

**VIJAYA BANK RETIREES' ASSOCIATION (Regd.)**

***AFFILIATED TO AIBRF***

**REGISTERED OFFICE : KOCHI**

**CENTRAL OFFICE : 83, 5TH CROSS, MALLESHWARAM, BENGALURU-560 003**



**General Secretary's Report  
Placed before 4th Conference**

**held at**

**KEB ENGINEERS' ASSOCIATION HALL,  
ANANDA RAO CIRCLE,  
BANGALORE - 560 008  
ON 19TH AND 20TH FEBRUARY, 2016.**





## 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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Date : 09-12-2015

### NOTICE

Notice is hereby given to all the members of Vijaya Bank Retirees' Association (Regd) that the **4th Tri-ennial Conference of the Association** will be held at Bangalore on **19th and 20th of February, 2016**, to transact the following :-

#### AGENDA

1. Presentation and adoption of General secretary's Report and Statement of Accounts for the term under report.
2. Consideration of amendments to the rules and bye-laws and other proposals for which notices are given by the members or the Executive Committee.
3. Consideration of any other subject with the permission of the chair.
4. Election of Office Bearers and Executive Committee Members for the ensuing term.

*The Confrence will be held at* : **K.E.B.Engineers' Association , Sir. M. V. Auditorium, Silver Jubilee Building, Race Course Cross Road, Near Anand Rao Circle, Bangalore - 560 009.**

All members are requested to attend the meeting.

**(K. VISHWANATH NAIK)**  
GENERAL SECRETARY.





*The Chairman and Members of the Executive Committee*

## VIJAYA BANK RETIREES' ASSOCIATION (R)

*Cordially invite you to the*

### Inaugural Session of their 4th Conference

at KEB Engineers' Association Hall, Near Ramaswamy Circle,  
Off Race Course Road, Ananda Rao Circle, Bangalore - 560 009

at 5.00 PM on Friday, the 19th February 2016

*Inauguration by :*

**Shri. S. C. Jain**

General Secretary, AIBRF

*Chief Guest :*

**Shri. Kishore Sansi**

Managing Director & Chief Executive Officer, Vijaya Bank

*Guests of Honour :*

**Shri. B. S. Rama Rao**

Executive Director-I, Vijaya Bank

**Sri. Nageshwar Rao. Y**

Executive Director-2, Vijaya Bank

*Special Guests :*

**Shri. H.S. Nanjunda Swamy**

Chairman, AIBRF, Karnataka State Committee

**Shri. S. D. Srinivasan**

General Secretary, Vijaya Bank Workers' Organisation (R)

**Shri. Y. Muralikrishna**

Workman Director, Vijaya Bank

**Shri. H. Chandrashekar Shetty**

General Secretary, Vijaya Bank Officers' Union (R)

*Presided by :*

**Shri. C. Gopinathan Nair**

President, Vijaya Bank Retirees' Association (R)

B Manohar Shetty  
Chairman

K Vishwanath Naik  
General Secretary

## Programme

### On Friday the 19th February 2016 :

- 1) 10.00 a.m. Executive Committee Meeting at the venue of the Conference.
- 2) 1.00 p.m. Working lunch
- 3) 3.00 p.m. Demonstration / Dharna by AIBRF, Karnataka State Committee, near Mahatma Gandhi Statue, on Race Course Road, near Hotel Mourya.
- 4) 4.00 p.m. High Tea
- 5) 5.00 p.m to about 7.30 p.m.  
Inaugural Session
- 6) 8.30 p.m. to 9.00 p.m.  
Light Lunch

### On Saturday 20th February 2016

- 1) 7.30 a.m. Breakfast
- 2) 9.00 a.m. Flag hoisting by Sri B. Manohar Shetty, Chairman, VBRA **followed by Workshop on Medical Insurance Claim procedure to be conducted by Vidal Health TPA**
- 4) 11.00 a.m. Delegate Session commences.
- 5) 1.30 p.m. Lunch. Delegate Session continues after lunch.

### LODGING ARRANGEMENTS

Lodging arrangements is made to members who have informed to us in advance.

Lodging arrangements is made from morning on 19th February till the morning on 20th February 2016.

Members are requested to vacate the rooms on the morning of 20th February or on completion of 24 hours from their check-in. Seperate arrangements are made to keep their luggage.

# **VIJAYA BANK RETIREES' ASSOCIATION (Regd)**

## **General Secretary's Report Placed before 4th Conference**

**held at**

**KEB ENGINEERS' ASSOCIATION HALL,  
ANANDA RAO CIRCLE, BANGALORE - 560 008  
ON 19TH AND 20TH FEBRUARY, 2016.**

Dear Chairman, President, office bearers, central committee members, delegates and observers,

We set our first step on our onward march on 19th February, 2006.

When I stand before you to welcome you to this conference when we have completed 10 years of our service to the retirees of Vijaya Bank, naturally, a sense of emotional upsurge overtakes me. While these 10 years have been full of experience and encouragement, we are here with a mixed feelings of tremendous organisational growth and development on the one side and on the other a serious sense of betrayal and neglect because of indifferent approach by the bankers, the IBA and the Govt. in respect of genuine and reasonable demands of the retirees.

Before going into the report on activities of our Association, it is necessary for us to have a birds eye view of various developments, in brief, in the globe, in countries around us and in our own country, so as to have a proper perspective and background for our situation.

### **INTERNATIONAL DEVELOPMENTS & OUR NEIGHBOURING COUNTRIES**

The conflicts in different region continues which directly affects the personal lives of innocent people in these countries. Middle east is in turmoil, no solution to the growing conflicts in Ukraine, while several African countries are on boil.

The terror activities grow day by day at the international level endangering the lives of common man. The ISIS terror activity in Syria, the Al-Quida movement initially sponsored by USA has ultimately turned against USA itself. USA had to finally kill Osama Bin Laden who was sponsored by themselves. The terrorism in Iraq continues and the Government headed by Prime Minister Mouri Al-Maliki is boneless and riddled by corruption is unable to contain the growing terrorism. The internal civil war between Israel and Palestine forces continue and more and more innocent people are killed in the internal war.

Cuba and Venezuela continue to be pro people and Anti USA policies. Their continued boldness to oppose the capitalistic ideals and continued support to the common peoples policies is a welcome development in the international scene.

The Israel and Palestine conflict is yet to be sorted out while Israel continue to be supported by US forces and the war between these two forces continue killing innocent people in the conflict.

GREECE CRISIS: Yet another important development is the Financial Crisis in Greece . One of the well developed countries in the world faced worst ever financial crisis on account of the social spending and the European Union countries clamped austerity measures in Greece. The left wing elected Government in Greece had to make a severe bargain with European Union Countries and the subsequent elections gave the left wing leader Mr. Tispras one more chance to rule the country. According the reports the crisis is not only in Greece but slowly is spreading across the European Union.

After the global melt down of 2008 the worst ever economic crisis world over, the western countries historic concessions to the corporate who faced the economic slow down though seem to recover from the melt down, are still under the clutches of the economic slow down. We witnessed many big banks, Insurance companies falling down. The US authorities had extend their helping hands to big giants in this slow down.

The cross border terrorism unleashed by the Terror outfit from Syria spreading to countries like France and Russia is more condemnable as more and more innocent lives are being killed by the terrorists in the name of Jihad. The recent terror act of killing more than 160 people in France is another example of growing fundamentalist terrorism in the world.

It is noteworthy that this year's nobel prize was won by four organizations which include labour movement which took initiatives of saving a country- Tunisia from crisis. These organizations formed a group and took control of the government and the common man is saved from various crisis. This clearly indicates that the Labour movement involvement in Political scene is the only solution to the common man.

In the economic situations in the Globe, the economic recession of the Western Countries is continuing and the cascading effect of such recession could be seen in the Asian countries too despite the fact that the Asian region is said to grow. The growth rate is following steadily. The oil prices have come down drastically.

The economic growth in China, Japan, Korea Indonesia , India are showing downward trend but not like western countries. The economic cooperation amongst the SAARC countries and the BRICS (BRAZIL, RUSSIA, INDIA, CHINA AND SOUTH AFRICA) are encouraging.

Under this back ground the 21 Asian countries signed ( big as well as small countries) for formation of the Asian Infrastructure & Investment Bank (AIIB) where our country will also be a member. Investment from China will be around US \$ 50 billion to kick start the bank. It is estimated by AIIB that 8 trillion dollars are needed for development of these 21 countries by the year 2020. The Unity shown by the Asian countries in making the bank in reality bodes well for peaceful development of the Asian continent.



Yet another important development is the formation of the BRICS Development Bank during the BRICS summit held in the month of July 2014 at Brazil. The summit launched a contingency reserve arrangement (CRA) with a fund of US \$ 100 billion and the investment in the New Development Bank.

The emergence of the BRICS Development Bank (NEW DEVELOPMENT BANK) is seen by experts as an important event in the after math of the economic crisis world over. The NDB will be head quartered at Shanghai in China and it is a pride that an Indian will be the head of the Institution. We hope that the NDB will serve its purpose.

The GDP growth of the world economy is dwindling with the European Union crisis. Most of the western countries are showing negative GDP growth while India and China are showing some promising growth

The following table shows the Annual GDP growth of some of the leading countries.

COUNTRY	2013	2014	2015
United States	2.2	2.2	3.1
Euro Zone	0.4	0.8	1.3
Germany	0.5	1.4	1.5
France	0.3	0.4	1.0
United Kingdom	1.7	3.2	1.6
Japan	1.5	0.9	0.8
China	7.4	7.7	7.1
India	5.00	5.6	6.0
Brazil	2.5	0.3	1.4

Yet another notable development in the international arena is the emergence of Left oriented government coming to power in Greece and in Southern American Countries.

On the labour front, the Estimate by International Labour Organisation (ILO) , the Global unemployment rose by 5 million during the year 2013. Jobless growth has emerged as a Global phenomenon . The jobless growth and the income inequality are going to be the biggest challenges for the world economy - according to World Economic Forum (WEF). Global unemployment remains challenging for any government which will bring the growth rate substantially. The US unemployment problem has caused the reduction of growth top 7% from its peak growth rate of 10% in the year 2010.

In India too, except in some sectors like Banking, service sector like IT and BPO & teaching no other core sector have created any sizable employment despite the fact that the liberalisation policy was adopted by the Governments successively since 1990.

The hunger and poverty is also increasing across the globe and India has ranked 55th Position out of 79 countries as on 2014 as per the Global Hunger Index. Wastage is one of the major reasons for global hunger and poverty.

The emission of carbon dioxide has continued across the Globe which has resulted in adverse climatical change .Climate experts have been raising their hue and cry for reduction of the emission but despite their continuous call, the emission of CO2 is on the increase causing changes in the climate .

### **NEIGHBOURS:**

With our neighbor Pakistan, we need to improve our diplomatic relationship. Signs of positive developments came immediately after the NDA Government took charge as Sri Narendra Modi the new PM invited his counter part from Pakistan for the swearing in ceremony raising hopes of border dispute settlement. But now things have changed and are not note worthy towards better relations. The recent killings of school children by terror is an example of unabated growing of terror region in Pakistan.

The historic victory for democracy in Myanmar where the people voted the National League for Democracy headed by Smt Aung San Suu Kyi capturing 364 seats in the parliament. Thus the military regime in which ruled Myanmar fore more than 4 decades came to an end with decomocracy

Bangladesh: The neighbouring country Bangladesh headed by Begaum Sheik Hazzina the daughter of Banga Bandhu wishes to continue peaceful relationship with our nation while there have been several obstacles to it. We hope that the new NDA Government will continue to ensure better relations between the countries.

Nepal: The recent elections in Nepal gave victory to the Nepal Communist party to head the Government. The nation devastated recently by the earth quake witnessed unprecedented losses need the support of the neighboring countries in general and from India in particular.

Sri Lanka: The recent elections in Sri Lanka has thrown the government headed by Rajapakshe and his own colleague in the earlier cabinet with the help of the opposition parties captured power with a promise to take action against the wrong doing of the previous government. The killings of innocent Tamils in Sri Lanka by the Previous Government attracted condemnation from the entire international community. But till date the relief to those people in Tamil areas eludes.

In Afghanistan, the NATO forces have withdrawn nearly 13000 troops from the region which is threat to the Indian soil because of the Al-Quida sponsored terrorism backed by Pakistan. The growing terror activity in this region is a serious threat and India needs to improve our ties with the Afghanistan Government to ensure that this region is terror free .

## **NATIONAL SCENE:**

During the period under review, we had the UPA II Government a coalition Government headed by Congress Party. The worst ever scams were reported during the UPA II government. The 2G Scam, Adarsh Scam, Common Wealth Games Scam, Coalgate Scam, KG Basin Scam and much more, and it is being said the UPA II had scams from "A to Z". The common man who voted Congress to power wanted a Change and for a Change they have voted the NDA ( National Democratic Alliance headed by BJP) to power in the 2014 General Elections and Sri Narendra Modi has taken the poll campaign as the Star Campaigner and also as the PM candidate. Congress party and the UPA had witnessed the worst ever defeat at the hands of BJP and their allies. The Left parties who used to raise the voice of common man and the voices of Trade Union were marginalized and were able to secure only 12 MP Seats from the entire country, This is another cause of concern for Bank employees and Officers.

In the elections in the states held, the NDA came with thumping victory in MP, Rajasthan Haryana, Jharkhand. However the BJP could not get absolute majority in the Financial Capital of India in the State of Maharashtra, it had to form the government with an ally. In J & K, again, the BJP could not get the absolute majority and the forming of a popular government still hangs as the discussions on forming of a government with like minded parties are going on, at the time of finalising this report.

The NDA Government and Sri Narendra Modi campaigned on the plea "Vote for Change" and he also assured that "MINIMUM GOVERNMENT AND MAXIMUM GOVERNANCE". But within 3 months of his taking charge of the country, he had to expand his cabinet and thus ensured "MAXIMUM GOVERNMENT". As far as the Governance is concerned, there are lots of concerns for the common man who voted for change.

The Euphoria created during the general elections of 2014 started waning soon and in the state elections that were held later on the NDA lost elections in Delhi & Bihar, winning in Rajasthan & Madhya Pradesh.

While we respect the verdict of the common man, we also expect many challenges. True to our expectations, the new Government started scrapping the labour laws and started enacting labour law amendments to suit the Corporate Houses and are anti employee. The new BJP Governments at Rajasthan and Madhya Pradesh, have started enacting new labour laws which are detrimental to the interest of the Laborers and are conducive to Big Corporates.

This Government dismantled, the Planning Commission which was the back bone for the development. The Collegium for appointment of Judges to Supreme Court is again dismantled though the Supreme Court intervened and nullified the government's decision. The NITI Ayoag which came in place of Planning Commission has not given any concrete proposals so far, for development.

In the name of opening Jan Dhan accounts, the KYC norms for opening of accounts were liberalised and Government claims to have opened more than 19.21 Crore accounts and the balance in these accounts amount to an whopping sum of Rs. 26819 Crores and the Zero Balance accounts is nearly 37% (as per the report dated 11/11/2015) towards achievement of Financial inclusion with a promise of extending both life and accident coverage Insurance scheme to those who opened the accounts.

This Government promised to book the culprits who had Black Money in foreign banks and also promised to bring back the Black Money to India. In the election campaign, the BJP promised to bring back the huge black money from abroad. But it still remains a promise.

This Government is following the policies of the previous government on the same lines. The direct benefit of subsidy, the Financial Inclusion through Jan Dhan Yojana etc., Though the government came to power with a slogan " ACHA DIN AYGEA " AND " VOTE FOR CHANGE", people are waiting for both.

The Bill on the Land acquisition Act could not sail through because the BJP do not have enough numbers in the Upper house. For the first time in Indian Politics, an ordinance was allowed for more than two times without passing the same in the floor of Parliament.

The GST Bill the government wanted to introduce also could not sail through because of stiff opposition from States and from the Opposition parties. Now the Government is confident of tabling the bill for a safe passage by talking to the main opposition party viz., Congress.

The introduction of 0.5% cess in service tax for the Swachh Bharat mission is again a burden on the common man. The railway fares are increased in between annual budgets without any reason putting the common man in trouble.

Though the media reports say that the WPI and CPI have come down and in fact the CPI is having negative growth, the prices of the essential commodities continue to soar and the recent price hike on the pulses and cereals have touched an all time high of Rs. 250 per kg during the festival time which has irked the common man.

The foreign policy of the present government with the frequent visits of the Prime Minister to various countries are welcome initiatives. The efforts to step up relations with our neighboring countries like Bangladesh, Sri Lanka, Nepal, Myanmar showed the positive side of this Government. The Visit of our PM to Japan, Australia and USA are also a positive initiatives. Subsequent visit by Japan Premier and the visit of Mr. Barak Obama, and the visit French President Francois Hollande are also seen as positive initiatives.

The intolerant extremists have started killing the intellectuals and social workers and the culprits are still yet large. Com Govind Pansare was killed by extremists and so was Mr. Kalburugi, noted social activist from this part of the country. The intolerance has crossed its limits and today we witness that the social activists, intellectuals, famous writers and musicians have one by one started to return the awards and accolades they have received from the Government. This number has touched more than 61 as on date. There is a debate going on social media, electronic media and press media on the tolerance vs intolerance.

## **CORRUPTION IN OUR COUNTRY**

The just released 2015 iteration of Transparency International's Annual Corruption Perceptions Index has the same old story to tell about India. Although India's ranking has improved from 85 in 2014 to 76, this is due to movement amongst other countries. India's score remains unchanged at 38 points out of 100 (the higher the better), reflecting how deeply corruption still afflict the public sector. This is a matter of serious concern.

## **INFLATION :**

Inflation continues to be high. Consumer Price for Industrial Workers which was 4670 in April 2012 has gone up to 6033 in Nov, 2015 and is expected to cross 6150 points this month (Feb, 2016) life of common man has become difficult and challenging.

## **DISPARITY BETWEEN DIRTY RICH AND THE MEEK POOR**

Wealth distribution has been completely in favour of neo rich. One individual, namely Mr Mukesh Ambani is owning more than 20% of the total wealth, equivalent to more than combined wealth of 25% of total population of India. Top 1% of the richest in India are owning more than 50% of the combined wealth of more than 50% of the population of the country. It is astonishing to know that 100 top rich of the country are holding more than 70% of the total wealth of the country.

Number of billionaires is on increase. The new government is giving big push to PPP model which will further help a few people to corner more wealth.

## **BUDGET 2015**

The Budget for 2015 -16 was presented by Hon'ble Finance Minister Sri Arun Jaitley . The highlights of the Budget proposals are furnished as a separate document. The budget did not give any explicit proposal for the capital infusion to the Public Sector Banks. On the other hand, the budget proposed for dilution of share holding of the Government in Public Sector Banks and Hon'ble Finance Minister informed that the Shares of the Public Sector Banks will be sold and the Government will hold only upto 51% of the shares of the PSBs thus moving towards privatization. The Jan Suraksha for Jan Dhan accounts were also announced in the budget proposal introducing life insurance cover and accident cover as envisaged in the Jan Dhan campaign. Contrary to the budget proposals the inflation continued to increase despite the fall in international crude oil prices from \$ 110 a barrel to \$ 32 a barrel in recent times. But the benefit of fall in crude prices has not been passed on to the common man.

Some of the budget estimates: Non Plan expenditure Rs. 13.12 lac Crore. Plan Expenditure Rs. 4.66 lac Crores. Gross Tax Receipts Rs.14.50 lac Crores . Fiscal Deficit 3.9% of the GDP and revenue deficit will be 2.8% of the GDP.

## **NEW PROPOSALS OF THE NDA GOVERNMENT :**

The NDA Government which came to power with a thumping victory and with absolute majority in the Parliament made many new proposals and the present status are as under:

**JAN DHAN YOJANA:** As a part of financial inclusion the scheme was launched by Hon'ble PM Sri Narendra Modi on 15/08/2014 . The Scheme covers two phases of opening account for all and the target for next one year was 7.5 crores accounts. The phase two is to integrate inbuilt credit and release of subsidy through bank account. The number of accounts opened under Jhan Dhan as on 18/11/2015 is 19.27 Crores much more than the targets. The Rupay Card linked as on that date is 16.54 Crores and Aadhar Seeded as on 18/11/2015 is 8.15 Crores. The amount available in Jhan Dhan Accounts as on 18/11/2015 is Rs. 26,939.60 Crores and nearly 37% of the accounts are having zero balance as on 18/11/2015.

**SWAACH BHAARATH:** A Mission to clean the country introduced on 02/10/2014 by our Prime Minister. The cleanliness and awareness to keep our places clean was the main objective. Now the Government has introduced a Cess of 0.5% on the Service charges to fund the scheme. Huge funds are expected to be collected for the clean project.

**MAKE IN INDIA:** It is an initiative of the Government of India to encourage multinational, as well as domestic, companies to manufacture their products in India. It was launched by Prime Minister Narendra Modi on 25 September 2014. It is claimed that India would emerge, after initiation of the programme in 2015, as the top destination globally for foreign direct investment, surpassing the People's Republic of China as well as the United States. Now our Prime Minister visiting all the foreign countries with an invitation to FDIs and FIIS to invest in India. We are yet to see any major shuffle in the inward remittances from FDIs and FIIs.

