reproducing hereunder a letter written to Convnor, UFBU by Convenors of CBPRO and GS, AIBRF on the pending issues of Bank retirees and also circular no. 8/18 both dated 28.10.2018 for information of members.

With best wishes,

(SUPRITA SARKAR)
GENERAL SECRETARY

Dated: 28.10.2018

Com. Sanjeev K Bandlish
Convener, UFBU
Chandigarh 160017

Dear Com. Bandlish,

Pending Issues of Bank Retirees

The leadership of CBPRO & AIBRF met at Delhi on 24th October, 2018 to discuss and decide about the long pending issues of Bank Retirees and series of steps to resolve the issues at the earliest.

We have been requesting the UFBU leadership to have a detailed discussion with us about our issues and set a time frame in resolving those issues. The core issues of the Retirees as you already know are as under:

1. Improvement in Family Pension in line with Government Pensioners and RBI Pensioners.
2. Updation of Pension
3. 100% DA Neutralization to Pre -November 2002 Retirees
4. Full Reimbursement of Medical Insurance premium of Retirees.
5. Reckoning Special Allowance component for Superannuation benefits retrospectively from 10th BPS.
6. Second Option of Pension for Resignees who had Pensionable Service
7. Dialogue with the Retirees Coordinated body in respect of Retirees Issues.

Quite a few of the above issues prominently find place in the Record Note of the 10th BPS signed in 2015. The IBA also expressed its keenness to resolve the issues, however expressing certain constraints and assured of looking at the issues with concern and sympathy after working out the so called cost implications. In fact every issue that mentioned in the Record Note should have been resolved by this time as Pension Regulation had clearly spelt out the statutory entitlement of Retirees in respect of Pension Updation.

So far as 100% DA Neutralization is concerned it is a question of principle of equity and constitutional propriety where Pensioners belong to a Homogeneous group and hence cannot be and should not be discriminated. Moreover 8th BPS had not made any exemption of the benefit of 100%DA to Pre- 2002 Retirees. The IBA only cited that the issue of DA was a matter "subjudice". Now since it is no longer a matter "subjudice", the justified grievance of the Pre-2002 Retirees should be redressed without any excuses.

In the same way IBA was showing compassion in respect of our demand for improvement in the Family Pension in line with the Government Retirees and RBI Retirees. The bogey of financial burden should not be an issue of concern as the Pension Fund is strong and robust, each year growing with

fewer outflows and more accretion. Moreover Pension is a Deferred Wage and a statutory obligation under the Defined Benefit Scheme and not given out of profits but charged to the P & L accounts of the Bank's before arriving at the Net Profit.

The last Bipartite Settlement also resulted in an anomaly in respect of Special allowance component as well as thrusting the premium of Medical insurance on the Retirees. The Government communication of 2012 in respect of Medical Insurance never directed the IBA to bring out a discriminatory Medical Scheme disadvantaging the Retirees.

You will agree with us that the Bank Retirees are put to great disadvantage and humiliation for no fault of theirs. Rather their contribution to the Banking Industry was enormous and whatever their entitlements should have been given graciously and respectfully acknowledging their past services. It is amusing and baffling that the past and the present management committees of IBA who were/are MDs, DMDs or EDs of different Banks reaping & enjoying the benefit of full reimbursement of medical expenses should deny the same to their juniors and subordinates. From the Retired Secretary of Government of India to the lowest rank Retired employee of the Government of India, all enjoy the benefit of full reimbursement of Medical treatment where as in the Bank the top chosen few enjoy the benefit. This position cannot go unquestioned as it's a question of Principle and not a question of monetary consideration. We cannot accept the argument of IBA or Government or anybody that for Retired Government employees the funds flow out of Consolidated Fund of India where as for the Banks it flows from Profits. The fact is that the Consolidated Fund of India is part of the Union Budget which is showing perennially and constantly showing deficit. It is also a fact that Banks are forced to show losses due to reckless lending by the top management through Board sanctions. These losses have occurred recently only and it is a temporary phenomenon. Moreover even at the cost of repetition we wish to state that any outgo in respect of improvement in respect of the issues that we have raised is to be paid out of the Pension Fund only which is strong and sufficient (Rs Three Lakhs crores plus including SBI) and in no way the improvements in Pension payments would affect the Balance Sheets of the Banks and no less than the highest

Body of judiciary the Hon'ble Supreme Court of India had held that the Pension is a Deferred Wage for the past services rendered and it is not a bounty or charity. It is also a fact that the Pension corpus is meant for those who are recruited before April, 2010 only and they come under the Defined Benefit Pension Scheme. Again it is also a well known fact that some of the Banks had unauthorizedly transferred funds from their respective Pension Funds to their P&L accounts to boost the profit which also amounts to breach of trust and hence an actionable offence.

As your elders it is our natural expectation that you will highlight these issues when you talk to the IBA and we expect a decisive effort from UFBU in raising our issues and pursue the same with all seriousness which it fully deserves. We earnestly desire and wish that UFBU will engage with us in full scale deliberations about the Bank Retirees issues and will ensure issues containing in the Record Note of the last settlement are taken up aggressively and decisively and full justice is done to your elderly comrades who are in their late evening of life. Your crusade will make you feel abundantly vindicated that you are upholding the cause of your elders.

In pursuance of our long pending issues we have also decided in our meeting of 24th October, 2018 that we shall again plunge into Dharnas & Demonstrations at various centers urging the IBA and the Government to stop discrimination against Bank Employees and Officers and against Bank Retirees and request UFBU leadership to extend full support to all our action programmes.

