

SYNDICATE BANK PENSIONERS & RETIREES ASSOCIATION(REGD.)

(Affiliated to AIBPARC, a wing of AIBOC)



CENTRAL OFFICE

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

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Circular No.14/2015

(PLEASE CIRCULATE TO ALL MEMBERS/ RETIREES)

Date: 29.09.2015

Dear comrades,

**2nd JOINT MEETING BETWEEN BANK AND SBPRA HELD
VARIOUS ISSUES RECEIVED FAVOURABLE RESPONSE**

We are extremely happy to inform all the retirees of the bank that 2nd meeting between the bank and SBPRA was held on 28.09.2015 at HO: Manipal. The meeting took place in the conference hall of Head Office of the bank as per schedule i.e. @ 3.00 pm. The bank was represented by the General Manager (P) Sri K Santhosh Kamath; General Manager (HR) Sri Gopinath T Iyer, Dy GM Sri Ajit L Karmalkar, AGM Sri Ramananda Nayak and CM Sri B Chandrakanth Rao. SBPRA was represented by Com. RK Sharma, President and Com. K Suresh Babu, Secretary and were guided by Com. Dinker S Punja, SBPRA Chairman. Other locally available office-bearers of SBPRA Viz.Com. Ramamohan Rao, Vice President, Com. KS Tantry, Jt Secretary, and Com. Madhav Kamath, Zonal Secretary accompanied the team to HO. The joint meeting was held in a cordial atmosphere. In his Welcome remarks the General Manger (P) expressed happiness to preside over the meeting. He expressed confidence that the deliberations on the grievances of retirees will be fruitful and useful. He introduced his successor Sri Gopinath T Iyer who will be assuming full charge of Personnel Department as General Manager (P) on his superannuation on 30.09.2015. The incoming GM Sri Gopinath Iyer in his remarks assured that he will also extend his full support to SBPRA in serving the cause of retirees and their welfare. In response Com. K Suresh Babu, Secretary thanked the management for holding the talks with SBPRA. While thanking Sri Santhosh Kamath for his positive approach in attending to the issues of retirees, he extended welcome to Sri Gopinath Iyer. He recollected the warmth and camaraderie shown by Sri Gopinath Iyer who was also well known for his pro-active approach in resolving he issues of the personnel. Com. RK Sharma President and Com. Dinker Punja Chairman of SBPRA speaking on the occasion thanked the management for maintaining regularity in holding the periodical meetings, stressed the need for approaching the issues of retirees with compassion.

We are happy to note that the management responded favorably to various issues raised by our team. It was agreed to extend time for submission of option letter to avail Medical Insurance up to 15.10.2015. Other important issues agreed by the management to examine positively inter alia were: request for increasing representatives to 7 members to the meeting from the present two members; Representation of retirees in Staff Welfare Committee; Provision of office space to SBPRA; Expediting issuing standardized laminated PPOs; Waiver of Medical Insurance Policy Premium; Annual Medical Aid to VRS, Resignees; Holiday Home for all i.e. to include VRS, Resigned; Representation of SBPRA in Customer Service Committee; Sanction of ODC facility to Pensioners; Expediting payment of commutation and gratuity arrears as per X BPS. All the agreed issues will now be taken up with competent authority to give a final shape to the matter. We hope things will move smoothly to enable logical end to the issues. Comrades, we have observed a totally favorable approach and response from the management raising our hopes that many of our long pending issues can be resolved one by one in due course. Text of minutes of the meeting is appended hereunder for information of all

Upon conclusion of the joint meeting we felicitated outgoing GM (P) Sri Santhosh Kamath who will be retiring from the services of the Bank on 30.09.2015. Our Chairman Com. Dinker S Punja was joined by all the office-bearers present in the felicitations. Every one thanked Sri Santhosh Kamath for the excellent support extended to SBPRA and wished him a very happy retired life.

With warm greetings.

Yours comradely,

K Suresh Babu
SECRETARY

**SBPRA - ZINDABAD
AIBPARC – ZINDABAD
CBPRO – ZINDABAD**

RECORD OF DISCUSSIONS HELD BETWEEN THE MANAGEMENT OF SYNDICATEBANK AND SYNDICATE BANK PENSIONERS AND RETIREES ASSOCIATION (SBPRA) ON 28.09.2015 AT HEAD OFFICE, MANIPAL.

