



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

23A, NETAJI SUBHAS ROAD, KOLKATA – 700 001

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CIRCULAR NO. 11/16.

15th April, 2016

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrades,

- Sub : (i) 3rd Triennial Conference of SBBJ Retired Employees' Association held on 21st February, 2016
(ii) State Committee of AIBPARC, Rajasthan, formed.
(iii) IBA in the midst of calculation of cost.
(iv) Clear Instruction of IBA to Chief Executives of all member banks to form Grievance Redressal Cell for Retirees.
(v) IBA responds to different letters of AIBPARC.

(i) We have pleasure to inform that our affiliate, SBBJ Retired Employees' Association, held its 3rd Triennial Conference at Jaipur on 21st February, 2016. Shri Jyoti Ghosh, Managing Director of the Bank was the Chief Guest. AIBPARC was represented among others by Com. K.V. Acharya, President, Com. B.L. Rathod, Working President and Com. N.K. Pareek, Vice President. General Secretaries of different serving organisations of the bank and leaders of different constituents of CBPRO attended the meeting. Shri R.P. Saxena spoke on the stubborn attitude of IBA, negative view of the Government and after-effects of 10th Bipartite Settlement. Com. K.V. Acharya spoke on the existing situation prevailing in the industry, national economic scenario, demands of retirees and various organizational programmes to achieve the same.

(ii) We have pleasure to inform that the State Committee of AIBPARC, Rajasthan State has been formed. The names of the Committee Members have been chosen unanimously. Com. N.K. Pareek and Com. R.P. Saxena have been elected as the President and Secretary of the State Unit. We congratulate all the newly elected members of SBBJ Retired Employees' Association and also AIBPARC, Rajasthan State Unit. We hope that there will be further consolidation of Retirees movement in this part of the country.

(iii) On receipt of the statistical data from different banks, IBA made calculation of cost on various heads of Retirees demand and is expected to take a view and finally write to DOFS. Although different information is floating in the air and members are becoming restless to know the outcome of it, it will be reckless on the part of the organisation to tell certain things without having base of it. We wrote a letter to IBA requesting them to inform us about the present position of different issues. Views of IBA will be finalized in the meeting of the Managing Committee. We have learnt that the approximate one time outlay required for 100% DA neutralization comes to Approximate Rs.3500 crores and the monthly increase in pension payment will increase by Rs.35 crores. After assessing the situation, IBA is expected to refer to the higher authorities i.e Govt. of India. In this connection, we are to inform that IBA by its letter HR&IR/KU/G5/73 dated April 16, 2016 has informed us officially that they are applying their minds on different issues of retirees. The copy of the letter has been sent to all members by e-mail.

(iv) Members are aware that IBA wrote to all banks on 30th March, 2009 to establish a Grievance Cell at Corporate Office to look into the grievances of the Retired employees. The banks were asked to hold discussions with the association of retirees at periodic intervals. This directive was perfunctorily followed by certain banks which formed the cell but did not hold the meetings at regular intervals. As a follow up measure, IBA has written another letter to Chief Executives of all banks on 9th March, 2016 and the contents of the said letter are significant in different ways. We are reproducing hereunder the contents of the letter no. CIR/HR&IR/G-5/2015-16/2263 dated 09.03.2016.

Quote :

Dear Sir,

Setting up of Grievance Cell at Bank level to redress the grievances of retired employees.

We refer to our Circular No. HR&IR/G-5/2008-09/3059 dated 30.3.2009 (copy enclosed for your ready reference) advising the decision of the Managing Committee of IBA regarding setting up of a Grievance Cell at the Corporate/Head Office of the member banks to look into the grievances of retired employees and consider holding discussions with the representatives of the Association(s) of retired employees periodically, say once in 6 months so that grievances, if any, can be settled across the table.

We hope that banks have already set up such grievance cell and are holding periodical meetings with the retirees' association(s). we shall be glad, if you could kindly arrange to provide the following details, latest by 17th March, 2016 :

1. Name(s) of the Retirees Association/Federation, if any, with whom Bank is holding meetings on their grievances.
2. Number of meetings held during the last two years.

(SD/-)

K. UNNIKRISHNAN
DEPUTY CHIEF EXECUTIVE

Unquote.

(v) For last few days, a lot of noise has been created by certain organisation that they are the principal performer in regard to demands of retirees and IBA recognizes them only. That the contention is not correct will be amply clarified by another letter which has been sent by e-mail today to all members of the GC. President, AIBPARC wrote a letter to IBA on non-payment of arrears of salary to the retirees of Dhanalakshmi Bank Ltd. IBA forwarded the said letter to the Bank on April 7, 2016 and endorsed it to us. IBA's letter dated 7th April, 2016 on Dhanalakshmi Bank and the letter dated 16th April on the issues of retirees are ample testimony to our status with IBA.

With best wishes,

Yours faithfully,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 10/16.

16th March, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrades,

Sub : City of Hyderabad throbs with hectic organisational activities for 2 days – 13th & 14th March, 2016 on the occasion of holding the first meeting of the Managing Committee (extended) for the year 2016.

Taking the advantage of the presence of All India leaders at Hyderabad on the occasion of attending the meeting of the Managing Committee (extended), the Andhra Pradesh–Telangana State Committee of AIBPARC organized a massive gathering of bank retirees in the afternoon of 13th March, 2016 at the famous Parvana Hall in front of the Head Office of State Bank of Hyderabad. We have pleasure to inform that nearly 300 retirees from different banks attended the meeting and the proceeding continued for 3 hours. Under the presiding of Com. K.M. Shastry, President of the State Committee, the meeting was addressed among others by Com. Raghava Rao, State Secretary, Com. K.V. Acharya, President, Com. Harshabardhan, Chairman, AIBOC, Com. S. Sarkar, Joint General Secretary, etc. Two veteran leaders of the movement of yester years, Com. Madhava Rao and Com. Anantha Krishnan were felicitated by the organizers of the meeting. In their address to the house, they remembered with fondness their old relationship with the members present and wished the retirees' movement a great success. Com. Harshabardhan observed that he carried the message of all cooperation from AIBOC. He felt that the two organisations are different in names only but they are one so far as the interest is concerned because a serving employee of today is a retiree of tomorrow. Com. K.V. Acharya, President, AIBPARC, narrated in detail the experience that he had at IBA Office at the time of submission of a memorandum on behalf of CBPRO. He felt that members should not be dejected at the present state of affairs. There is every reason to be positive in approach because the sustained efforts of the organisation will surely bring some fruitful outcome in near future. Com. S. Sarkar in his address observed that the month of April is important for the retirees because IBA as per its commitment to AIBOC is expected to make the actuary report

available on cost analysis of different demands of retirees. Whatever may be the outcome, no one can deny that a meaningful negotiation on retirees demand would start. He also declared that AIBPARC always demanded the extension of regular pension facilities to the workforce joining the bank after April, 2010 and denounced the NPS which is virtually the other name of no-pension scheme.

2. The second day i.e. 14th March, 2016 was another hectic day for the organisation. The office bearers, the members of the executive committee, the state secretaries and the special invitees coming from different parts of the country gathered at the Guest House of SBH in large numbers. The meeting continued for 8 hours. The leaders deliberated on the reports submitted by the General

Secretary and offered many constructive suggestions to carry forward the movement in a meaningful manner. The house took stock of the situation of last 4 months and recorded the following decisions/observations : (i) IBA should immediately come forward to restore the facility of reimbursement of domiciliary expenses which at present is being illegally denied by the Insurance Company. (ii) As per requisition by IBA, most of the banks have already submitted statistical data which are relevant to different demands of the retirees. After processing of such figures, a quick decision should be taken by IBA so that the elder citizens do not suffer any longer. (iii) There are many vital and legitimate demands which include interalia the issue of resignees and CRS optees, the problem of retirees after 1.11.2012 in respect of reduction of net pension and denial of stagnation increment etc. which need application of mind in the bilateral forum. (iv) AIBOC in particular and UFBU in general will be requested to take active initiative so that discussion on retirees issue start immediately. (v) The house takes note of the tremendous success of the Dharna at Jantar Mantar, Delhi on 11th December, 2015 and feels that the message has gone to all corners and as a result of this some forward movement is perceptible. (vi) The organisation will keep in touch with the pending cases at Supreme Court on different issues on retirees interest and necessary assistance may be offered to the case which is being fought by a PNB retiree on the issue of updation. (vii) The meeting felt that a meeting of CBPRO should be convened at the earliest and a message in united voice should go to the Govt. and the IBA. Apart from what has been told above, lot of other issues relating to demands and organisation were discussed threadbare and minuted properly.

3. We have great pleasure to convey to our members that Com. Murli, the convener of UFBU remained present in our meeting for some time. In spite of his busy schedule and compelling preoccupations, he managed an hour for the elder citizens. Our leaders conveyed gratefulness and thanks to Com. Murli for his gesture. In his thought provoking speech, he assured the members that UFBU would not be forgetting the issue of retirees and it will employ its best possible endeavours to start negotiation on all the issues which have been mentioned in the action part of the Record Note which was signed by IBA and different components of UFBU. He also narrated the constraints faced during negotiation which stood in the way of having a satisfactory conclusion. He assured the house that within a few weeks of time the issue of reimbursement of domiciliary expenses would be sorted out.

