

SYNDICATE BANK PENSIONERS & RETIREES ASSOCIATION (REGD.)

(Affiliated to AIBPARC, a wing of AIBOC)



CENTRAL OFFICE

203, Glendale Residency, King Koti Road,
Abids, Hyderabad – 500001

Ph: Chairman: 09448122384; President; 08171461116;
General Secretary: 09440528806; Secretary: 09885661991



(PLEASE CIRCULATE TO ALL MEMBERS/RETIREEES)

Cir.No.6//2019

Date: 3/04/2019

Dear Comrades,

THIRD TRIENNIAL CONFERENCE (GENERAL BODY) OF AIBPARC HELD IN CHENNAI – A GRAND SUCCESS

We are happy to inform that the 3rd Triennial Conference i.e. General Body Meeting of All India Bank Pensioners and Retirees Confederation (AIBPARC) held in Chennai on 30th (Inaugural session) and 31st (Delegate session) of March 2019 was a tremendous success. SBPRA was a part of the historic event. The mammoth gathering and over pervading enthusiasm of the participating delegates and observers was to be seen to be believed. The General Body discussed all the pending issues of the pensioners and retirees of banking industry and has taken various decisions on future course of action in pursuit of the demands. The following SBPRA representatives were elected as office bearers of AIBPARC, **interalia** at the conference.

Sl No	Designation	Name	Place
1	PRESIDENT	COM. K V ACHARYA (IOB)	DELHI
2	GENERAL SECRETARY	COM. SUPRITA SARKAR (UBI)	KOLKATTA
3	WORKING PRESIDENT	COM. C GANGADHAR YADAV	HYDERABAD
4	SENIOR VICE PRESIDENT	COM. R K SHARMA	DELHI
5	VICE PRESIDENT	COM. N RAJKUMAR	TRIVANDRUM
6	VICE PRESIDENT	COM. P S AGRAWAL	AKOLA (M. R.)
7	JOINT GENERAL SECRETARY	COM PRAKASH KAROTYA	DELHI
8	DEPUTY GENERAL SECRETARY	COM. K SURESH BABU	HYDERABAD
9	DEPUTY GENERAL SECRETARY	COM. A VENKATESAN	CHENNAI
10	DEPUTY GENERAL SECRETARY	COM. S B SAIPRAKASH	BENGALURU
11	DEPUTY GENERAL SECRETARY	COM P K AGARWAL	MEERUT
12	DEPUTY GENERAL SECRETARY	COM SANTOSH SHETTY	BENGALURU
13	EXECUTIVE COMMITTEE MEMBER	COM. R B DAS	BHUBANESWAR
14	EXECUTIVE COMMITTEE MEMBER	COM H V DAVE	AHMEDABAD

The details of proceedings at the conference/ General Body meeting and full list of office bearers elected will be furnished by AIBPARC separately.

With greetings
Yours comradely,

C Gangadhar Yadav
GENERAL SECRETARY

SBPRA - ZINDABAD
AIBPARC - ZINDABAD
CBPRO - ZINDABAD

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(PLEASE CIRCULATE TO ALL MEMBERS/RETIREES)

Cir.No.8//2019

Date: 24/05/2019

HEARTY CONGRATULATIONS!!

3RD STRUCTURED MEETING BETWEEN MANAGEMENT OF SYNDICATE BANK AND SBPRA WAS HELD ON 23.5.2019 AT CORPORATE OFFICE BENGALURU

We are extremely happy to inform all the retirees of the bank that 3rd structured meeting between the management of Syndicate Bank and SBPRA was held on 23.5.2019 at Corporate Office, Bengaluru. The meeting was long overdue. We take this opportunity to congratulate our rank and file of membership as well as leadership for this much awaited achievement. The meeting took place as per schedule i.e. @ 4.00 pm and the discussions went on till 9.00pm. The bank was represented by the General Manager (P) Sri Sathish Kamath, General Manager (HR), Dy GM Ms Shaila Jayasheela Andar, and Sri K R Umesha, Sr Manager (HR). SBPRA was represented by Com. Dinker S Punja, Chairman; Com R K Sharma, President; Com. S B Sai Prakash, Vice President; Com. C Gangadhar Yadav, General Secretary, Com. K Krishna Murthy, CC Member and Com. Santhosh Shetty, Advisor. The meeting was held in a cordial atmosphere. After welcome address by the General Manger (HR) Sri Sathish Kamath and reciprocation and thanks by SBPRA General Secretary Com C Gangadhar Yadav, various issues of retirees as per agenda were discussed. We have driven home our point and convinced the management team about the genuineness of our demands.