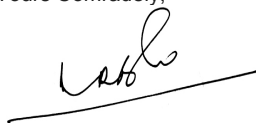
We also request you to organise Agitational Programs including strike exclusively on Bank Retirees issues.

We also wish and hope that there will be regular meetings between UFBU and the Coordinate body of Retirees as frequently as possible which will facilitate sharing of informations and working out strategies to realise our demands. This will remove the discomfort and discomfiture to both of us as the issues of Bank Retirees are as dear to serving employees and officers as they are to the Bank Retirees.

We wish to march together with you hand in hand in our endeavor to get justice to all of us.

With Regards,


Yours Comradely,



(A. Ramesh Babu)



(K.V. Acharya)



(S.C. Jain)

Joint Conveners, CBPRO

General Secretary, AIBRF



Circular 008/2018

Dated: 28.10.2018

Dear Comrades,

**Our Long Pending Issues
Time for Action Programs**

We refer to our Circular No: 007/2018 dated 26.10.2018 regarding the meeting of CBPRO & AIBRF leadership at Delhi on 24th October, 2018.

The meeting was held keeping in view the ongoing wage negotiation the UFBU is having with IBA with several rounds of discussions already over and hopefully may conclude the settlement in the near future. Though a Record Note came out in the last bipartite settlement regarding the long pending issues of Bank Retirees virtually no headway has taken place afterwards in respect of any of the issues mentioned in the Record Note. Even the latest Medical Insurance Scheme came as a rude shock to the Retirees because of very steep increase in the premium rates to be paid by the Retirees out of their low pension specially in respect of Family Pensioners some of whom have to almost spend the entire pension amount received by them for the year to pay off the insurance premium only, as their family pension is as low as Rs 4000/-. Many of the suggestions given by us regarding the Medical Insurance Scheme to UFBU and IBA have not come through in spite of the fact that the suggestions were reasonable, implementable, practical and realistic. Except for some reduction in the premium payable as against originally advised by UIIC and IBA all other suggestions were simply ignored by IBA. Even our request to ensure reimbursement of the premium as being done for the serving cadre that too

when the Government communication nowhere directed the IBA to collect the premium from the Retirees it is felt by the Retirees that scantest regard is being meted out to their justified Demands by the powers that be.

In view of the above, the deliberation in the meeting was one of utmost concern and deep hurt .Hence we strongly felt that a sense of urgency has to be brought to the notice of all concerned.

We also felt that while conveying our dismay, anguish and anxiety at the way the Bank Retirees are being treated, we should also convey to them our decision to go for an all out exercise of Appeal, Persuasion and also Agitation in every manner possible to resolve the major pending issues before the conclusion of the 11th Bipartite Settlement or at the most along with the conclusion of the Settlement.

In the meeting the leadership also decided that we should approach the UFBU once again and convey to them our serious apprehensions and request them to have detailed discussions with us in respect of our Core Issues immediately.

The meeting listed the Core Issues as under:

1. Improvement in Family Pension in line with Government Pensioners and RBI Pensioners.
2. Updation of Pension
3. 100% DA Neutralization to Pre November 2002 Retirees
4. Full Reimbursement of Medical Insurance premium of Retirees
5. Reckoning special allowance component for Superannuation benefits retrospectively from the 10th BPS
6. Second Option of Pension for Resignees who had Pensionable Service
7. Dialogue with the Retirees Coordinated body in respect of Retirees Issues.

As the Issues are pending for a very long time and also as the time is running out in view of the fact that many Retirees are in the advanced age of 75 yrs and above it is decided to hold massive Dharna & Demonstrations by the Coordinated Body of the Retirees in Important cities and State capitals across the country between the last week of November , 2018 and completing the Dharna & Demonstration program by the second week of December by holding massive programs in Delhi & Mumbai demanding Resolution of the long pending Issues of Bank Retirees.

It was decided in the meeting to write joint letter to UFBU Convener expressing our unhappiness and anguish in not achieving any demand of the Retirees in the last settlement, not settling a single issue of Retirees covered in Record Note dated 25.05.2015 even after expiry of 5 years period and commencement of negotiation for new settlement, , not sharing any information with apex level Retiree Organisations at any stage about UFBU strategy to deal retiree demands during the negotiation, IBA reaction on them and priority to achieve them. Such situation is creating information gap between UFBU & Retiree Organisations causing discomfort and discomfiture to both of us. Appeal should be made to UFBU & its constituents to arrange joint meetings so the retiree issues can be discussed in detail and joint strategy can be worked out.

We also appeal to UFBU Leadership to organise an exclusive Action Programme including Strike demanding resolution of all the Pending Issues of Bank Retirees. The solidarity to the Cause of Retirees by the Serving Employees and Officers will go a long way in the annals of the Trade Union movement of the Banking Industry. It will also serve the Cause of the Future Retirees too who are now in the Service of the Banks.

Comrades, we have waited enough. As elders we have been throughout pleading and requesting hoping that our sentiments will be well appreciated respected and accepted by the powers that be, now the time has come to give the biggest push ever possible to all our efforts to achieve our reasonable and justified demands. We call upon our Comrades to participate in all Action Programs in full strength and with firm determination and March Forward and make the struggle a thundering **SUCCESS**. The details of Demonstration and Dharna programs will be intimated after consulting the leadership in the respective Cities & State Capitals.


MARCH ON COMRADES, MARCH ON- WE HAVE NOTHING TO LOSE BUT TO GAIN.

With Regards,

Yours Comradely,



(A.Ramesh Babu) (K.V. Acharya)
Joint Conveners, CBPRO



(S.C. Jain)
General Secretary, AIBRF