4. The house put on record its sincerest thanks and admiration to all the leaders of the State Committee, various activists and veterans stationed in the city of Hyderabad who labored very hard for last few weeks to ensure the success of the meeting of managing committee (extended). Suggestions came from members that the next meeting which is to be held in Ahmedabad may please be shifted to Mumbai because it would give the leaders an opportunity to meet the IBA officials. Com. K.V. Acharya, President informed the house that he would discuss the issue with General Secretary and communicate the decision at an early date through circulars. Members of the house were also earnestly requested to update their Email ID, Residential Address and Contact Nos.

by sending E-mails to AIBPARC. Com. Lahane offered vote of thanks and the day-long meeting ended with shouting of slogans.

Comrades, we believe that the successful holding of different organizational programmes for 2 consecutive days would further consolidate the retirees movement in this part of the country.

With good wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

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

C/O BANK OF INDIA OFFICERS' ASSOCIATION

(EASTERN INDIA BRANCHES)

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CIRCULAR NO. 9/16.

11th March, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrades,

Sub : Follow up of issues contained in our memorandum submitted to CEO, IBA on 10.02.2016.

We are reproducing hereunder a letter written to IBA on 10th March, 2016 signed by the conveners of CBPRO for information of members.

With best wishes,

(S. R. SENGUPTA)
GENERAL SECRETARY

Quote :
To Shri M.V. Tanksale, CEO, IBA, Mumbai.

Respected sir, Sub : Bank Pensioners issues.

We refer to our memorandum dated 10.02.2016 regarding the Bank Pensioners & Retirees issues which we submitted to your Good selves in a delegation of CBPRO at IBA Office in Mumbai. We are extremely thankful to you for the concern you have shown in respect of the long pending grievances of Bank Retirees community.

During the course of discussion, we were informed of the exercise undertaken by the Indian Banks' Association in the collection of the data and information from the Member Banks mainly in respect of the following three issues.

Pension Updation,
Uniform DA to pre-2002 Retirees.
Improvement in Family Pension.

We have already explained about the importance of the above issues in our memorandum. The same were also very important to all the Bank Pensioners and Retirees and hence it requires a very urgent and considerate attention from your end. The IBA must have already collected the required data and information by now. The huge funds which is already available in the Pension Corpus is also another important factor in meeting the aspirations and expectations of the Bank Pensioners and Retirees. Hence we request your good self to grant the expected relief to the Bank Pensioners and Retirees at the earliest. We expect a favourable and heartening news from the IBA in respect of the above issues and other issues mentioned in our memorandum very soon.

Thanking you,

Sd/-
(A. Ramesh Babu)

Joint Convener

Sd/-
(K.V.Acharya)

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrades,

Sub : Federation of Bank of India Pensioners & Retirees Associations (FOBOIPARA) holds 2nd Triennial General

Body at Ranchi on 6th & 7th February, 2016 in the midst of grandeur and massive participation.

We have much pleasure to inform you that the 2nd Triennial General Body of FOBOIPARA had a colourful inauguration on 6th February, 2016 at Guru Nanak School Auditorium. All the chairs were filled up at least half an hour before commencement and people were standing on both sides of the hall. The dais of the inaugural session was adorned by persons like Com. Debasis Sengupta, the Secretary of the host Unit, Com. P.S. Patki, President, FOBOIPARA, Com. S.R. Sengupta, General Secretary, FOBOIPARA, Shri Sankaranarayan, Executive Director, Bank of India, Com. K.V. Acharya, President, AIBPARC, Com. S. Sarkar, Jt. General Secretary, AIBPARC, Com. Sunil Kumar, President, Federation of BOI Officers' Associations, Com. Sanjay Das, General Secretary, BOIOA, Eastern Unit, Com. Sunil Lakra, General Secretary, Jharkhand Unit, Com. Manoranjan Das, General Secretary, Odisha Unit and Shri N.K. Gupta, General Manager, BOI, NBG, Jharkhand & Chattisgarh. Apart from the above mentioned persons, many leaders of yester years coming from different parts of the country occupied the chairs at the front row.

Shri Sankara Narayan, recalled with fondness his old association with the area and expressed confidence that the Bank will make a quick turn around from the present difficult situation. He assured the house that there would be a proper mechanism of hearing the grievances of the retirees at a periodic interval and proper attention will be given to the retirees. Com. S.R. Sengupta briefed the house about the challenges ahead. Com. Suprita Sarkar felt that everything is not dark in the horizon. Still there are certain elements in the much-talked record note which can pave the way for future negotiation. Com. Sunil Kumar assured AIBPARC about all kinds of help from AIBOC. He also explained the compulsions which came before the organisation at different stages. Com. Sanjoy Das, Com. Lakra and Com. Manoranjan Das greeted the conference and assured all possible help. Com. K.V. Acharya profusely complemented the participation of FOBOIPARA in AIBPARC. He thanked AIBOC leadership for taking timely steps and for which the door of negotiation with IBA will be opened soon. He requested the members not to lose heart and he firmly believes that after collection of data from all banks by IBA, meaningful dialogue on demands of retirees will start. Com. Patki in his address thanked the Executive Director for making an open promise to offer bilateral forum to FOBOIPARA at regular intervals. Vote of thanks was proposed by Com. Nagraj, Vice-President, FOBOIPARA.

The Business Session took place on 7th February, 2016. It was a participative and disciplined session. The report of the General Secretary and accounts were placed before the house for discussion. Com. Patki provided additional information on the functioning of the organisation for last 3 years. He informed the gathering that continuous efforts will go on to improve REMAS in different fields. Nearly 20 speakers spoke in course of deliberations. General Secretary answered to the points and touched upon issues like joint movement and social welfare activities. Constitutional amendments were passed and elections were held for the term 2016-19. Com. S.R. Sengupta was elected as President and Com. P.S. Patki was elected as the General Secretary. AIBPARC congratulates the new set of office bearers and firmly believes that FOBOIPARA, being one of the strongest affiliates will move from strength to strength in days to come.

With best wishes,

(S. SARKAR)
JT. GENERAL SECRETARY

CIRCULAR NO. 7/16.

12th February, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrades,

We have pleasure to inform that the President, AIBPARC, submitted a Memorandum to the CEO, IBA, on the demands of the Retirees on 10th February, 2016. A copy of the same is being reproduced hereunder for information of the members.

Coordination of Bank Pensioners and Retirees Organisations (CBPRO) has also issued a circular on 11th February, 2016 signed by the Joint Conveners, Com. A. Ramesh Babu and Com. K.V. Acharya. We are reproducing the copy of the said circular also.

With best wishes,

(S. SARKAR)
JT. GENERAL SECRETARY

Quote

Dated: 10.02.2016

Shri M.V. Tanksale,
Chief Executive Officer,
Indian Banks' Association,
World Trade Centre 6th Floor,
Centre 1 Building,
World Trade Centre Complex,
Cuff Parade, Mumbai 400005

Sir,

Sub: MEMORANDUM REGARDING PENSION UPDATION AND
OTHER ISSUES RELATING TO BANK PENSIONERS' AND RETIREES.

We request you to refer to our memorandum submitted to you in 2015 detailing the long pending issues of Bank Pensioners and Retirees. We were very hopeful of the resolutions of the issues in the last concluded Xth Bi-Partite settlement between Workmen Unions and Officers Organisations. But to our utter shock and disbelief a record note emerged out of the settlement where the IBA took a position that no contractual

relationship remained between the Banks and the Pensioners after their retirement. This was a rude shock to us. The Bank Employees Pension Regulations itself is the proof of statutory relationship between the Pensioners and Bank Managements and the Regulations have got the further credence as they are also published in the official Gazette of Government of India. However the record note listed out our grievances and showed the keenness of IBA to resolve the same. It is now more than six months but unfortunately absolutely no forward movement in respect of those has taken place and IBA is also not calling the Retirees' Organisation for discussions and negotiations.

The aging factor of the Bank Retirees is causing lot of anxiety to them when their justified issues are not redressed in spite of their knocking the doors of IBA and other Government authorities for a long time. The non resolution of their issues forced the Bank Pensioners' Organisations to hold Dharnas and Demonstrations in several centers including at Jantar Mantar, New Delhi and Azad Maidan, Mumbai. It must be in the knowledge of the IBA and the Government that as late as on 11th December, 2015 the most Massive Dahrna was held by Bank Pensioners' at Jantar Mantar where even leading news papers like The Statesmen and Nav Bharat Times reported the gathering well over five thousand, which was addressed by Political leaders, Central Trade Union leaders and Bank Industry Organisations. The said Dharna was organized by Coordination of Bank

Pensioners' and Retirees Organisations (CBPRO), which consists of major Retirees Organisations in the Banking Industry covering a membership of Three Lac Fifty thousand, in other words all most the entire Bank Retirees community. This is with a fervent hope, we wish to once again place before you the most important issues concerning the Bank Pensioners and we are confident that the IBA will resolve the issues immediately and without any further delay.

BRIEF HISTORY OF PENSION FOR BANK EMPLOYEES.

Bank Employees and Officers wanted Pension as third benefit but the Government and IBA insisted that Pension Scheme would be introduced in the Banks exactly on the lines of Government Employees Pension Scheme. So when Pension settlement was signed in 1993 and Pension Regulations were framed in 1995 it came exactly as per the Central Government Employees Pension Scheme. The negative and punitive aspects of the Government Pension Scheme were also included in the Bank Employees Pension Scheme such as Pension subject to future good conduct, initiation of disciplinary proceedings even after retirement and Dearness Relief which used to be paid every three months is now made payable every six months quoting that for Government Employees it is payable only every six months.

