



UCOBANK RETIREES' ASSOCIATION KARNATAKA (Regd)

(Regd as S.No: 699/97-98 Dated 20/01/1998 with the Registrar of Societies, Karnataka)

Regd Office: C/o UCO Bank, 3rd Floor, 13/22,
Kempegowda Road, Bangalore-560009

Website: urakar.com

UBRA-KAR/CIR/0170/2017-20

Date: 25.02.2020.

To all members of our unit.

Dear Comrades,

Sub: IBA & AIBPARC Communications.

I.IBA has decided to hold next meeting of Negotiating Committee of IBA with the representatives of Constituent Workmen Unions/ Officers' Associations on Saturday, 29th February, 2020 at 11:00 am in the Committee Room of IB A, World Trade Centre, Cuffe Parade, Mumbai- 400 005. IBA communication No. HR&IR/ UFBU/ XIBPS/8710 dated.24th February, 2020 is enclosed.

II.AIBPARC Circular No.22-20 dated 24.02. 2020 attaching a letter written to the Convener of UFBU regarding IBA's mysterious communication to Shri V.M. Seshasayan on issues under Negotiation with UFBU is attached.

III. AIBPARC circular *no.21-20* dated 24.02. 2020 forwarding a letter written to Shri Anurag Singh Thakur,The Minister of State for Finance, Ministry of Finance,Govt. of India, New Delhi regarding reply to Lok Sabha unstarred question no 1327 answered on 10th February, 2020 by the Minister of State for Finance in response to point no. C. which reads as "The steps taken by the Government to address the issues of pensioners in PSBs"

The above communications are forwarded for the information of all the members.

B.Lakshminarayana
Hon.Secretary.

Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No. HR&IR/ UFBU/ XIBPS/8710
24th February, 2020

Shri Sanjeev K Bandlish
Convenor
United Forum of Bank Unions (UFBU) &
General Secretary
National Confederation of Bank Employees
C/o State Bank of India, LHO;Plot No.I, Sector-17A
Chandigarh-160 017

Dear Sir,

Wage Negotiation: Negotiating Committee Meeting with Unions/ Associations

It has been decided in consultation with the Chairman, Negotiating Committee of IB A, to hold next meeting of Negotiating Committee of IB A with the representatives of Constituent Workmen Unions/ Officers' Associations on **Saturday, 29th February, 2020 at 11:00 am** in the Committee Room of IB A, World Trade Centre, Cufle Parade, Mumbai- 400 005.

2. Kindly advise the General Secretaries of Constituent Workmen Unions/ Officers' Associations of UFBU to make it convenient to attend the meeting by their authorized representative (s) as under:

Sr. No.	Name of the 'Union/Association	No. of Representative(s)
1.	All India Bank Employees' Association (AIBEA)	2
2.	National Confederation of Bank Employees (NCBE)	2
3.	Bank Employees' Federation of India (BEFI)	1
4.	Indian National Bank Employees' Federation	1
5.	National Organisation of Bank Workers (NOBW)	1
6.	All India Bank Officers' Confederation (AIBOC)	2
7.	All India Bank Officers' Association (AIBOA)	1
8.	Indian National Bank Officers' Congress (INBOC)	1
9.	National Organisation of Bank Officers (NOBO)	1

3. Kindly confirm participation with details of the participants.

Yours faithfully,



Warm regards

B Iraj knmar
Deputy Chief Executive



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

Circular No.22-20

Date : 24.02. 2020.

(For circulation among members of the governing council of
AIBPARC, State Secretaries, Special Invitees and
Advisors.)

Dear Comrade,

**SUB: IBA's mysterious communication to Shri V.M. Seshasayan
on issues under Negotiation with UFBU.**

Members might have seen in what's app a letter written purportedly by IBA to Shri Seshasayan. The content of the letter is not fact based. Joint Convenors of CBPRO have taken up the issue with Convenor, UFBU. We are reproducing hereunder the letter dated 24.2.20 for information of members.

With best wishes,

(Suprita Sarkar) General
Secretary

Dated: 24.02.2020

Com. Sanjeev K. Bandlish Convener,
UFBU
General Secretary, NCBE Dear

Comrade Bandlish,

**IBA's mysterious communication to Shri V.M. Seshasayan on issues
under Negotiation with UFBU.**

We are surprised and shocked to read the contents of a letter purported to have been written by IBA to Shri V.M.Seshasayan in respect of Ex - Gratia and Pension Updation. The said letter which is in circulation in the social media is causing massive anxiety and repercussions raising serious doubts about the intentions of IBA in regard to issues already under discussions with UFBU.