**MUDRA BANK:** Yet another initiative of the government to support the MSME Sector under the banner of funding the unfunded. The budget 2015 MUDA Bank proposal was announced and it is said that the Bank will have corpus of Rs. 20,000 Crores and credit guarantee Corpus of Rs.3,000 Crores. Lending priority to SC/ST enterprises. Refinance to lending institutions who lend to MSME Sector, Comprehensive Bankruptcy Code of global Standards to be brought in 2015-16 were the important focus area under the scheme. Mudra Bank has been launched by the Prime Minister on 8th April 2015.

## **BANKING INDUSTRY :**

Let me turn the pages to Banking Industry which is the concern for all of us.

Banking Industry in which we all are working is the fulcrum of the Economic activity of any country. A Strong and vibrant banking industry will ensure accelerated growth of GDP of the country. In India nearly 70 to 80 % of the business is done through the Public Sector Banks. We also have old generation Private Sector Banks, New generation Private Sector Banks, Foreign Banks, Banks in Cooperative Sector, Regional Rural Banks .

The nationalization of Banks in 1969, because of the relentless struggle by bank employees paved way for rapid growth in the economic activity of the country and penetration of Banking to even the remote villages. Despite this 52% of the population are yet to get any access to Banking . The bank branches rose to 80000 today from a mere 8268 branches. The priority sector lending see a whooping increase after nationalization. The growth of Agricultural Sector, MSME Sector, Retail Sector saw a sea change of easy finance from PSBs.

The mass banking adopted by Banks prior to the nationalization has become class banking and today the Banking is a buyers market where the customers decide their bank and branch. The advent of Information Technology has also produced the customers banking at their door step and PSBs have adopted to such advanced technology to serve the customers at their best.

The Position of Public Sector Banks as at 31 3 2014 & 31 3 2015 are furnished as under

	AS AT 31 3 2014	AS AT 31 3 2015
TOTAL DEPOSITS	65.69 LAC CRORES	71.95 LAC CRORES
TOTAL ADVANCES	51.01 LAC CRORES	54.76 LAC CRORES
GROSS PROFIT	1,27,695 CRORES	1,37 8,097 CRORES
NET PROFITS	37,019 CRORES	37,820 CRORES
GROSS N P A	2,27,264 CRORES	2,78,877 CRORES

The Position of Private Sector Banks (both old generation and new generation Private Banks) as at 31 3 2014 & 31 3 2015

	AS AT 31 3 2014	AS AT 31 3 2015
TOTAL DEPOSITS	15.92 LAC CRORES	17.87 LAC CRORES
TOTAL ADVANCES	13.42 LAC CRORES	15.43 LAC CRORES
GROSS PROFIT	59,257 CRORES	68,402 CRORES
NET PROFITS	33,754 CRORES	38,291 CRORES
GROSS N P A	24,542 CRORES	3.33 LAC CRORES

There is a phenomenal growth in terms of deposits and advances since nationalization. The Public Sector Banks are the wealth creators of the nation and from the above table one can understand that the Public Sector Banks hold nearly 7 times the annual budget of our Nation.

However, the present government aims to bring down the share holding of the Government in PSBs to 51% by selling the shares and paving way for the privatization.

The Gyan Sangam a meeting of the Public Sector Banks' Chiefs and the Hono'ble PM and Hono'ble FM held at NIBM Pune on 02 01 2015 discussed many issues of the Public Sector Banks including the NPA and the internal management of the Banks. The gist of the GYAN SANGAM report is provided as a separate document and the proposals are detrimental to the Bank Employees and Officers in so far as it recommended the bank wise settlement and much more.

The INDRADANUSH the report released by the Ministry of Finance ( Department of Financial Services ) on the road map to the revitalization of Public Sector Banks. The report has 7 areas where the PSBs are to concentrate. As per the recommendations of the report the post of CMD of PSB are bifurcated and a Non Executive Chairman were appointed in PSBs and MD & CEOs were also appointed. For the first time two Banks-, Canara Bank and Bank of Baroda had Chairman & MD &CEO were appointed from Private Sector. After appointment in 5 banks, now the DFS has announced that they may fill up the Top Management position from amongst the promotees from rank and file.

#### **NPA - A CAUSE OF CONCERN :**

Thus it is evident and clear from the above, the majority share of the business is done by Public Sector Banks. However, PSBs lag behind in terms of profits and profitability. The main concern is on account of the Prudential Norms of provisioning and growing Non Performance Assets.

The declared NPA of the banking industry as on 31 3 2015 is nearly Rs. 2.60 lac crores of Rupees. The yet another danger is the undeclared NPA which mean those accounts which are rephased is nearly 6 lac crores of rupees which is much more than the official NPA figures. Those who are at the helm of affairs tend to rephrase the large borrowal accounts repeatedly to have a white washed balance sheet. We also witnessed that Sri SK Jain the former CMD of Syndicate Bank caught red handed for accepting bribe for assured rephasement of loan of M/s Bhushan Steel group of accounts. More than 40 Banks have financed this company with overall exposure of more than 40,000 Crores .

NPA is causing double loss to the Bank, one by way of provisioning and the other by way of non recognition of legitimate income to the bank by way of interest. Increasing NPA is also making borrowing by honest customers costlier. Thus containing NPA becomes very important for banks to improve their profits and profitability.

The other important aspect of NPA is the sale of bad loans to Asset Reconstruction Companies. The NPAs were sold for a paltry amount to ARCs and in turn the bank received only a paltry



amount. Even the 100% realization was not booked. Only 5 to 15% of the total agreed value is received at the initial stage and the entire recovery is spread over to 5 to 7 years depending on the value of the sale proceeds. The corporate loot in the name of the NPA/ Defaulters is to be fought in the interest of the country, people of the country, banking industry and all of us. Political will and determination is needed to contain the NPA of the banking industry.

The concerns expressed by the Controller of Banks viz RBI in recent times on the spurt on the NPA figures and the stressed assets is yet another testimony for the lenders to take all steps to tighten the position in their banks. The continued increase in NPA will eat away not only the profits but also the profitability by way of provisions and not recognizing the income on NPA.

The following news item that appeared in Times of India on 23/1/2016 eloquently speaks about the position of NPA in Banks and the attitude of big borrowers towards repayment of the same:

"Lashing out against promoters of defaulting companies who continue with lavish lifestyles despite owing thousands of crores to banks, Reserve Bank of India governor Raghuram Rajan has said that these businessmen are sending a wrong message and pushing up the cost of borrowing for others.

"If you flaunt your birthday bashes even while owing the system a lot of money, it does seem to suggest to the public that you don't care. I think that is the wrong message to send. If you are in trouble, you should be cutting down your expenses," said Rajan in what appeared to be a veiled reference to Vijay Mallya, promoter of Kingfisher Airlines. Mallya had recently celebrated his 60th birthday in style in Goa despite his Kingfisher Airlines owing banks over Rs 7,500 crore.

In an interview to NDTV, the governor said that the clamour for lower interest rates should include efforts to get the banking house in order in respect of default recoveries. "The system has been geared to favouring those who have the ability to work the courts. The policy that you (large businessmen) follow is that during good times you take the upside but in bad times you go to banks and ask how much of a haircut are you going to take?" He said that while the bankruptcy law would be a powerful tool, it had some way to go. In his interview, Rajan said that this was not about being against big businesses or successful businessmen and neither was it a Robin Hood issue. "This is an issue about the wrongdoers among the community who raised the cost of borrowing for everybody." Rajan's statement from Davos is his latest in his campaign for promoters having more 'skin in the game' and bearing a bigger portion of

the sacrifice on bad debts. A fortnight back, he had asked central bank staff not to hesitate in going after the rich and powerful. Earlier, Rajan identified corporates who were showing signs of financial weakness but were not yet classified as defaulters. Banks were asked to classify them as defaulters and make provisions toward the same. Classifying the loans as bad debts prevents lenders from throwing good money after bad and compels them to initiate recovery proceedings by recalling the loan amount and selling assets. Analysts expect that banks would need to set aside Rs 70,000 crore in the third and fourth quarter of the current fiscal year to write off the loans highlighted by the RBI. In the first half of FY16, banks have set aside Rs 50,000 crore towards loans that were unlikely to recover. Gross non-performing loans of listed banks had touched Rs 3.5 lakh crore as of September 2015. Last year, Rajan convinced fellow regulator Sebi to amend rules to enable banks to convert their debt into equity at market rates. This special dispensation enables banks to engage in a process which the RBI describes as strategic debt restructuring (SDR) through which they take control of businesses and sell them to new owners.

In a 2,500-word letter to staff earlier this year, the governor had urged employees to go after the rich and powerful. "No one wants to go after the rich and well-connected wrongdoer, which means they get away with even more. If we are to have strong sustainable growth, this culture of impunity should stop. Importantly, this does not mean being against riches or business, as some would like to portray, but being against wrongdoing," said Rajan."

The menace of Non-Performing Assets (NPA) is increasing every year and it is running into the profits of the Public Sector Banks. The details of NPA accounts are given below:

#### **Bulging bad loans - Increasing year after year**

31.03.2008	39,030 crores
31.03.2009	44,954 crores
31.03.2010	59,927 crores
31.03.2011	74,664 crores
31-03-2012	1,17,000 crores
31-3-2013	1,64,461 crores
31-3-2014	2,16,739 crores
31-3-2015	2,78,877 crores

**Fresh Bad Loans : Rs. 4,95,000 crores in 7 years in PSBs**

Fresh/new NPAs during 2009-10	44,818 Crores
Fresh/new NPAs during 2010-11	58,226 Crores
Fresh/new NPAs during 2012-13	92,808 Crores
Fresh/new NPAs during 2012-13	1,19,613 Crores
Fresh bad loans in the last 4 years (2009 to 2013 )	3,15,465 Crores

**Fresh bad loans in the last 7 years : (2007 to 2013 ) 4,94,836 Crores**

46,000 Crores in Private Sector Banks	
Fresh/new NPAs during 2009-10	14,817 Crores
Fresh/new NPAs during 2010-11	8,657 Crores
Fresh/new NPAs during 2012-13	9,874 Crores
Fresh/new NPAs during 2012-13	12,883 Crores
Fresh bad loans in the last 4 years	46,231 Crores

**BAD LOANS WRITTEN OFF  
FROM 2001 TO 2013 - Rs. 2,04,000 CRORES**  
(All amount in Crores of Rupees)

	PSBs	OLD PVT BANKS	NEW PVT BANKS	FOREIGN BANKS	ALL BANKS
MARCH 2001	5555	331	580	20	6486
2002	6428	588	896	798	8710
2003	9448	653	1564	356	12021
2004	11308	525	1286	440	13559
2005	8048	464	1682	628	10822
2006	8799	544	1409	905	11657
2007	9189	610	1232	590	11621
2008	8019	724	1577	1334	11654
2009	6966	616	5063	3350	15995
2010	11185	884	6712	6238	25019
2011	17794	682	2336	3083	23895
2012	15551	671	3024	1646	20892
2013	27013	863	3487	855	32218
<b>TOTAL</b>	<b>1,45,303</b>	<b>8,155</b>	<b>30,848</b>	<b>20,243</b>	<b>2,04,549</b>

**PROVISIONS MADE FOR BAD LOANS  
RS. 140000 CRORES IN 5 YEARS**

(All amount in Crores of Rupees)

YEAR	GROSS PROFIT BEFORE PROVISIONS FOR BAD LOANS	PROVISIONS MADE FOR BAD LOANS/ NPAs	PUBLISHED NET PROFIT
2008-09	45494	11121	34373
2009-10	57293	18036	39257
2010-11	74731	29830	44901
2011-12	87691	38177	49514
2012-13	93684	43102	50582
2008 to 2013	358893	140266	218627

**GROSS NPAs IN PUBLIC SECTOR BANKS**

(All amount in Crores of Rupees)

	31.3.12	31.3.13	31.3.14	31.3.15
Punjab National Bank	8690	13255	18611	22888
Bank of Baroda	3882	6551	9894	13615
Indian Overseas Bank	3554	5621	7838	13589
Bank of India	5170	7152	10274	13533
IDBI Bank Limited	4551	6450	9949	12488
Union Bank of India	5422	6143	9142	12149
Central Bank of India	7273	8456	11500	12127
UCO Bank	4020	6905	6275	11041
Canara Bank	3890	5786	7371	10634
Allahabad Bank	2056	4962	7961	8107
Oriental Bank of Commerce	3580	4184	5618	7716
Corporation Bank	1274	2048	4737	7100
Andhra Bank	1798	3714	5858	6784

United Bank of India	2176	2964	7118	6471
Bank of Maharashtra	1297	1138	2860	6258
Syndicate Bank	3051	2816	4264	6088
Indian Bank	1672	3255	4284	5125
Dena Bank	957	1452	2616	4272
Punjab & Sind Bank	763	1537	2554	3019
Vijaya Bank	1718	1533	1986	2204
Bharatiya Mahila Bank	-	-	-	0
<b>Nationalised Banks</b>	<b>66795</b>	<b>95922</b>	<b>140709</b>	<b>185209</b>
State Bank of India	37156	48378	57819	53575
State Bank of Hyderabad	2007	3186	5824	4846
State Bank of Patiala	1888	2453	3758	4360
State Bank of Bikaner & Jaipur	1651	2119	2733	2898
State Bank of Travancore	1489	1750	3077	2156
State Bank of Mysore	1503	2081	2819	2136
<b>SBI group</b>	<b>45698</b>	<b>59967</b>	<b>76030</b>	<b>69971</b>
<b>Public Sector Banks</b>	<b>112489</b>	<b>155890</b>	<b>216739</b>	<b>255180</b>
Old Private Sector Banks	4200	5210	5907	9041
New Private Sector Banks	14115	14776	16831	22413
<b>Private Sector Banks</b>	<b>18321</b>	<b>19992</b>	<b>22744</b>	<b>31461</b>
Foreign Banks	6292	7972	11577	10989
Local Area Banks	6	6	6	8
<b>Scheduled Commercial Banks</b>	<b>137102</b>	<b>183854</b>	<b>251060</b>	<b>297631</b>

As on 31/03/2015, it was 3.33 lakh crores. In most of PSBs Gross NPA has crossed dangerous level of 5 percent. Besides this, banks carry huge portfolio of restructured assets which are in the region of 3.5 lakhs crores. If this situation is not arrested immediately, it may put serious questions on survival of many banks. It will be interesting to note that 40 large corporate accounts constitute for 50 percent of bank bad loans.

RBI has been taking several steps like change of managements in defaulting companies, sale of assets, plans carrot-and-stick approach to improve quality of assets of public sector banks. But it appears too little and too late. Better late than never.

### **OTHER DANGERS FACED BY BANKING INDUSTRY**

1. **BANKING SECTOR REFORMS:** The Reforms bill on banking was passed in Parliament in December 2012. The reforms bill passed by UPA-II Government and supported by the BJP aims at total privatization of the banking Industry opening up the gates for foreign investment in Banks. The present government is nothing but an extension of the UPA II government in implementing the reform agenda. In the name of the reforms, the owners want to destabilize the public sector character of the Indian Banking Industry which is the back bone of the development of the Indian content since nationalization.
2. **ISSUE OF LICENSE TO OPEN PRIVATE BANKS:** RBI issued licenses to two private entities/Corporates to open Banks while the applicants for opening of Banks included, the Postal Department, Birla Group of companies, Reliance and leading corporates. A stiff fight was unleashed by employees of the banks. Ultimately, the corporate houses which applied did not get any licenses. Only IDFC and another NGO financing firm (BHANDAN) got licenses.
3. **OPENING OF SMALL /PAYMENT BANKS :** Yet another danger to the banking industry and to the banking fraternity is the RBIs move open Small and Payment Banks. RBI has already received a bunch of application of more than 100, from Individuals, corporate houses, and also from India Post. Reliance in association with SBI is also an aspirant for opening of Small/Payment Bank. A mere Rs. 100 crores capital is only needed to open Small/Payment banks. Already the clearing operations are outsourced and the opening of small/payment bank will totally collapse the banking sector especially the Public Sector Banks.
4. **MERGERS :** The Gyan Sangm held on 2 1 2015 and 3 1 2015 at NIBM Pune, conducted by RBI with the Chiefs of all Banks addressed by Hono'ble Finance Minister on the first day and Hono'ble Prime Minister on the second day clearly spelt out the way for merger of Banks. The meet discussed the merger of PSBs and they

recommended that the present PSBs be merged to 7 or 8 so that they can compete with the world banks at the international arena. But the fact remains that the total Banking Industry if merged cannot be equal to one Citi Bank of USA . Hence this merger will only facilitate job losses and no concrete benefit is going to be available to the stake holders.

5. **BASEL NORMS :** Indian Banking Industry subscribed to the BASEL Norms. According to the BASEL III norms the Indian Banks especially the PSBs require a total capital infusion of nearly 2.64 lac cores by the year 2018 to match the BASEL III Norms. However in the interim budget the Government infused nearly Rs.11000 Crores and recently the Government have come out with the proposal of infusing capital only to the 'PERFORMING BANKS' and Rs. 6,990 Crores were allotted to 9 Banks only. Rest of the 19 banks could not get the capital infusion. To meet the capital norms banks may need to go to the capital market and thus towards privatization of PSBs. As reported else where in the report that the present Government is hesitant to infuse further capital to PSBs and they infused capital to only 9 Banks which were performing.
6. **P J NAYAK COMMITTEE RECOMMENDATIONS :** Committees after Committees constituted by RBI/Government/IBA have recommended only to privatise the Government stake in PSBs. PJ Nayak Committee also recommended the same and it further went to bifurcate the post of CMD to MD & CEO which is now being implemented by the present Government. The committee recommendations were released just prior to the formation of the Government in May 2014. Bank employees opposed these recommendations.

Hence from the above, it is clear and evident that the Governments are having programmes only to de stabilize the Public Sector Character of Banks paving way to the privatization which is detrimental to all concerned. In China more than 600 Public Sector Banks are there. In Russia nearly 49 Public Sector Banks are there. In western countries the private sector banks failed one after the other where the common man lost his savings. The economic growth came to standstill because of the failure of the private banks. The federal government in US had to infuse huge funds to revive the failing Banking Industry.

Bank retirees' interest, in particular of pensioners is best secured under public sector system. Let this conference and its delegates and observers pledge themselves to work for protecting Public Sector Banks in coming days. Despite such important contribution by bank men in nation building, their justified demands are being ignored and it would not be surprising that retirees may have to struggle for defending existing features of pension scheme in coming days.

At present, Government of India controls 22 banks through majority holding and SBI holds majority stake in 5 associate banks. These 27 banks control 70 percent of banking business in the country.

Government of India has announced several banking sector reforms in the name of improving efficiency and performance of banks.

**Major steps taken in this regard are as under:**

- (1) Separation of post of Chairman and MD
- (2) Change in procedure for appointments of Chairman and MDs in banks and allowing private sector people to apply for these positions.
- (3) Allocation of capital to banks purely on the basis of efficiency leaving weak banks vulnerable.
- (4) Constitution of Bank Board Bureau to supervise banks' functioning.
- (5) Business strategy to be formulated on the basis of deliberations carried in Gyan Sangam.
- (6) Government would encourage bank boards to consider proposals of merger of weak banks with strong banks. If banks fail to take decision, Bank Board Bureau would take decision on merger of banks wherever required.

We are of the view that these steps would bring radical changes in functioning and ownership of public sector banks in next 2/3 years and is likely to affect banks and the interest of retirees. Therefore we urge this conference to take special note of these developments to enable us to take appropriate steps as and when warranted to protect interest of retirees.

**Plight of the elder citizens of the country:**

As per the census 2011 figures released in January, 2016, senior citizens constitute 9% of the total population or about 11.25 crores in number. As per a study conducted by UNDP, it is expected to be 173 million by 2023.

The conditions of the senior citizens are pathetic. 30 million senior citizens are living alone. 90% of them are still working to eke out a living.

As per NSSO survey, 2006, 30% of elderly males and a staggering 72% of elderly females depend on others without any income of their own.

The Government runs 3 pension schemes, for the aged, the handicapped and the widows. The Centre and the States put together spent Rs.14370 crores on old age pension in 2011-12 with Centre's share a mere 34%.

The Ministry of Rural Development says that 2.14 crore elderly people get old age pension and that is just 20% of the total elderly persons.

The Centre grants Rs. 200/- per person per month while the States have to match it equally or more. Some States like U.P. gives just Rs.100/- more and Assam gives Rs. 50/- only.

There are different income and age criteria in different States to receive these old age pensions and this adds to the misery of these elderly persons.



Gujarat has one of the lowest State contributions because it has Rs. 24,000/- as the maximum annual income for which pension would be given.

In some States, like in all Southern States, the minimum age to receive old age pension is 65 years.