When the Pension Scheme was introduced, it was stated to be strictly as obtaining in Central Government for its employees. As a result its introduction in banks was made conditional that those who would be recruited after 1995 would not be given the option of PF and they have to necessarily come under the Pension Scheme since Government Employees do not have any such option. So also, during IX Bipartite settlement, extension of second option for pension to existing retirees and employees was made conditional that those who also recruited after 2010 would be only under Defined Contribution Pension Scheme and not under Defined Benefit Pension Scheme because recent and future recruits in Central Government are brought under Defined Contribution Pension Scheme. As a result, all the recruits since 2010 in banks too are covered under the New Pension Scheme which is Defined Contribution Pension Scheme.

UPDATION OF BASIC PENSION AND ADDITIONAL PENSION.

In line with the Governments' stated position Bank Employees Regulation 35 clearly states that Pension Updation (Revision) shall be made wherever applicable. It is also true that this Regulation was duly implemented for a batch of Officers and Employees retired between 01.01.1986 to 31.10.1987 along with the wage revision for serving Bank Employees and Officers at that time.

Regulation 56 also clearly states that any doubt in the matter of application of these Regulations regard may be had to the corresponding provisions applicable to Central Government Employees. Further Regulation 11 also states that quote "BANK SHALL CAUSE AN INVESTIGATION TO BE MADE BY AN ACTUARY INTO THE FINANCIAL CONDITION OF THE FUND EVERY FINANCIAL YEAR ON THE 31ST DAY OF MARCH AND MAKE SUCH ADDITIONAL ANNUAL CONTRIBUTIONS TO THE FUND AS MAY BE REQUIRED TO SECURE PAYMENTS OF THE BENEFITS UNDER THESE REGULATIONS. 'Unquote

The above Regulations are clear assertions as to the fact that payment of Pension obligations is a statutory obligation like payment of salary and requirement under AS 15(R) has to reckon this too and so auditors cannot ignore this statutory obligation.

The non-implementation of the pension updation for more than 25 years, during which period five wage revisions had taken place in the Banks but with absolutely no revision given to the Bank Pensioners, is heart rending and humiliating that even a top functionary of the Bank in the grade of General Manager who retired in 1990s gets a paltry sum of Rs. 22,000/- approx. including D.A. which is much less to his junior subordinate in the clerical cadre and his equivalents in sectors having pension revision gets more than three times of it. Hence it is obvious that discontinuing the implementation of Regulation 35 regarding Pension Updation is a clear violation of Bank Employees Pension Regulation. This has to be set right immediately and Bank Pensioners' are not put to deprivation further.

100%DA NEUTRALISATION

Depriving the pre November 2002 retirees' full compensation of DA is again against the spirit of Pension Settlement and also against all logics when the same is extended not only to Government Employees but also to RBI employees and other State Sector Organisations. The number of such pensioners is very small and quite a few of them are in the advanced age of 85 plus or may have even unfortunately ceased to exist. Hence a special note of urgency should be shown in respect of this issue.

IMPROVEMENT IN FAMILY PENSION.

This is again in contrast with what is being allowed to Family Pensioners, who are mostly widows, in the Government and Government Sector Organisations and RBI. It is quite heart-rending that family pensioners in banking Industry are restricted to get only 15% that too with ceiling, whereas it should be 30% without ceiling. We urge upon IBA to render justice to Bank Family Pensioners.

PENSION FOR THOSE WHO HAVE PUT IN PENSIONABLE YEARS OF SERVICE.

Denial of pension to those resigned but had put in pensionable years of service even after a favorable judgment from the Hon'ble Supreme Court amounts to demonstration of unnecessary rigidity and we request you to honor the Hon'ble Supreme Courts' Judgment in this regard. Here again the number of such retirees is very small.

MEDICAL FACILITIES.

Though the Government had instructed the IBA as early as in 2012 to come out with a Medical Policy both for serving employees and retired employees, it is quite shocking to see that the Retirees are asked to pay the premium on the medical insurance and are also deprived of the Domiciliary treatment reimbursement and subjected to the denial of the medical facilities in respect of critical illness. In fact the senior citizens of banking industries deserve a more humane Medical Reimbursement Scheme.

EX-GRATIA TO PRE 1986 RETIREES.

The number of such retirees is hardly 200 in each Bank and giving a very low Ex-Gratia payment to such retiree is hurting the conscience of every one including the Bank Managements and it is with deep anguish and anxiety. We request you to improve the amount respectably and restore the dignity of those veterans.

XTH BI-PARTITE SETTLEMENT - SPECIAL ALLOWANCE COMPONENT.

We earnestly request you to include the special allowance component for terminal benefits as well as for payment of pension to all those who retired or retiring after November 2012. It is important to note that in the recent settlement of LIC of India the special allowance component is treated at par with Government Employees grade pay component and the same has been reckoned for terminal benefit also. The above are some of the very important and very urgent issues of the Bank Retirees and they need to be immediately resolved.

PENSION FUND.

The Pension Fund created after the Pension settlement is having a huge corpus of nearly two lacs crores which is created out of the surrender of PF of Bank Employees and Officers, additional contributions by the banks and surplus out of accruals of the Fund and the liability of pension payment under Defined Benefit Pension Scheme (old Pension Scheme) is restricted only to employees recruited before 2010. As such the Old Pension Scheme is a close ended scheme as far as membership is concerned which means with no addition to membership and the retirements have already peaked and the coming years would only see depleting number of pensioners. Consequently the existing corpus with normal additions as hitherto would be more than adequate to meet all the demands of the Pensioners which are pending without resolution for the past more than 25 years. So we strongly feel that the plea of cost implications is unfounded and has to be therefore discarded and the Banks must meet their statutory obligations and render justice to the Bank Employees and Officers as is done to Government Employees, Railway Employees and other Public Sector Undertakings like BSNL, MTNL, State Electricity Boards etc.

Sir, many of the Retirees are in the very advanced age and waiting helplessly for more than 25 years for justice. These Pensioners and Retirees had contributed their best to revolutionize Banking for which there is no comparison in the world elsewhere. We are confident the IBA and the concerned authorities will recognize and appreciate this and assuage the feelings of the Senior Citizens of the Banking Industry by granting the above immediately.

We also request you to call the Coordination of Bank Pensioners and Retirees Organisations for meetings with IBA and hold negotiations and discussions on all the issues concerning Bank Pensioners and Retirees at the earliest.

Thanking you,

Yours Sincerely,

K.V.Acharya
President AIBPARC

To
All Constituents of CBPRO

Dear Comrades

CBPRO DELEGATION MEETS IBA AND SUBMITS MEMORANDUM ON 10.02.2016

We are immensely pleased to inform all Bank Pensioners and Retirees that quite a few very positive developments have taken place in regard to our issues after our historic Massive Dharna at Jantar Mantar on 11th December, 2015 in Delhi. The memorandum submitted at that time to the Hon'ble Prime Minister, Finance Minister and Department of Financial Services Government of India evoked good response and the Indian Banks' Association has in turn started collecting data from individual Banks regarding the number of Pensioners as on March 2015 and number of pension optees as well. The IBA has also asked the Banks to work out the calculations in regard to 100% DA Neutralization. Many of the Banks have already submitted the required information to IBA. We urge upon all the constituents of CBPRO to ensure that from respective Banks the required Data and Informations, if not furnished already to furnish the same immediately. In this regard we also profusely thank UFBU and their individual constituents who have put in special efforts by repeatedly reminding the IBA about our pending issues. In fact AIBOC even served a strike notice in the month of December 2015 to the IBA in respect of our issues

To give further momentum to our efforts, we decided to go in a delegation to IBA and submit a

memorandum detailing our issues. Accordingly the delegation of CBPRO met Shri M.V. Tanksale, Chief Executive Officer of IBA on 10th February 2016 in the office of IBA at Mumbai and submitted the memorandum.

During the submission of our memorandum, we explained to Shri Tanksale the anxiety and anguish of the Bank Pensioners' many of whom have crossed the age of 80 years waiting and hoping for justice. We requested the IBA to resolve the issues on a note of urgency lest quite a good number of Retirees may not see justice at all during their life time. We also requested to invite the CBPRO for discussions in respect of the issues. This will also restore confidence and comfort to the aging Senior Citizens of the Banking Industry that they are properly cared for and respected for the services they have rendered to the Banking Industry.

We are happy to report that Shri Tanksale, CEO of IBA responded very positively to our submissions and assured us of the seriousness and sincerity of the IBA to resolve the issues and once the required Data is received from the Banks. He assured us that IBA is sympathetic and is in the process of collecting data and information from the member Banks to work out solutions in respect of Pensioners' and Retirees issues. We are thankful to Shri Tanksale for the concern he has shown and we are very confident that Pensioners and Retirees will have good news from the IBA in the very near future. We are enclosing the copy of the memorandum submitted to IBA by CBPRO.