Rightly UFBU has made substantial headway in Wage Negotiations through continuous and sustained agitations, Action Programmes and Resolute Negotiations. But It is quite strange, disturbing and also intriguing that the IBA should now choose to write to individuals on Industry level issues when negotiations are going on with Apex UFBU Organisations and there by conveying to all concerned its self -imposed artificial restrictions of being only a Voluntary Organisation of Bankers with mere advisory position that too only on getting mandate from the Member Banks.

It is a matter of record that the IBA in the past had negotiated with the UFBU in matters concerning Pension related matters in Wage Negotiations like-

1. 7th Bi-partite Settlement - Applying Different DA index merger for New Basic Pay construction to serving Employees and Officers.

2. 8th Bi-partite Settlement - Correction of the above retrograde Clause by applying identical DA index merger, of course from 2005 which was later on made effective from 1998, thankfully due to Hon'ble Supreme Court order

3. 9th Bi-partite Settlement- Granting of Second Option of Pension to those who are left out including Special VRS Retirees and later on to normal VRS Retirees. Here again the Hon'ble Supreme Court further extended it to Compulsorily Retired Employees and Officers also.

4. 10th Bi-partite Settlement - Record Note Regarding Retirees Issues covering Family Pension, Updation of Pension, Uniform DA to all Retirees irrespective of date of Retirement, Medical Facilities etc.

5. benefits of Encashment of Privilege Leave to CRS Employees and Officers and other Pensioners related matters

Things being so, it has become a routine and lame excuses for IBA to protract issues for no reason or rhyme by raising the bogey of being only a Voluntary Organisation and mandate etc.

It is amusing to note that IBA often cites monetary burden and cost implications in Negotiations whereas the fact is that the present plight of the Banks is mainly due to big Corporate NPAs and certainly not due to lack of efficiency of the work-force of the Banks. In fact, every Bank is making huge Operating Profits which is the real yard stick of the efficacy and efficiency of Bank Employees and Officers.

As far as Bank Pensioners and Retirees issues are concerned all the Banks have sufficient funds in their Pension Fund and invariably the Auditors and Actuaries have also in the Balance Sheets of the Banks year after year certified that enough provisions have been made to the Pension Fund as per the provisions of Bank Employees Pension Regulations to enable the Banks to meet their Pension obligations. Some of the Banks have even transferred the amounts from Pension Fund to their Profit and Loss Account on the ground of having made excess provision to Pension Fund. One such classic example is Punjab National Bank.

We thought it fit to bring to the kind notice of UFBU Leadership with a request to urge upon the IBA not to jeopardise the present Wage Negotiations Process including Retirees issues by sending misleading and untrue reasons to individuals causing anxiety to Serving Employees and Officers and Retirees.

It should be the endeavour of IBA to become very sensitive to the reasonable expectations of the very aged Super Seniors of the Banking Industry.

While we appreciate the New Culture of IBA to respond to letters written by individuals we fervently hope that at least now onwards the same culture and respect is shown to the letters of Apex Bank Pensioners and Retirees Organisations with a very objective view of resolving their Long Pending Issues.

With Regards, Yours Comradely,


(A. Ramesh Babu)
Conveners, CBPRO


(K.V. Acharya) Joint



**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

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Circular No.21-20

Date : 24.02. 2020.

(For circulation among members of the governing council of
AIBPARC, State Secretaries, Special Invitees and
Advisors.)

Dear Comrade,

**Sub : Reply to Lok Sabha unstarred question no 1327 answered on 10th February, 2020 by the
Minister of State for Finance in response to point no. C. which reads as
"The steps taken by the Government to address the issues of pensioners in PSBs"**

Today a letter has been written to Shri Anurag Singh Thakur, Hon'ble Minister of State for Finance, Govt. of India explaining our standpoints on various issues pertaining to updation of Pension as spelt out in different provisions of Pension Regulation of Banks. The letter, which is self explanatory, is reproduced hereunder for information of members.