HIGHLIGHTS: It may be noted that 6 (six) representatives were permitted to participate in the meeting thereby resolving one of our demands to increase the number of representatives in the Structured Meeting (Joint Meeting).

- 1. Representation of SBPRA in Staff Welfare Committee:** Retirees are the stake holders and concerned with the monitoring of the Staff Welfare Fund and the decisions taken in Staff Welfare Committee. It will therefore be appropriate to have a representative of SBPRA in this committee to enable them to participate in the decision making. We therefore requested management to include a representative of SBPRA in the Staff Welfare Committee. Management team was convinced and agreed to take up the same with top management. We hope the issue will be resolved at the earliest.
- 2. Reimbursement of Premium on Medical insurance Policy:** We thanked the management for the sympathetic gesture of granting and enhancing premium reimbursement from Rs 1000/- to 2500/-. At the same time we reiterated our demand for reimbursement of entire premium by the bank. We particularly insisted that full reimbursement of premium to those drawing meagre pension, Sub-staff retirees and family pensioners. The management team was convinced and agreed to discuss with top management.
- 3. Concessions available to ex-staff of the bank. Exclusive Guidelines to be issued to branches:** We have come across many instances where the retirees of the bank are denied the benefit of concessions available to the ex-staff at the branches. It was

due to lack of awareness and communication gap at the branches. We requested the management to issue suitable exclusive guidelines to all the branches to avoid hardship to the retirees. Further, Bank is presently giving 50% concession in processing/ documentation charges for loans availed by borrowers whose monthly salary is credited to their accounts with the bank under retail loan schemes like syndvahan, syndnivas. We requested to extend the same facility/ concession to the retirees whose pension is being credited into the accounts with the bank. The Management Representatives agreed to issue consolidated guidelines covering various concessions available to ex-staff of the Bank.

4. **Expediting release of pension/arrears to CRS retirees:** The Management Representatives informed that, payment was already made in respect of 26 cases and in other cases the matter has been taken up with the Competent Authority.
5. **Leave encashment to CRS officers to be expedited:** The Management Representatives agreed to advise the concerned Regional Offices to expedite in the matter.
6. **Addition of 5 years notional service for calculation of pension to the officer retirees recruited as specialists to be expedited:** The Management Representatives informed that, 15 cases have already been sanctioned and assured to expedite the matter in other cases.
7. **Sanction of General ODC to the Pensioners including family pensioners at staff interest rate:** The Management Representatives informed that, the issue will be examined.
8. **Permission to engage retired employees as Defence Assistant/Defense Representatives in the departmental enquiries:** We have come across various cases where the charged retirees are not getting adequate assistance to defend their cases in the departmental inquiries. We requested that the retirees of our bank be permitted to assist/defend the charged retiree officer/employee as Defence Assistant/ Representative. The Management Representatives agreed to make a peer Bank study in the matter.
9. **SBPRA representative in customer service meetings:** We thanked the management for including SBPRA representative in Corporate Office Quarterly Review committee on Customers Service and permitting the General Secretary to participate in the recent meeting. We requested management to reiterate its original decision/ guidelines to include SBPRA representative in CSC meetings at ROs without giving scope for any ambiguity. We also requested that the participation of SBPRA representatives be extended to CSC meetings held at ZO and Branches. Management Representatives agreed to issue fresh guidelines to all ZO & ROs considering the guidelines issued earlier.
10. **Holiday home facility to Retirees- inclusion of Non-pensioner retirees and increasing Advance Booking Period:** The Management Representatives agreed to look into the matter.
11. **Extension of SyndNiketan facility to Retirees:** This is a facility presently available to the staff to provide accommodation in Mumbai to those who go for medical treatment and required to stay for a longer period. The Management Representatives agreed to look into the matter.

12. Ex-gratia to Pre-1986 retirees/spouse to be enhanced: We requested management to pay some reasonable additional amount apart from the present exgratia which is meagre to the Pre-1986 retirees. The Management Representatives informed that, the matter will be discussed with the Top Management as it involves financial implication.

13. Insurance Premium reimbursement to those who have changed the health insurance policy to other companies due to unfavourable terms and heavy premium: The Management Representatives agreed to look into the matter.

14. Non-sanction of TA/DA to Retirees attending CBI court cases pending for long: The Management Representatives agreed to examine the matter.

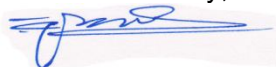
15. Individual cases: unresolved matters: The Management Representatives discussed all the cases with SBPRA and assured to advise SWD to clear all the cases on priority. Com. Santhosh Shetty, Advisor SBPRA stationed at Udupi will visit SWD at Manipal and follow up the cases.

