



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/0220/2017-20

Date: 17.07.2020.

To all members of our unit.

Dear Comrades,

SUB: RETIREES ISSUES – AIBPARC WRITES TO UFBU.

In one of earlier circulars we had forwarded the letters written by AIBPARC to the Chairman of UFBU and IBA.

All of us are aware that IBA has called for the Negotiation Committee meeting to be held on 22.07.2020. In order to once again bring to the notice of all the constituents of UFBU the need for discussing the issues related to Retirees and Pensioners, AIBPARC has sent a mail to all of them. In the said mail our issues have been highlighted.

AIBPARC's circular no.51/20 dated.17.07.2020 forwarding a copy of the said mail is appended below for the information of all the members.

B.Lakshminarayana
Hon. Secretary.

All Correspondence to:



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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
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Date:17.07.20.

Circular no:51-20.

(For circulation among members of the Governing Council, State Secretaries, EC members, Special Invitees and Advisors.)

Dear Comrade,

Sub: Issues of Bank Retirees.

Our letter written to all Constituents of UFBU on above subject dated 17.07.20. is reproduced hereunder for information of members:

With best wishes,

Please stay safe with family.

Suprita Sarkar
General Secretary.



ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION
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AIBPARC/UFBU/DEMANDS/EMAIL/2020

17.07.20

To all constituents of UFBU
Through The Convenor, UFBU.

Dear Comrade,

Sub: Issues of Retirees

We are immensely happy that the much-awaited resumption of Talks in respect of 11th Bi Partite wage negotiation is now scheduled for 22nd July 2020. We wish all success to UFBU and fervently hope for an all-time best settlement meeting the aspirations of serving Employees and Officers and the Bank Pensioners and Retirees.

1. After passing through a complete lull for long five months due to the threat of pandemic CORONA and not knowing exactly whether the destination is fair or foul, the Retirees of the industry are in a bad shape due to despondency and severe strain on finances.
2. As all of you have decades long experience and involvement in representing the Employees and Officers of the Industry, you know it very well how the ever-declining rate of interest on deposit and non-revision of Pension since inception have adversely affected the quality of life of the Pensioners. Sometimes they have a sentimental feeling that they are probably being looked upon as an irritant factor by the powers that be as they can neither deny the rationality of Retirees demands nor can they arrive at a logical conclusion. The situation is all the more pathetic to note that some believe that paying attention to the demands of Retirees means taking away a portion of the cake which was otherwise due for them as if they would never be old and deny the rules of nature.
3. The tension and anxiety mount further with the continuous threat of privatisation. It is no more an empty slogan but a reality which we may have to face at any point of time. Although we shall be going hand in hand with you upto the end of the battle, still the future of bilateralism in its present form might have a question mark before it. Considering all such disquieting factors, we shall detail our demands in brief. As all of you are seasoned hands in respective fields, no elaboration is necessary. we shall touch upon the principal points only.
4. We owe the responsibility of answering a pertinent question-If the serving organizations are to do everything, then where lies the relevance of the existence of Retirees organizations? Such organizations after putting a lot of labour have brought a few lakhs of elder citizens at a platform and they have given a structure and form to the body to maintain close liaison and to consolidate further the Retirees who were otherwise a forgotten community. This precious human resource will always remain helpful and available to the working brethren in all their struggle. As it is a known fact that IBA now a days avoid taking any independent decision without having a clearance from GOI, we have continuously been on our job to meet, to write and to persuade the most important pillars of democracy-legislature being represented by MPs and Ministers, the Bureaucracy and the Press. Although IBA fails to tell us on the face that we are not the negotiating authority before them, still we have gone many a miles to tell our views to IBA. we have never hesitated to tell IBA and UFBU that it was their responsibility to address the issues of the Record Note of the previous BPS before finalizing 11th BPS. 3

The already-known issues are:

1. Improvement in Family Pension at par with govt/RBI Pensioners:

Even though our Pension Regulations are modelled on lines and patterns of GOI/RBI, the family Pension in Banks is quite inferior because of a tapering slab. As a result, Pensioners retiring with higher basic pay attract 15% only of last drawn basic pay that with a cap on Family Pension as against 30% uniform rate as applicable in RBI/GOVT family Pension.

2.100pc DA neutralization to Pre-November,2002retirees

Although the anomaly of tapered DA was rectified in the salary revision of 2005, the benefit was not extended to those who retired prior to November,2002.This arbitrary denial to the older group of Pensioners is grossly unfair.