The average monthly expenditure made by the Governments for the elderly persons aged 60 and above is a mere Rs.124/- per capita.

As per the estimates, to grant Rs. 2,000/- per month for all who attained the age of 55 years and more, as pension, an amount of Rs.2.31 lakh crores per annum is required. But this is much less than Corporate and other Tax waivers and concessions shown to industrialists, write-off of Non-Performing Assets in Banks, every year.

The scenario is that there is bleak growth forecast in GDP. But as per Forbes List, India's number of billionaires has gone up during the last year. As against this, the ILO report states that the largest number of poor people in the world are living in our country, India.

Therefore, there is a serious situation in the economic front, which the country and our people have to face because of the skewed policies and retrograde reforms policies adopted by the successive governments since 1991. The situation calls for a reversal of this process and to formulate such policies that would help the people at large, uplift the teeming millions from abject poverty.

The growth of the country should not be measured by its improved GDP growth, rising stock market indices but through human indices like uplift of poor, eradication of poverty and hunger, living conditions and social security available to senior citizens, etc.

Whether the Modi-led NDA government will reverse these policies and go on to follow people-centric policies has to be seen in the days to come. However, it is quite difficult and having known what the previous BJP-led NDA regime tried to do, following the same reforms agenda, we definitely should be prepared to meet the challenges and counter the offensives that are going to be unleashed against us.

To this end, we have a greater role to play and we, as an Association of retirees should strive for changing the tide and to fight and sacrifice for this cause

### **LIFE EXPECTANCY :**

The life expectancy in India has improved a lot in the recent years. What was 58.5 years in 1990 has increased to 66.2 years in 2012 and in 2015 it has reached 69.6 years.

## OUR BANK

Vijaya Bank, was founded on 23rd October 1931 by late Shri A.B. Shetty and other enterprising farmers in Mangalore, Karnataka. The objective of the founders was essentially to promote banking habit, thrift and entrepreneurship among the farming community of Dakshina Kannada district in Karnataka State. The bank became a scheduled bank in 1958.

Vijaya Bank steadily grew into a large All India bank, with nine smaller banks merging with it during the 1963-68. The credit for this merger as well as growth goes to late Shri M.Sunder Ram Shetty, who was then the Chief Executive of the bank. The bank was nationalised on 15th April 1980. The bank has built a network of 1786 branches, 50 Extension Counters and 1562 ATMs, that span all States and Union Territories in the country.

Sri Kishore Kumar Sansi has assumed charge as M.D. and CEO of the Bank from 01.01.2015. Sri B. S. Rama Rao is the Senior Executive Director of the Bank. One of our own colleagues, Sri Y. Nageshwara Rao, who joined the bank as a clerk has since been elevated to the position of Executive Director in our own Bank. Sri Y. Murali Krishna, Organising Secretary, Vijaya Bank Workers' Organisation is the Workman Director on the Board of Directors of the Bank, as a nominee of VBWO.

### **Financial Results for the Year ended 31st March 2015 :**

Total business for the period ended March 31st, 2015 registered a growth of 3.54% and increased to Rs.214035 cr from Rs.206721 cr as of 31st March, 2014.

- ❑ Deposits increased from Rs.124296 cr as on 31st March, 2014 to Rs.126343 cr as on 31st March, 2015.
- ❑ CASA has increased from Rs.22860 cr as of 31.03.2014 to Rs.25721 cr as of 31.03.15, up by 12.52%. The percentage of CASA deposits also improved to 20.35% from 18.39%.
- ❑ Advances increased to Rs.87692 cr as on 31st March 2015 from Rs.82425 cr as on 31st March, 2014, up by 6.39%.
- ❑ Credit Deposit ratio has improved from 66.31 as of 31.03.2014 to 69.41 as of 31.03.2015.
- ❑ Of the Advances,
  - ❖ Priority Sector portfolio increased by 18.79% ie, from Rs.25855 cr as of 31.03.2014 to Rs.30714 cr as of 31.03.2015.
  - ❖ Direct agriculture advances increased by 18.05% to Rs.7546 cr as of 31.03.15.
  - ❖ Total Retail advances increased to Rs.18735 cr as of 31.03.2015 from Rs.15617 cr as of 31.03.2014 up by 19.97%. Retail advances are 21.36% of total advances.
  - ❖ Advances to Weaker Section increased by 20.39% and Advances to Women beneficiaries increased by 26.93%.

## **Income**

- ❑ Interest income on advances for 12 months period ended March, 2015 increased to Rs.8609 cr against Rs.7714 cr for the corresponding period of last year, up by 11.60%
- ❑ Income on investments for the year ended 31st March, 2015 registered a growth of 28.48% ie., increased to Rs.3347 cr from Rs.2605 cr for the period ended 31st March, 2014.
- ❑ Other income of the Bank for the year ended March, 2015 increased by 23.80% i.e., from Rs.710 cr for the year ended March, 2014 to Rs.879 cr.
- ❑ Total income of the Bank for the year 2014-15 increased to Rs.13153 cr against Rs.11417 cr for the year 2013-14, up by 15.20%.

## **Profit**

- ❑ Operating profit for the year ended March '15 increased by 14.07% to Rs. 1,259.03 cr and net profit increased by 5.65% to Rs.439.41 cr. Operating profit and net profit for the quarter ended 31.03.2015 are Rs.312.35 cr and Rs.96.80 cr respectively.

## **Asset Quality**

- ❑ Bank's Gross NPA ratio as on 31.03.2015 is 2.78%.
- ❑ Net NPA ratio of the Bank as on as on 31.03.2015 is 1.92%.
- ❑ Provision coverage ratio of the Bank is at 64.01% as on 31.03.2015.

## **Capital Adequacy**

- ❑ Capital to risk weighted assets ratio is at 11.43% (Basel III) with Tier I ratio at 8.28% and Tier II ratio at 3.18%.
- ❑ CRAR of the bank is above the minimum stipulated level of 9%.
- ❑ During the year 2014-15, the Bank raised Basel III compliant Tier II capital of Rs.1000 cr and perpetual Additional Tier I capital of Rs.500 cr.

## **Branch Network**

- ❑ Total number of Branches increased to 1,618 as on 31.03.2015
- ❑ Total number of ATMs as on 31.03.2015 stood at 1,383

## **Human Resources**

- ❑ Total staff strength as on 31.03.2015 stood at 13,617.

## **Retirees**

- ❑ Total Retirees of the bank as on 31-01-2016 are about 7,660.
- ❑ Family Pensioners as on 31-01-2016 are about 1,280.

## **10th BIPARTITE SETTLEMENT, RETIREES' ISSUES & ALL INDIA BANK RETIREES' FEDERATION (AIBRF)**

As you all are aware, after several rounds of negotiations and many agitational programmes to press demands of employees, 9 Unions under the banner of UFBU and Indian Banks' Association signed 10th Bipartite settlement giving average increase of 15 percent in the salaries and allowances of the employees. We convey our congratulations to our employee colleagues and their leaders for this achievement. This settlement has also benefited thousands of our members who retired after 1.11.2012 and joined the retiree organisations during this period. We convey our congratulations to them also for getting arrears of salaries and increase in pension.

However we have noticed that because of grade pay concept introduced in this settlement, pension amount of this group of retirees has been reduced resulting into recovery. Family pensioners are worst affected because of this concept. We are getting several representations about non-payment / less payment of arrears on leave encashment, gratuity etc. These representations are being dealt with by us.

However, this settlement has been big disappointment and shock for past retirees. None of the 4 demands which AIBRF has been vigorously pursuing for last 4 years have been sanctioned and achieved in 10th wage settlement. There has been a ZERO allocation for retirees' demands in it. The picture which has finally emerged on 25th May 2015 when the settlement was signed is very dismal and beyond our imagination even in worst possible scenario.

It is further highly unfortunate that instead of achieving some demands of the retirees, IBA and 9 Unions signed a Joint Note termed as Record Note on retirees' demands on 25th May 2015 along with wage settlement.

In the following paragraphs we proceed to place all relevant facts, analysis of the situation, efforts made at AIBRF level, attitude of unions on retiree demands and future strategy to pursue the demands and achieve them.

### **EFFORTS AND STEPS TAKEN BY AIBRF TO ACHIEVE OUR DEMANDS IN 10th B.P.S.**

At Kolkata Delegate Session held in March 2012, unanimous decision was taken to pursue our demands with following approach under 10th wage settlement (i) AIBRF shall act as an independent organization to protect interest of the retirees under the slogan "WE SHALL MAKE OUR OWN WAY"

- (ii) AIBRF shall actively coordinate with serving employees' unions and their apex body, UFBU to achieve retiree demands
- (iii) Legal option to pursue our demands will not be our first choice

## **EFFORTS MADE SO FAR AT AIBRF LEVEL ON RETIREES DEMANDS**

Followings are worth noting

### **(I) INDEPENDENT EFFORTS**

- (a) General Council of AIBRF in its meeting held at Kolkata in March 2012 unanimously adopted the charter of demands on retirees issues prepared and submitted by the Sub- Committee under the chairmanship of Late Shri P.S.L.M. Hargopal in a proactive manner.
- (b) The charter of demands was submitted to UFBU Convener and its constituents in the month of August/ September 2012 in person by delegations of AIBRF with the request to include the retiree demands in their charter to be submitted to IBA.
- (c) AIBRF submitted Memorandum to as many as 54 Members of Parliament during the period of September 2012 to March 2013 on retiree demands. Some of the MPs wrote to the Finance Minister on retiree issues based on our memorandum.
- (d) On AIBRF call, individual members had written more than 10000 post cards to the then FM Shri Pranab Mukerjee in the year 2013
- (e) AIBRF organized historical Rally at Jantar Mantar on 3rd March 2014 where more than 3000 retirees participated registering their protest for delay in approving their demands. Our representatives and members participated in this rally actively and enthusiastically
- (f) AIBRF wrote several communications to the Department of Financial Services on retiree issues. In these communications the main demand by AIBRF was that IBA should be asked to hold discussion with the retiree representatives on their issues. AIBRF held 3 meetings with the DFS officials on this issue, last being on 12th April 2015. DFS advised IBA to hold discussion with AIBRF vide letter dated 11.06.2013.
- (g) Representatives of AIBRF met the FM, Shri Arun Jaitley in the Parliament house on 12th May 2015, few MPs belonging to different parties and Lok Sabha Speaker Smt Sumitra Mahajan at Indore on 21.05.2015 and submitted memorandum on retirees' issues seeking their support.
- (h) On knowing in advance before signing the settlement that no demand of the retirees is going to be sanctioned, our national organisation, AIBRF, lodged strong protest to UFBU and its constituents who took responsibility to achieve retiree demands vide o letter no 2015/42 dated 12.05.2015, which is already circulated among our members. It gave right message at the right time indicating that AIBRF is truly an independent organization of retirees belying wrong perception of our critics.

- (i) AIBRF organized Protest Day at Azad Maidan in Mumbai on 25. 05.2015. On one side Unions were signing the settlement for employees and comrades from AIBRF were observing Protest Day at Azad Maidan on the other side. It brought required pressure on IBA. Representatives of AIBRF were called by IBA on 25.05.15 itself and received the Memorandum submitted by AIBRF. AIBRF representatives were assured by IBA authorities to look into the issues listed in the memorandum and hold discussion with representatives of AIBRF after some time. Thus it can be noted that what could not be achieved with the support of UFBU the AIBRF could achieve through independent actions. The issues still remain unresolved and AIBRF is taking appropriate steps in the matter.
- (j) At the call of AIBRF, more than 20000 letters have already been sent to the Banking Secretary Dr Hasmukh Adhia requesting him to ask IBA to hold discussion with AIBRF. As advised by AIBRF, We have submitted memorandum to the Chairman & Managing Director of respective Banks requesting them to ask IBA to hold immediate discussion with AIBRF.
- (k) Memorandum was submitted by AIBRF to the Parliamentary Committee on retiree issues in Chennai in December 2014.

## **(II) COORDINATION WITH UFBU AND ITS CONSTITUENTS**

AIBRF, strongly believes that active coordination between serving employees unions and retiree organizations is very much needed not only to achieve retiree demands but it is in the interest of employees in the long run also. After getting direction from the General Council, AIBRF took several steps in this direction during last 3 years. Followings are worth noting.

- (a) Submission of charter of demands on retiree issues by AIBRF to the UFBU Convenor and its constituents in the month of August/ September 2012.
- (b) On AIBRF initiative joint meeting was arranged by UFBU with retiree organisations' representatives in Chennai on 4th July 2013 to explain the retirees' issues to UFBU leaders with a request to take them with IBA. In this meeting UFBU fully endorsed the views of AIBRF and committed to work for their solution.
- (c) AIBRF held periodical meetings with UFBU leaders to ascertain developments, on retirees' issues in the negotiations. Such meetings were held in Pune, Mumbai, Bhopal, Hyderabad, Kolkata, and Chennai from time to time. In these meetings feedback received were reported to be highly encouraging. Besides this, representatives of AIBRF were always in touch with UFBU on periodical basis .
- (d) AIBRF wrote several letters/ representations to UFBU Convener with copies to its constituents from time to time after each round of negotiation placing relevant facts/ points for their consideration.

The letters written to UFBU and its constituents from time to time are circulated by us for the information our members. They were also uploaded on our website from time to time.

- (e) AIBRF and its affiliates actively participated in the action programs organized during last 3 years to pursue employees' demands to show our support.
- (f) AIBRF has shown utmost respect and regards to constituents of UFBU and their leaders treating them as our big brother in the movement.
- (g) During last 3 years AIBRF always kept UFBU and its constituents informed of independent action programs by AIBRF for better coordination and understanding.

Despite above efforts the final outcome for the retirees has been most unexpected, shocking and unfortunate.

### **ROLE OF UFBU AND ITS CONSTITUENTS IN DEALING WITH RETIREES' DEMANDS IN THE SETTLEMENT.**

Role played by unions in handling the retirees' demands in the settlement can be summarized and analysed in the following Paras:

- (1) In the beginning, unions were very enthusiastic and bullish on retirees' demands. Some constituents in their charter of demands not only included demands raised by AIBRF but some additional one like LTC to retirees etc. UFBU was seen raising retiree issues in the initial rounds of negotiation.
- (2) Union leaders were giving unequivocal assurances to the retirees in the public forum whenever they had occasion to address them that this settlement will not be signed till all important demands of retirees are approved by IBA/ government.
- (3) The communications issued by UFBU also indicated in unambiguous manner that IBA was favourably disposed of on the demands like 100 percent DA, improvement in family pension etc.
- (4) However it was seen that UFBU started taking lukewarm approach on retiree demands as soon as employees demands at 15 percent load was accepted and MOU was signed on 23 February, 2015.
- (5) In the last stage of the settlement and in particular, after signing MOU, leaders of UFBU were found evasive and non-transparent on Retiree issues. In fact, they never took pains to advise the real position on retiree demands in rounds of negotiation and also never bothered to share the data information/ strategy with AIBRF despite Persistent demand by AIBRF to do so for better coordination and understanding.
- (6) UFBU took conscious responsibility to handle retiree demands in the negotiation from the front. But when they failed to achieve any of the demands in the settlement, they have not considered it proper and as a part of their responsibility to explain the reasons to AIBRF for their complete failure on retiree issues.
- (7) Further, UFBU and its constituents went to the extent of signing Record Note dated 25.05.2015 on the retiree issues along with the settlement without informing AIBRF

or taking AIBRF into confidence though its contents directly affect all retirees. Most objectionable and unfortunate part of this document is the preamble wherein IBA has stated " any demand of retirees can be examined as a welfare measure as contractual relationship does not exist between banks and retirees"

AIBRF was further surprised and shocked to note that UFBU and its constituents have endorsed the above statement of IBA without recording their objection or their separate views. No retiree organization or union can accept this position and the same has to be opposed and fought at all levels. On knowing contents of this document, AIBRF had immediately written letter 2015/90 dated 28.05.2015 to the UFBU Convener with the copy to all constituents with the request to clarify the position to enable us to move forward in the matter. This letter had been circulated by us amongst all of you. AIBRF is yet to receive response from them in the matter yet. But despite this position the issue cannot be left the matter as it is and matter of contractual relationship has to be fought and tested in the court of law, if it becomes necessary by their actions. We hope UFBU and its constituents will realize the importance and long term consequences of it and come out with the suitable communication to IBA retracting the statement. We expect unions will be seen standing in support of the retirees rather than defending IBA on this issue. In order to pursue the matter on legal forum if needed, AIBRF has obtained opinion in the matter.

- (8) Union leaders have also failed to keep their repeated promise to take AIBRF representatives to IBA before signing the settlement.
- (9) UFBU leaders refused to put any weight in the form of any organizational call in support of our demands in last rounds of negotiation despite AIBRF approaching them and making request.

Further they are completely incommunicative with AIBRF in post settlement period. The above stated approach and attitude of UFBU has lead AIBRF to lodge a protest with UFBU vide letter dated 12.05.2015, which is reproduced herebelow :

Ref: 2015/040

Date 12.05.2015

Shri M.V. Murli  
Convenor, United Forum of Bank Unions  
Hyderabad

Dear Sir,

**Re : 10th Bipartite Settlement**

We have come to know that unions are now in readiness to sign the 10th Bipartite Settlement on 22nd May 2015 to meet the deadline fixed in the MOU signed in this regard earlier. We further learn that UFBU is signing the settlement without addressing any of the major demands of past retirees like uniform DA to all, pension updation, improvement in family pension etc.



2. If it is true, we are shocked and hugely disappointed and in fact even if we put in the mildest word we feel BETRAYED. In this regard we would like to draw your kind attention that it was conscious and well deliberated decision of UFBU and all its constituents to include demands of past retirees in their charter of demands submitted to IBA for the current settlement and thereafter unions decided to handle them exclusively and directly with IBA and the government and not considered necessary to involve apex level retiree organisations directly or indirectly in the process of negotiation with IBA. Further , Senior union leaders of UFBU on various occasions and platform given repeated assurances to thousands of past retirees that retiree demands will be taken on priority, treated at par with the demands of employees and the settlement will not be signed this time till past retiree demands are sanctioned by IBA. This is undisputable record. As you are aware, Lakhs of past retirees took the assurance seriously and started nurturing the hope that this time issues of past retirees will be resolved with the support of UFBU. We have no hesitation in accepting that at AIBRF we further contributed in cementing and strengthening hopes of lakhs of retirees believing strongly on these assurances.

3. But today we find that as soon as the understanding was arrived on employees demands, UFBU and its constituents have conveniently dumped past retirees' demands without any solution.

The news filtering and coming to us indicate that the issues of past retirees were not examined in detail, discussed with seriousness in last two and half years and now we are being informed that no sufficient time is available for carry out cost study on retiree issues because deadline for signing the settlement is approaching very fast. They will at best be taken up in future.

4. We also feel highly hurt to find that UFBU has not even considered it necessary to inform us about signing of settlement without meeting past retiree demands. Further at no stage UFBU leadership had considered necessary to share about the periodical developments, data/ information and their strategy to achieve demands of past retirees with us and maintained total non -transparency. At best some information filtered to us on one sided enquiries from our side. We can also blame ourselves for showing too much dependence on the support of UFBU and its constituents which is proving to be costly for us. We had approached you several times in past two and half years with the request to hold periodical meetings between UFBU and retiree representatives for better coordination and to understand the limitation of UFBU if any in achieving demands of past retiree saving us from last minute shock.
5. We would like to draw your attention on the fact that each and every past retiree was loyal and disciplined soldier of one constituent or another of UFBU one time or another. It cannot be denied that these past retirees of present have contributed in building concept of UFBU, bipartite mechanism and union set up in the banking industry. Therefore, in all fairness past retirees and their aspiration deserve better treatment

than the present feudal lord approach. We request you to see the models adopted by Unions in government sector and RBI showing more magnanimity and accommodative approach towards past retirees. Because of this today pension of past retirees in these sectors are periodically updated and improved. You must have seen that in RBI unions and retiree organisations fight for demands of past retirees shoulder to shoulder. There is need to replicate this model in the banking industry for better culture and bondage. You will agree that retirement is a process and not the punishment. Today's employee is tomorrow's retiree and today's retiree is tomorrow's past retiree.

Therefore there is need to take care of interest of one another as per the situation under which one is placed to create cordiality and fraternity rather than creating conflicting situation by branding past retirees as litigants and obstacle in smooth settlement for employees.