On the remaining agenda items too there was a thorough discussion and management team was fully convinced about the case in argument but could not consider the same due to financial constraints, extant guidelines, feasibility etc. However we have suggested certain steps such as shifting of some of the expenditure items presently being debited to Staff Welfare Fund to Establishment Charges of the bank. That will ensure availability of funds to meet some of the retirees' demands in future. We shall continue our efforts.

Upon conclusion of the discussions the Executive Director Sri S Krishnan addressed all the participants of the meeting. He expressed happiness to have meet our negotiating team and said that he has great respect for the retirees for their contribution to the growth of the bank. He opined that the retirees are the best ambassadors of the bank and sought their cooperation in mentoring the new/younger generation staff; improving customer service; and in image building. He urged that all should join hands to take the bank to greater heights. He assured to extend all support to the retirees.

Comrades, we are happy that by holding the structured meeting with the management we have re-established the bilateral forum for the retirees of the bank for redressal of grievances. We are sure that our pending demands can be clinched one by one in the ensuing periodical structured meetings. We thank The MD& CEO, The Executive Director and The General Manager (HR) for their pro-active approach. We hope that top management will take favourable decisions on all the items of agenda referred to them and that necessary instructions/ guidelines will be issued at the earliest. We place on record acknowledgement of the herculean task of continuous follow up on daily basis carried out by Com. K. Krishna Murthy, our CC member Bengaluru with MD&CEO and GM (HR) for getting the long pending Structured Meeting (Joint meeting) materialised. Text of Minutes is appended herewith for information of all.

With greetings
Yours comradely,



C Gangadhar Yadav
GENERAL SECRETARY

SBPRA - ZINDABAD
AIBPARC - ZINDABAD
CBPRO - ZINDABAD

RECORD OF 3RD STRUCTURED MEETING DISCUSSION HELD BETWEEN THE MANAGEMENT OF SYNDICATEBANK AND SYNDICATE BANK PENSIONERS AND RETIREES ASSOCIATION (SBPRA) ON 23.05.2019 AT CORPORATE OFFICE, BENGALURU

PRESENT

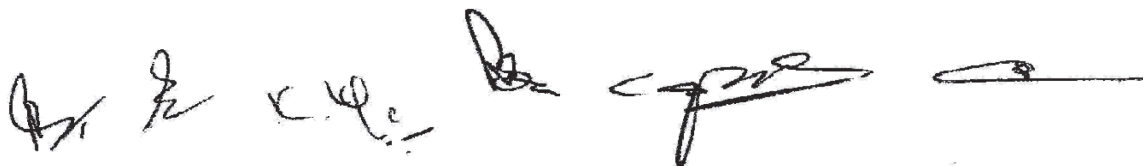
S No.	For and on behalf of the Management of Syndicate Bank	S. No.	For and on behalf of the Retirees represented by Syndicate Bank Pensioners and Retirees Association (SBPRA)
1	SRI. SATHISH KAMATH GENERAL MANAGER (HR)	1	SRI. DINAKAR S PUNJA CHAIRMAN
2	MS. SHAILA JAYASHEELA ANDAR DY. GENERAL MANAGER (HR)	2	SRI. R K SHARMA PRESIDENT
3	SRI. UMESHA K RSR. MANAGER (HR)	3	SRI. S B SAI PRAKASH VICE PRESIDENT
		4	SRI. C GANGADHAR YADAV GENERAL SECRETARY
		5	SRI. K KRISHNA MURTHY CENTRAL COMMITTEE MEMBER
		6	SRI. SANTHOSH SHETTY ADVISOR SBPRA

At the outset, Sri. Sathish Kamath, General Manager (HR) has welcomed the representatives of Syndicate Bank Pensioners and Retirees' Association. He appreciated the valuable contribution of all retiree employees in the growth achieved by the Bank over the years and requested to continue to provide their support in taking our Bank to greater height.





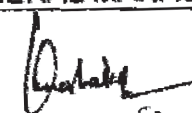
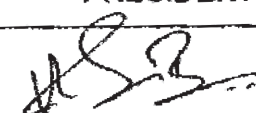



In response, Sri. C GANGADHAR YADAV, General Secretary has thanked the Management for holding discussion with SBPRA and assured whole hearted co-operation of all the retirees for taking our Bank to further height.

Representatives of the SBPRA and Management has discussed on various issues listed in SBPRA Agenda as well as issues pertaining to individual cases in a cordial atmosphere.

The related minutes connected with the Agenda is Annexed herewith.



