



SYNDICATE BANK PENSIONERS & RETIREES ASSOCIATION(REGD.)

(Affiliated to AIBPARC a wing of AIBOC)

CENTRAL OFFICE

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

Phones: President:08171461116; Gen.Sec:09440528806; Secretary:09885661991



Circular No. 8/2015 (PLEASE CIRCULATE TO ALL MEMBERS/RETIREES) Date: 29.05.2015.

Dear comrades,

**10TH BIPARTITE SETTLEMENT LEAVES RETIREES RUDELY SHOCKED
UFBU FAILS AND LETS RETIREES DOWN
RECORD NOTE MANIFESTS IBA'S AUDACITY AND LACK OF COMMON SENSE**

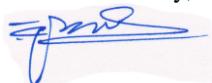
It is a story the likes of which were never heard in the history of Wage Settlements in the banking industry. For the first time ever a Wage settlement has smeared all-round gloom by lack lustre increase of wages for the serving employees, not to speak of colossal disappoint caused to the retirees. To top it all those who retired on or after the effective date i.e. 1.11.2012 even end up drawing lesser residual pension than what they were presently drawing. All of this was caused by IBA's adamant and most unhelpful attitude. After 30 months of elongated negotiations the unions were tired and drained of ideas how to handle the restive ranks. Consequently, they have surrendered and agreed for a paltry increase of 2% of BP after DA merger which is the lowest ever allocation of load. We wonder what would have happened if they had settled it for lesser increase than present 15% load for which one of the UFBU components was reportedly eager to agree. The negative impact of the present settlement on the future wage revisions is going to be felt heavily by the younger generation employees who have yet to fully grasp the nuances of the game, which will seriously affect the efficiency of the banks.

Coming to the retirees' issues the present wage settlement is an eye opener and a big lesson. As said by our famous revolutionary poet Sri Sri "do not be deceived by waiting and looking for and expecting that someone will come and something will be done", it is time now to stand on our own legs and believe in our own strength be it agitation, negotiation or litigation. We did a mistake by putting all our hopes on UFBU and bringing to halt our direct pressure on Govt. As you all know AIBPARC had in the past already drawn serious attention of the Govt. (DFS) to the issues of retirees. They could have pursued on their own the issues to the logical conclusion. In fact a joint memorandum was submitted to Govt. by three major retiree organisations including SBI retirees at the initiative Com. S R Sengupta, General Secretary of AIBPARC. But with the inclusion of retirees' demands in their charter by UFBU the whole matter was diverted and the process was derailed. Now we have ended up with a big failure. All hopes and expectations that at least 100% DA neutralisation to pre-2002 retirees and family pension improvement will form part of this settlement were dashed. Further rubbing of salt on the wounds came in the form of Record Note on retirees' issues. Forget about improvement in retiral benefits, the IBA has gone to the extent of saying that there is no contract between banks and the retirees and that whatever so far given to the retirees was by welfare measure. We wonder who gives such pig-headed ideas and interpretations to the men chairing the proceedings. If retirees were paid pension by banks monthly than it means there was a contract – Pension agreement / Regulation. It is a matter of common sense. Next what is a welfare measure? How can pension be a welfare measure? It is nothing but a deferred wage entitlement as a matter of right. This is what law of land says. The highest court of the country has clearly said so. How can these things escape the mind of executives sitting at IBA? We tend to feel that it cannot be the case of ignorance or innocence, but certainly arrogance. It has become order of the day and fashion for some of the bank executives to do whatever they want to do, even against the law. There will be no action against them. They know that they can file and fight the court cases at the cost of the banks i.e. with public money with impunity, whereas the individuals will have to fight on their own. This attitude is emphatically manifested in the wording of the Record Note on retirees' issues. It cannot be permitted.

Comrades, we cannot blame the goldsmith alone when our gold is also not 24 karat. UFBU has failed to deliver and let down the retirees grossly. Please note that we have not failed, as we were not in the talks. Any way we believe that it is not the end of the day. Only a Battle is lost but not the War. Retirees' organisations are now capable of facing the challenges. AIBPARC is already seized of the matter. A detailed circular issued by AIBPARC is attached here below. For the sake of brevity we have not repeated the issues or our explanations. Let us be guided by and repose faith in AIBPARC which has in its team the most dedicated, time tested and capable workers as office bearers. We will also use our rapport with material personalities. We shall leave no stone unturned to achieve our rightful demands. But meanwhile let us maintain peace. No need to spread rancour. Restraint is the need of the hour. No room for hasty decisions. Making hasty resolutions on the day of defeat out of frustration will lead us to further gloom. What ever happened has happened. Do not believe rumours. Black sheep are part and parcel of human race. Those who have caused damage may come out in the open but by calling others thieves. Remember the saying "Ulta Chor Kotwal Ko Dante." Now let us be cautious, plan things carefully and chalk out programmes. Struggles are ahead. But success shall be ours.

STRUGGLE AHEAD - MARCH ON
WE WILL FIGHT - TILL WE SUCCEED

With warm greetings.
Yours comradely,



C Gangadhar Yadav
GENERAL SECRETARY

SBPRA - ZINDABAD
AIBPARC – ZINDABAD

Text of AIBPARC Cir No. 24/15 dt. 26th May, 2015

Re : Conclusion of 10th Bipartite Settlement without addressing the principal issues of the Retirees of the Banking Industry – Review of the present situation and formulation of future tasks are the needs of the hour.