With best wishes,



(Suprita Sarkar)
General Secretary

Quote :

AIBPARC/PARLIAMENT QUESTIONS/GOI/EMAIL/2020

Date 24.02.2020

**Shri Anurag Singh Thakur,
The Minister of State
for Finance, Ministry of
Finance,
Govt.
of India,
New
Delhi.**

Respected Sir,

**Sub : Reply to Lok Sabha unstarred question no 1327 answered on 10th
February, 2020 by your goodself in response to point no. C. which
reads as**

**"The steps taken by the Government to address the issues of pensioners in
PSBs"**

We had the opportunity of going through the aforesaid reply given in the Parliament. It can be presumed that the reply was prepared by Indian Banks Association. We cannot conceal our unhappiness over partial distortion of certain material facts presumably by IBA in regard to the status of payment of pension to the elder citizens of the Banking Industry. Very humbly, we like to bring to your kind notice the following facts which will give you a completely different picture :

- 1) The principal contention of IBA is that the affordability of Banks is the main factor to make improvement in the pension scheme of the public sector banks. It is being conveniently forgotten that it is a mandatory obligation on the part of the Banks. The question of affordability is not at all relevant here. In Pension Regulation Clause No. 35.1, it has been clearly stated that basic pension and additional pension wherever applicable shall be updated as per formula given in appendix no. 1 (gazette notification no 9 dated 01.03.2003).
- 2) It may further please be noted that the Pension Fund of Banks including SBI is a robust one and its present balance is nearly 3 lakh crores. This fund has been created out of the PF Contributions surrendered by employees and officers of the bank and also time to time contributions made by the banks to the extent required as per provisions of Bank Employees Pension Regulation. Every year at the time of signing of Balance sheet, auditors have to confirm about the adequacy and sustainability of the Fund.
- 3) The funding pattern of Pension Fund by bank which is its mandatory obligation has been dealt with in Clause no. 11, 5 & 7 of the Pension Regulation. Every bank on the date of signing the balance sheet will see whether there is any shortfall as per valuation undertaken by a Government approved actuary. If there is any shortfall, bank will have to provide funds to make good its inadequacy.
- 4) This is also interesting to note that IBA in its letters to AIBOC at different points of time had stated that the Pension Scheme in Banks is on the lines of government of India Employees Pension Scheme. In such letters IBA advised the organisations of Banks to convince their members to opt for pension instead of CPF scheme as the Pension Scheme had got many favourable features like that of periodical updation of pension. Now with the passage of time, the present body of IBA cannot push the wheels backward because the Pension Regulation was a product of bilateral negotiations between the then authorities of IBA and the then leaders of different trade unions of the Industry.
- 5) All doubts in respect of the liability of the Bank will be clarified by a careful reading of Regulation No. 56 which says that in case of doubt, in the matter of application of this Regulation, regard may be had to the corresponding provisions of the Central Civil Rules, 1972 or Central Civil (Commutation of Pension) Rules, 1981.
- 6) Sir, it may please be noted that ours is a defined Pension Scheme and the liability of Banks under Pension Regulations is statutory one because it is a subordinate legislation and the PSBs are state and also instruments of the Government under Article 12 of the Constitution. When Banks run into net losses because of higher provisioning on account of NPA, it may please be noted that the income recognition norm and categorization of assets is governed by Regulatory norm of RBI. The statutory nature of a Regulation will always get precedence over Regulatory norms of RBI.
- 7) Every time we see that the replies framed by IBA are vague and evasive in nature. In Pension Regulation, there are number of clauses which very clearly tell that it is the statutory responsibility of Banks to make the funds adequate; it also tells that pension will be updated periodically and it also harps that in case of any ambiguity, reference is to be made to central government rules. At different points of time, we have explained our standpoint to IBA, officials of DOFS, Hon'ble Finance Minister and Hon'ble Prime Minister.

It is our earnest appeal before your goodself that a favourable re-look into the aforesaid clauses may please be given. It will surely be understood that the elder citizens of the Banking Industry are getting a raw deal which they do not deserve. The purpose of writing this letter is that IBA presumably at the time of handling the issue forgets certain material points which come to the favour of the Bank Pensioners.

With kind regards,



(K.V. Acharya)

President



**(Suprita
Sarkar)**

**General
Secretary**

All Correspondence to:



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