6. We have no hesitation to place on record that because of the approach of UFBU and its constituents towards demands of past retirees with 'accepting 100 percent responsibility for past retirees and with zero percent accountability towards stakeholders model', we have been placed in a very awkward and tight position. Time left is very limited to us and further we have limited resources. We are left hardly with 10 days within which we have to act decisively. Though we know we are soft target and ultimately we may have to accept the defeat on the major issues with virtually no fault of ours. But we would like to caution UFBU leaders that outburst and anger of lakhs of retirees will be furious and unimaginable which possibly neither we nor you are able to comprehend at this stage. Today retirees are organised. They have solid platform. They have powerful voice and sufficient time to agitate. It will definitely burst. Because we closely know their mind set and emotion and if they outburst they are hundred percent correct.
7. We are also at complete loss to understand that mighty organisation like UFBU could not persuade IBA in last 3 years to give one audience to the retiree organisations. Is it because of adamant attitude of IBA or something more than this which necked eyes cannot read. Some times we wonder when we can meet senior bureaucrats ,members of parliaments, even Ministers at short notice but UFBU is unable to convenience IBA in the matter.
8. Here it would not be out of place to mention that AIBRF has been working for last few years to develop culture of organisational efforts to resolve retiree issues and discourage litigation. But if we fail to achieve any of major demands through our persistent organisational efforts of last 5 years, the belief of retirees in litigation will increase many fold and the banking industry whether you believe or not will be flooded with court cases
9. In view of this situation we make humble appeal to you and to leaders of each constituent of UFBU through you that please understand gravity and seriousness of situation and accept our following requests.

- (1) 100 percent dearness allowance to pre-2002 retirees is a settled issue as per your communications and understanding reached between IBA and UFBU. You must prevail upon IBA that it should be implemented immediately
- (2) For any further study ,discussion needed on other issues like improvement in family pension, pension updation. Uniform medical facility should be completed immediately before signing the settlement.
- (3) If it is not possible within available time, signing of settlement should be deferred by a few days till the issues of retirees are fully examined and concrete offer comes from IBA. Settlement is delayed by record period of two and half years this time, further delay of one month or so is not going to harm employees interest adversely. The date of benefit is already crystallised.

Therefore they are not going to suffer any financial loss because of some more delay. We expect that unions can show this much of gestures towards their past colleagues and set a very healthy trend for future.

- (4) AIBRF should be taken into confidence by UFBU and IBA on demands of retirees.
- (5) We would like to have one meeting with UFBU representatives before signing of the settlement .

We expect immediate response in the matter. Lakhs of retirees are keenly waiting for it. Your response will create history.

With Kind Regards

Yours Sincerely

( S.C. JAIN )  
GENERAL SECRETARY

c.c. to All Constituents of UFBU

## **RECORD NOTE DATED 25.05.2015**

As stated above, IBA and UFBU have signed Record Note dated 25.05.2015. on the retiree issues which will have direct and long term implications on retirees' demands and retirees' movement in the banking industry. Copy of the Record Note is reproduced here below.

**Record Note of Discussions between Indian Bank's Association and  
United Forum of Bank Unions on the issues and demands relating to  
retirees of the Banks held on 25th May, 2015 at Mumbai**


In the Charter of Demands submitted by the Workmen Unions/Officers Associations for revision of wages and service conditions, certain demand pertaining to the superannuation benefits/issues of retirees were raised. These issues were discussed in detail on various occasions during course of negotiations on the Charter of Demands. IBA maintained that any demand of retirees can be examined only as a welfare measure as contractual relationship does not exist between banks and retirees. The periodic wage revision exercise based on the mandate from member banks cover only wages and service conditions of serving employees. Retirement benefits are based on service conditions prevailing at the time of retirement of an employee and these do not change with subsequent settlements.

Referring to repeated comparison of pension scheme in banks to Government pension, IBA stated that while the Government pays pension out of Budgetary allocation, bank pension is a funded scheme. At the time of retirement of an employee, the bank is expected to ensure that adequate funding is made for payment of pension/family pension with provision for periodic updation of dearness relief payable. As such there is no provision for updation of pension in banks. Financial implications will need to be fully examined before any change in benefits payable to pensioners can be considered... The following table gives the details discussion / conclusion reached on various issues raised:

Issues raised by the United Forum of Bank Unions	Response of the Indian Banks' Association
LFC and Hospitalization reimbursement should be extended to retired bank employees/officers.	A revised hospitalisation / medical expenses reimbursement scheme is being finalised for the in service employees and officers and the benefit of the coverage of this same Scheme would be extended to retirees also subject to the condition that the cost of the insurance premium under the Scheme would be payable by retirees. Extending Leave Fare concession facilities to the retirees is not possible.
Revision in the rates of Family Pension on the same lines of the Central Government scheme and RBI scheme.	While the IBA is sympathetic to the issue, the cost involved is significant and unaffordable at the present juncture. IBA will examine cost implications and sustainability of each bank, at a future date.
Extending Dearness Relief at 100% compensation to all pre-November, 2002 pensioners as in the case of post November, 2002 retirees.	Firstly, the matter is sub-judice as certain cases on this issue are pending for a decision with Supreme Court. As such IBA cannot take a decision on this issue at this stage From a

Issues raised by the United Forum of Bank Unions	Response of the Indian Banks' Association
	humanitarian point of view. IBA may examine feasibility of providing 100% dearness relief neutralization to pre -November retirees based on a detailed costing exercise.
Upgrading the Basic pension of all the pensioners at the common and uniform index of 4440 points.	IBA would examine the cost implications and sustainability of member banks.
Updation of pension for all existing pensioners and family pensioners.	<p>In view of the huge additional cost involved in funding the Pension Fund as per the requirements of AS-15-R, it would be impossible to consider this demand.</p> <p>Unions suggested for collecting the details of the pensioners and ascertaining the actual cost, so that a solution may be worked out.</p>
Periodical updation / improvement in pension along with occasions of wage revision of in-service employees on the lines of the Central Government.	This being a funded scheme in lieu of contributory PF. As it is, banks are contributing several times the statutory PF contribution towards funding pension scheme every year. Hence providing for periodic updation is not possible as this will have serious impact on the working of banks.
Uniform percentage of allocation from Welfare Fund towards schemes pertaining to retirees	Government guidelines permit banks to provide benefits to retirees out of welfare funds. This may be taken up at the bank level.

  
For Indian Banks' Association

  
(in v: TANHSAL)

  
For Indian National Bank Employees Federation


  
For All India Bank Employees' Association

  
For All India Bank Officers Confederation

  
For National Confederation of Bank Employees

  
For Bank Employees' Federation of India

  
For All India Bank Officers Association

  
For National Organisation of Bank Workers

  
For Indian National Bank Officers Congress

  
For National Organisation of Bank Officers

MUMBAI  
DATE : 25th May, 2015

The Central Office had issued circular no 2015/ 189 dated 27.05.2015 giving detailed analysis of this document and how AIBRF would proceed in coming days to achieve the demands. Copy of this circular is enclosed for ready reference.

Ref: 2015/189 Date 27.05.2015.

The Office Bearers/ Central Committee Members/ State Body Chiefs A.I.B.R.F.

Dear Sir

**Re: 10th Bipartite Settlement**

**Re: Record Note dated 25th May 2015**

As all of you are aware by now that 10th Bipartite Settlement has been signed by the negotiating parties on 25th May 2015 after prolonged negotiations during last 30 months, paving way for revision in salaries and other service conditions of bank employees. We convey our congratulations to our employee friends for successful struggle and final achievements.

2. As far as bank retirees are concerned, in the settlement signed on 25th May, 2015, no demands has been agreed and sanctioned despite the fact that UFBU and its constituents included long list of retirees demands in their charter of demands and much repeated promises by union leaders not to sign the settlement till demands are met. It has resulted into huge dissatisfaction and disappointment among more than 3 lakh pensioners and family pensioners. AIBRF fully endorse their sentiments. On this occasion, we wish to congratulate and salute our cadre, primary members, affiliates, office bearers, central committee members and well wishers for showing solidarity and unity through out our struggle. Now new struggle has begun with new challenges. We are confident that final win will be ours and AIBRF and retiree movement will come out with flying colours in the coming days.

**Record Note Dated 25.05.2015 :** This time, along with signing wage settlement for employees, IBA and UFBU have signed RECORD NOTE DATED 25.05.15 giving their stand on various retiree demands/ issues. We will have to pick up our threads for future action plan and strategy from this document and it will become base for us in coming days. Therefore we are presenting detailed analysis on various aspects/ points covered in it and shall continue to do so as and when need arises for our future action plan.

Our broad observations on this document are as under

- (i) During last 20/25 days AIBRF initiated several action points at the organisation level creating enough pressure on the concerned parties/ authorities to come out their stand on retirees demands. This document is the out come of AIBRF efforts according to us.

- (ii) This is the first time through this document, IBA and unions have come out with their stand on the pending retiree issues. Though we may not agree with their stand, it will help us in formulating our future action plan/ strategy.
- (iii) This document deals with 8 retiree demands/ issues namely (a) Uniform medical facility (b) LTC to retirees (c) 100 percent Dearness Allowance to pre November 2002 retirees (d) Improvement in family pension (e) Merger of DA up to 4440 points in the basic pension (f) Updation of pension (g) Periodical updation at the time of wage settlement in future (h) Uniform allocation of funds for retirees out of welfare funds. The demands listed in the document cover all our present pending issues.
- (iv) On analysis of IBA stand on the above issues, they may be divided in to two categories
  - (a) On some demands listed in the document, it is stated that IBA could not take the final view on them at the time of signing the settlement as the cost study etc could not be completed
  - (b) Other demands are those which can not be considered due to funds constraint as per IBA stand.
- (v) On the basis of the above , we can place the following demands under first category where final view could not be taken for the want of time to complete cost study
  - (1) 100 percent dearness allowance to pre-November 2002 retirees.
  - (2) Improvement in Family Pension
  - (3) Merger of DA up to 4440 points in basic pension

Other 5 demands can be placed under category two which can not be considered due to fund constraint according to the Record Note dated 25.05.2015

The above is the official declared stand of IBA which has been further endorsed by 9 unions of banks in the Record Note.

We shall now place our views/ analysis on the three demands under category one.

### **100 PERCENT DEARNESS ALLOWANCE TO PRE- NOVEMBER 2002 RETIREES**

IBA stated stand on the above as per Record Note dated 25.05.15 is as under

- (a) The matter is sub- judice as certain cases on this issue are pending for decision with Supreme Court. As such IBA can not take decision on this issue at this stage.
- (b) From humanitarian point of view , IBA may examine feasibility of providing 100 dearness relief to pre November 2002 retirees based on detailed casting exercise.

Based on the above stand of IBA we propose to move as under

- (a) We shall enquire what is the stand of IBA on court cases to resolve the issue through dialogue.
- (b) We would like to draw attention of IBA that, in the past, despite pending court cases the concerned issues were dealt and sanctioned in previous settlements. Therefore court cases should not come in the way.
- (c) If IBA wants to consider the demand on humanitarian grounds it should be expedited and sanctioned at the earliest in view of the fact that the matter is pending for last 10 years and more than 40,000 affected pensioners have left this world without enjoying the benefit and further delay would cause immense damage to this sensitive aspect. Therefore it is the fittest case for urgent decision.
- (d) When IBA talks of a solution to the issue on humanitarian grounds, cost factor becomes secondary.
- (e) We understand from communication issued by UFBU that in 2014 itself IBA had recommended a case of 100 DA to the government for approval and approval was awaited. If the position is so we believe the recommendations must have gone after due study on cost aspect. Therefore, according to us, this exercise is not needed at this stage. However if any further exercise is needed by IBA it should be done quickly.

We shall be approaching IBA on the above lines on the demand of 100 percent DA. We believe hope is not totally lost for resolution of this issue through dialogue without resorting to legal action. We shall also be keenly watching the decision taken by Board of United Bank on this issue based on consultation with government and RBI as per the direction of Kolkata High Court by 15th June, 2015.

#### **IMPROVEMENT IN FAMILY PENSION**

On the above issue IBA stand as per the Record Note dated 25.05.15 is as under

- (a) IBA is sympathetic to the issue.
- (b) Cost is significant and unaffordable
- (c) IBA will examine the cost implications and sustainability.

We shall approach IBA with the following submissions on the issues for early solution

- (a) Cost study should be completed within time bound manner.
- (b) Data should be shared with AIBRF



- (c) AIBRF should be given opportunity to make submissions on this issue.
- (d) We hold view that every death brings substantial savings for the bank and not add to the cost.
- (e) Family pensioners are also old persons and therefore this liability is far limited period.

### **MERGER OF DA UP TO 4440 IN BASIC PENSION**

IBA stand on this is as under IBA would examine the cost implication.

This issue is linked with updation exercise with wider repercussion. We shall deal with when the clarity come on the issue from IBA.

### **GROUP MEDICAL SCHEME TO RETIREES**

IBA has stated that group insurance facility would be available to retirees also but at their own cost. We are studying the scheme and will come out with our views shortly.

### **PREEMBEL OF RECORD NOTE DATED 25.05.2015**

In the beginning of the document , IBA has come out with the statement " any demand of retirees can be examined only as welfare measure as contractual relationship does not exist between banks and retires." We find that unions while signing the document has not recorded their stand on the issue and thereby endorsed the position taken by IBA. This statement is not acceptable to AIBRF and according to us can not be accepted to any retiree organisation. Our pension scheme which is defined benefits scheme and designed on the models of pension schemes applicable to government/ RBI pensioners is based on basic principle that pension is nothing but deferred wages. Deferred wages is matter of right and not merely welfare measures to be left at the discretion of employer. This principle has been laid down and confirmed time and again by highest court of the country. The concept of deferred wages call for periodical review as a matter of right. We shall have to fight out against this stand of IBA. We shall also appeal to UFBU to examine this issue and come out with their stand on it.

Comrades, we assure you that AIBRF will take all possible steps to safeguard interest of our membership. AIBRF is independent organisation and shall continue to work accordingly. But at the same time we strongly believe in coordination with unions and shall continue to work in this direction.

With Warm Regards

Yours Sincerely

**S.C. JAIN**  
GENERAL SECRETARY

**APPROACH OF IBA :**

AIBRF's consistent demand has been that IBA must hold discussion with our representatives on retiree issue and take decision on them after taking us into confidence. We have been making efforts on this count for last several years but with no success so far. UFBU leadership had also assured us that before signing 10th wage settlement, this time they would arrange meeting of retiree representatives with IBA. But ultimately, this did not materialise.

AIBRF has also been approaching Department of Financial Services (DFS) with the request to give direction to IBA to hold discussion and at our request DFS wrote to IBA with the direction to hold discussion with AIBRF. Copy of DFS communication in this connection is reproduced :

F.No.10/30/1G/1/2013-IR

Dated, the June 11,2013

Government of India  
Ministry of Finance  
Department of Financial Services  
Jeevan Deep Building  
Parliament Street,  
New Delhi - 110001

To

Shri. K. Unnikrishnan  
Deputy Chief Executive,  
Indian Banks Association,  
Mumbai

**Sub: Representation dated 27.05.2013 of All India Bank Retirees' Federation requesting for an opportunity to place their views before IBA**

Sir,

I am directed to forward herewith a copy of the representation dated 27.05.2013 on the above cited subject for taking necessary action.

Yours faithfully,

Sd/-

**(Manish Kumar)**  
Under Secretary to the  
Government of India

Enclosure: As above.

It is very unfortunate that IBA is not ready to carry out government instruction in this connection too. AIBRF had submitted memorandum on retiree demands to the Chairman IBA on 25th May 2015. While accepting the memorandum, AIBRF was assured by IBA officials that discussion would be held with our representatives shortly on the issues mentioned therein. Bu AIBRF is yet to receive date for meeting from them. As a follow up measure AIBRF has addressed the following letter to IBA on 21/1/2016:

Ref No. 2015/318

21.01.2016

The Chairman  
Indian Bank Association (IBA)  
Mumbai

Dear Sir

**Re: Request for Appointment to submit memorandum  
Re: Protest Day of AIBRF at Azad Maiden on 10.02.2016**

We wish to invite your attention on the fact that while submitting memorandum on retiree issues to then Chairman, IBA on 25.05.2015 after observing Protest Day at Azad Maiden in Mumbai, we were assured by the Chief Executive that issues raised in the memorandum would be looked into and AIBRF representative would be called for discussion shortly.

2. We have waited for last 8 months for getting appointment from IBA office. But till today there is no response from your side. During this period we had written 2/ 3 reminders to this in the matter. But they have also remained un-replied.
3. We are also not aware as to what action has been taken by IBA on pending issues listed in the Record Note dated 25.05.2015 on which IBA committed to take action on them.
4. In view of this attitude of IBA towards our organisation and on pending issues of retirees, AIBRF has taken decision to organise Protest Day at Azad Maiden Mumbai on 10th February, 2016 from 10.30 onwards. We expect retirees of our 44 affiliates to participate in this programme.
5. Delegation of AIBRF representatives would like to meet the Chairman/ Chief Executive Officer in your office between 1.00 to 2.00 PM on this date and submit memorandum lodging our protest and requesting IBA to appraise us the action taken on the pending issues of the retirees listed in the Record Note.
6. During the meeting, we would also like to discuss many problems our members are facing in settlement of insurance claims under IBA group insurance policy of UIICL in particular of refusal of reimbursement of domiciliary expenses by TPAs as per the provisions of the scheme. We find that while formulating the scheme and IBA taking responsibility to implement it, no set up has been created for consultation/ feedback with the retirees and/ or retiree organisation. In the absence of this, our members are facing several problems/ difficulties. You will appreciate that retirees who are our members approach us with only and not unions for their problems. Therefore it will be in the fitness that you create proper setup for periodical consultation with the retiree organisations to ensure smooth implementation of the scheme.

With Regards,

Yours Sincerely,  
**S.C. JAIN**  
General Secretary

AIBRF will continue to take further steps at elevated level to ensure that IBA is made to leave their adamant attitude and hold discussion with us. AIBRF is an important stake holder and direct beneficiary on retiree demands and IBA must hold discussion with us for permanent solution on them.

### **FUTURE ACTION PLAN/ STRATEGY BY AIBRF :**

AIBRF leadership has no hesitation in accepting that 10th Wage Settlement has been big disappointment for retirees. As per the decision taken at the Central Committee Meeting held at Indore on 9th & 10th July 2015 the central leadership has owned full responsibility for it. However it is to be noted that AIBRF is a vibrant organisation and one defeat cannot give permanent setback. AIBRF is fortunate enough to have team of highly committed comrades who are ready to respond organisational calls with renewed commitment and enthusiasm. AIBRF has to move forward to achieve our goals. We are confident that success will be ours. With this spirit, at Indore Central Committee meeting after detailed deliberations the following action plan has been drawn.

### **PROPOSED ACTION PLAN**

- (a) AIBRF shall continue to function as an independent organization for the cause of retirees. Issue based support will be sought from UFBU and its constituents.
- (b) Having lodged protest to UFBU and its constituents for failure to achieve any of the demands of retirees which was need of the time to express sentiments of the membership, AIBRF shall continue to work to develop cordiality in the relationship with the serving unions without sacrificing its independence and respect.
- (c) AIBRF will continue to work for developing coordination among various retiree organizations functioning at apex level in banking industry by removing the bottlenecks and hurdles coming in this direction and also work for coordination among retiree organizations in the financial sector.
- (d) The Central Office to make efforts and follow up to secure early date from IBA authorities for holding discussion on pending issues of retirees and outcome of the efforts should be reviewed periodically and initiate further appropriate steps to take the issue forward
- (e) Contents of Record Note dated 25.05.2015 signed by IBA and Unions was reviewed and it was felt that its contents in particularly preamble part " No Contractual obligation towards retirees" was prejudicial to the long term interest of retirees. It was decided that AIBRF would continue to initiate appropriate action including legal recourse to ensure its deletion.
- (f) The house did comprehensive review of all pending demands of retirees and in particular updation of pension for the past retirees. In view of IBA stand on this issue as indicated in the Record Note and overall negative environment on this point prevailing in financial

sector it was decided to obtain opinion from some leading advocates of Supreme Court on service matters and thereafter decide future course of action to achieve this important demand. The house was of the view that social security and legal position on it as expressed in various judgments of the apex court has also to be taken into consideration by the authorities.

- (g) AIBRF would continue to raise other pending issues of retirees like one more pension option to left over retirees, increase in ex-gratia payment to pre-1986 retirees, encashment of leave to all compulsory retirees etc at appropriate level and pursue them for solution.
- (h) To continue to organize Action programs at different centres to press our demands.
- (i) To continue sending letters addressed to the Banking Secretary as being done at present with the request to IBA to call AIBRF for discussion. Till now more than 10000 letters have been sent under the program so far
- (j) The delegations of AIBRF will continue to meet Central Ministers, Members of Parliament, Leaders of Opposition to press retiree issues.
- (k) To organize centralized Dharna cum demonstration in Delhi at appropriate time during Budget Session of the parliament. If the situation warrant, Central Office/ Central Committee should consider organising Relay Hunger Strike on the lines of OROP Struggle of Ex- Service man after drawing detailed planning, collection of data and funds needed for this purpose.
- (l) AIBRF should mobilize and create STRUGGLE FUND by collecting suitable amount per primary member to run the action programmes on long term and sustainable basis till our demands are achieved. Struggle and action programmes will be our main and central part of strategy for achieving our demands. Legal option will be considered and taken wherever warranted as second and additional option. All affiliates will have to take responsibility to collect the funds and remit the funds to the central office in next 6 months.
- (m) AIBRF will also take steps to approach Parliamentary Committee as was done in 2009 for solution of our demands.