On 10th February, 2016 AIBRF has organized a demonstration in AZAD Maidan, Mumbai to highlight the issues of the Retirees. At the invitation of AIBRF, leaders of the constituents of CBPRO participated in the Dharna and addressed the Retirees. As Joint Convener of CBPRO Com. K.V.Acharya, Com. R.S.Raji

Wdekar Secretary, SBI Pensioners' Association, Mumbai Zone Sub center, Com. SBC Karunakaran, Senior Vice President of AIBPARC, Com. N.M. Shah from RBONC, Com. Siroriwala, President AIRBEA, Com. Ravi

Shetty, former Secretary of State AIBOC (Mumbai and Maharashtra) and Com K.B. Chavan and com R.R. Pawar were present in the demonstration and in the delegation to IBA as well. The participation of the leaders of CBPRO in the AIBRF programme enthused the comrades assembled there and the CBPRO Leadership assured the comrades gathered there of total consolidation of the Bank Pensioners and Retirees under the umbrella of CBPRO. Com. S.M.Deshpande and Com. S.C.Jain President and General Secretary of AIBRF also emphasized the need for Bank Retirees' unity. We are confident and hopeful that these developments augur well not only for the consolidation of the Bank Retirees movement but also will make the Bank Managements, IBA and the Government to recognize Bank Retirees Movement and hasten the resolution of our long pending issues.

March on Comrades, March on. Our path is Right path. Our fight is just and right.

With revolutionary greetings.

Yours comradely,

A.Ramesh Babu

K.V.Acharya

Joint Conveners



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
23A, NETAJI SUBHAS ROAD, KOLKATA – 700 001

Mobile : **9830403145,** **E-mail** : **aibparc@gmail.com**

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CIRCULAR NO. 6/16.

8th February, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Re : Updation of information on various issues pertaining to the retirees.

IBA had a meeting with AIBOC on 3rd February, 2016 to review the development of issues which were discussed in the conciliation meeting held on 08.12.2015. A number of subjects came under discussion. It includes government policies of denial of capital in PSBs, rectification of anomaly with regard to the Stagnation Increments of officers in scale III, disciplinary matters, not to call officers on Sundays and Holidays, termination of the services of Com. P.V. Mohanan, appointment of officers and workmen directors and issues of retirees. We are reproducing hereunder the relevant portion of AIBOC's circular no. 2016/06 dated 03.02.2016 for information of members.

Issues covered in the Record Note on pension : "We informed IBA that our demand with regard to Pension Scheme include three issues viz. (a) 100% neutralization of DA to all pre-November, 2002 retirees (b) revision in the rates of family pension (c) Upgradation of pension and demanded that IBA need to take early steps to settle those issues. IBA informed that as informed earlier they are in the process of calculation of cost by the Actuaries and they have called for certain data from all the Banks. They further informed that they have received the said data from most of the banks and that once the data is received from the remaining banks, they would calculate the additional cost and will have a view on the issues."

IBA's Medical Insurance Scheme : "We brought to the notice of the IBA that the retirees are yet to be extended the reimbursement of domiciliary treatment expenses as agreed in the 10th bipartite settlement and again in the conciliation meeting held on 08.12.2015. We also brought to their notice various types of complaints received from the retirees with regard to the cashless hospitalization facility and delayed/non-settlement of hospitalization claims by the TPAs /Insurance Company. IBA informed that they are committed to provide domiciliary treatment facility under their Insurance Scheme to the retirees and that for this purpose they had a meeting with the insurance Company on 15.01.2016, wherein, they have made it clear to the Insurance company that they have to extend the domiciliary treatment facility to the retirees. They further informed us that the Insurance Company has agreed to extend the deadline for retirees to opt for their Insurance Scheme upto 31.03.2016. As regards complaints of the members against the Insurance Scheme and TPAs regarding cashless hospitalization facility and settlement of hospitalization/domiciliary treatment expenses, they have advised to submit the list of such cases to them to take up with the Insurance Company."

With best wishes,

(GENERAL SECRETARY)



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

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

C/O BANK OF INDIA OFFICERS' ASSOCIATION

(EASTERN INDIA BRANCHES)

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CIRCULAR NO. 5/16.

20th January, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

We are reproducing hereunder copy of a letter written to Com. Harvinder Singh, General Secretary, AIBOC, which is self explanatory. Instead of making immediate representation to IBA, we consider it necessary to ascertain the views of the constituents of UFBU in this regard. Our line of action should also be orchestrated with the united stand of CBPRO. We are in the process of consultation. Members will be apprised with time to time developments.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

Quote :

Com. Harvinder Singh,
General Secretary,
AIBOC, New Delhi.

Dear Comrade,

Re : Letter of Under Secretary, DOFS, Written to different Banks to get prepared for Eleventh Bipartite
Falling due on 01.11.2017.

The aforesaid letter, on the face of it, appears to be encouraging but we are viewing it with some amount of scepticism because of choosing the time of writing the letter. As per latest information, most of the Banks at the end of Quarter III will land on difficult situation in regard to profitability for making higher dose of NPA provisions. Before making any communication to any quarter by ourselves, we like to be clarified on certain points which are noted hereunder :

As per minutes of CLC, the actuary appointed by IBA was supposed to submit its report within 3 to 4 months after which a meaningful dialogue was expected to be initiated. In other words, the paper was expected at any time between 8th March to 8th April, 2016. Kindly apprise us whether there has been any forward movement in this regard. Keeping the issue in a half-cooked stage, would it be wiser for us to jump into another chapter.

After viewing the letter, whether the constituents of UFBU have exchanged their views about it and what it there expected line of action. Before knowing this, it is our considered view that we should not reopen the chapter.

As regards IBA's commitments to take up the issue of reimbursement of domiciliary expenses of retirees with the TPA of the Insurance Company, is there any development for our benefit?

On being apprised from your end, we propose to take up the issues with the convener of UFBU once again and after knowing the expressed stand of everyone on the issue, we propose to finalise our lines of action. Sorry for taking up your time. Please have our best wishes,

Yours sincerely,

(S. R. SEN GUPTA)
GENERAL SECRETARY

unquote



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION

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

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CIRCULAR NO. 4/16.

14th January, 2016.

(For circulation among all the members of the Managing Committee (Extended)
of AIBPARC and also Special Invitees.)

January 14, 2016.

N O T I C E

Notice is hereby given to all members of the Managing Committee (Extended) and also to the Special Invitees of AIBPARC that the 1st meeting of the Committee for the year 2016 will be held on 14th March, 2016 (Monday) at Hyderabad at the time and place mentioned hereunder to discuss the following agenda items :-

Agenda :

Formation of the dais,
Bereavement,
Placement of a written report by General Secretary for consideration of the house,
Discussion of members on the report and adoption of the same,
Miscellaneous (with the permission of the Chair),
Vote of thanks and conclusion.

VENUE :

Head Office of State Bank of Hyderabad, Gun Foundry, Hyderabad.

TIME :

10 a.m. to 5 p.m.

CONTACT PERSON :

Com. A.V. V. Raghava Rao
Secretary, AIBPARC,
Andhra-Telangana State Unit.
Mob No. 09392485024.

(S. R. SEN GUPTA)
GENERAL SECRETARY



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
23A, NETAJI SUBHAS ROAD, KOLKATA – 700 001

Mobile : **9830403145,** **E-mail** : **aibparc@gmail.com**

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CIRCULAR NO. 3/16.

4th January, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Sub : (i) Sending of names of EC Members by each affiliate,

- (ii) Payment of subscription for the financial year April, 2016 to Mach, 2017,
- (iii) Updation of information in the list of newly-elected office-bearers displayed in the website.

Each affiliate is requested to communicate to us the name of one EC Member with full details of his address, mobile number and e-mail ID for incorporation in the list of members of the Governing Council. We have already received names from several affiliates but full details are lacking. Each affiliate is requested to convey to our e-mail at an early date.

As per amendments to the bye-laws of the constitution of AIBPARC, it was decided that the rate of subscription will be Rs.15/- per annum per member for the financial year April, 2016 to March, 2017. The amount payable by an affiliate is to be calculated on the membership status as on 31st March, 2016. Affiliates are requested to please calculate the amount payable and clear their dues at an early date.

The particulars of newly elected office-bearers have been displayed in our website. Each member is requested to go through the list carefully and ascertain the correctness of their address, mobile no and e-mail ID as early as possible and give us necessary feed backs for correction. In certain cases, there are blank columns which are to be filled up with proper information and the missing particulars are to be conveyed at our email.

This is urgent.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 2/16.

1st January, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Sub : Encashment of leave on compulsory retirement.

We are reproducing hereunder copy of a letter written to the Chairman, IBA on the above subject. The letter is self-explanatory.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

P.T.O.....

QUOTE :

AIBPARC/IBA/CRS(7b)/2016.

1st January, 2016.

The Chairman,
Indian Banks Association,

Mumbai.

Dear Sir,

Sub : Encashment of leave on compulsory retirement.

With reference to the above subject, we have to convey the following :

As per communication of your office dated 27.11.2000, it was conveyed that the officers whose services were terminated on account of imposition of compulsory retirement would not be entitled to the benefits of leave encashment.

It was subsequently conveyed by your office that encashment of privilege leave would be allowed to officers and workmen whose services were terminated on account of CRS and the revised guideline was effective for those who were compulsorily retired on or after 30th April, 2015.

In light of the two guidelines read together, it transpired that the persons who were compulsorily retired between 27.11.2000 and 30.04.2015 will fall in the group of non-beneficiaries of the benefit of encashment of leave.

it has come to our notice that different banks as per instructions received from IBA are in the process of extending the benefit of leave encashment to all employees who were imposed CRS between 27.11.2000 and 30.04.2015 but it is a matter of serious concern that similarly placed officers have been kept outside the zone of consideration for the same benefit.

We like to reiterate that "employee" in its larger connotation of meaning and implication also includes officers. We welcome the development as being available to the workmen and demand that the same benefit be extended to officers immediately. The discrimination should be logically put to an end.

