



ALL INDIA UCO BANK PENSIONERS' FEDERATION

Affiliated to All India Bank Pensioners' & Retirees' Confederation and All India UCO Bank Officers' Federation
4, N S Road, Chartered Bank Building (1st Floor), Room No. 172, Kolkata-700001
Mobile no.9830841788 , Phone no. 033-40005572 e-mail Id -s.sarkar7039@yahoo.com

Ref.No. AIUCBPF/6/2026-2029
Dated 13TH June, 2026.

To,
Com. P.S.Patki [Working President]
Com. J.D.Sharma [Senior Vice President]
AIBPARC,
4 N.S.ROAD, KOLKATA.

Dear Comrades,

Sub: Submission of suggestions on Charter of Demands [going to be formulated by AIBPARC along with CBPRO to IBA] for Bank Retirees from ALL INDIA UCO BANK PENSIONERS' FEDERATION.

With reference to above, we furnish below our suggestions on Charter of Demands going to be placed by AIBPARC along with CBPRO to IBA.

1. The Senior Bankmen/Senior Citizens of the country in recent time have become the victims of cyber crimes and frauds. Senior Citizens are losing their hard-earned money through organized crime rackets. In most cases unfortunate people have not got back their funds. The hard-earned money of the Senior Citizens will have to be protected at any cost /arrangements to be made for refund in already happened cases.
2. Implementation of Regulation No. 35[1] of BEPR [1995] read with pension settlement/ Joint Note of 29/10/1993 by declaration of Updation Formulae by IBA in respect of each wage revision settlement of serving employees and by incorporating the said Updation Formulae in the Appendix-1.
3. Negotiation Status. Pending issues of Bank Retirees are to be heard and consulted by IBA with Bank Retiree Organisations only. It is observed that IBA is refusing to discuss the issues affecting the interest of the Bank Retirees with the apex level Pensioners'/Retirees Organisations. This must be stopped immediately. IBA will have to start formal discussion with apex level Retiree Organisations only.
4. Central Government not to go for further disinvestment of Government equity of Public Sector Banks since the performance of these Banks



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have always been conducive to the economic growth of different section of society mainly economically backward people. Such Banks are fulfilling the objects of the Government by serving the poorest section of the society.

5. It is being heard that Government at any point of time may go for further consolidation of existing Public Sector Banks. Any such move must be opposed. It will lead to de-stabilization of the existing system causing a lot of inconveniences to the existing customers.
6. Reckoning of Special Allowance in the calculation of PF/Pension, Gratuity for those Bankmen who retired on or after 1.11.2012. Through three Salary Revisions the quantum of Special Allowance has gone up substantially in each settlement. As a result, Pensioners on or after 1/11/2012 have been suffering a lot. IBA will have to settle the issue without any loss of time.
7. Reduction of period of commutation from existing 15 years to less than 11 years. IBA/GOI will have to reduce the number of years taken for restoration of commutation since the recovery is being completed much earlier than 15 years.
8. Removal of the anomaly in the grant of stagnation increment to a section of Scale V Officers. Despite having completed the necessary two year service after reaching the maximum of scale, this specified group has been denied the benefit which is unjust and unfair. The denial of stagnation increments to Scale V Officers who retired between 1/11/2017 and 31/10/2020 must be resolved.
9. Many Bank Retirees after retirement are facing disciplinary proceedings and they are facing confusion what to do. This procedure must be abolished. We further demand that if any departmental proceeding is initiated against any Retiree, he should be allowed to get one Defense Counsel [Representative from Retiree Organisation].
10. Need to change norms for provisioning of Staff Welfare Fund. The norm of provisioning of Staff Welfare Fund is too old. It requires to be rationally updated giving well clarified quantum which might be spent for benefit and welfare of Bank Retirees.
11. Inclusion of few left outs in Pension Scheme. IBA/GOI should give another option of pension to very few left outs in the industry who failed to opt for pension earlier for various reasons.
12. Removal of discrimination faced by the Resignees. Many Resignees who have got pension are not allowed now payment of Ex-gratia,