Dear Comrades,

For past couple of months, we have been constantly feeding you with different developments which are optimistic in nature. No such information has been collected by us from air. It is received from normal organizational communication-channels of AIBOC as well as UFBU. Even the circulars issued after holding of meetings with IBA on 16th March, 16th April and 23rd April, it was made known to us that strong views have been expressed about taking up of issues of retirees like 100% DA neutralization for retirees prior to 01.11.2002, updation of pension, extension of another option of pension to resignees, group mediclaim policies etc.. From time to time, it was also made known that IBA was inclined to accept demands of increased family pension and 100% DA neutralization in line with RBI and that IBA was raising the issue of cost in relation to our demands of "updation" but at no point of time it was negated. This is needless to say that our organisation made its matching contribution by holding rallies/demonstrations in different parts of the country and also represented our case to IBA/Secretary DOFS, GOI/Finance Minister/Prime Minister etc.

2. Suddenly, what came in between? We were surprised to see that the General Secretary of another retirees' organisation (not ours) started accusing the components of UFBU in a most intemperate language and one of the major constituents of UFBU started to defend itself in a language not too fair. From such exchange of

correspondence, it came to us that nothing is happening to the benefits of retirees except improved Group Medical Insurance coverage. The retirees of the whole country stood on their toes. They shuddered in disbelief. How is it happening overnight? What made us roofless? The rumour came true when we came across the draft Joint Note from which it was also clear that except improved medical/ hospitalization facilities, the entire Bipartite talks were going to be ended without addressing any of the issues of the retirees.

3. A rude shock came to us. Anxiety, restlessness and despondency engulfed the entire community of pensioners and retirees. Our leaders started making frantic efforts to keep in touch with the leaders of AIBOC as well as UFBU to make them feel the necessity of documentation about where they started and where they ended. Com. K.V. Acharya, our President had dialogue with Com. Y. Sudarsan, President, AIBOC, Com. Harvinder Singh General Secretary, AIBOC, Com. Aanda Kumar, Senior vice President, AIBOC and Com. P.V. Murali, Convener, UFBU and requested them to look into the documentation-part of the entire exercise. We are grateful to all the comrades for the active initiative taken by each one of them and the support and sympathy displayed by them towards the cause of pensioners. A two page paper has been created and signed by representative of IBA and unions/Associations on 25.5.2015 which deal with some of the issues of the retirees.

4. To remain faithful to the clientele whom we represent, we feel the need of examining each aspect of the issue and record our views on which we consider as favourable for us and which are highly derogatory for us. In the process of doing so, we do not have any intention of hurting the sentiment of any one because we are thoroughly dependent on each party to the agreement – be it management or Unions/Associations. Still, as elder citizens of the country, we are duty-bound to point out the fallacies which might have escaped the notice of the signatories for many reasons like compulsive situation or last minute haste. Some of our observations are noted hereunder:-

A) We are thoroughly against IBA's contention that its contractual relationship with the elder citizens of the industry ends with retirement. It is to be clearly understood that when the issue of "up-dation" or any other like element is discussed, it does not affect the present retirees only. It has its consequence on the in-service persons who would be retiring in future. Law of contract is not relevant here at all. Relation between banks and retirees is a statutory one which is established by Pension Regulation framed under section 19(1) of Banking Companies Act, 1970. We agree that government pays pension to its employees through budgetary allocation but the source of allocation is payment of revenue by the citizens of which we are one.

B) We are happy to note that the benefits of the coverage of the revised Hospitalisation/Medical expenses reimbursement scheme for in service employees and officers would be extended to the retirees; but the next few lines add to our anxiety because we do not know the quantum that a pensioner will have to pay from his pocket because the amount of contribution by such persons shall be decided at respective bank level.

C) When IBA is sympathetic to the issue of increased family pension, the so called issue of “cost” does not sound nice because our Pension Regulation is based on RBI Regulation and GOI has permitted RBI to amend their pension regulation to give effect to it.

D) The course of law is a lengthy and time consuming one. Most of the pre-01.11.2002 retirees are old over 70 years and they need quicker delivery of justice. Any delay might prove to be costly.

E) IBA’s reaction on upgradation of BP at a uniform index of 4440 point is rather positive and it needs quicker delivery.

F) On IBA’s denial to update pension on grounds of cost, our question is; has there been any responsible calculation to assess the cost of updation? We must not forget that the issue has been tabled before IBA before 2 years and a half.

5. All said and done, a pertinent question comes- can we ignore the paper lock stock and barrel? Answer is a bold “No”. There are many things which hurt us mentally and financially; still it opens the door partially for carrying on the negotiations to a reasonable conclusion. When we find that IBA is sympathetic to some of the important issues, we shall try to resolve those points at the earliest. We shall make efforts to record many other issues of the retirees which have been left out altogether. Let us imagine a situation that 10th Bipartite ended without the so called declaration on retirees. We would have been left in the lurch. Though we have many disagreements and disapprovals, we shall make sincere efforts to bring the situation to our advantage.

Comrades, next meeting of the Governing Council is fixed on 14th July, 2015 at Chandigarh. It is still at a time distance of one month and a half. We cannot wait till then. The undersigned will talk to all leading comrades within a few days and chalk out our plans of action. Please do not lose heart. Stand bold with courage and conviction. AIBOC has assured us of all help and cooperation in any intensified struggle by AIBPARC with regard to the demands of the retirees.

With best wishes to all.

(SUPRITA SARKAR)
JOINTGENERAL SECRETARY