We are very glad to inform our members that VBRA has been actively involved in all the organisational and demonstrative programmes chalked out by AIBRF in pursuit of retirees' demands.

Our members actively participated in Dharna programme at Jantar Mantar, Delhi on 3rd March, 2013. It was an enthusiastic and encouraging experience to our members.

On 31/5/2015, when AIBRF, Karnataka State Committee organised a Demonstration near Vijaya College in Bangalore, on the occasion of the conference of Syndicate bank retirees, our members participated in large numbers. Again, on 5/10/2015, when AIBRF state committee

held a demonstration in front of Town Hall, inspite of heavy rain, our members out numbered all other units in an assembly of more than 700 retirees.

## **LEGAL OPTION**

We are reproducing below views of AIBRF as placed before the 4th Conference held at Trichur recently:

Voice for legal action to secure retiree demands, of late, particularly after signing of 10th wage settlement has become louder and frequent from various quarters of membership and activists. At Kolkata Conference of 2012, General Council took unanimous decision that legal option will not be first choice at the organisational level for achieving the retiree demands. We feel that in view of the negative developments on retiree demands in 10th bipartite settlement, there is need to revisit this stand and review it if needed. In this regard we place the following submission on the issue for the consideration of the house.

As all of you are aware, Bank retirees have been fighting for 4 major demands namely (a) Pension updation (b) 100 percent DA (c) Improvement in Family pension (d) Uniform Medical Scheme for last several years. It cannot be completely ruled out that these demands do not have legal angle and courts cannot be approached for legal remedy. As we all know that pension scheme in banking industry is governed by Pension Regulations framed under Banking Nationalization Act and published under official gazette of Government of India. Therefore pension scheme in banking industry is statutory in nature. In view of this, Individual pensioners as well as retiree organisations representing retirees enjoy legal recourse to approach courts by way of writ petitions for court intervention whenever it is felt that legal rights of pensioners are getting violated by banks/ government. In some cases our affiliates as well as individuals have approached courts and got required relief in the past. However, at the same time, the point which cannot be overlooked and lost sight of is the fact that pension scheme has come into existence in the banking industry by way of settlement signed between Unions representing workman and IBA representing bank managements. It has been observed that Courts do take into account these facts while delivering judgments on pension related issue. We have seen that Division Bench of Madras High Court while delivering judgment on 100 percent DA filed by some of our comrades has observed that settlement arrived on pension related issues between union and bank management with detailed deliberations in peaceful manner is binding on non-members too and cannot be treated as discriminative only because some cutoff date has been fixed for extending the benefits. Of course, this judgment of the division bench has been challenged in Supreme Court and is pending for final disposal. Similarly, In the recent judgment delivered by division bench of Punjab & Haryana High Court on 9.09.2015 on writ petition filed by retirees of 6 banks on the issue of Pension Updation has been dismissed on the argument that if Unions who signed the settlement for pension has not raised the issue of dropping clause of pension updation incorporated in settlement originally in subsequent settlements, a few individuals cannot come to the court and raise the issue. In nutshell, these observations of courts cannot be brushed aside before deciding for legal recourse.

10.05 Another aspect which needs to be taken into consideration, while deciding for legal recourse is whether the issue relates to non- implementation of provisions of the settlement or our legal recourse is for challenging settlement arrived between unions and IBA. Based on our experience, we have to move very cautiously before taking decision on the issues challenging the settlement.

10.06 It is also seen that as and when any decision is delivered by courts on the issue related to retirees, big hype is created among retirees by some individuals in social media. In this regard, we would like to draw kind attention of the membership that decision in each case depends on relevant fact of that particular matter and will not be automatically applicable to another case in Toto. Therefore it becomes necessary to do minute analysis of the judgment with the help of experts and then take decision to move in the court in another case. Recently Supreme Court has delivered judgment on 1.07.2015 on the issue of pension fixation of retirees of Rajasthan Government. Immediately, some individuals in social media became active with wide circulation giving impression to bank retirees that their updation matter can be resolved immediately based on this decision. In view of this after careful study of the judgment, AIBRF issued circular no 2015/245 dated 11.09.2015 clarifying The position.

10.07 We have been carrying out detailed exercise on the issue of Pension Updation for legal recourse after signing of 10th wage settlement. We are n the process of seeking legal opinion on this issue from senior advocate on service matter. Note perpared for legal opinion is enclosed (ANNEXURE V). We call upon our affiliates to help central office in obtaining legal opinion from their end also so that we can consolidate all views to reach to the finality.

10.08 Taking into above facts into consideration, we propose to the General council on legal option as under :-

- (a) AIBRF will extend moral support to all legal case filed by affiliates / individuals where interest of large number of retirees is involved.
- (b) AIBRF will take final view on filing WP on Pension Updation after taking into account the legal opinion received on it., overall circumstance prevailing and after taking approval of their central committee.
- (c) AIBRF will extend moral and logistic support to 100% DA case presently pending in Supreme Court. However at AIBRF level our efforts would be to resolve the issue through organisational efforts with some flexibility. Our approach should be that Immediate relief is better than waiting for indefinite period to resolve the matter through legal action.
- (d) However AIBRF will continue to pursue retirees demands through action programmes and legal option will be used selectively and with caution.

## **CO-ORDINATION WITH UFBU / OTHER RETIREE ORGANISATIONS**

Following are the views of AIBRF in this matter:

AIBRF Has been pursuing policy of maintaining cordial relationship with United Forum of Bank Unions and its all affiliates since its inception. We all know that in the present setup UFBU only negotiates on retiree issues and therefore their support is crucial for resolution of our issues. Besides this, large number of retirees moves to AIBRF after the retirement every year. In all years in the past AIBRF has taken suggestions, guidance inputs received from UFBU quite seriously. However, the developments taken in last 3 years during the 10th bipartite settlement has given some new dimension in the relationship and coordination.

In view of the above we will have to move and assert with UFBU and its constituents for well defined and structure format of coordination for better understanding and to avoid unpleasantness on this count. At the same time we call upon this house to resolve that AIBRF shall continue to take steps for coordination and cordial relationship with UFBU and its constituents.

AIBRF strongly believes in maintaining cordial relationship and coordination with sister retiree organisations. As all of you know only on our initiative Apex level forum known as UFBRO was formed. In this context we may inform the house that recently,

SBI Pensioners' Federation has taken steps to form another apex level Confederation instead of joining UFBRO despite our all efforts.

AIBRF has also been invited to join this Confederation. The matter was discussed at various level in AIBRF, and it was felt that the matter may be placed before General Council considering that it involves policy decision to dismantle UFBRO and AIBRF joining another apex level retiree organisation.

We would like to place the following facts in the matter for the consideration of the house to take final decision in the matter (a) The new outfit has been formed on the initiatives taken by SBI Pensioners Federation / AIBOC sponsored retiree organisation.

- (b) Pension scheme of SBI is not identical to nationalized banks. Therefore on many counts their priority and issues are different.
- (c) We have some ideological differences with AIBPARC.
- (d) However we cannot totally ignore the developments
- (e) AIBRF is always in favour of the coordination with the retiree organisations with flexibility.
- (f) Existing other affiliates of UFBRO have also decided to join the new organisation.



Considering the above developments, we seek approval of the house that Central committee is authorised to take appropriate decision in the matter after watching developments for some time.

## **LATEST DEVELOPMENTS**

In a surprising move, the Govt of India, Dept. Of Financial Services, vide their letter No: 4/2/2/2015 dated 12.01.2016 addressed to the Chief Executives of Public Sector Banks, has asked them to initiate process of next wage revision of the employees and conclude it prior to the effective date of 1.11.2017.

Responding to this development, AIBRF has already written to the Secretary, Ministry of Finance on 15/1/2016. as follows:

**"Honourable Mm Anjuly Chib Duggal**  
Secretary, Department of Financial Services  
Government of India,  
Jeevan Deep, III Floor, Parliament Street  
New Delhi.

Sir,

### **Re. Next Wage Revision in Public Sector Banks**

We request reference to DFS letter no. 4/2/2/2015 dated 12.01.2016 addressed to the Chief Executives of Public Sector Banks asking them to initiate process of next wage revision of the employees and conclude it prior to the effective date of 1.11.2017. We find that this instruction has been sent to the public sector banks with the approval of the competent authority.

2. We welcome this initiative of the department and are of the view that it will help in creating very positive and healthy atmosphere among the work force of the public sector banks which is passing through very tough and challenging time.
3. In this regard, we wish to draw your kind attention on the fact that there are about 3 lakhs retired pensioners in the public sector banks who are receiving pension as per the provisions of the Pension Regulations 1995, enacted by boards of the banks with previous sanction of the central government and published in the official gazette of the government. These regulations, which are statutory in nature establishes statutory relationship between public sector banks and its pensioners even after the retirement.
4. You will kindly agree that every wage revision has direct linkage and bearing on superannuation benefits including pension benefits available to the employees and the retired pensioners. Therefore they need to be looked into and reviewed for the employees as well as past retirees along with the wage revision of the employees.

This practice is being followed by Pay Commissions for government employees and is also based on various judgements pronounced by highest court of this country.

5. However, it is very unfortunate that Indian Bank Association ( IBA ) who has been negotiating wage settlements for employees on behalf of banks in India including public sector banks has been taking different stand on the review of pension benefits for the retired pensioners along with the wage revision. During the last wage settlement signed on 25th May 2015, it has signed a Record Note dated 25.05.2015 on the pending issues of retirees stating that no contractual relationship exists between the retirees and banks. This is against the well defined legal position. In view of this stand of IBA, long pending issues of retired pensioners on pension benefits remain un-discussed and unresolved and resulting into huge dissatisfaction and disappointment among 3 lakhs retired pensioners in public sector banks as well as pensioners of other banks who draw their pension under IBA scheme. This unprincipled stand of IBA is certainly not good HR move and against the Government of India stand to work for the welfare of senior citizens.
6. Our organisation, All India Bank Retirees' Federation ( AIBRF) is the apex level body of bank retirees with membership of more than 1.5 lakhs from 44 banks including all public sector banks.
7. We have been approaching IBA on continuous basis for last several years, in particular during the last wage settlement to review the pension benefits to the retired pensions along with the wage settlement, give opportunity to the retiree organisations in banking industry to present their views on review of pension benefits as important and sizable stake holders on these issues. But IBA has been refusing the audience to the representatives of the retiree organisations on the pretext that it does not have the mandate from bank managements in this regard.
8. In view of the above, it is our humble request to you to send specific instructions to public sector banks and IBA to give opportunity to our organisation to submit memorandum on retiree issues related to pension and present our views before it on pending demands and related issues like pension funds,/actuary reports./ AS 15 norms, life expectancy etc before the next wage settlement is finalized and signed.
9. We would also request you to give us appointment to meet you and present our views on the subject.

Respectful Regards,

Yours Sincerely,  
**S.C. JAIN**  
General Secretary

## **4TH ALL INDIA CONFERENCE OF AIBRF**

As already mentioned elsewhere in this report, the fourth all India conference of our National federation, the AIBRF was held at Thrissur from 26.11.2015 to 28.11.2015.

It was a great event in every respect, with more than 1000 delegates and observers, from 44 public sector banks, Pvt. Sector banks, foreign banks & RRBs dawn from various parts of the country, attending in great enthusiasm. From our Association, more than 40 delegates & observers have attended this conference.

The inaugural ceremony was attended by nearly 2000 retirees and it was addressed by Sri. S.M. Deshpande, president, AIBRF, Sri. S.C. Jain, General Secretary, AIBRF, Sri. C.H. Venkatachalam, General Secretary, AIBEA, Sri. Jeevandas Narayan, M.D and CEO, State Bank Of Travancore, and many other leaders.

Highlights of the conference were the detailed discussion on the General Secretary's report and decisions emerged on the various burning issues related to the retirees as reproduced here below.

The following decisions were taken by the General Council, for implementation in the days to come.

### **IMPORTANT DECISIONS OF THE CONFERENCE.**

1. Slogan adopted by Thrissur Conference is 'WE SHALL ACHIEVE'
2. AIBRF shall continue to carry out organisational action and agitational programmes till retiree demands are achieved.
3. Conference called upon the Membership to be ready for STRUGGLE.
4. Central Office was asked to roll out detailed organisational action programme for struggle to be carried out at various levels as early as possible.
5. General Council approved for creation of Struggle Fund to meet expenses of future action programmes. Each primary member of AIBRF will be called upon to contribute certain amount to be decided by Central Office on one time basis to build struggle fund.
6. It was decided to hold centralised Dharna cum Demonstration programme and also relay hunger strike in Delhi, in support of retiree demands during the next budget session of the Parliament.
7. While General Council welcomes new Group Medical Insurance policy for retirees, it noted with concern that the Insurance Co. Has now deviated from the agreed terms of settlement by denying the benefit of domiciliary expenses to the retirees. It was

decided to watch response of IBA on letters written by UFBU/ AIBEA in this regard and launch agitational programme and approach IRDA for implementation of agreed terms of the settlement by the insurance company if needed.

8. General Council called upon IBA to complete cost study for improvement in Pension benefits to family pensioners as quickly as possible as agreed and obtain the approval of the Govt..
9. General Council decided to take flexible approach to remove all bottlenecks to ensure that 100 percent dearness allowance benefit is extended to all retirees as early as possible.
10. It was felt by the General Council that updation of pension is very important and logical long pending demand of the retirees. Organisational efforts will be geared up to move forward to achieve it. It was decided to prepare a comprehensive report on updation, covering all aspect and submit to IBA/ UFBU and which should become basis for resolution of this issue. Central Office will shortly appoint a sub-committee to carry out this study.
11. It was decided that AIBRF shall continue to peruse all other pending demands of retirees like pension option to left over retirees etc.
12. AIBRF shall continue to follow up at all levels, to ensure that IBA will call the retirees for discussion.
13. Legal option shall be exercised wherever needed to resolve retiree demands. Central Committee is authorised to take decision in the matter.
14. General Council again emphasised the need and importance of co-ordination with employees/unions and it was unanimously decided to continue to take action for developing coordination with UFBU/ Constituents of UFBU in some structured format, if possible for resolution of retiree issues, despite some irritants noticed after signing of 10th settlement. Affiliates were requested to take appropriate action at their level also and educate the membership in this regard.
15. It was also decided to continue to take appropriate action for coordination with other retiree organisation based on certain principles and programmes.

In the conference, the following were elected as Principal Office bearers along with a team of office bearers:

- |                      |                       |
|----------------------|-----------------------|
| 1. Chairman          | - Sri. D.A. Masdekar  |
| 2. President         | - Sri. S.M. Deshpande |
| 3. General Secretary | - Sri. S.C. Jain      |
| 4. Treasurer         | - Sri. M.S. Chourey   |

From our unit, our General Secretary, Sri. K. Vishwanath Naik has been elected as a Vice-President of AIBRF, in place of Sri. Gopinathan Nair, who was representing our unit till the conference, as a vice-president.

## **MEETING OF PARLIAMENTARY COMMITTEE TO DISCUSS ISSUES RELATING TO BANK RETIREES :**

A meeting of Parliamentary Committee on Personal, Public Grievances, Law & Justice was held in Delhi on 8-2-2016 under the Chairmanship of Dr. Sudershana Natchiappan to discuss pending issues of Bank Retirees based on the Charter of Demands and Memorandum submitted by AIBRF / IOB Retirees Association.

AIBRF was represented by Dr. B. Ramjee & Sri A. Chandramouli of IOB Retirees' Association. The IBA was represented by its Chairman & Chief Executive Officer. Officials from Department of Financial Services are also present.

The Committee was quite sympathetic and positive on the retiree issues and had given specific direction to IBA and DFS to hold discussions with the Retiree Organisations, especially with AIBRF to dispose of all pending issues of Retirees within two months time.

Immediately after the meeting, the General Secretary AIBRF has written a letter drawing the attention of IBA to our issues and demanding immediate action.

AIBRF has pointed out that as per the policy of Government of India which is to be followed by Public Sector Banks, IBA is expected to respond communications of members of public, Retired Employees and their Organisations. We have brought to the notice of IBA that the IBA is not following this policy and has chosen to maintain silence on letters and Memorandum of AIBRF with represent more than 1,50,000 retirees.

We have put on notice that our direct action programmes will go on till all our letters have respond and all our representatives are invited by IBA for discussion on retiree issues.

Our immediate programmes in this directions are as follows :

1. Demonstration and observation of protest day at Mumbai, Azad Maidan on 10-2-2016.
2. Dharana cum Demonstration at Town Hall, Ellis Bridge, Ahmadbad on 16-2-2016.
3. Demonstration near Gandhi Statue, Race Course Road, Bengaluru on 19-2-2016.
4. Dharana cum Demonstration on 23-2-2016 in Trishur.
5. Meeting in delegations Central Ministers and Members of Parliament during March 2016, drawing their attention and seeking their intervention towards IBA Policy of not responding communications of AIBRF and maintaining complete silence in last 10 years, affecting lakhs of bank retirees.

## **OUR ASSOCIATION - V.B.R.A.**

A tremendous sense of organisational satisfaction and uncontrollable emotions overtake me and I believe all of you as we proceed to discuss about our organisation which has successfully completed 10 years of its useful activities.

We started our onward march on 19th February, 2006 from the city of Kochi.

It was exactly 10 years back, on 19.02.2006 that a few of our comrades formally declared the formation of Vijaya Bank Retirees Association (VBRA) for the welfare of all those retired from the Bank and the family pensioners of the Bank.

The preparatory work for the formation of Vijaya Bank Retirees Association commenced in the year 2004 itself with the involvement of Sriyuths T K Venkatachalam, S Gopalakrishna Embran, Vijayan and S N Shivaramakrishnan taking direct membership in AKBRF. A get together meeting of retirees of Vijaya Bank was held on 4th September 2004 at Ernakulam and an adhoc committee was formed on that day with Shri V C Jacob (Retd. AGM) as Convenor and Shri V Vijayan (Retd Senior Manager) as Joint convenor. It was decided to meet the retirees at their residences to enrol their membership. Accordingly, Shri T K Venkatachalam undertook the tour of Trichur, Palghat, Malapuram, Calicut, Cannanore and parts of Kasargod to meet the retirees personally. Mr. Shivaram Krishnan of Palghat who was still in service at that time and Shri Kochu Krishnan helped a lot in this task. Mr. Kochu Krishnan took active part in the efforts for formation of the Association. About 80 members were enrolled as members of AKBRF through the efforts of Com. T K Venkatachalam. Shri Goapalakrishna Embran visited southern districts of Kerala from Ernakulam to Thuvananthapuram and during his visit the members of VBWO and VBOU extended to him a lot of support and help in enrolling members. He could enrol about 60 members. These tours and enrolment was undertaken during the last few months of 2004 and in 2005.

In the background of interest evinced by many retirees residing in different places of Kerala and the enthusiasm of our activists a foundation conference was held on 19.2.2006 at Vinayaka Kalyana Mantapam, Kochi. Around 100 retirees participated. Constitution with rules and bye-laws were adopted and all those present on the occasion signed fresh application enrolling themselves as members of Vijaya Bank Retirees' Association.

The conference was addressed by Shri V C Jacob, the Convenor. The meeting was attended by AKBRF representatives like Shri C G Nambiar, President AKBRF, Shri Shanakaran Kutty, Asst. General Secretary, AKBRF, Shri V K M Verma, General Secretary, Canara Bank Retirees' Association and Shri Goaplakrishnan Pillai, Ernakulam District Committee President of AKBRF in addition to our retiree colleagues. It was Shri C G Nambiar, President, AKBRF, who formerly announced the formation of Vijaya Bank Retirees' Association.

The Foundation conference adopted the name of the association as VIJAYA BANK RETIREES' ASSOCIATION and the following slogan was adopted :-

"SINCERE EFFORT AND COLLECTIVE ATTEMPT BY ALL RETIREES TOGETHER WILL ALONE REWARD RESULTS. PLEASE ENROLL AS MEMBERS IN VBRA— AN ASSOCIATION OF RETIRED EXECUTIVES, OFFICERS AND WORKMEN UNDER ONE UMBRELLA.

The foundation conference unanimously elected the following team of representatives :

President	-	Sri. V.C. Jacob
Vice President	-	Sri. C. Bhaskaran
General Secretary	-	Sri. S.G. Embran
Secretary	-	Sri. A. Basheer
Treasurer	-	Sri. George Varghese

**Committee Members :**

1. Sri. K. Kochukrishnan
2. Sri. K.C. Janardhanan
3. Sri. E. Sankara Menon
4. Sri. K. Mohanan
5. Sri. Sasidhar Pillai
6. Sri. T.K. Venkatachalam
7. Smt. Shanti George

The meeting unanimously decided to get VBRA affiliated to All India Bank Retirees Federation. The meeting also adopted a resolution to appeal to the Management of Vijaya Bank to extend medical aid and hospitalisation expenses to the retirees of the Bank.