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- commutation facility. Some Resignees in some Banks are yet to get pension.
13. Removal of disparity in payment of Dearness Relief to the Pensioners. The discrimination which is being done to Pre 1/11/2022 Pensioners should be removed immediately. The arrears of Ex-gratia were made payable from 1/11/2022 on the basis of the gross pension paid to the Pensioners as on 31/10/2022 whereas the effect of payment of DA at 100% neutralization was agreed to take effect only from 1/10/2023. As a result the benefit of DA payment at 100% neutralization did not accrue to those who retired prior to 1/11/2022 while extending the benefit of eligible Ex-gratia based on the gross pension as on 31/10/2022. Indeed, no discrimination should be made to any Retiree depending upon his date of retirement.
 14. Convince GOI/IBA to settle all the reasonable and justified pending issues of Bank Retirees in the Country.
 15. While working out Basic Pension the last 10 months average basic pay or the last drawn basic pay which is higher is to be taken into account.
 16. To scrap New Pension Scheme for Employees and Officers who joined the Bank after 1/4/2010 and to bring them under the coverage of Bank Employees Pension Regulations [1995].
 17. Need to create an Appellate Authority in case of Pensioners found guilty in any departmental or judiciary proceeding under the provision of Regulation 48 of BEPR [1995]. At present there is no tier where a found guilty Pensioner can make an appeal. This is denial of natural justice. There should have been a tier who will dispose of the appeals made by the guilty Pensioners.
 18. Yearly Balance Sheet of the Pension Corpus should be published regularly so that the Pensioners of the each Bank can have a complete knowledge and full view of the financial position of the corpus. Further, Representatives of the apex level Retirees' Organisations should be taken as a Member of the Pension Trust.
 19. In certain taken over Banks the improved family pension and 100% DA neutralization have not yet given. It must be resolved.
 20. All Private Sector Banks [Except Federal Bank] should immediately pay Ex-gratia to the Retirees.



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21. Anxiety exists in the minds of the Retirees of Private Sector Banks about future of the payment of pension. This anxiety will have to be removed by IBA by taking necessary steps.
22. Introduction of Pension Scheme in RRBs from 1/1/1993 following the Order of Supreme Court. Whatever benefits would be extended to the Banks which had been parties to 1993 Pension Settlement, the same is to be extended to the Pensioners of RRBs since they have now come under the same umbrella.
23. The Retirees of erstwhile Associate Banks since merged with SBI for the need of creation of forum to present their issues before the Management and the special problems of non addition of notional service under Regulation 29 of BEPR [1995] faced by the Retirees under special VRS-2000/2001 of some of the E Associate Banks. All the irregularities in this field will have to be wiped out.
24. To bring uniformity of approach towards the Officer Retirees who are removed from service. Lapses in this field are to be removed.
25. There are different aberrations in payment of Gratuity to the Retired Employees and Officers of the Banks. The issues are serious in nature. All the anomalies are to be removed immediately. Some anomalies are: [a] Rs. 3 lacs to Rs.10 lacs w.e.f 1/1/2006, (6th CPC) instead of 24/5/2010. [b] Rs.10 lacs to Rs. 20 lacs w.e.f 1/1/2016, (7th CPC) instead of 29/3/2018. [c] Rs.20 lacs to Rs.25 lacs w.e.f 1/1/2024 (Central).
26. Honest Litigation Policy should be followed in respect of the unfulfilled demands of Bank Pensioners and Retirees. GOI and IBA should be honest enough to follow the Honest Litigation Policy for Bank Retirees. If a favourable judgement comes from any Hon'ble Court, the same should be implemented for the benefit of the Bank Retirees and not to force them to drag the issue once again to another tier of Judiciary.
27. Full tax exemption of leave encashment paid at retirement to all Public and Private Sector Bank Officers retired prior to 1/4/2023.

Above Suggestions on Charter of Demands are being sent to you for necessary consideration.

Thanks and Regards,



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Comradely Yours,

For All India UCO Bank Pensioners' Federation
Subrata Sarkar
General Secretary



(Subrata Sarkar)
General Secretary

Place: Kolkata.

Dated 13/6/2026

M 9830841788

Copy forwarded to GS, AIBPARC for kind information and perusal.