

**SYNDICATE BANK PENSIONERS & RETIREES ASSOCIATION (REGD.)**  
(Affiliated to AIBPARC, a wing of AIBOC)  
**CENTRAL OFFICE**



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(PLEASE CIRCULATE TO ALL MEMBERS/ RETIREES)

Cir.No.4/2017

Date: 6.3.2017

Dear Comrades,

**CONCILIATION MEETING HELD AT RLC (CENTRAL) OFFICE  
CBPRO AND IBA PARTICIPATED IN THE PROCEEDINGS  
DHARNA ON 15 MARCH AT JANTAR MANTAR DELHI POSTPONED**

We are happy to inform you all that CBPRO has stepped up pressure on IBA in pursuit of retirees demands. Various protest programmes chalked out by CBPRO/ AIBPARC were implemented at various centres all over the country. Meanwhile conciliation proceedings were held before ALC (central) at the office of RLC (central) in Mumbai on 28.2.2017. IBA participated in the proceedings and made submissions. Proceedings will continue at the next meeting the date of which will be decided by The ALC. Meanwhile on the advise of ALC the Dharna Proposed to be held on 15 March at Jantar Mantar, New Delhi stands deferred. Details are given in the Circulars No.4 dated 1.3.2017 and Cir No. 5 dated 6.3.2017 issued by CBPRO in this regard, which are appended herein below for information of all. We shall keep you informed of further developments in the matter.

With warm greetings.

Yours comradely,

C Gangadhar Yadav  
GENERAL SECRETARY

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

## **Text of CBPRO Cir4/2017 Dated 01.03.2017**

**Dear Comrades,**

### **Sub: DHARNA PROGRAMME AT JANTAR MANTAR, DELHI - DEFERRED**

We have vide our circular 001/2017 dated 21.01.2017 advised you about the demonstrative action programmes proposed by CBPRO in regard to our long pending issues of non-updation of Pension, Denial of 100% DA neutralisation to pre-2002 Retirees, improvement in Family Pension and urging Banks to bear the entire Medical Insurance Premium cost as extended to serving Employees and Officers.

Our call for demonstrative action programmes as mentioned in the circular evoked lot of enthusiasm among the membership and Delhi State unit of CBPRO started with right earnest preparation for the centralized Dharna at Jantar Mantar, New Delhi on 15<sup>th</sup> March, 2017 by holding meetings and obtaining required permission from the authorities.

Meanwhile we also further activated our meetings and interactions with the concerned authorities like IBA, top Ministry Officials and conciliation proceedings in the office of Deputy Chief Labour Commissioner, Mumbai.

Our delegation to IBA had a full scale meeting with the Chief Executive of IBA and his team of Senior Officials on 15.02.2017 as per our programme. It was a cordial meeting where the issues were discussed in detail and the Chief Executive IBA conveyed to us their positive and pro-active concern in regard to all the issues of the Pensioners and Retirees and the requirement of the necessary response from the members of the Management Committee of IBA and as well as from the Finance Ministry in respect of our issues which will help in materialising our requests.

Immediately after the meeting with IBA, we met the top officials of the Finance Ministry on 21.02.2017 seeking their required intervention in regard to the resolution of our issues. We are encouraged by their positive response indicating to us that they have started looking at the issues again after the hectic demonetization and Central Government Budget exercise.

We again participated in the conciliation proceedings on 28.02.2017 at Mumbai. The respected Assistant Labour Commissioner after receiving inputs from us and endorsement of our views by AIBOC in the earlier proceedings on 24.01.2017 and observations of IBA representatives during the proceedings on 28.02.2017 advised to us that in view of the ongoing conciliation proceedings we should avoid agitational actions. We also suggested that IBA should come out with acceptable proposals as per provisions of settlements and Pension Regulations in respect of the issues raised by us. We will be issuing a detailed circular regarding conciliation proceedings separately.

In the light of the above, after consulting all the constituents of CBPRO, it is decided to **Defer our Dharna Programme at Jantar Mantar, scheduled for 15.03.2017** and

take advantage of the positive climate created by our meetings and interactions with IBA, the Ministry and our participation in the conciliation proceedings.

We deeply regret the inconveniences caused to our members especially those who are planning to come from across the country to participate in the Dharna and who have already made travel arrangements to undergo the ordeal of travelling long distances despite their advanced age. Comrades, we had witnessed the enthusiastic participation of over six thousand Retirees last time on 11.12.2015 at Jantar Mantar, Delhi and the number of participants this time would have gone much higher. However as we are seeing some positive and favourable signals from the IBA and the Government, we are confident that the membership will appreciate the decision to defer the centralized Dharna at Jantar Mantar New Delhi earlier scheduled for 15<sup>th</sup> March, 2017. We also assure you that we will use all the resources and connections of our constituents to clinch the issues at the earliest by further augmenting our interactions with the Ministry and IBA. We are also thankful to UFBU for having taken up the issues of Pensioners and Retirees in their negotiations, Charter of Demands and in their Action Programmes. We are also happy that large number of Retiree Comrades had joined the massive demonstrations organised by UFBU on 28.02.2017 in respect of their demands including the issues of their senior brethren, the Bank Pensioners and Retirees.

**Comrades**, we repeat that we have only **Deferred our Dharna programme** at Jantar Mantar, New Delhi scheduled for 15.03.2017 to seize the opportunity of the positive headway we have made very recently which should result in the resolution of our issues.