Mr. Gopalakrishna Embran was Treasurer of VBRA and also a member of AIBRF nominated by our Association. Mr. T K Venkatachalam and Mr. Gopalakrishna Embran attended to conferences of AIBRF at Hyderabad, Ahmedabad and Lucknow. The Chennai conference of AIBRF was attended by Mr. T K Venkatachalam, Mr. S G Embran, Mr. Gopinathan Nair and Mr. Abdul Aziz. After the Chennai conference of AIBRF Mr. Gopinathan Nair was co-opted as one of the Organising Secretaries of AIBRF and Mr. S G Embran was nominated as a C C Member of AIBRF from our Association.

After the formation of VBRA, Mr. Goopalakrishna Embran and Shri T K Venkatachalam, toured Bengaluru, Mangalore, Udupi, Kundapura, and some parts of Puttur and met retirees at their houses and enrolled more than two hundred members. Thereafter, Mr. Embran alone undertook the task of tour and enrolment of members and he had done an appreciable work in this direction.

The second conference of VBRA was held at Mangalore on 30th and 31st May 2009. The following were elected as the representatives of the Association :

President : Shri Gopinathan Nair  
Vice President : Shri Shanmugam (Dindigal)  
General Secretary : Shri Goopalakrishna Embran

It was decided to fillup the remaining positions by co-option, later on.

Mr. George Verghese was co-opted as treasurer later on.

The third conference of the Association was held at Bengaluru on 17th March 2013. The conference elected the following representatives :-

Chairman : Shri B. Manohar Shetty  
President : Shri C. Gopinathan Nair  
Vice Presidents : Shri K Naveen Kumar Hegde  
Shri P C Valsraj  
Shri Sudhakar Shetty  
Shri R Dhamodharan  
General Secretary : Shri K Vishwanath Naik  
Secretary : Shri Mallikarjun Madinur  
Joint Secretaries : Shri K J. Vijayadev  
Shri N S Somanath  
Shri P A Aziz  
Shri C Sudhakar Nambiar  
Shri P Pradyumna Shastry  
Shri K R Puttaswamy  
Treasurer : Shri D C Siddagangaiah  
Asst. Treasurer : Shri S A Rahaman  
Executive Committee Members : Shri Yogish Shetty  
Shri Dilip Mohan Benerjee

During the term we co-opted the following as our representatives :-

Special Invitees : Shri T K Venkatachalam  
Shri Narendra Rai. M. B. (as Convenor of Delhi,  
Chandigarh, Jaipur, Meerut and Lucknow  
regions)  
Executive Committee Members : Shri Chandrashekar. K  
Shri K R Prabhakar  
Shri B Ananda Nayak

In the Third Conference, it was resolved to shift the Central Office of the Association to Bengaluru.



## **ACTIVITIES AND DEVELOPMENTS DURING THE PERIOD UNDER REPORT**

### **OUR CENTRAL OFFICE HAS STARTED FUNCTIONING FROM BENGALURU :**

As decided in our 3rd Conference, our central office started functioning from Bengaluru, since July, 2013. Initially, we shared an accommodation at J.C. Road, on 3rd floor of Shell house. This was shared between our association, AIBRF Karnataka state committee, Canara Bank Retirees' Association and All India Progressive forum. The address of the office was as follows:

VIJAYA BANK RETIREES' ASSOCIATION (Regd)  
Central Office, Shell House,  
3rd Floor, Roof Top, No. 89, Above the Office of KPBEF,  
J. C. Road, Bengaluru - 560 002.

However, during August 2014, Canara Bank Retirees' Association shifted to a place better suited to them. AIPF requested that they would not continue in the premises due to financial constraints. Hence, we shifted our office to a more spacious premises in a ground floor of the building at Malleshwaram Circle. This premises is shared among our Association, the Karnataka State committee of AIBRF and K. Vishwanath Naik and the amount of rent of Rs. 12,000/- is shared at the rate of Rs. 6,000/-, Rs. 3,000/- and Rs. 3,000/- by VBRA, AIBRF, Karnataka State and K. Viswanath Naik respectively. We have also paid an advance as follows : Rs. 4 lakhs by VBRA, Rs. 50,000/- by State Committee of AIBRF and Rs 50,000/ by Vishwanath Naik.

### **Membership :**

During the period under report, our priority was mobilisation of more members to the Association. Contacts were made with retirees through telephonic calls, SMS, Circulars, individual letters and personal contacts. A massive exercise of sending individual letters to those retirees who are not yet enrolled as members was undertaken. This hectic exercise was undertaken 3 times. Queries of the retirees particularly relating to arrears of VRS weightage, Annual Medical Aid, Medical Insurance, arrears of salary, arrears of leave encashment, arrears of PF and Gratuity, Issue of Identity Cards to retirees etc. etc. were attended over telephone, e-mail and SMS with a personal touch, empathy and concern.

Our Secretary, Mr. Mallikarjuna S. Madinur has undertaken extensive tour and has visited many of the retirees at their residence and has enrolled them as our members. This is an appreciable work done by him.

As a result of all these factors, we are very glad to report to you that our membership has more than doubled in the last 3 years. But this is not enough. There is a lot more to be done.

## **Funds :**

After the third conference, when the Central Office was shifted to Bengaluru, Fixed Deposit to the extent of Rs. 15.00 lakhs and balance in 3 Savings Bank accounts to the extent of Rs. 93,773/- were transferred from registered Office Kochi to Central Office in Bengaluru. At that time, there was an outstanding LTD of Rs. 1.00 lakh. As at 31.1.2016 i.e. at the end of the last month we have total funds amounting to Rs. 41,82,991/- (Term Deposits +Advances paid+Balance in S.B. A/cs).

## **ARREARS OF 5 YEARS WEIGHTAGE TO VRS OPTTEES**

Most of our members are aware that in the first week of January 2001, around 200 VRS retirees met at Bengaluru to discuss about the ways and means to secure the benefit of weightage of service that was robbed from them by the management.

The meeting decided to call up on all affected retirees to file Writ Petitions collectively at Karnataka High Court.

2. Some among those who took initiative to call the meeting met the leaders of a particular Association in the Bank, with a request to render all possible assistance to fight the case. For their utter surprise, the association leaders told them that there is no chance of winning a case in this connection.
3. Obviously the Association that was in existence did not file Writ Petition as its parent organisation took a particular stand.
4. Around 220 retirees, organised by Sri. B. Sadashiva Shetty and Sri. B. Ramakrishna Gowda, filed Writ Petitions at Karnataka High Court challenging the illegal action of the Bank.
5. Three retirees from Mumbai, Ms. Neela Arun Mohile, Ms. Vaishali. V. Vaze and Sri. Anil Sanjeeva Hegde filed Writ Petitions at Bombay High Court for the same cause.
6. After a prolonged legal battle, in respect of 5 Banks, the Supreme Court gave judgement in favour of retirees.
7. The Honourable Supreme Court of India in the case of Bank of India & another V/s K. Mohandas & others has held that the employees who had completed 20 years of service and were pension optees and offered Voluntary retirement under VRS 2000 are entitled to addition of 5 years of notional service for the purposes of pension as provided in Regulation 29 (5) of the Pension Regulations 1995. The Court also held that the employees shall not be entitled to interest on unpaid pension. Those Banks, IBA and Finance Ministry filed Review Petition at Supreme Court requesting to reconsider the verdict.
8. When the said Review Petition was pending at the Supreme Court, Bombay High Court allowed the Writ Petition filed by 3 retirees.

9. The Bank filed a SLP at Supreme Court against the judgement of Bombay High Court.
10. In the meanwhile as the existing Association of officer retirees was not taking up any issue of the retirees including the issue of denial of weightage, some retirees from Kerala formed an organisation, i.e. Vijaya Bank Retirees' Association-our Association- and started enrolling membership, with all limitations of resources.
11. The review petition in respect of 5 Banks got dismissed.
12. On dismissal of the review petitions the IBA wrote to all member Banks to take note of the Supreme Court judgement and to extend weightage of service to VRS optees as per the special VRS Scheme.
13. Except Vijaya Bank, Allahabad Bank and subsidiary banks of SBI, all other banks extended the benefit of 5 years weightage to VRS optees, as per the regulations.
14. As soon as VBRA could mobilise some membership and resources, it took up the issue of the denial of weightage for VRS optees and filed an intervening Petition at the Supreme Court in respect of the SLP filed by the Bank.
15. VBRA made a detailed representation to the Bank citing Supreme Court judgement and letter of IBA and requested the Bank to extend benefit to all eligible VRS optees.
16. As the Bank refused to give even a reply to the representation, leave alone implementing the advice of IBA, we filed a Writ Petition at Kerala High Court.
17. The Kerala High Court directed the Bank to pass an order on the representation of our Association with in a month.
18. The then CMD passed Proceedings containing many false hoods .
19. Aggrieved with the Proceedings of the CMD, our Association filed one more Writ Petition at Kerala High Court.
20. Our Association continued to represent to the Bank management for justice.
21. The Single Bench of Karnataka High Court allowed the Writ Petitions of the petitioners and directed the Bank to implement the judgement to the Petitioners within 8 weeks, failing which interest at 10% had to be paid to the petitioners from the date of judgement.
22. At that point of time, our Association requested the CMD to withdraw the SLP and to implement the order of the Karnataka High Court to all eligible VRS optees and not to restrict the same to the Petitioners.
23. The Bank, instead of doing justice even at that point of time, filed an Appeal before the Division Bench of Karnataka High Court.

24. The Bank lost the case there also.
25. Determined to fight the retirees, the Bank filed a SLP at Supreme Court.
26. Sensing another defeat at Kerala High Court the Bank moved the Supreme Court to transfer the Writ Petition filed by our Association at High Court of Kerala to Supreme Court.
27. The Supreme Court rejected the plea of the Bank stating that there is no merit in the Bank's petition.
28. Our Association and the parent body AIBRF took up the issue at various levels at the Government as well as with many public personalities.
29. Our Association made a detailed representation to CMD, EDs and all Directors of the Bank and to all the unions in the bank.

**The turn of events from September 2013 to December 2013.**

1. On 25.09. 2013 the Hon'ble High Court of Kerala delivered a detailed judgement in our favour and directed the Bank to extend the benefit to the members of the Vijaya Bank Retirees' Association when the Supreme Court finally decides the issue.

This is very significant as the Bank would have extended the benefit only to the Petitioners when the Supreme Court dismisses SLP of the Bank. Our apprehension was real as in respect of the second option for resignees the Bank implemented the Court order only to 22 petitioners though the Court struck down the clause No 7 in H O Circular 10191 disqualifying the resigned employees from opting for pension when the second option was implemented. The Bank would have made the remaining VRS optees to fight another legal battle to get justice though we are an intervening party at Supreme Court.

2. Immediately we wrote to the Bank requesting to extend the benefit of weightage in service to all eligible retirees though the relief given by the Court was only to our members.
3. As per the decision of our Association, our representatives at Kochi, Sri Embran, our Organisation Secretary and Sri Abdul Aziz, our Joint Secretary and also our Advocate, with the assistance of Justice Rajan, approached Justice V R Krishna Iyer, an eminent public personality. He wrote a very strongly worded letter to Sri Chidambaram, Hon'ble Finance Minister calling the action of the Bank a clear case of Bureaucratic atrocity against the old aged pensioners. He also added that it is a glaring case of abuse of legal process and justice being denied on hyper technicality and an act of human right violation. He called upon the Hon'ble Finance Minister to prevail up on the Bank to fall in line with other Public Sector Banks by allowing the benefit of weightage to retirees of our bank.

*Copy of Letter by Justice V. R. Krishna Iyer*

***V. R. Krishna Iyer***

*(Former Judge, Supreme Court of India)*

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“SATGAMAYA”

M.G. ROAD, ERNAKULAM

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12/10/2013

My dear Chidambaram,

I take the liberty to bring to your kind notice an inhuman and illegal act of public authority under your esteemed Ministry that has terribly affected and led to the pathetic living conditions of a small section of pensioners in the Banking sector.

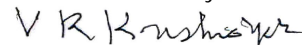
I understand that the Vijaya Bank, a public sector undertaking under the Govt. of India has been waging a long drawn legal battle against a section of its poor pensioners in various High courts despite the former losing one after another in the back ground of the legal position settled by a common judgment of the Hon'ble Supreme Court in Mohandas's case (2009) 5 SCC 313. Dismissing the Writ Appeal filed by the Bank on 8th March 2012, the Karnataka High Court bench headed by the Chief Justice went to the extent of saying: "We mention this for the reason that it appears to us that the extremely scarce time of the court as well as the Bank's resources have been avoidably and unnecessarily expended on an exercise in futility." (para 10).

It is now again been noticed that on 25th September, 2013 the High Court of Kerala allowed a Writ Petition filed by the Vijaya Bank Retirees Association in the same matter, although it was resisted on the main ground that an SLP filed by the Bank against the Bombay High Court judgment is pending before the Supreme Court. However, it is to be noted that the court quashed the order of the Bank's Chairman declining the Petitioner's representation for the increasing pension as per the decision in Mohandas's case.

In the above back ground I am forwarding herewith a copy of the Letter of Representation dated 3rd October 2013 submitted to the Chairman and Managing Director, Vijaya Bank by the Vijaya Bank Retirees Association, which is self explanatory.

As can be seen from the above representation, this is a clear case of bureaucratic atrocity against old aged pensioners, unnecessarily dragging the matter to Supreme Court despite clear judgments from the same and by various High Courts in particular against the Vijaya Bank. It may be brought to your attention that all this is despite the Indian Banks Association's (IBA) instruction to all Public Sector Banks to implement the directions given by Supreme Court in Mohandas's Case (*supra*). This being a fit case of abuse of legal process and justice being delayed on hyper technicality, I solicit the Hon' Minister to pursue the matter with the concerned authority. I earnestly hope that the Minister will prevail up on the Bank's management to fall in line with all the public sector banks in allowing the pension benefits to avert the act of human rights violation.

Yours sincerely,



**V. R. KRISHNA IYER**

Encl : as above

To

Shri. P. Chidambaram

Hon'ble Minister for Finance

Government of India

Central Secretariat, New Delhi.

4. We wrote to all Directors of the bank, explaining the situation and requesting their support to our cause. We also proposed organisational action in pursuance of our demand.
5. In the Board meeting certain Directors asked the Bank as to what prevented it from allowing the weightage of service to the eligible VRS optees.

Matters started moving fast. The Board in its meeting on 28.12.2013 passed a resolution (Agenda item No. A-203/13) according permission for grant of additional 5 years of service under regulation 29 of aforesaid pension Regulation, 1995 to VRS optees for the purpose of calculation of pension. The relevant part of the Board Resolution pertaining to the present issue is reproduced :

"Perused the memorandum submitted by the Personnel Dept (IRD) and resolved that approval be and is hereby accorded for grant of additional 5 years of service under Regulation 29 of Vijaya Bank Employees' (Pension) Regulations, 1995 to VRS 2000 optees for the purpose of calculation of pension"

While according approval, the Board directed as under:

1. The pay for the purpose of determination of pension shall be as per Bipartite Settlement & joint Note dated 14/12/1999( i.e. it should be pre revised pay)
2. Bank to continue its case for a court decision of definition and interest payment.

On 7th Jan, 2014, the Supreme court, in the above circumstances, made the following order, when our counsels were present in the court:

"A perusal of the aforesaid paragraph shows that the grievance of the employees has been redressed. Therefore, the matter need not be heard on merits.

The appeal is disposed of as having been rendered infructuous."

In the above circumstances, the VRS optees received their weightage after a long wait of more than 13 years.

Around 2125 VRS optees out of about 2505 relieved under VRS 2000 got arrears, amounting in all, including arrears of commutation, a sum of Rs. 34 crores.

We can proudly say that it is because of the efforts made by our Association that the issue could reach this level. Still there is lot to be done, which we are sincerely doing.

#### **COMMUTATION ANAMOLIES :**

While paying the arrears of commutation, consequent to refixation of basic pay, the bank has recovered the commutation amount from the date of original commutation itself, along with

interest on amount not paid by the bank. It is an act of recovering EMI and interest years before the advance is made. Further the Bank had not paid any interest on arrears of commutation, illegally held by them.

It may be noted that interest on delayed payment is one thing, and violation of rule in respect of proportionate recovery of commuted amount is another. The former issue is pending in the Supreme Court and the latter is one more creation by the bank. Our representation to the management to refund the deductions made in basic pension in respect of commutation before releasing the commutation amount, as it is against rules of payment of commutation and to commence proportionate recovery only after payment of commutation and to commence proportionate recovery only after payment of the commutation has fallen on deaf ears.

### **INTEREST ON DELAYED PAYMENT OF VRS WEIGHTAGE**

Another issue is relating to SVRS 2000 optees is the payment of interest on delayed payment of weightage for additional 5 years of service. This is still pending before the Supreme Court of India.

### **PENSION TO RESIGNEES**

In terms of 9th Bipartite Settlement between Indian Banks' Association and Workmen Union & Joint Note with Officers' Unions dated 27th April 2010, another option has been extended to eligible officers/Workmen including retirees, who are/were the members of the Contributory Provident Fund (CPF) to join the Pension Scheme of the Banks.

Consequent upon signing of the said Bipartite Settlement/ Joint Note, Indian Banks' Association (IBA) in its Circular No. IR/G2/665/90/2010-11/99 dated 10.08.2010 advised the member Banks to extend another option to join the Pension Scheme to those employees serving, retired, opted for Voluntary retirement under special scheme and to the families of the deceased employees who were PF optees.

Accordingly, Vijaya Bank issued Circular No. 10191 dated 07.09.2010 for granting another option for joining the Pension Scheme to the Contributory Provident Fund (CPF) optees. As per the said circular following categories of Employees were eligible to exercise option to join the Pension Scheme.

1. Employees (Officers and Award Staff) who were in the service of the Vijaya Bank prior to 2nd day of September 1995 and continue to be in the service of the Vijaya Bank as on 27th day of April 2010;
2. Retired Employees, who were in the service of the Vijaya Bank prior to 2nd day of September 1995 and retired after that date but prior to 27th day of April 2010;

3. Family of the deceased employees who were in the service of the Vijaya Bank prior to 2nd day of September 1995 and retired after that date and died before 27th day of April 2010;
4. The family of those employees who were in the service of the Vijaya Bank prior to 2nd day of September 1995 but died while in the service of the Vijaya Bank after that date but before 27th day of April 2010;
5. The families of the employees who retired on or after 27.04.2010 and expired subsequently and (ii) the families of the employees who expired on or after 27.04.2010 while in service; and
6. Ex-employees, who ceased to be in service on account of Special Voluntary Retirement Scheme i.e. Vijaya Bank (Employees') Voluntary Retirement Scheme after rendering service for a minimum period of 15 years.
  - ❑ Clause 7 of Circular No. 10191 dated 07.09.2010 specifically provided that
 

"This option to join the Pension Scheme shall not be extended to those employees (Officers & Award Staff) who ceased to be in the service of the Vijaya Bank in any manner other than the categories mentioned herein above".
  - ❑ In view of the above the requests submitted by various resigned employees seeking another option to join the Pension Scheme was rejected quoting Clause 7 of the Circular as mentioned above.
 

\* Our request to extend the option to them was not conceded by the bank.
  - ❑ Challenging the rejection of their request to exercise option to join the Pension Scheme and Clause No. 7 of Vijaya Bank's Circular No. 10191 dated 07.09.2010, C Narasimhappa & 21 others filed Writ Petitions bearing WP Nos. 24158-24160 & WP Nos. 24162-24180/2011 before the Hon'ble High Court of Karnataka.
 

\* Our Association provided guidance to these resignees. We expected all resignees to join the writ. But only 22 resignees joined.
  - ❑ Said Writ Petitions were defended relying upon the judgements of Hon'ble Supreme Court in UCO Bank Vs. Sanwal Mal and M R Kulkarni Vs. Bank of Maharashtra (2004 - II LLJ 1007) wherein Supreme Court has considered the legality of excluding resignees from the Pension Scheme introduced by the Banks in the year 1995, in terms of the settlement dated 29/10/1993 between the IBA and All India Bank Employees' Association. It was specifically held by Hon'ble Supreme Court in the said Judgments that exclusion of an employee, who has resigned from the service from the said scheme is not arbitrary and is not violative of Article 14 of the Constitution.