SIGNED ON THIS THURSDAY, THE 23RD DAY OF MAY 2019

S No.	For and on behalf of the Management of Syndicate Bank	S No.	For and on behalf of the Retirees represented by Syndicate Bank Pensioners & Retirees Association (SBPRA)
1	 SRI. SATHISH KAMATH GENERAL MANAGER (HR)	1	 SRI. DINAKAR S PUNJA CHAIRMAN
2	 MS. SHAILA JAYASHEELA ANDAR DY.GENERAL MANAGER (HR)	2	 SRI. R K SHARMA PRESIDENT
3	 SRI. UMESHA K R SR. MANAGER (HR)	3	 SRI. S B SAI PRAKASH VICE PRESIDENT
		4	 SRI. C GANGADHAR YADAV GENERAL SECRETARY
		5	 SRI. K KRISHNA MURTHY CENTRAL COMMITTEE MEMBER
		6	 SRI SANTHOSH SHETTY ADVISOR (SBPRA)

MINUTES OF THE DISCUSSION HELD BETWEEN THE MANAGEMENT REPRESENTATIVES OF SYNDICATEBANK AND SYNDICATE BANK PENSIONERS AND RETIREES ASSOCIATION (SBPRA) ON 23.05.2019 AT CORPORATE OFFICE, BENGALURU:

- 1. Provision of office space for SBPRA.**
The Management Representatives expressed their inability to consider the request.
- 2. Representation of SBPRA in Staff Welfare Committee.**
The Management Representatives informed that the matter will be taken up with the Top Management.
- 3. Representation of SBPRA in Pension Fund Trust.**
The Management Representatives expressed their inability to consider the request.
- 4. Reimbursement of Premium on Medical insurance Policy.**
The Management Representatives informed that the matter will be discussed with the Top Management as it involves financial implication.
- 5. Concessions available to ex-staff of the bank. Exclusive Guidelines to be issued to branches**
The Management Representatives agreed to issue consolidated guidelines covering various concessions available to ex-staff of the Bank.
- 6. Expediting release of pension/arrears to CRS retirees.**
The Management Representatives informed that, payment already made in respect of 26 cases and in other cases the matter has been taken up with the Competent Authority.
- 7. Leave encashment to CRS officers to be expedited**
The Management Representatives agreed to advise the concerned Regional Offices to expedite in the matter.
- 8. Addition of 5 years notional service for calculation of pension to the officer retirees recruited as specialists to be expedited**
The Management Representatives informed that, 15 cases have already been sanctioned and assured to expedite the matter in other cases.
- 9. Sanction of General ODC to the Pensioners including family pensioners at staff interest rate.**
The Management Representatives informed that, the issue will be examined
- 10. Permission to engage retired employees as Defense Assistants/Defense Representatives in the departmental enquiries.**
The Management Representatives agreed to make a peer Bank study in the matter.
- 11. Reimbursement of cost of newspapers**
The Management Representatives expressed their inability to consider the request.
- 12. Reimbursement of cost of Spectacles**
The Management Representatives expressed their inability to consider the request.

- 13. Annual Medical checkup fee reimbursement on the lines of scheme for working employees**
The Management Representatives expressed their inability to consider the request.
- 14. Help Desks/Cell to be created at ROs to monitor Staff/ Retirees IBA Health Insurance Policy and to enable TPA interface at RO**
The Management Representatives expressed their inability to consider the same.
- 15. SBPRA representative in customer service meetings**
Considering the guidelines issued earlier the Management Representatives agreed to issue fresh guidelines to all ZOs & ROs.
- 16. Holiday home facility to Retirees- inclusion of Non-pensioner retirees and increasing Advance Booking Period**
The Management Representatives agreed to look into the matter
- 17. Extension of SyndNiketan facility to Retirees**
The Management Representatives agreed to look into the matter
- 18. Introduction of Death Relief Scheme just as in the case of serving employees**
The Management Representatives informed that, the same cannot be considered.
- 19. Individual cases: unresolved matters**
The Management Representatives discussed all the cases with SBPRA and assured to advise SWD to clear all the cases on priority.
- 20. Ex-gratia to Pre-1986 retirees/spouse to be enhanced**
The Management Representatives informed that, the matter will be discussed with the Top Management as it involves financial implication.
- 21. Insurance Premium reimbursement to those who have changed the health insurance policy to other companies due to unfavorable terms and heavy premium**
The Management Representatives agreed to look into the matter.
- 22. Non-sanction of TA/DA to Retirees attending CBI court cases pending for long**
The Management Representatives agreed to examine the matter.


(SHAILA JAYASHEELA ANDAR)
DY. GENERAL MANAGER (HR)


(SATHISH KAMATH)
GENERAL MANAGER (HR)