



VIJAYA BANK RETIREES' ASSOCIATION (Regd)

(Affiliated to AIBRF)

Regd Office : Kochi

Central Office : No. 83, 5th Cross, Malleshwaram, Bangalore - 560 003

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The Managing Director and CEO
Vijaya Bank
Head Office
Bangalore

Date : 06/07/2015

Dear Sir,

ERROR AND INJUSTICE IN PAYMENT OF ARREARS OF COMMUTATION TO SVRS 2000 OPTees

We submit the following for your personal attention and immediate action.

We have represented to the management the gross error and injustice in the matter of disbursement of commutation in respect of the employees retired under SVRS 2000 . In our letter addressed to the Managing Director & CEO on 27.05.2015, we have furnished details and an example of gross error and injustice in the payment.

We regret that the Personnel Department has not responded to our letter so far.

We request you to instruct the concerned to respond to our letter. The silence on the part of the management is a confirmation of our contention. If the calculation we have explained in the letter is wrong, we may please be informed.

Sir, our interactions with you gave us a hope that the Management under your leadership would recognize the services rendered by those who have retired from the Bank and the retirees who are senior citizens would receive the consideration they deserve when certain grievances are represented.

In the matter of those who retired under VRS 2000, as we have mentioned in our earlier representation the bank has committed gross illegality. In the matter of wrong fixation of Basic Pension, before filing a Writ Petition at the Hon'ble High Court of Kerala, our Association had made several representations. However the management did not even respond to the representations. Then we had to file a writ petition before the Hon'ble High Court of Kerala seeking direction to the Bank to pass proceedings on our representation. The High Court allowed our petition and directed the then Chairman&MD to pass proceedings and send to our Association. Accordingly the then Chairman& MD passed proceedings containing falsehoods and contrary to the facts on records on vital facts. The Association was forced to approach the High Court and spend considerable amount just to secure a reply from the Management. Thereafter the Management did reply to some communications sent by us. Again it stopped responding to our communications.

When all efforts to elicit response to our various representations failed and we were left with no other alternatives, our organization put the management on notice that retirees would be resorting to mass Dharna at the Head Office of the Bank , on 13.12.2014. Realizing the gravity of anger of the retirees and their preparedness to organizationally agitate, the management called the representatives of our organization on 11.12.2014 to request us to drop the agitational program without giving any assurance on our representations. When we informed that the program could not be dropped without any commitment we were threatened that the retirees would not be allowed to enter the Head Office premises on 13.12.2014 and that Police would be called to prevent the retirees from holding the Dharna . However , hundreds of retirees , from retired General Managers

to retired sub-staff, including physically challenged persons participated in the peaceful Dharna, which we were forced to conduct on the pavement of M G Road, in front of the Head Office, in full visibility of the public. This event was forced on the retirees. Unfortunately the management refused to read the frustration and anger of retirees. It appeared as if the policy of the bank was to respond only if retirees approach Court of Law or when organizational actions take place.

It is relevant to state that the Bank always allowed the employees of our Bank and other Banks to conduct Dharna at the premises of the Head Office.

The intention of bringing these facts to your notice is to inform you the manner in which the management treated the retirees.

We request you to ensure that your positive approach to the retirees is percolated down the hierarchy of administration so that retirees also feel honoured which they richly deserve.

We do realize that in the matter of certain demands of the retirees the management has to take a policy decision considering various factors. However not paying the retirees the amount legally due to them cannot be a policy of the Bank, which is in public sector and is expected to be a model employer.

In this connection, we wish to draw your kind attention to the direction of the Supreme Court of India, in the case of State of Rajasthan and others Vs Mahendra Nath Sharma, in Civil Appeal No 1123 of 2015, as follows(Judgement dated 1/7/2015)

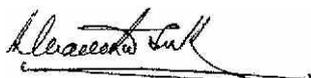
“It will be appropriate and apposite on the part of the employers to remember the same and ingeminate it time and again so that unnecessary litigation do not travel to the Court and the employers show a definite and correct attitude towards employees. We are compelled to say so as we find that the intention of the State Government from paragraph 5 of the circular/memorandum has been litigated at various stages to deny the benefits to the respondents. It is the duty of the State Government to avoid unwarranted litigations and not to encourage any litigation for the sake of litigation”.

We earnestly request you to look into the matter and instruct the concerned to release the payment to the retirees under VRS 2000 as requested or inform us why the Bank has concluded that it has not violated the rules regarding payment of commutation and recovery thereon.

We earnestly feel that our hope on the present Managing Director& CEO will be fulfilled. We assure that the retirees would continue to contribute to the growth of the Bank in their own way.

With Regards,

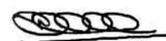
Yours truly,



(B. MANOHARA SHETTY)
CHAIRMAN



(C.GOPINATHAN NAIR)
PRESIDENT



(K.VISHWANATH NAIK)
GEN SECRETARY.