3. Pension Updation:

Clause no 35(1) of Bank Pension Regulations provide that Basic Pension and additional Pension shall be updated in respect of those who retired between 01.01.86 and 31.10.87 as per formula given in Appendix 1.With a view to facilitating updation of Pension along with future salary revision, Pension Regulations 35(1) was amended vide Gazette notification,2003 as follows: & quot; Basic Pension and additional Pension where ever applicable shall be updated as per the formula in Appendix 1".This is most unfortunate that this rightful demand is being denied in spite of its codification in clear cut terms. Moreover for RBI Retirees have started getting Updation of Pension from March 2019.

4. Medical insurance scheme for Bank Retirees:

We have sent a letter to Convenor, UFBU on 11.07.20 with request to make it available to all constituents. we have also forwarded an exhaustive letter of ours addressed to Chairman, IBA dated 10.07.20 detailing out our demands.

The principal points are given below:

- *Bank will have to bear a substantial portion of the premium and the policy in this regard is to be formalized by a uniform guideline of IBA otherwise Banks will try to avoid their responsibilities on the ground of incurring losses. There should be a single policy for serving Employees and Retirees as it had been in the formative years.

- *There should be multiple slabs both in Base policy and Top up policy. It will help the Pensioners with lower Pension, Family Pensioners and Subordinate Employees who can opt according to their financial capabilities.

- *There should not be any ban or bar on joining the policy by older Retirees who for any reason or the other might not have joined the scheme at a particular year but they should be allowed to join the scheme in the subsequent year.

- *The unexplainable anomaly of Domiciliary cover should be removed forthwith.

- *The policy must extend its coverage to the physically and mentally challenged dependent children. *18% GST is being imposed on premium as well as medical bills of Retirees. It is to be withdrawn forthwith.

- *Alternatively, we are agreeable to come under the cover of a policy in line with CGHS in which a lump sum amount is collected from the Retirees at the time of superannuation and benefits will be extended to Retiree Bank men in line with Retired Government employees

5.Non- Reckoning of special allowance for superannuation benefits:

It is a fall-out of the last wage revision settlement. Though the allowance attracted DA, it was not reckoned for payment of superannuation benefits viz gratuity and Pension. There have been several verdicts of Supreme Court on similar issue which clearly say that such actions on the part of the employer was not in conformity with Law.

6.Denial of additional stagnation increment to those who retired between 01.11.12 and 30.04.15.:

Appropriate Guidelines should be issued immediately to all member banks who had been parties to 10th BPS/Joint note dated 25.05.15 advising them to extend the benefit to all eligible beneficiaries. This has given rise to inter cadre anomaly since some banks have reportedly given the benefit to eligible award staff. The calculation of basic Pension of such persons should be done after release of notional stagnation increment.

7.The issue of gratuity:

Several pertinent points have come up during the intervening period. Court cases are pending in different High Courts. The Industry level agreement will have to address the issues like: *Modification of the formula of computation of gratuity as it appears under the provisions of the Payment of Gratuity Act.

*Incorporation of DA and Special allowance carrying DA into the definition of salary. *Higher ceiling of gratuity should be made applicable to Bankmen from the day it was made effective to Central government employees.

8, The issue of Resignees:

There have been a good number of officers who rendered service for eligible number of years to opt for Pension. For various reasons, they left the bank by tendering resignation since the service conditions of different banks did not contain provisions of voluntary retirement. Management cannot deny to them the right to opt for Pension. Several court judgements have gone in their favour. IBA by following an honest litigation policy should resolve the issue.

9. Non adherence of Govt Guidelines/IBA instructions by various banks.

A new disquieting trend is often being experienced by Retirees is that Banks are making unnecessary delay and distortion of different kinds to deprive the eligible Retirees from getting the benefits on different pretexts. It is also quite unbecoming of IBA that they are leaving the decision -making on individual bank even in cases of implementing so called uniform guideline.

10. The voice of Retirees:

We have full faith and confidence in UFBU Leadership. We firmly believe that you would take the views of your elder brothers who built Trade Union Organisations brick by brick in the Banks unmindful of victimisations and achieved unity in the form of UFBU. We are confident that You will ensure tangible reliefs to Bank Pensioners and Retirees which can be both seen and felt.

With best wishes.

Comradely yours.



(K.V. ACHARYA)
PRESIDENT



(SUPRITA SARKAR)
GENERAL SECRETARY