

For circulation among members of the governing council of AIBPARC- 38-20 DATED-30/05/2020

From – S.Sarkar, GS



**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 : 9674188524, E-mail : aibparc@gmail.com**

AIBPARC/WELFARE SCHEME/INDIAN BANK/EMAIL/20

DATE: 30/05/2020

Managing Director & CEO

Indian Bank,

Corporate Office, Chennai

Respected Madam,

SUB: Staff welfare schemes declared by the bank by circular HRMD 35/2020- 21 dated 15-05-2020.

We are an apex body of various organizations of Pensioners and Retirees of the Banking Industry with a total membership of more than one lakh belonging to different banks including Indian Bank and (e) Allahabad Bank.

We have gone through aforesaid scheme and note with anguish and dismay that a section of Retirees of (e) Allahabad Bank has been thoroughly discriminated against. We are surprised to see that the Retirees of Allahabad Bank prior to 1<sup>st</sup> April, 2020 have been deprived of the benefits of three major heads of the welfare scheme of the combined entity- grant of medical aid to retiree employees, re-imburement of Health Insurance Policy Premium, and Annual health checkup of Ex-employees. The discrimination continues even in allotment of Holiday Homes. We lodge our protest against such discrimination and the grounds of resentment are noted here under:

1. Government of India at different points of time has made it abundantly clear that the best possible HR practices available with the merging banks as well as the Anchor Bank will be introduced in the merged entity. The assurance of GOI has been flouted in the present case.

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2. Your good self in line with GOI- declaration in various communications (one such on 24/04/2020) assured the employees (obviously past and present) that the best possible HR practices would be made available. For reasons not known to us, the assurance was not put into practice.
3. Madam, as a veteran Banker with decades long experience, you will surely agree with us that among the multi-dimensional challenges in handling the merger of major Nationalized Banks, the most difficult ones are to achieve proper harmonization and synchronization in the fields of HR and mechanization. By such an act of discrimination right at the beginning, a rude shock-wave has been sent to the elderly segment of employees who sacrificed their “yester years” to secure “a better tomorrow” for all concerned.
4. Madam, if you have a look at the HR front of the merged entity right from the top to the bottom, you would kindly observe that everybody from the rank of MDs/EDs/GMs and other executives down the line of the entire hierarchy up to subordinates of the merging Banks- everyone has been enjoying the benefits of the merged entity. The retirees of post – April 2020 are also placed on a uniform platform. It may pleased be pondered how much money could the Bank really save by mating a discriminative behavior to a handful of employees (e) Allahabad Bank.
5. We have not approached the government so far. We have a high hope and belief that yourself being a sensitive Banker with a long experience to your credit would appreciate the grounds of objection raised by us and re-visit the subject to eliminate the discrimination that exists in respect of the retirees of (e) Allahabad Bank prior to 31<sup>st</sup> March 2020.
6. Last but not the least; you are very much aware that All India Indian Bank Pensioners & Retirees Association is an affiliate of ourselves (AIBPARC). Shri S. Kuppuswami, General Secretary of the said organization has written a letter to your good self on 18/05/2020 on the captioned subject and also several other demands of importance. We stand by the contents of the letter written by Shri Kuppuswami.

We make an appeal to do justice to the grievances of the organization.

With kind regards,



S. Sarkar

(General Secretary)