We make an earnest request to you to kindly give an emergent relook to the issue and send uniform guidelines to all members banks.

Yours faithfully,

(S. R. SEN GUPTA)
GENERAL SECRETARY

UNQUOTE

CIRCULAR NO. 1/16.

1st January, 2016.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

HAPPY NEW YEAR TO YOU ALL

It is quite natural that every new year brings us new hope and aspirations. 2016 cannot be an exception. The efforts made in the year gone by should bring results now. We must be watchful. We need to keep our unity. We need to talk in one voice and proceed in a rhythmic way.

Friends, we are confident, we will win at last.

With warm greetings,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 60/15.

23rd December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Re : Recent Organisational Activities.

We convey with pleasure that protest demonstration/rallies at State capitals are still continuing with zeal and enthusiasm. The last one took place on 17th December, 2015 in front of the historic Town Hall, J.C. Road, Bengaluru. More than 3000 Pensioners/Retirees from different parts of city thronged at the venue and participated in the Dharna/demonstration. All the leaders of employees/officers movement of yester years as well as present days stationed at the garden city of Bengaluru enthused the participants by their presence and speech. The eminent speakers include Com. Santharaju and Com. G.D. Nadaf, former General Secretaries of AIBOC, Com. Krishnamurthy, Secretary, AIBOC, Karnataka State Unit, Com. Sukumaran, President, RBONC, Com. Kulkarni, Secretary, AISBOF, Com. Gopinath Rao, Vice-President, AIBPARC, etc. The State Committee of CBPRO has been formed and it started its functioning in a proper manner.

2. Com. S.R. Sengupta, General Secretary, AIBPARC, inaugurated the 24th (1st Triennial) conference of Indian Bank Officers' Association (Eastern Zone) held at Kolkata on 20th December, 2015. In his inaugural address, he recalled the heroic struggle of AIBOC & others against privatization of State sector Banks and the efforts of the government was stalled because of this historic fight. The fight of trade unions/ organisations of serving employees as well as Retired employees against deprivations and discriminations are to be orchestrated with the movement of the working class. This is an abject necessity because the government at the centre is totally unresponsive and insensitive to the toiling masses. He wished the conference a great success.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 59/15.

16th December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Sub : Calendar of meetings of Managing Committee/Governing Council
for the year 2016.

We inform hereunder the date and venue of meetings to be held in the year 2016 so that members may purchase tickets beforehand. Exact venue of meetings will be informed later on at the time of issuance of notice for individual meeting :

Date	Nature of meeting	Place
14.03.2016 (Monday)	1 st meeting of Managing Committee (extended)	Hyderabad
17.07.2016 (Sunday)	2 nd meeting of Managing Committee (extended)	Ahmedabad
28.11.2016 (Monday)	3 rd meeting of Managing Committee and Sole meeting of Governing Council	Kolkata

with best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 58/15.

16th December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Sub : Interest free loan to pensioners in flood affected areas.

We reproduce hereunder the text of our letter addressed to the Chairman, Indian Banks Association on the captioned subject for your information.

Yours sincerely,

(S. R. SEN GUPTA)
GENERAL SECRETARY

Quote :

We request you to kindly advise the member banks for sanctioning of interest free loan to pensioners in the flood affected areas of Tamil Nadu and Andhra Pradesh at the rate as under :-

Officers	:	Rs.50,000/-
Award Staff	:	Rs.40,000/-
Repayment	:	50 installments against monthly pension.

We request you to kindly treat the matter as most urgent.

With regards,

Unquote

CIRCULAR NO. 57/15.

14th December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Bank Pensioners and Retirees create history at Jantar Mantar on 11th December, 2015 – Several Thousand Bank Retirees participate in day-long Dharna and Demonstration at the heart of the Union Capital – leaders of serving organisations, retiree organisations and Central Trade Unions ask Government/IBA to concede the demands – if insensitivity continues, organisations pledge for more intensified actions.

Several thousand bank pensioners and retirees thronged Jantar Mantar, New Delhi at 10 a.m. sharp. The group of volunteers was shouting slogans in favour of the demands of the retirees in different languages. The principal demand of the slogans was that Government and IBA should come to senses immediately and attend to the issues which are long neglected. It was also demanded that the total insensitivity should be put to an end and the most reasonable demands be conceded. The crowd at about 11 a.m. swelled to the adjoining streets. The elder citizens of the banking industry and the lady comrades in fairly good number stood for hours to hear the leaders. The crowd remained unmoved as it is till the conclusion of the programme at about 3 p.m.

Com. K.V. Acharya, President, AIBPARC, coordinated the whole programme from beginning to end. After giving a brief introduction on the purpose of the Dharna, he invited Shri R.N. Banerjee, President, Federation of SBI Pensioners' Association to speak. Shri Banerjee congratulated the huge crowd and urged upon the Government and IBA to ponder over as to why the elder citizens of the industry are on the streets. If a proper answer to this question is sought for by power that be, the insensitivity to the community will end. Com. Ashok Rao, a known name for many years as an advocate for the public sector observed that the Dharna at Jantar Mantar is organized mainly by the young people and the elder citizens. There is a commonality in between the two – don't make education and health a commodity. He also observed that provision of NPA is virtually a pension to defaulters of bank loans. Why then the pension of real pensioners will not be increased. Com. K.D. Khara, former President of AIBOC observed that there are large numbers of retirees in the banking sector who are still unorganized. They do not remain under the cover of any organisation. If they can be organized, it would be easier to fulfill the demand which is already there in the Regulation. Com. A. Rameshbabu, General Secretary, Federation of SBI Pensioners' Association congratulates the swelling crowd who have come together to fight for principles. SBI – Pensioners have a different set of problems which will be tackled at the level of the said institution; but there are many common issues for which all of us can jointly fight. He urges upon all the working unions and associations to support the cause of retirees. He also calls for a protracted struggle. Com. Santharaju, former General Secretary of AIBOC, observes that it is really paradoxical to note that the elder citizens of the banking industry who did their best in implementing poverty amelioration programmes in their service life are today sitting in the street to update their pension and DA. The civil servants are getting everything automatically whereas financial sector is languishing. This is a symbolic Dharna and the struggle will continue.

Com. Harvinder Singh, General Secretary, AIBOC, started his speech with the observation that the demands of the pensioners and retirees are the demands of AIBOC. He said that the demands were submitted officially and

discussed with sincerity. At one stage of the negotiation, there was some lack of seriousness on the part of some of the organisations which did not want that the voice of retirees be heard. Pressure from the new generation on the leadership was also there. Certain changes in the accounting norm played havoc at a very crucial time. The record note was signed under certain circumstances which he narrated in detail. He referred to the series of correspondence done by AIBOC on the issues of retirees and also the reply of IBA. He narrated in brief the submission of IBA before CLC. IBA submitted, inter alia, that they would take up the issue of domiciliary treatment with the insurance company and they support the contention of retirees. IBA further informed that the cost factor to each issue will be assessed by an actuary already appointed by them and the report will be available within 3 to 4 months. Com. Singh concluded with his reassurance that AIBOC will be doing its part of the job.

Com. D.B. Gupta, a senior leader of AIBRF informed the gathering that the greatest injustice is being done to the family pensioners. DA neutralization is pending with ministry for 5 years. Updation of pension is being denied without valid reasons. The functionaries of IBA should not forget that when they would not be in the chairs, they would be Mr. Nobody. He calls for unity of all retiree organisations.

Com. Tapan Sen, General Secretary, Centre of Indian Trade Unions, observed that pension updation was a demand which could not be negated by the Government because they allow it to its own employees. He observed that IBA is a powerless body and it is virtually controlled by Ministry of Finance. Any Government, he felt, which comes to power is going to sell out assets of the people. The fight of the pensioners should be orchestrated with the fight of the working class otherwise the designs of the Government cannot be flouted. He also called upon the pensioners covered under Pension Regulation for fight for the employees and officers who are covered under the New Pension Scheme. He lends total support to the ongoing struggle. Com. Sitaram Yechuri, General Secretary, CPI(M) could not attend the Dharna because of compulsive preoccupations but he sent his good wishes for the success of the struggle by a message.

Shri Pawan Kumar, Organising General Secretary of BMS, observes that the pension of the MLAs and MPs are being fabulously increased. Why then, the pensioners of the banking industry will not get their rightful shares. He felt that the provision for updation of pension was written in the agreements reached between two parties. IBA should not feel hesitant to implement it. He pledges full support to the demands of the organisation.

Com. Malhotra of AIBRA thanked the participants for a large scale presence. He observes that he is viewing success of the movement in the horizon because such a dedicated crowd can only achieve the demands. Com. Anantha Krishnan, a senior leader of the movement informed in brief the outcome of the dialogue which he and his associates had with Minister of State for Finance. Com. Sukumaran of RNBOC observed that it was really a day for rejoice because after long efforts, all the major organisations of retirees have come together to achieve a common cause.

Com. S.R. Sengupta, General Secretary, AIBPARC, while congratulating the crowd, made the following observations. Trade union is a continuous journey. It will not stop till demands are realized. If Government and IBA do not hear us, we cannot stop the journey. We might have to think in future for making a procession to the Parliament or official residence of the Prime Minister. Com. Suprita Sarkar, Joint General Secretary, thanked the participants who have assembled from different parts of the country after undertaking lot of sufferings. He felt that when determination was so strong, the dedication of elder citizens cannot go unnoticed. The organisation will have to process the outcome of the present phase of agitation and then chalk out the future line of action. Com. K.B. Ballur, the Working President of the organisation praised the participants for the troubles undertaken by them. He observed the demands were logical, the path of agitation is legal and non-violent and the Government should hear the voice of retirees with caution and care since all of them are in an advanced age. Com. K.V. Acharya, President, AIBPARC, concluded the programme with his remarks that the future would be ours.