With Regards,

Yours Comradely,

Sd/-

**A.Ramesh Babu**

Sd/-

**K.V.Acharya**

**Joint Conveners CBPRO**

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**Text of CBPRO Cir 5/2017 Dated: 06.03.2017**

**Dear Comrades,**

**Sub: Report on the Proceedings at Regional Labour Commissioner Office on 28.02.2017.**

The conciliation proceedings which was adjourned on 24.01.2017 to 28<sup>th</sup> February, 2017 took place on the scheduled date. On behalf of CBPRO Com. K.V.Acharya, Joint Convener, Com. S.B. Gokhale, Vice President Federation of SBI Pensioners Associations Com. R.S. Rajiwdekar of SBI Pensioners Association Mumbai, Com. K.S. Rengarajan, Com. R.R. Pawar, Com. R.M. Joshi and Com. R.V. Kamath from AIBPARC participated in the proceedings. Due to the strike call given by UFBU both AIBOC and AIBEA did not attend the proceedings and sent their letters to that effect. However IBA participated in the proceedings this time and also submitted a letter

dated 15.02.2017 addressed to the Respected Assistant Labour Commissioner. The proceedings lasted for more than one hour and the CBPRO team gave a very powerful presentation in regard to the issue of 100% DA Neutralization which was arbitrarily denied to Pre-2002 Retirees.

1. During the proceedings we produced the copy of Record Note signed by IBA and various constituents of UFBU during the 8<sup>th</sup> Bipartite Settlement which clearly proves the fact that IBA had a clear mandate from the Member Banks to discuss all the issues concerning the Bank Pensioners and Retirees submitted by the UFBU constituents in their Charter of Demands and the Record Note itself contains Quote **“In the Charter of Demands submitted by Workmen Unions/Officers Associations for revision of wages and service conditions, certain demands pertaining to the Superannuation Benefits/issues of Retirees were raised. These issues were discussed in detail on various occasions during the course of negotiation on the Charter of Demands”** Unquote.
2. Further we pointed out that the IBA cannot maintain that Quote **“Contractual relationship does not exist between Banks and Retirees”** Unquote as Bank Employees Pension Regulations are Statutory Regulations. The same were passed by the respective Bank Boards, Approved by Government of India and duly published in the official Gazette of Government of India. Hence there is a statutory relationship between Banks and Retirees.
3. The said Record Note contains various other issues of the Retirees including extending Dearness Relief at 100% compensation to all Pre-November 2002 Retirees as in the case of Post-November 2002 Retirees and IBA itself had agreed to consider this particular issue on a humanitarian point of view after examining the feasibility of providing 100% DA to Pre-November 2002 Retirees based on a detailed costing exercise. Later on the IBA had also completed the costing exercise but now dragging their feet on the ground that the Hon’ble Supreme Court had dismissed the Civil Appeals of some of the individual Retirees against the Hon’ble Madras High Court Division Bench order. In our submissions we made a strong case that with the Hon’ble Supreme Court judgment, the oft-repeated assertions of IBA that earlier they could not help to resolve the 100% DA issue as the same was matter Sub-Judice is no longer there and now in view of the Hon’ble Supreme Court order the way is cleared to resolve the issue amicably that too when the IBA had earlier conceded in the record note that the issue would be considered from a humanitarian point of view. The IBA has also already completed the required costing exercise in this regard.
4. We also furnished to the Respected Assistant Labour Commissioner the Standard Format of Mandate given by all the Member Banks. In Chapter IV of the Mandate Format the issues of Retirees in respect of Superannuation Benefits were also mentioned in detail.
5. We also submitted the copy of the Joint Note and Settlement signed between the Officers Associations and Unions. The said Joint Note and Settlement only amended the formula of payment of Dearness Relief Quote **“on and**

**from 1<sup>st</sup> February Dearness allowance shall be payable for every rise or fall of 4 points over 2288 in the quarterly average of the All India Average Working Class Consumer Price Index (General) based 1960=100 at 0.18 percent of Pay” unquote. Nowhere the said Joint Note or Settlement denied the extension of 100% DA to Pre-2002 Retirees.**

6. We also submitted the copy of the Joint Note signed between AIBOC and IBA in respect of the Pension Settlement concluded in 1993 and dispelled any doubt in regard to the contention of others that AIBOC was not a party to the Pension Settlement.
7. We also pointed out that DA relief is given only to protect against the harshness of price rise and the same is equally harsh on Serving Employees and Officers, Post-2002 Retirees and also on Pre-2002 Retirees. The seller doesn't make any discrimination between the Serving Employees and Retirees and denial of 100% DA relief to Pre-2002 Retirees is discriminatory, arbitrary and illegal.

**Dear Comrades**, we will be giving a separate exhaustive letter to the Respected Assistant Labour Commissioner in respect of the submissions made by Indian Banks' Association vide their letter dated 15.02.2017.

Respected Assistant Labour Commissioner after hearing the arguments from CBPRO and IBA stated that she would require time to study the Hon'ble Supreme Court Judgment and Division Bench of Madras high Court in respect of 100% DA case and will advise next date of hearing later on. The Respected Assistant Labour Commissioner also advised CBPRO not to proceed on agitational program in view of the ongoing conciliation proceedings.

**Dear Comrades**, a very effective presentation has been made by CBPRO team and we expect a favourable development in the proceedings. We also suggested to IBA that they should come out with acceptable proposals as per the provisions of Bank Employees Pension Regulations and the Settlements between Workmen Unions and Officers Associations. Meanwhile we will continue our interactions with the Ministry Officials also so that the resolutions of the issues can be expedited.

With warm regards

Yours Comradely,

Sd/-

**A.Ramesh Babu**

Sd/-

**K.V.Acharya**

**Joint Conveners CBPRO**