- However Hon'ble High Court of Karnataka by a common judgment dated 18.04.2012 allowed the Writ Petitions and quashed Clause 7 of HO Circular No. 10191 dated 07.09.2010 mainly relying upon another judgement of Hon'ble Supreme Court in Sheel Kumar Jain Vs. The New India Assurance Co (AIR 2011 SC 2990) wherein Supreme Court has held that ".....In these two decisions, the Courts were not called upon to decide whether the termination of services of the employee was by way of resignation or voluntary retirement. In this case, on the other hand, we are called upon to decide the issue whether the termination of the services of the Appellant in 1991 amounted to resignation or voluntary retirement....". Supreme Court has further held that ".....the Appellant had completed 20 years qualifying service and had given notice of not less than 90 days in writing to the appointing authority of his intention to leave service and the appointing authority had accepted notice of the Appellant and relieved him from service. Hence, Clause 30 of the Pension Scheme, 1995 applied to the Appellant even though in his letter dated 16.09.1991 to the General Manager of Respondent No. 1-Company he had used the word 'resign'.
- Challenging the said judgement of the learned Single Judge, Vijaya Bank filed Writ Appeal No. 2956-2977 of 2012 before the Division Bench of Hon'ble High Court of Karnataka. Copy of the Writ Appeal filed by the Vijaya Bank was also forwarded to IBA vide our letter No. PER/IRD/NCS/1676/2012 dated 06.06.2012. The said Writ Appeal was dismissed by the Division Bench of High Court of Karnataka vide its judgement dated 30.07.2012.
- Subsequently on 03.10.2012 Hon'ble Supreme Court in M R Prabhakaran Vs. Canara Bank & Ors has held that in the judgement of Sheel Kumar Jain Vs. The New India Assurance Co, Supreme Court has considered an Insurance Scheme and not a Pension Scheme, which is applicable to Banking sector. Hence as far as Banking sector is concerned the judgements of Hon'ble Supreme Court in UCO Bank Vs. Sanwal Mal & M R Kulkarni Vs. Bank of Maharashtra will be applicable.
- Hence Vijaya Bank filed Special Leave Petition SLP Civil No.s 35402-35423/2012 before the Hon'ble Supreme Court quoting the said judgement in M R Prabhakaran Vs. Canara Bank & Ors. Copy of the said Special Leave Petitions was forwarded to IBA vide our letter No. PER/IRD/NCS/3075/2012 dated 25.09.2012. The SLPs came up for admission in the Supreme Court before the bench consisting of Hon'ble Justice Sri. Swathantra Kumar and Justice Sri. Mukhopadhyay. Senior Advocate Sri. S S Ramdas of M/s Sundaraswamy & Ramdas appeared for the Vijaya Bank in the said matter. On 07.12.2012, the matter was heard for admission. It was pointed out by vijaya bank's Advocate to the Court that the matter is directly covered by the judgement of the Supreme

Court in UCO Bank Vs. Sanwormal - 2004 (4) SCC 412 and subsequently by the latest judgement in the case of M R Prabhakar Vs. Canara Bank reported in 2012 (9) SCC 671. Further it was also submitted to the Court that the judgement of Sheelkumar Jain's case would not apply to the present facts as the Regulation in that case is not the same as that in the Vijaya Bank. After hearing arguments court observed that as all Respondents have exercised option, they are entitled to pension and therefore it is not a matter for interference under Article 136 of the Constitution of India. It was then pointed out that as per the terms of the Bipartite Settlement/ Joint Note dated 27.04.2010 and subsequent circular issued by the Vijaya Bank granting second option, employees who has resigned from service had no legal right to exercise option eventhough they may have completed qualifying service of 20 years. At that point of time bench observed that this issue has not been gone into on merits by the Division Bench of Karnataka High Court and hence it is open to the Vijaya Bank to approach the Division Bench seeking review. However the request made by our Counsel for consideration of that issue also by the Supreme Court itself was rejected by the Bench stating that if the case has to be considered on merits then they would proceed to dismiss the petitions. Hence there was no other option but to seek permission to withdraw with liberty to approach the High Court for review. Accordingly Supreme Court passed an order permitting the Vijaya Bank to withdraw the petitions reserving liberty to approach the High Court for review.

- ❑ Thereafter Vijaya Bank filed a Review Petition bearing No. 68/2013, 331-351/2013 before the High Court of Karnataka on 13.02.2013. Copy of the Review Petition was forwarded to IBA vide our letter No. PER/IRD/RK/767/2013 dated 07.03.2013.
- ❑ On 04.04.2013 C Narasimhappa & others filed a Civil Contempt of Court Case bearing No. CCC (Civil) No. 677 to 679 before the Hon'ble High Court of Karnataka against the Chairman & Managing Director alleging non-compliance of the judgement of the Division bench of Hon'ble High Court of Karnataka dated 30.07.2012. Senior Advocate Sri. S S Ramdas of M/s Sundaraswamy & Ramdas appeared for Chairman & Managing Director in the said matter and filed objections.
- ❑ Review Petition filed by the Vijaya Bank came up for hearing on 28.06.2013 and after hearing the Court admitted the same and issued notice on the respondents.
- ❑ The Contempt of Court case came up for hearing on 12.07.2013. Vijaya bank's Advocate had informed the Court about the progress in the Review Petition where upon the Court was pleased to direct that the aforesaid Contempt Petition be taken up along with the Review petition itself.

- ❑ The Review Petitions came up for hearing before the High Court of Karnataka on 25.10.2013 and after hearing High Court dismissed the Review Petitions.
- ❑ Challenging the said order of Karnataka High Court, Vijaya Bank filed SLP (C) No. 20811-20832/2013 before the Hon'ble Supreme Court on 20.11.2013.
- ❑ In view of the dismissal of the Review Petitions filed by the Vijaya Bank before the High Court, the Contempt Petition filed against Chairman & Managing Director came up for hearing before High Court on 22.11.2013. Vijaya Bank filed memo before the Court informing that the Vijaya Bank had filed a SLP before the Supreme Court on 20.11.2013 and requested the court to adjourn the matter. Court was pleased to adjourn the matter to 06.12.2013. However the Court directed that Chairman & Managing Director to be present in court on 06.12.2013.
- ❑ Special Leave Petition came up for admission before the Supreme Court on 02.12.2013 before the bench consisting of Hon'ble Justice Sri. Mukhopadhyay and Justice Sri. Gopala Gowda. Considering the seriousness of the issues involved, having far reaching consequences at the industry level, Vijaya Bank engaged Senior Advocate Sri. Dushyant Dave along with Senior Advocate Sri. S S Ramdas to appear for the Vijaya Bank in the said matter. However after hearing, the Court has adjourned the matter to 06.12.2013.
- ❑ The Contempt of Court case was also posted to 06.12.2013 at 2.30 PM before the High Court of Karnataka.
- ❑ On 06.12.2013, at about 1.00' O clock, Supreme Court dismissed the SLP filed by the Vijaya Bank "leaving the question of law open".
- ❑ In view of the dismissal of SLP and as advised by the Senior Counsel, Chairman and Managing Director appeared before the Division Bench of Karnataka High Court on 06.12.2013 at 3.00 PM. High Court recorded the presence of the Chairman & Managing Director and also noted the dismissal of SLPs filed by the Vijaya Bank before the Supreme Court. In view of the dismissal of the SLPs, Vijaya Bank's Senior Counsel advised that there was no option left to the Vijaya Bank than to implement the Court order, failing which Court will proceed further in the matter. Accordingly a memo was filed seeking time to implement the court order. Considering the said memo, the High Court has granted 6 weeks time to implement the judgement of High Court. The Contempt Proceedings against the Chairman & Managing Director was closed with liberty to the Petitioners to re-open the matter, in case of any non-compliance.

- ❑ Vijaya Banks' Advocate M/s Sundaraswamy & Ramdas vide their letter dated 07.12.2013 had opined that it is necessary for the Vijaya Bank to immediately start the process for implementation of the order of the Single Judge and pay pension to C. Narasimhappa and 21 others, who are involved in the case. They have also opined that since the Supreme Court of India has not dismissed the Special Leave Petition on merits and since the question of law has been left open, the decision in C. Narasimhappa & others will not be binding / applicable to other cases / claims and it is open to the Vijaya Bank to reply upon UCO Bank Vs. Sanwormal and also Prabhakar Vs. Canara Bank to contend that resignees are not entitled for pension.
- ❑ In the subject case, the Hon'ble High Court allowed the writ petition and quashed the clause 7 of H.O. Circular No. 10191 dated 07.09.2010. As a consequence, the petitioners (C Narasimhappa & 21 others) shall be eligible to exercise second option for pension and thereby deemed to have voluntarily retired from the service of the Vijaya Bank as on the date of resignation.
- ❑ In view of question of law kept open by the Hon'ble Supreme Court and as per the legal opinion, the bank has taken a position that the judgement of Hon'ble High Court of Karnataka shall be applicable in the case of C Narasimhappa & 21 others only. We are not in agreement with this proposition.

Hence the board of directors, in their meeting held on 28/12/2013 have decided to implement the order of the Karnataka High court by extending option to Sri. Narasimhappa and 21 others to join the pension scheme, as per joint note/settlement dated 27/4/2010.

- ❖ Accordingly, the order was implemented only in respect of the petitioners.
- ❖ Here again, these resignees are not given additional interest on their deposits, full leave encashment and such other benefits. Our Association is following up the matter.
- ❖ Our President Sri Gopinathan Nair has guided and advised the petitioners in the matter.
- ❖ In another case filed by Mr. Manjunath, the High Court of Karnataka rejected the contempt petition filed by the petitioner. (WP No. 34625/2010 decided on 11-07-2012 and contempt petition No. CCC 392 of 2014 decided on 10-3-2014)
- ❖ Un deterred by this, we have taken initiative to file another batch of writ petitions, under the guidance of Karnataka State committee of AIBRF. The writ petitions are pending.

## **HISTORICAL DHARNA BEFORE THE HEAD OFFICE OF THE BANK ON 13TH DEC, 2014**

On 13/12/2014, an unprecedented action took place before the head office of the bank at Bengaluru. On that Day, in pursuance of our long pending issues like Grievance redressal meetings, Medical facilities to VRS optees, welfare measures for retirees, no discrimination to VRS retirees etc, a large number of retirees assembled before H O of the bank to hold a Dharna programme. We were very much agitated at the indifferent and non-responsive attitude of the bank. 13th December was a red letter day for our organisation, thanks to the determination of our members. The Dharna on the pavement of M G Road in front of Head Office building was massive, mammoth and memorable. The event was a culmination of collective conviction. The discipline and determination displayed by hundreds of members-retired General Managers to retired Substaff - defeated the dubious design of the management to disturb the dharna.

Efforts were made by the management to thwart our programme. Vested interests made futile attempt to sabotage the agitation. The retirees treated the misleading propaganda by them as insult to their intelligence. Management threatened to initiate legal and Police action against the retirees who are Senior Citizens. Nothing shook the confidence of retirees.

It was a show of solidarity, it was a display of determination to realise the legitimate aspiration of the retirees and above all it was a message to the power that be that Vijaya Bank Retirees are not afraid of fighting for their cause when all other methods fail. Retirees converged before the Head office of the Bank, defying their age, health and difficulties involved. Persons who could not walk also joined with the help of their wards and walking sticks.

Members from nearby centres like Hassan, Mysore, Tumkur etc. also joined the Programme. Women in large numbers participated. Representatives of other affiliates of AIBRF in Karnataka attended and supported the Dharna.

The event gave a new direction to the retirees movement under the banner of VBRA. The retirees assembled there declared in one voice that this is the beginning of the struggle - a struggle long drawn and challenging.

The Bank did not allow the retirees to enter the Bank's compound to sit in a peaceful Dharna. All Security personnel were deployed at the gate. We decided to stage Dharna on the pavement of the busy M G Road in front of the Head Office. Police were called to disburse the retirees from the pavement. But the Police, understanding our legitimate grievance and peaceful programme, did not disturb us. They were impressed about the manner in which our members observed the programme. The full throated slogan shouting and massive participation attracted the attention of thousands of people who passed through the road. The management pushed us to conduct the program in full vicinity of the general public giving unprecedented publicity to the Dharna.

One Kannada Television channel Telecasted our program in the "Breaking News". Dharna that commenced before 9.30 AM ended at around 11.30 AM. The grit, determination and resolve of retirees were unparalleled.

13th of December, 2014 belonged to our members. We salute our members who participated in the Dharna unmindful of their age and ill health. The self respect of retirees who built up our great institution was wounded by the contemptuous attitude of the management.

### **THE EVENTS THAT PRECEDED THE DHARNA :**

Our Association has been making efforts and attempts for quite some time to resolve our legitimate and reasonable issues. Representations were made to CMD, ED and the GM-Personnel. All our efforts failed. Except empty assurances that they would look into the matter there was absolutely no forward movement. Many a times they asked, "Why only your association is making these demands". When all our efforts to have a peaceful resolution failed, we had no other option but to think of organizational actions. We have given the management enough notice about our further course of action. When the Association put the management on notice of our resolve to commence the agitation by Dharna they tried to prevent it, but without any concrete steps on our issues. Veiled threats were made. Nothing did deter our resolve. We were called for a discussion with the Management on 12th December. They tried to dictate as to who should come for discussion with them . We rejected such divisive attempts by them. Ultimately, though it was too late, three of our office bearers - President, General Secretary and the Treasurer - met the General Manager (Personnel). Except usual evasive, illogical expressions and sermons nothing concrete was forthcoming. We told the GM that we cannot withdraw the agitation without any positive response.

The GM informed that the management would not permit the retirees to enter the compound on 13th.

The management threw a challenge at us and we boldly accepted it.

### **POST DHARNA DEVELOPMENTS**

The management which showed its true colours during the dharna went to the extent of filing police complaint against our general secretary alleging criminal charges. But the Asst Commissioner of police , who was on the spot knew the situation . the management launched a campaign of canards and falsehood against our Association and representatives. They used their agents and chelas for spreading false propaganda attempting to undermine our organisation. They physically prevented distribution of our circulars in the head office. We were undeterred. We started sending circulars to everyone in head office by their individual e-mails. Their false campaigns did not work out as our members knew about our activities and purpose. It is a matter of satisfaction to note that after taking charge of the administration by Mr. Kishore Kumar .K. Sansi, as Managing Director and CEO, the hostile approach towards us changed and things started improving.

## **HOLIDAY HOME FACILITIES TO RETIREES**

During Nov, 2014, the bank, vide circular No: 15122 dated 2/6/2015 has introduced the facility of Holiday Home to retirees of the bank at Goa, Darjeeling, Shimla, Tirupathi and Jaipur. The facility is available for a maximum of three days. This has been one of our long pending demands. Though the facility is introduced as a beginning, it requires a lot more improvement.

## **ENCASHMENT OF LEAVE TO COMPULSORILY RETIRED EMPLOYEES**

In terms of guidance issued by IBA vide letter no: Hr&IR/76/H7/E9/755 dated 11/5/2015, encashment of Leave has been permitted to employees to whom punishment of "compulsory punishment" has been imposed. This is made effective from 30/4/2015. We have represented to extend the facility to all compulsorily retired employees.

## **V-CASH LOAN AGAINST PENSION**

In terms of HO Circular No: 15041 dated 5/3/2015, following improvements/changes are made in the scheme:

Quantum of V-Cash loan increased from existing Rs. 1 lakh to Rs. 2 lakhs. Quantum will be 18 times average net pension actually credited during last six months subject to maximum of Rs. 2 lakhs. 40% residual net home pension is to be maintained after EMI of the proposed loan.

Spouse guarantee is made mandatory. Wherever spouse is the guarantor, no further guarantee required.

Exit age for Pensioners raised to 72 years.

## **REPRESENTATION TO SENIOR CITIZENS/PENSIONERS IN THE BRANCH LEVEL CUSTOMER SERVICE COMMITTEE**

As per the recommendations of Consumer Education and Protection Dept, RBI, the bank has suggested all branches of the bank to ensure representation of senior citizens in the branch level customer service committee. Our members are requested to note the same for appropriate actions. Ref. HO Circular No: 15127 dated 8/6/2015

## **JEEVAN PRAMAAN**

The Govt of India has introduced Jeevan Pramaan, the biometric enabled digital service for pensioners to obtain digital life certificates. The details are contained in HO Cir No: 15127 dated 8/6/2015. We have requested extension of this facility to our retiree colleagues.

In case guarantee of spouse is not available, dependent's guarantee is to be taken mandatorily.

### **FAREWELL FUNCTION TO VRS**

In terms of HO Circular No: 14126 dated 2/6/2014, offices of the bank were permitted to incur an expenditure up to Rs. 60/ per member working in the branch, for arranging refreshments on the occasion of retirement of staff on superannuation. This facility has since been extended while relieving those opted for voluntary retirement or on resignation, of employees who have rendered 20 years of service. Details are available in H O Circular No: 16024 dated 28/1/2016.

### **ENHANCEMENT IN ANNUAL MEDICAL AID**

The Annual Medical Aid towards health check-up charges has since been increased from the existing Rs. 2,500/- to Rs. 3,500/- from January, 2016, in terms of circular No: 16021 dated 18/01/2016. This facility is extended to only those retired on attaining super annuation. Our request to extend it to all former employees and family pensioners is still pending.

### **ANNUAL MEDICAL AID ON REACHING 70TH AND 80TH YEAR:**

Members are reminded to note that in terms of HO Circular No. 78/2009 dated 22/4/2009, those who have retired on superannuation and are reaching the age of 70th and 80th year i.e. only on 70th year and 80th year, are eligible to claim additional medical aid as follows:

Sub-staff: Rs. 2000

Clerical : Rs. 2,500

Officers in Scale I, II, and III: Rs. 3000

Officers in Scale IV, V and VI: Rs. 4000

Officers in Scale VII : Rs. 5000.

### **COMMERCIAL APPOINTMENT AFTER RETIREMENT:**

In terms of HO circular No. 13314 dated 19/11/2013, the requirement to seek permission from the bank to take up commercial employment has been reduced from 2 years to 1 year from the date of retirement . This is wef 9/9/2013.

### **ENCASHMENT OF P.L. AT THE TIME OF RETIREMENT- 150% HRA:**

It was represented to us that in a few cases, HRA at 150% was not paid to those retirees, who were living in their own houses while in service at the time of their retirement. The issue was taken up by us vide our letter dated 4/8/2015. The bank has subsequently clarified vide Circular Letter No: 15259, dated 22/9/2015 since available on our website, that the HRA component, which is part of salary/pay slip, irrespective of the fact whether it is 150% or otherwise has to be paid. This is applicable only to officer employees, who were officially permitted to live in their own house, during their service. Many eligible retirees were benefitted by this clarification.



## **GROUP MEDICAL INSURANCE FOR RETIRED EMPLOYEES**

After our historical Dharna before head office on 13/12/2014, during the month of May, 2015, the Bank came out with a Group Medical Insurance Scheme, vide Circular No: 15125 dated 4/5/2015. As it had many short comings, we requested several improvements in the scheme. Before it could be launched, a common scheme was introduced at Industry level as a result of joint note/ BPS dated 25/5/2015, between UFBU and IBA.

This scheme provided for Group Medical Insurance upto Rs. 4 lakhs for officer retiree and Rs 3 lakh for Work on retiree at a total premium, including tax, of Rs. 7494/- and Rs. 5621/- respectively.

The Scheme provided only one time entry, insurance for existing ailments, domiciliary treatment, critical illness, etc.

We gave several suggestions for improvement in the scheme. As a result, the scheme was offered to all ex-employees with at least 15 years of service and to family pensioners . At our request and with the support of workman director of the bank, Sri. Y. Muralikrishna, effectively followed up by VBWO, the agreed to bear the full premium payable by Part Time Retirees. We assisted our retiree colleagues with all clarifications and explanations. At our office at Bengaluru, we uploaded hundreds of applications of our retired colleagues. The bank, for the first time adopted a supportive attitude towards the retirees by advising branches to assist the retirees in submitting their applications. The bank also made arrangements for uploading applications at the head office of the bank, as a service to retirees.

The last date was extended upto 31/1/2016, and at our request this was communicated to all branches. We tried to reach retirees through sms, e.mail, social media, tele-calls and personal contacts. As of now, nearly 6000 retirees have joined the scheme.

Among those who have not joined, majority are ex-servicemen, and a few are otherwise insured.

But, after offering domiciliary treatment, critical illness, etc the Insurance company has since backed out telling that domiciliary treatment is not allowed. As already explained elsewhere in the report, this issue is being dealt by AIBRF and UFBU at IBA level. Depending upon the developments we have to respond.

As far as critical illness is concerned, it is now clarified as follows:

A separate provision is incorporated in the 10th BPS/Joint NOTE dated 25/5/2015 , for payment of a sum of Rs 1,00,000/-, as an interim assistance, with or without hospitalisation, in the event the employee is struck by critical illness like Cancer, Paralytic attack, Heart attack etc. It is now clarified that this lumpsum payment will not be available for retired persons. Retired persons are eligible for insurance cover in case of all hospitalisation including critical illness, to the extent of Rs. 3 lakhs or Rs. 4 lakhs, as the case may be.

Last date to apply for Medical Insurance :

The last date for applying for Medical Insurance has since been extended upto 31-03-2016.

## **WORKSHOP ON MEDICAL INSURANCE CLAIM PROCEDURE**

I am glad to inform you all that we have just conducted a workshop on Claim procedure for Medical Insurance, today morning, for all our members present here. I am sure that all the participants are benefitted by this programme.

### **Members' Get - Together :**

With the view to facilitate personal interaction amongst our members and to help them to strengthen their social network we planned to conduct members get-together in Bengaluru. Even though we made attempts on two occasions to hold a get-together it did not materialise due to reasons beyond our control.

### **Pension Corpus as on 31.3.2014**

We are furnishing here below the pension corpus relating to public sector banks as on 31-3-2014.