We convey our gratefulness to all our leaders, veterans, activists of AIBPARC, Delhi State Committee for taking tremendous initiative to make the programme an astounding success.

Long live CBPRO.
Long Live Unity of Retirees Organisations.
Long Live the outcome of the Dharna of historical 11th December, 2015.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 56/15.

8th December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Sub : Massive Demonstration at different State Capitals in support of Pensioners' Demands at the call of CBPRO.

We have much pleasure to inform you that the Central office has received encouraging reports of massive demonstrations from various state capitals. We have already reported earlier gathering in Chennai and other places. Subsequent to that, there have been largely attended rallies in Kerala, Hyderabad and Jabalpur. Important leaders present in the centres addressed the gathering. Full throated slogans were shouted in favour of ensuring fair treatment to the retirees.

2. Kolkata witnessed a large gathering of Retirees on 7thDecember, 2015 at the Traffic Island which is a place in the midst of various banks. The large gathering was addressed by Shri R.N. Banerjee, President, Federation of SBI Pensioners' Association, Shri S.R. Sengupta, General Secretary, AIBPARC and others. The retirees got inspired by the spirited attendance and took a resolve to make greater rallies in times to come.

3. Comrades, let us march on Delhi to make the Dharna of 11th December at Jantar Mantar a historical success and a mile stone in the history of retirees movement.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 55/15.

4th December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Misery – thy name is Chennai.

Incessant rains from November beginning and specially over last 10-15 days have caused untold and unprecedented sufferings to the people of Tamil Nadu. The city of Chennai is marooned. All roads are overflooded. All ground floor houses in the city are under water. Roads are closed. Only method of movement possible is with the help of boat. Railway tracks are under water. Runway and tarmacs are under knee deep water. All trains and flights are cancelled. One does not know how long this state of affairs will continue.

There is no drinking water, not even a drop of milk for children. Food stocks are depleted. Army, naval and air force are doing their best for relief and rescue operations.

In the above background there is no point staring at the sky and blaming at the inclement weather. Let us, instead, join hands in our own way to help the suffering humanity. Our help may be insignificant, compared to the need. Yet, we need to do something. We, therefore, appeal to all the pensioners and retirees to donate a sum of Rs.1000/- each and send the amount to the Secretary, AIBPARC, Tamil Nadu State Unit at the following address :-

COM. K. CHANDRASEKHARAN,
SECRETARY, AIBPARC, TAMIL NADU STATE UNIT,
SHRI MAYUR FLATS, NO. 23/4,
8TH MAIN ROAD, KASTHURBA NAGAR,
ADYAR, CHENNAI – 600020.

Let them decide as to how they will spend the money and also the priorities. We hope our members all over the country will respond magnificently at this hour of need.

We also advise the nearby State Units of Kerala and Karnataka to rush relief materials, medical aids, etc. as soon as possible as the road situation improves.

With greetings,

Yours sincerely,

(S. R. SEN GUTPA)
GENERAL SECRETARY

CIRCULAR NO. 54/15.

2nd December, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Our Demand of Payment of TA/DA to Charge-sheeted officers and Prosecution/Defence witnesses accepted.

We reproduce hereunder text of AIBOC Circular No. 2015/76 dt. 01.12.2015 on the above subject by Com. Harvinder Singh, General Secretary, AIBOC, for your information and circulation amongst members.

With warm greetings,

Yours sincerely,

(S. R. SEN GUPTA)
GENERAL SECRETARY

Quote :

All India Bank Officers' Confederation has been demanding equal treatment to the serving/retired chargedsheeted officers and prosecution/defence witnesses attending disciplinary proceedings in respect of payment/ reimbursement of TA/DA. Since the Indian Banks' Association did not accept our genuine demands and were denying equal opportunity to the defence, we approached Central Vigilance Commission in 2013. On our further follow up with the CVC, the matter was forwarded to Department of Financial Services, Ministry of Finance for taking action in this regard. In turn Department of Financial Services, Ministry of Finance referred the matter to IBA for its consideration as our demands were in line with the instructions and advice of the Central Vigilance Commission. We are pleased to advise you that the Management Committee of IBA has revisited on the whole issue and has decided that TA/DA will be paid to defence representatives/witnesses (both serving and retired). The communication Ref: HR&IR/CIR/2015-16/E9/M1/1641 dated 19.11.2015, issued by Indian Banks' Association to the Chief Executives of all Public Sector Banks in this regard is enclosed for your reference and records.

Unquote.

CIRCULAR NO. 53/15.

30th November, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Sub : AIBOC supports the cause of Retirees.

AIBOC has served Strike Notice for 11th December, 2015 demanding resolutions of all pending issues of 10th Bipartite Settlement including Pension to all, removal of anomalies in increments, not calling officers on holidays, implementation of understanding in Dhanalakshmi Bank, settlement of retirees issue in Record Note and also against anti workers and public sector policies of the Government. The strike date matches with the Dharna Programme of AIBPARC and other retirees' organisations at Jantar Mantar, New Delhi on 11th December, 2015. This strike of AIBOC will definitely boost up the morale of the retirees all over the country. We reproduce hereunder the text of AIBOC Circular No. 2015/75 dt. 27.11.2015 issued by Com. Harvinder Singh, General Secretary, for information and circulation.

With warm greetings

(S. R. SEN GUPTA)
GENERAL SECRETARY

Quite :



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
23A, NETAJI SUBHAS ROAD, KOLKATA – 700 001

Mobile : 9830403145, E-mail : aibparc@gmail.com

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CIRCULAR NO. 52/15.

27th November, 2015.

(For circulation among all the members of the Governing Council
of AIBPARC, State Secretaries and Special Invitees
with a request to percolate the contents to the grassroots.)

Dear Comrade,

Re : (1) Organisation calls for “Let us March to Delhi”
(2) Resolutions and Constitutional Amendments passed by the 2nd General Body of AIBPARC
(3) Affiliates are to nominate members to the Governing Council.

You have received by now an exhaustive circular no. 50/15 on the holding of General Body at Kolkata. In the said circular, we informed you that the Resolutions passed in the General Body will be made known to the members at an early date.

Friends, we hope that all-out preparations are being taken to ensure the presence of a large number of pensioners and retirees in the Dharna programme of Delhi. Our State Committee in Delhi is making all necessary arrangements and they are prepared for a successful holding of Dharna on 11th December, 2015. It is our firm belief that all affiliates and all state committees will be employing utmost efforts in next few days to double or triple the attendance of the previous occasion.

We are reproducing hereunder the Resolutions passed by the General Body for information of the members. It may please be noted that all demands and all issues cannot be covered by a few solutions. If any demand/issue is not covered by Resolution, it does not mean that AIBPARC gives lesser importance to anyone of the issues. Any issue big or small is near to our heart.

Resolutions passed by the 2nd General Body of AIBPARC
held at Kolkata on 15th & 16th November, 2015 :

1. Resolved that M/S. Choudhury Agarwal & Co. of 12/2, Old Post Office Street, 3rd Floor, Kolkata – 700001 be appointed as the Auditor of AIBPARC for next 3 years.
2. Resolved that independent negotiation tiers be allowed to AIBPARC and all other retiree organisations for having periodic meetings with Chairman, IBA and officials of Ministry of Finance, Govt. of India, to represent the demands and issues of retirees for the purpose of seeking redressal.
3. Resolved that without any wastage of time, IBA will have to concede two demands immediately viz. increased family pension and 100% DA neutralization to retirees of pre-01.11.2002 since these 2 issues have been sorted out at RBI and our Pension Regulation is modeled on RBI pattern.
4. Resolved that improvement of basic pension by uniform DA merger at 4440 points be done immediately and no delay should be made on the plea of cost calculation.
5. Resolved that the house demands updation of pension is to be allowed to the pensioners as per provision already laid down in Bank Employees' Pension Regulations, 1995;
6. Resolved that the grievances of a large number of pensioners superannuating on or after 01.11.2012 be reasonably redressed by reckoning the special allowance for all superannuation benefits including pension as it happens in case of grade pay allowed to Central Govt. Employees.
7. Resolved that the anomaly which arose because of the instruction of IBA to grant the last stagnation increment with effect from 01.05.2015 even though they became eligible earlier be removed and grievances be sorted out.
8. Resolved that by way of holding regular dialogue with retiree organisations, IBA should remove the inadequacies of the recently introduced mediclaim policy. Serious protest is being lodged against denial of domiciliary expenses to retirees which is quite contrary to what was agreed upon. An immediate intervention of Government/IBA is being sought for.
9. Resolved that all discriminations practiced by managements of private sector banks be sorted out immediately through dialogue and let proper mechanism of negotiation be set up at bank level for practicing healthy industrial relations.
10. Resolved that the discrimination practiced by Associate Banks in respect of allowing of 2nd option of pension and addition of 5 years service as per Supreme Court judgement be removed immediately.
11. Resolved that the mockery practiced in RRBs in the name of giving a beggarly pension be put to an end and let uniformity and parity be the cardinal principle in future.
12. Resolved that all leftovers in the Banking Industry who are few in number including CRS and VR optees be given another chance to opt for pension.
13. Resolved that a separate channel for determination of interest rates payable to elder citizens who are largely dependent on interest income be made by RBI.
14. Resolved that let all the retiree organisations come together in a broader platform and speak in a uniform voice to Govt. & IBA.
15. Resolved that all the components of UFBU take immediate steps so that IBA resumes dialogue on matters affecting the pensioners.