SI.No. FOR AND ON BEHALF OF BANK FOR AND ON BEHALF OF THE SYNDICATEBANK PENSIONERS AND RETIREES' ASSOCIATION

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|---|--------------------------------|
| 1. SRI K SANTHOSH KAMATH
General Manager (P) | SRI R K SHARMA
President |
| 2. SRI GOPINATH T IYER
General Manager (HR) | SRI K SURESH BABU
Secretary |
| 3. SRI AJIT KARMALKAR
Deputy General Manager (P) | |
| 4. SRI RAMANANDA NAYAK
Asst. General Manager (P) | |
| 5. SRI B CHANDRAKANTH RAO
Chief Manager | |

At the outset, Sri Santhosh Kamath, General Manager (P) welcomed the representatives of Syndicate Bank Pensioners and Retirees' Association. He took the opportunity to introduce Sri Gopinath T Iyer, General Manager (HR) who was also present on the occasion. He noted that the deliberations on the grievances of the retirees will be fruitful and useful;

Sri Gopinath T Iyer in his remarks assured that he will also continue to maintain cordial relations with the Association in serving the retirees welfare.

In response Sri Suresh Babu, Secretary thanked the Management for holding discussions with SBPRA. He said that he was glad to represent the Association due to non availability of its General Secretary.

Thereafter, the following issues were discussed in a cordial atmosphere.

1. Request for increasing representatives to 7 members to the meeting from the present two members.

It was informed that as per directions of the Board only two representatives of the association are permitted to participate in the periodical meetings. However, it was agreed to place a note before the competent authority to seek permission to approach the Board.

2. Separate allocation of Staff Welfare Fund to retirees: Fund to be shared in the ratio of 2:1 between serving staff and retirees.

It was informed that extant guidelines do not explicitly provide for any such distribution of welfare fund.

3. Representation of retirees in Staff Welfare Committee and Pension Fund Trust.

It was informed that Staff Welfare Committee was constituted as per the directions of the Board. The Management informed that the matter will be relooked into. As regards representation on Pension Fund Trust, the Syndicate Bank Employees' Pension Fund Trust do not provide for such representation.

4. Provision of office space to SBPRA.

The Management agreed to look into the matter.

5. Delay in issuing standardized laminated PPOs.

It was informed that necessary steps will be taken to speed up the issuance of PPOs.

6. Waiver of Medical Insurance Policy Premium.

It was informed that a proposal will be placed before the Competent Authority after examining the financial implications.

7. Annual Medical Aid to VRS, Resignees.

The Management agreed to look into the matter.

8. Accumulation of Annual Medical Aid.

It was informed that the purpose of extending the reimbursement was to meet genuine medical requirements during the year and is need based. Further, the Fund is required to be accounted on yearly basis.

9. Holiday Home for all – to include VRS, Resigned.

It was informed that as a matter of policy, staff welfare benefits are extended to only superannuated employees/spouse of superannuated employees and spouse of employees dying in harness. However, in the light of discussions it was agreed to further examine to consider to extending pensioners.

10. Introduction of Death Relief Scheme.

The Management expressed its inability to consider the request.

11. Representation of SBPRA in Customer Service Committee.

It was informed that the Bank is already utilizing the services of retirees in certain areas as per the need having regard to experience and expertise of individual officer/employee concerned. However, it was agreed to refer to Planning and Development Department as they issue guidelines on customer service.

12. Reimbursement of cost of newspapers.

The Management expressed its inability to consider the request.

13. Reimbursement of cost of spectacles.

The Management expressed its inability to consider the request.

14. Annual medical checkup fee reimbursement.

The Management expressed its inability to consider the request.

15. Monthly Pension to be paid on the last working day of the month.

It was informed that the issue requires further examination.

16. Continuation of Staff Housing Loans on superannuation on the original terms and conditions.

The Management expressed its inability to consider the request.

17. Sanction of ODC facility to Pensioners.

It was informed that the issue will be examined.

18. Extension of time for submission of option letter to avail Medical Insurance.

It was informed that necessary steps will be taken in the matter.

19. Expedite payment of commutation and gratuity arrears as per X BPS.

It was informed that efforts would be put in to expedite the payment of the arrears of gratuity and commutation.

Sd/-
(K SANTHOSH KAMATH)
GENERAL MANAGER (P)

Sd/-
(GOPINATH T IYER)
GENERAL MANAGER (HR)

Date: 28.09.2015

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