Amendments to bye-laws of the Constitution :

Vide rule 4.5 (a) : The rate of subscription shall be Rs.15/- per annum for every primary member for the first year i.e. April, 2016 to March, 2017, Rs.20 /- for the succeeding financial years i.e. April, 2017 to March, 2018 and April, 2018 to March, 2019 or a fixed amount as decided by the Governing Council subject to a minimum of Rs.1000/-.

Vide 4.5 (b) : The subscription shall become due for payment on 1st April of every year.

Vide 5.1 : The Delegates will be decided on the basis of every 200 primary members subject to a minimum of 2 and maximum of 30.

Vide 5.3 : The 2nd General Body Resolves that the total number of Office-bearers will be 50 under the following break-ups : President-1, Working President – 2, Senior Vice-President-6, Vice-Presidents-12, General Secretary-1, Joint General Secretary-1, Treasurer-1, Deputy Treasurer-1 and Deputy General Secretary-25,

It has also been decided that all Secretaries of the State Committee of AIBPARC will henceforth be known as Assistant General Secretaries, provided, however, they do not hold any other post of office-bearer in the Governing Council,

Updation of records : All newly inducted members of the Governing Council are requested to please inform their residential address, contact numbers and e-mail IDs for updation of our Website.

Nomination of Member by each affiliate to Governing Council : Each affiliate is requested to forward one name as Member of the Governing Council. This is urgent.

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO. 50/15.

18th November, 2015.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC and also Special Invitees with a request to percolate the contents to the grassroots.)

Dear Comrade,

Re : Kolkata throbs with hectic organizational activities for two days – meeting of Governing Council held in the morning of 15th November – audience overflows to the streets in the Inaugural Session – disciplined and participative General Body deliberates on the issues of retirees and decides plans of action – leadership gives a clarion call to march to Delhi on 11th December, 2015 if possible with members of the family.

The meeting of the Governing Council was attended by almost all the members who approved the report of the General Secretary, Accounts for 3 years, resolutions and amendment to bye-laws for the purpose of placement of the same in the General Body. The leaders took stock of the situation and took a firm resolve that the organisation is to carry on the signature campaign in an enthusiastic manner, to hold protest demonstration in state capitals and to finally culminate the current agitation to the demonstration and Dharna at Delhi on 11th December, 2015.

The Inaugural Session started at Asutosh Birth Centenary Hall of Kolkata Museum at 3 p.m. at 15th December, 2015. The hall was packed to capacity half an hour before commencement. Additional chairs provided by the volunteers were also filled up. At least 100 people stood at the rear of the hall. At one time the crowd swelled to the lawn outside. On the dais, there had been galaxy of leaders hailing from different components of the financial sector.

Shri A.N. Mukherjee, Chairman, Reception Committee, recounted the historical role of the city of Kolkata in building up the bankers' trade union movement in the decades of 40s and 50s and also the emergence of a strong retirees movement for last 3 years under the banner of AIBPARC. He welcomed members coming from different parts of the country, thanked the members of the press and electronic media for their extensive presence and expressed gratitude to senior leaders for their presence.

Com. S.R. Sengupta, General Secretary, in his introductory remarks expressed his happiness for the large turnout of pensioners and retirees on the day. He assured members that there might be temporary setbacks but the journey is to be continued till we reach the level of satisfaction. He felt that a united movement of all unions and associations is the call of the hour. Everybody will have to shake off initial hesitation and wavering and plunge into action. He calls everybody to participate in Delhi Dharna and make it a historic one.

Com. Chandra Sekhar Bose, a doyen of the movement of the Insurance employees greeted the conference from the core of his heart. He narrated the story of earlier years when all the unions of the financial sector worked in close cooperation with each other and got the right to opt for pension. He felt that the same unity is to be brought back in a larger canvas to fight against the deprivation and discrimination which are now prevalent in banks and insurance sectors.

Com. Samir Ghosh, General Secretary, AIRBEA, greeted the conference. All other speakers greeted Shri Samir Ghosh for the historic decision taken by the unions and associations of working employees and officers to go for one day mass casual leave protesting against the efforts initiated by government to downgrade the prestige of RBI and also to improve the benefits of superannuation.

Com. R.N. Banerjee, President, Federation of SBI Pensioners Associations greeted the delegates and observers of the 2nd General Body. He informed the house that he never saw in past that any organisation can cross the membership strength of 60,000 within a period of 3 years. He felt that the future of pensioners lies in the success of united movement of all retiree organisations of the country. He assured that in the agitation programme declared by CBPRO, the participation of SBI Pensioners Association will be total. He concluded with the remark that larger participation can only draw the attention of government.

Com. Harvinder Singh, General Secretary, AIBOC, informed the house that he does not find any material difference between the movement of working employees and the movement of retirees because for everybody, service culminates into superannuation. A working employee of today is the retiree of tomorrow. He remembers with fondness that he has been groomed up in the organisation by leaders who are now leading the movement of retirees. He narrates in details the different stages of negotiations with IBA and informs how the interest of retirees has been adversely affected by words and actions of some of the organisations. About the record note, his view is that AIBOC has written strong letters to IBA lodging protests against the unilateral assertions and demanding immediate negotiations on the issues of retirees. He promised that AIBOC will always stand by the side of AIBPRC in days to come.

Com. K.V. Acharya, President, AIBPARC, thanked the leaders, activists and members of Kolkata and surrounding areas for ensuring such a huge gathering. He felt that such a large assembly will enthuse the leaders to become more and more committed to the cause. He called upon the members to make Delhi their

next destination of travel with members of the family. Larger the crowd, greater the attention of IBA and government. He hoped that certain contentions of record note will pave the way for future negotiations.

Com. Suprita Sarkar, Joint General Secretary, proposed vote of thanks. He observed that it was a day of self-assertion of the hidden potentialities of the retirees and the Inaugural Session will surely carry a message that the issue of retirees is no more to be neglected.

The holding of the General Body received media attention in an appreciable manner. All the popular and leading local dailies brought out their news items covering the assembly in prominent places. The electronic media also displayed it for more than 2 minutes.

The Delegate Session started at 10 a.m. of 16th November, 2015. The ground floor of the hall was full with the presence of delegates and observers. The dais was formed with the President, Working President, Vice-Presidents present and the Joint General Secretary.

The General Secretary placed his written report, accounts for 3 years, resolutions for amendment of bye-laws to the constitution and resolutions on the demands of retirees. President then asked the delegates to pass on the names who are interested to take part on deliberations. It was a matter of great pleasure that 25 members participated in discussion in a disciplined manner. The speakers include :

S/Shri Kishore Madalagi, (Canara), J. Balkrishnan (SBT), M.A. Sattar (Union), T.T. Natarajan (Indian), Rajkumar (Syndicate), Govindarajalu (Union), S. Gregory (Federal), T. Choudhury (UCO), Sai Prakash (Syndicate), Shindri (BOI), P. Sen (Indian), S. Mahanty (Union), Tullaram (IOB), J.B. Bansal (UCO), D.K. Bose (UCO), A Manohar (BOI), K. Choudhry (Indian), A Venkateshwaran (Syndicate), A.S. Adurya (RRB), P.C. Behera (UBI), Rairaja (BOI), M. Roy (UBI), D. Lahane (CBI), K. Sureshababu (Syndicate) and P.S Vinder (IOB).

The points covered by the aforesaid speakers are mentioned hereunder :

Timely dispatch of notice of meetings, deprivation to retirees who superannuated after 1.11.2012 by way of reduction of their net pension, representation of women, formation of state level coordination, injury caused by record note, denial of domiciliary treatment to retirees, need of protracted agitation, lack of proper support from the side of AIBOC in a few banks, need for solidarity, whether legal course will be resorted to or not, whether one day pension can be contributed to struggle fund, need for displaying contact number of office bearers, circulation of bank-wise corpus of pension funds, whether further subsidization by bank management can be done in respect of premium of mediclaim, coordination with central trade unions, need of quick formation of Punjab state unit, need to open the door for membership to all the cadres of employees who have not yet done the same, why notice of meeting has not always been sent to a particular office bearer, whether there should be restriction on term of continuance beyond two times, special care for RRBs, fostering of better relationship with influential persons of different political parties. Com. S.R. Sengupta, General Secretary, in his hour long reply answered to all the questions raised by the delegates to their satisfaction. The report of the General Secretary together with accompanying enclosures were adopted by the house unanimously.

Several resolutions on the demands of retirees were placed before the house for adoption. Members were agreeable to the issues but they suggested a few changes in the drafting of the same. All the suggestions were incorporated and all the resolutions will be made known to the members by another circular to follow. The said resolutions will also be simultaneously forwarded to government of India and IBA. All the resolutions pertaining to amendment to the bye-laws of the constitution were discussed at length and unanimously accepted. All such resolutions will also be made known by the same circular to follow. It was decided that the total number of office bearers would be increased in the following manner :

President (1), Working President (2), Senior Vice President (6), Vice President (12), General Secretary (1), Joint General Secretary (1), Treasurer (1), Deputy Treasurer (1) and Deputy General Secretary (25).

It was also decided that the Secretaries of the state units of AIBPARC who are at present not holding any other posts of office bearer will henceforth be known as Assistant General Secretary of the organisation.

The House appointed Shri P.S. Bhinder, a delegate, as the Returning Officer to conduct the election of the office-bearers. He declared that he would not contest for any post. He announced the total number of posts as described above and invited members to propose panel of names if they have any. At his call, Com. Suprita Sarkar submitted a list of names duly proposed and seconded for consideration of the house. Returning officer

then invited other members to submit any other list if they so desired. As no other lists came for consideration, Returning officer declared that the following persons have been declared elected in various posts for a term of 3 years. The office bearers are hailing from our affiliates in different banks and for the purpose of brevity we are writing the names of such banks in short against their names :

President : Com. K.V. Acharya (IOB),
Working President : Com. K.B. Ballur (Canra)
Working President : Com. B.L. Rathore (SBBJ),
Senior Vice President : Com. SBC Karunakaran (IOB),
Do : Com. Dinakar Punja (Syndicate)
Do : Com. P.V. Mathew (Federal),
Do : Com. P.S. Patki (BOI),
Do : Com. T.T. Natarajan (Indian),
Do : Name to be given by (UCO).
Vice President : Com. Gangadhar Yadav (Syndicate),
Do : Com. Ananda Kumar (IOB),
Do : Com. B.R. Shah (BOI),
Do : Com. N.K. Pareek (CBI),
Do : Com. S. Dasgupta (UBI),
Do : Com. S. Kupuswami (Indian),
Do : Com. Govinda Rajalu (Union),
Do : Com. P.K. Malhotra (PNB),
Do : Com. Vijay Kumar (SBT),
Do : Com. A.G. Kulkarni (Canara),
Do : Name to be given by (UCO),
Do : A vacant post remains for future need.
General Secretary : Com. S.R. Sengupta (BOI),
Joint General Secretary : Com. S. Sarkar (UBI),
Deputy General Secretary : Com. Suryanarayan Murthy (Indian)
Do : Com. D. Narayan Swami (BOI),
Do : Com. S Nagraj (BOI),
Do : Com. M.R., Gopinath Rao (IOB),
Do : Com. K.S. Rengarajan (IOB),
Do : Com. A.K. Nagar (CBI)
Do : Com. BTR Reddy (Dena),
Do : Com. S.K. Verma (Allahabad),
Do : Com. R. Chandrasenan (SBT),
Do : Com. Swaminathan (LVB),
Do : Com. G.S. Alva (Vijaya)
Do : Com. B. Patel (Union)
Do : Com. K.M. Shastri (SBH),
Do : Com. R.S. Parwal (BOR),
Do : Com. U.N. Chandramohan (Corporation),
Do : Com. Janardhan Reddy (Andhra),
Do : Com. Asis Sen (PNB),
Do : Com. R.K Sharma (Syndicate)
Do : Com. N. Rajkumar (Syndicate),
Do : Com. P.V.L. Sharma (Canara),
Do : Com. G.S. (KVB),
Do : Com. R.P. Saxena (SBBJ),
Do : Name to be given by (UCO)
Do : Name to be given by (UCO)
Do : Name to be given by (UCO)

Treasurer : Com. A.N. Mukherjee (Dena),
Deputy Treasurer : Com. S. Chakraborty (Union).

Each Organisation will forward the name of a member who will be incorporated in the Governing Council. It has already been informed beforehand any state Secretary not holding any other post of office bearer will hence forth be known as Assistant General Secretary. **For obvious reasons the present list is not comprehensive. It would be updated on an ongoing basis. To start with the following names are being communicated.**

Com. K. Chandrasekharan	:	Secretary, Tamil Nadu Unit, Assistant General Secretary	
Com. AVV Raghava Rao	:	Secretary, Andhra & Telangana Unit, - do -	
Com. R.K. Hans	:	Secretary, Delhi Unit,	- do -
Com. R. Sangam	:	Secretary Maharastra II Unit	- do -
Com. D. Sengupta	:	Secretary, Jharkhand Unit	- do -
Com. H.N. Agarwal	:	Secretary, Bihar Unit	- do -
Com. A.K. Motayed	:	Secretary, Odisha Unit	- do -
Com. M.A. Sattar	:	Secretary Assam Unit	- do -

The historical 2nd General Body ended with thanks giving by Com. Suryanarayan, (Union Bank) and singing of national anthem. Comrades, the message of the General Body is one of consolidation and assertion of self rights. Being emboldened farther by the resolute determination of the members, the leadership will now go ahead with 4 points programme viz. work whole heartedly for coordination with all other retirees organisations, to make the signature campaign an all participative one, to make the Delhi Dharna a historical success and to open the unwilling doors of Govt. and IBA for negotiation.

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

Shri K. Unnikrishnan,
Deputy Chief Executive,
HR & Industrial Relations,
Indian Banks Association,

Mumbai.

Dear Sir,

Sub : Record Note dated 25.05.2015 on the issues of Bank retirees.

We thankfully acknowledge your letter HR&IR/201516/XBPS/1722 dated 01.12.2015 written in response to our earlier letter dated 13th November, 2015 on the captioned subject. We like to convey our views on each aspect mentioned by you and it would be clear that there is a lot of difference in perceptions which is got to be clarified at an early date. 2. In point no. 2 of your letter, you have agreed to the fact that certain demands pertaining to superannuation benefits/issues of retirees were discussed in details by both the sides. If this is the admitted position, you would surely appreciate that we had no intention to make aimless discussions. Both the sides definitely felt the urgency of making an application of mind over the demands of the retirees and come to a reasonable conclusion. 3.

In para no. 3 of your letter, you have made it a point that wage revision talks take place on the mandate of member banks which covers only wages and service conditions of serving employees. Our view is that the words "service conditions" covers superannuation benefits which includes matters relating to pension. In the serving employees/ officers there are many people who are pensioners under Banking Pension Regulations. Retirement benefit can never be a frozen concept for them and past retirees as well. No document can ever be static for all times to come. It needs revision and relooks to suit the changing time. 4. It is also an oftquoted contention of IBA that pension is paid to the Government employees out of budgetary allocation and bank pension is a funded one. You will surely appreciate that budgetary funds are accumulated from different sources of which revenue is an important inlet and we, the citizens of the country contribute in different ways to the accumulation of the fund. As for ourselves, the question of inadequacy of fund is ruled out. Clause no. 11 provides that on 31st day of March every year, Bank shall have to cause an investigation by an Actuary into the financial condition of the fund and make additional contribution to the fund as may be required to secure payment to the benefits under the Regulations. An idea has been created that updation of pension is an imported concept and it does not have any place in the Regulation. It may please be noted that there is a clear cut provision of such updation in Clause No. 35(1) of Pension Regulation. At the time of adoption of Pension Regulations, a particular section of retirees were fouled by their junior counterparts because of signing of the next BPS. In order to protect their interest, the modus operandi of updation has been specifically spelt out in appendix 1. 5. As regards revisions in the rates of the family pension in line with Central Government and Reserve Bank of India, the concept of affordability of cost is out of context. It is already on record that RBI with the prior concurrence of Government of India has already implemented the same. As our Pension Regulation is modeled on RBI-pattern, this benefit is got to be extended. A question has been raised repeatedly as to what connections the Bank Regulation has with Central Civil Service Rules. In reply, your pointed attention is drawn to Clause No. 56 wherein it has been clearly told that in case of doubt, regard may be had to the corresponding provisions of CCSR 1972 and Central Civil Service Rule

1981. As regards IBA's contention that no provision of updation is there in Bank Pension Regulation, we have already told in the foregoing paragraph that it is there in the Regulations. Moreover, plain reading of the minutes signed on 26th March, 1994 between AIBOC and others on one side and IBA on the other QUOTE "The regulation was to be done on similar lines as Reserve Bank of India Pension Regulations and Central Civil Services Pension Rules applicable to Central Government employees by making suitable modification in relation to its applicability to the Banking industry" UNQUOTE substantiate our view that Bank pensioners are entitled to all such benefits which accrue to their counter parts in RBI and Government.

6. As regards 100% DA neutralization to pre-01.11.2002 retirees, willingness to concede has been

expressed but pendency of court cases have been cited as an obstacle to concede the issue. We like to make it categorically clear that any Indian citizen does have the right to approach any court of law if he feels that his grievances as a citizen of the country are not being lawfully redressed. We, however, feel that there is no prohibitive or injunctive order passed by any court in this regard which can stand in the way of arriving at a bilateral understanding. If, however, IBA takes a positive decision in this regard, all court cases will virtually be redundant.

7. As regards upgrading the basic pensioners at the common and uniform index of 4440 points, IBA's view is that the process of collection of data and information from banks are being made for examination of cost implications and sustainability by banks. Our view is that in the modern age of advanced technology when transmission of figures can be done in minutes (lot of data collected and compiled during the discussions prove that) and calculation of cost can be arrived at in hours, the prolonged delay is causing an element of faithlessness in the minds of the elder citizens of the country who have given the yester years of their life for the service of the nation.

We are happy to note that IBA is concerned and also positive in approach to resolve the issues amicably with a spirit of bilateralism but absence of any response to our communications and prolonged follow up had led us to believe otherwise. Thanking you, Yours faithfully, (HARVINDER SINGH)
GENERAL SECRETARY

Federation A/C. No. 400010110003900.

AIBPARC A/C No. 401420110001926.