Opening Balance as on 01.04.2013	Rs. 1,01,919.56 crores
Add : Annual contribution in the year	Rs. 6,412.02 crores
Add : Annual interest/ yield	Rs. 7,619.47 crores @ 8.34%
Total Accumulation	<u>Rs. 1,15,951.05 crores</u>
Less : Payment of Annual pension, commutation, Family Pension etc	<u>Rs. 6574.91 crores</u>
Closing Balance as on 31-03-2014	<u>Rs. 1,09,376.14 crores</u>

#### *Observations :*

The increase in the fund during the year is Rs. 7,456.58 crore or an increase of 7.316%. Yield is very poor. Even PPF gives a Tax free yield of 8.9%. An increase of even 0.5% will result in additional yield of more than Rs. 500 crores.

Death of every pensioner results in Savings to Pension fund as family pension is far far less than regular pension.

There is a strong case for updation and improvement of our pension.

### **A case for reconsideration.**

Elsewhere in this report, we have reported to you that in terms of HO circular No. 16201 dated 18.1.2016, the Annual Medical Aid to those retired on superannuation is increased from the existing Rs. 2,500/- to Rs. 3,500/- per year. We have also reported to you that in terms of HO circular No. 78/2009, superannuation retirees on reaching the age of 70th and 80th year, are eligible to claim certain additional medical aid.

It is to be noted that these communications are not available to these retirees for various reasons. The Bank's contention that it is available on the Bank's Website is not a solution as quite a few of senior retired persons either are not computer literates or they have no access to computers. Therefore, we have requested the management to make provisions for accumulation of the annual medical aid and pay it to the retirees as and when they request for the same.

Similarly, restricting this amount only to those retired on superannuation is not proper. We have requested the management to extend this facility to all former employees such as retirees, SVRS 2000 optees, VRS optees, resignees, compulsorily retired employees, dismissed employees, and to family pensioners. It is a fit case for proper consideration by the management.

### **Discrimination against SVRS 2000 and resignees**

The management is discriminating the SVRS optees, VRS optees, resignees, compulsory retired employees, etc., in the matter of benefits, concessions, etc. We have pointed out to the management that this is not correct and that all former employees should be treated similar by extending to them the benefits and concessions.

### **Correspondence by retirees**

Situations arise wherein retirees enter into correspondence with the management on various issues. These issues include arrears of salary during their service, entitlement of increased salary, provident fund, gratuity and pension, medical insurance related issues, attending to inspection comments, visit to police stations, courts as witness etc., etc. It is a matter of concern to note that whenever retirees write letters to various authorities of the Bank, there is neither reply nor a solution to the issue. This is against the policy of Government of India and is a serious matter. We have taken up the matter with the management to promptly deal with such matters with proper reply and response.

### **Service charges on non-credit matters**

The Bank has issued a circular bearing No. 15269 dated 13.11.2015, revising the service charges on non credit matters effective from 15.11.2015. This circular also deals with the service charges as applicable to retired staff members of our Bank and Association, funds, etc., formed by the staff members. The instructions of the Bank are as follows:-

1. Drafts, NEFT, and RTGS may be issued free of commission. In all such cases actual postal registration charges when the drafts issued are to be sent outstation on behalf of the applicant are to be recovered.

2. Cheques, drafts, FDRs tendered for collection may be collected free of collection charges provided such instruments are payable to tenderer and subject to the Bank having branches in the centres the instruments tendered are drawn. If the Bank has no branch at the centre on which the instrument is drawn, then the actual charges paid to the collecting bank are to be recovered. In all the above cases, the actual out of pocket and postal expenses are to be recovered.
3. Service charges need not be recovered in respect of the following:-
  - (a) Standing instructions
  - (b) Recording of STOP payment of cheques
  - (c) Issue of cheque books
  - (d) Non maintenance of minimum balance in current account and savings bank account
  - (e) Non compliance with the rules regarding the maximum withdrawals in SB accounts
  - (f) Issue of duplicate term deposit receipts
  - (g) Pass book and statement of accounts
  - (h) Issue of duplicate demand drafts
  - (i) Cancellation of demand drafts

### **Ledger folio charge**

No incidental charges be levied on current account maintained in the name of retired employee or jointly with close relatives.

Processing charges/evaluation fee for loans and advances granted to retired staff members in their individual capacity need not be collected.

Negotiation of cheques, drafts, instruments, upto face value of Rs. 15,000/- at par without levying collection charges regardless of the Bank on which the cheque is drawn for credit to the account . If the Bank is not having branches in centres concerned on which the instrument is drawn, then the actual charges levied, if any, by the remitting bank should be recovered. In all the above cases, the actual out of pocket expenses shall be recovered.

### **Safe Deposit Locker**

Concession of 50% in the rental rates on one small locker at anyone branch is extended to the ex-staff members irrespective of their cadre.

### **Payment of compassionate allowance (pension)**

In terms of regulation 31 of Vijaya Bank Employees' Pension Regulations 1995, an employee who is dismissed or removed or terminated from service, shall forfeit his pension, provided

that the authority higher than the authority competent to dismiss or remove or terminate him from service may , if

- (i) Such dismissal, removal or termination, is on or after the first day of November 1993 and
- (ii) the case is deserving of special consideration, sanction
- (a) compassionate allowance not exceeding 2/3rd of the pension which would have been admissible to him on the basis of the qualifying service rendered upto the date of his dismissal, removal or termination

2. The compassionate allowance sanctioned under the proviso 2 sub regulation (1) shall not be less than the amount of minimum pension payable under regulation 36 of these regulations.

The Bank has no declared policy in this connection. A declared policy with rules properly laid down and circulated is an imperative.

### **Flood Relief Loan to affected retirees in Tamilnadu**

The Board of Directors of the Bank have approved Flood Relief Loan to affected pensioners and family pensioners to the extent of three months pension subject to a maximum of Rs.1.00 lakh repayable by 60 EMI. Rate of interest is at the Base Rate. A net carry home of 25% after the deduction of EMI is stipulated. The head office has issued details vide circular No. 16035 dated 10.2.2016. The issue was constantly followed up by us.

### **OUR REGIONAL COMMITTEES**

Till recently, we had regional committees in Bengaluru, Calicut, Hassan, Mangalore, Mysore, Trivandrum, and Vijayawada. By and large, these regional committees have been active. Our Vijayawada regional committee has been on the forefront of membership within the region, having almost 100% membership. Like wise, in Tumkur district, we have been able to achieve 100% membership. We congratulate Sri. Pradyumna Shastry and his team of Vijayawada and Sri. Mahalingappa and his team of Tumkur. These are exemplary models worthy of emulating. I request all other regions to put their best efforts in this direction.

On 22/1/2016, we have formed our Regional committee in Coimbatore, in a well attended meeting organised with full support of Com. Seetharaman. Similarly, on 23/1/2016, our members in Chennai had arranged a well attended conference of that region. Com. P.C. Valsaraj and his team have done a good job in conducting this meeting.

In spite of our expectation to form regional committees in other regions, we could not meet it with our performance. This is a lapse on our part, which needs to be made up as early as possible.

## **OUR INVOLVEMENT IN THE ACTIVITIES OF AIBRF**

We have been very actively involved in various activities by and of AIBRF.

In the Dharna conducted at Jantar Manthar on 7/3/2014, a large number of our members participated with enthusiasm and carried a rich experience of the programme.

In demonstrations and Dharna conducted in Bengaluru before town hall on 5/10/2015, our members participated in very large numbers, outnumbering participants from other banks. Similarly our participation in Demonstration near Vijaya College, Bengaluru on 31/5/2015, was commendable.

In other centres like Mumbai, Hyderabad, Vijayawada, Chennai, Trivandrum, Trichur, Mangalore and Calicut, our members have actively participated in conferences and programs of AIBRF.

In Hassan, our Joint Secretary, Sri. K.R. Puttaswamy is the District Secretary of AIBRF, and in Tumkur, our Regional President, Sri. N.G. Mahalingappa is the District Secretary of AIBRF. These comrades are very active and have earned goodwill and support of their district members by sheer hard work and dedication.

Our President Com. Gopinathan Nair has been a Vice President of AIBRF till the recent conference and he has been one of the senior most office bearer of AIBRF. He has been in the movement for the last 50 years, which itself is a history.

Our General Secretary is the General Secretary of AIBRF, Karnataka State Committee, which is acclaimed as one of the largest and best run state unit of AIBRF. He is also a Vice President of AIBRF, elected in the 4th Conference of AIBRF.

During the period under report, Mr. Sudhakar Shetty, Mr. R. Damodharan, Mr. S. G. Embran, Mr. T. K. Venkatachalam, Mr. M. S. Madinur and Mr. D. C. Siddalingaiah have represented our unit in AIBRF as Executive Committee Members.

## **TASKS AHEAD**

As already told at the beginning of this report, on this tenth year of our successful activities, we have a mixed feeling. On the one hand we have done very well in membership mobilisation. We are recognised and respected by the comity of retirees. We have done sufficiently well in meeting the aspirations of our members. We have streamlined our functioning. We have improved tremendously in our communications to reach our members. Financially, we have improved our position. At the same time, a lot remains to be done in the area of membership mobilisation. Issues at bank level have to be tackled and settled. The interest of the members as well as that of the bank has to be protected.

Aspirations and expectations of our members are to be kept paramount. Some of them are

1. 100% D.A to pre-2002 retirees
2. Improvement in family pension
3. Periodical updation of pension

4. Improvement in ex-gratia payment to pre 1986 retirees and their spouse.
5. Separate welfare fund for retirees
6. Periodical, structured meeting for redressal of our grievances and issues
7. Payment of interest to delayed payment of weightage for VRS 2000 optees
8. Setting right anomalies in payment of commutation amount
9. Stop discrimination to VRS optees and resignees
10. Representation of retirees in pension trust

We shall look back with pride the path we have traversed all along and look at the future of the retirees with hope, aspiration and determination. Nothing has been achieved without struggle and sacrifice. The present day benefits, securities and privileges are borne out of the struggle and untold sacrifices of our elders. We keep ourselves ready to plunge into action and to sacrifice. History reminds us that nothing has been given to us by the Management or the Government at a stroke, but achieved through long and sustained struggle over a period of time. Though the days ahead will be hard and difficult, we are confident that we shall overcome all hurdles and come out successful, realising the slogan of AIBRF "WE SHALL ACHIEVE"

#### **A special thanks to our members.**

We are very proud of our members. They are a special class themselves. Whenever the association has given call for any organisational action or any other type of support to the association and our activities, they were with us. When we conducted a historical Dharana before the Head Office of Vijay Bank on 13.12.2014, they were there creating history. They braved the anti retiree actions of the Bank management. When we held the Dharana before the Town Hall on 5.10.2015, they came with umbrellas inspite of heavy rains and again created a history. Similar was the response to our Dharana near Vijaya College.

Words fail me to convey our gratitude to the support of our members in financial matters. You know very well that we subsist and carry on our activities with a nominal one time membership fee. Our communications have not only improved and have become very effective because of multiple channels like telephone, SMS, group e-mail, individual email, website and hard copies. Though we contain and control the expenditure, all these activities require substantial funds. When we decided to conduct this General Body for 2 days in a grand scale, we did not want to spend the life subscription amount. Hence, we requested our members through SMS to contribute liberally towards the conference expenses. Friends, we are overwhelmed by the spontaneous and voluntary response by our members and well wishers. Their confidence, love and gratitude towards association poured in the form of voluntary contributions, starting from very senior former executives to the lowest cadre of former employees; all of them came out to respond to the call of the association. I am very glad to inform you that as at 12-02-2016, we have received voluntary contributions of Rs. 4,92,158/- contributed by 1,236 members and well wishers.

You are really great. Our thanks to all of you, from the bottom of our heart.

## **ACKNOWLEDGEMENT**

I offer my special thanks to our Chairman, Sri. B. Manohar Shetty, who at this advanced age has guided and has advised us.

My sincere thanks to our President Sri Gopinathan Nair who had made my work easy.

My thanks to sri. D.C. Siddagangaiah, our treasurer for his meticulous job in discharge of his duties.

My heartload of thanks to all our office bearers, committee members, special invitees, regional committees and all members who stood with me at all times, with their unstinted support, co-operation and help, which made my work easier and simpler.

I am specially thankful to Com. S.D. Srinivasan , General Secretary, VBWO and Com. Y. Muralikrishna for all their support extended to us in representing our issues with the authorities of the bank in various forums.

I am thankful to Sri. S.C. Jain, General Secretary, AIBRF for his guidance extended to me from time to time and to Sri. S.N Deshpande, President, AIBRF for his timely advise given to me in discharge of my duties.

My grateful thanks to our Karnataka State committee of AIBRF for all their support extended to us.

I will be failing in my duties if I do not mention the support and assistance always extended to us and to all retirees by our pension section of the Personnel Dept.

Once again my sincere thanks to all our members and well wishers who are the back bone of this great Association, for their active involvement and for spontaneous response to us in all our calls.

With this I place this report for your perusal, dispassionate discussion, suggestions for improvement and for final approval.

To sum up our activities, I borrow from Gramville Austin “the little done, the vast undone”.

Onward we march.

With greetings



**K. VISHWANATH NAIK**  
GENERAL SECRETARY.

***AIBRF ZINDABAD***  
***VBRA ZINDABAD***  
***RETIREES' UNITY ZINDABAD***  
***OUR ONWARD MARCH ZINDABAD***



## **RESULATION ON HOMAGE**

Comrades, before I place my report before the august house, I request our President to set the house to order to pay our homage by observing a minute silence to the departed leaders, important personalities, our own members, and common fellow people who lost their lives in natural calamities and terror activities.

### **COM. A. B. BARDHAN**

Com. A. B. Bardhan was born in 1925 in Sythet [Bangladesh], plunged into action to champion the cause of voiceless & defenceless common men of this great Nation throughout his lifetime. Joined the All India Student Federation at a very young age and became a popular and prominent leader of Communist Party of India and of the Nation. He breathed his last on 02-01-2016. His death is a great loss to the working class, the common masses and to the Nation.

**COM R. J. SRIDHARAN :** founder General Secretary, Canara bank officers union and Chairman of AIBOA, former General Secretary AIBOA, legendary leader of Bank employees and Officers who breathed his last on 15th June 2013 at a private hospital in Chennai.

**Com N SAMPATH :** Veteran Leader of Bank employees and former President of AIBEA breathed his last on 20th November 2014 .

We pay our respectful homage to the following great personalities who worked for the betterment of the common lives and the country.

- 1 Dr A P J Abdul Kalam, Former President of India and noted Rocket Scientist
- 2 Sri Hukam Singh, Former Chief Minister, Haryana
- 3 Justice V R Krishna Iyer, Former Supreme Court Judge
- 4 Janaki Ballabh Patnaik, Former Chief Minister of Odisha
- 5 Barjorji Pardiwala, Former Gujarat Assembly Speaker
- 6 Paty Ripple Kyndiah, Former Union Minister
- 7 Ramsundar Das, Former Bihar Chief Minister
- 8 Hukam Singh, Former Haryana Chief Minister
- 9 Raosaheb Ramrao, Former Home Minister of Maharashtra
- 10 Sadashivrao Dadoba Mandlik, Former Lok Sabha Member
- 11 G Karthikeyan, Kerala Assembly Speaker
- 12 Manorama Dobriyal Sharma, Rajya Sabha MP from Uttarakhand
- 13 Govind Pansare, Veteran CPI Leader
- 14 Subhash Ghising, President of Gorkha National Liberation Front
- 15 Murli Deora, Former Union Minister

- 16 A R Antulay, Former Union Minister
- 17 Lt General Hanut Singh, 1971 War Hero
- 18 Hrushikesh Moolgavkar, Former Air Chief Marshal of IAF
- 19 Ghelubhai Naik, Veteran Freedom Fighter
- 20 Perin Romesh Chandra, Freedom Fighter
- 21 Kamamma Sarha Prasad, Freedom Fighter
- 22 Narayanbhai Desai, Veteran Gandhian
- 23 Malcolm Fraser, Former Australian Prime Minister
- 24 Surya Bahadur Thapa, Former Nepalese Prime Minister
- 25 Stanislav Gross, Former Czech Republic Prime Minister
- 26 Lee Kuan Yew, the founding father of Singapore
- 27 Abdullah Bin Abdulaziz, Saudi Arabia King
- 28 Eduard Shevardanaze, Soviet Union's last Foreign Minister and the President of Georgia
- 29 Ankit Keshri, Former Bengal U-19 Cricket Captain
- 30 Richie Benaud, Former Australia Cricket Captain
- 31 Jaswant Singh Rajput, Hockey Olympian
- 32 Malli Mastan Babu, India's ace mountaineer
- 33 M V Kamath, Veteran Journalist and Author of "Banking Odyssey", our Bank's History
- 34 U R Ananthamurthy, Kannar Writer and Jnanpith Award Winner
- 35 S Balasubramanian, Chairman, Vikatan Group of Publications
- 36 B G Verghese, Veteran Journalist
- 37 R K Laxman, Renowned Cartoonist - Creator of Common Man
- 38 K Baskaran, Veteran Sports Journalist
- 39 Kailash Vajpeyi, Renowned Hindi Poet
- 40 Gunter Grass, Nobel laureate German Novelist
- 41 Dr. Kalim Ahmed Ajiz, Legendary Urdu Poet
- 42 Kesava Reddy, Telugu Novelist
- 43 Rajam Krishnan, Tamil Writer
- 44 Diptosh Majumdar, Veteran Journalist
- 45 Rajinder Puri, Veteran Cartoonist
- 46 Daggubati Ramanaidu, Producer
- 47 K Balachander, Famous Cine Director
- 48 Aloysius Vincent, Veteran Cinematographer
- 49 Atmaram Govind Bhende, Veteran Marati Theatre Artist
- 50 RC Sakthi, Veteran Tamil Director
- 51 Madhu Kaithapram, Malayalam Film Director
- 52 Hara Patnaik, Legendary Odia Actor
- 53 Mrinalini Mukherjee, Acclaimed Indian Sculptor and Artist

- 54 Shahir Krishnarao Sable, Marathi Folk legend
- 55 Richard Attenborough, British Actor - Director of the movie "Gandhi"
- 56 Rajni Kothari, Political Scientist and Former Planning Commission member
- 57 V R Gowariker, Former ISRO Chairman
- 58 A P Venkateswaran, Former Foreign Secretary
- 59 U Shrinivas, Mandolin Maestro
- 60 Bipin Chandra, Renowned Historian
- 61 Prof M S S Pandian, Social Scientist
- 62 Meera Kosambi, Noted Sociologist
- 63 Sunita Tomar, The face of India's anti-tobacco campaign
- 64 B K S Iyengar, World Renowned Yoga Exponent
- 65 Pollachi N Mahalingam, Philanthropist
- 66 Aruna Ramachandra Shanbaug, Staff Nurse, King Edward Memorial Hospital, Mumbai
- 67 People who lost their lives in Floods in Jammu and Kashmir, Andhra and Tamilnadu
- 68 People who lost their lives in Nepal Earth Quake
- 69 Sri M S Viswanathan, Famous Play back Singer
- 70 Justice Y K Sabharwal, Former Chief Justice of India
- 71 Sister Nirmala Joshi, Former Head of Missionaries of Charity, Kolkata
- 72 Smt Shiela Kaul, Former MP and Former Governor of Himachal Pradesh
- 73 Sri Charles Correa, Renowned Architect
- 74 Sri Nek Chand, Creator of Rock Garden, Chandigarh
- 75 Sri J B Patnaik, Former Odisha Chief Minister
- 76 Sri Jayakanthan, Eminent Tamil Writer, Jnanpith Award Winner
- 77 Sri E M Hanifa, Noted Singer
- 78 Sri Malli Masthan Babu, India's Ace Mountaineer
- 79 Sri Ramsundar Dar, Former Bihar Chief Minister
- 80 Sri A Vincent, Cinematographer.

We pay our respectful homage to the ten Army men who were buried in snow after an Avalanche hit their post in Siechen on Wednesday, the 10th February 2016.

We pay our respectful homage to noted Malayalam Poet and Lyricist O. N. V. Kurup who passed away on 13th February 2016 at the age of 84. He was a professor of repute, a Jnanapeet award winner, a recipient of Padmashree and Padmavibhushan and winner of many National Film Awards and 13 State Film Awards. He was known for his left leanings and was the face of the Malayalam Cultural World through his numerous work of Literature.

Let us pledge to emulate the noble qualities of these great people and strive to carry on the ideals and the good work they have done.

We also lost the following former colleagues of us who had created their own place during their lifetime in their service to our institution.

**LIST OF RETIREES EXPIRED FROM 1/1/2013 TO 31/12/2015**

STAFF CODE	NAME	DESIGNATION AT RETIREMENT	DATE OF DEATH
14491	SATISH SUSHAMAY P	B.M.	01/01/2013
7609	SUBHAS S PATIL	CLERK	08/01/2013
8623	PANDURANGA KOTIAN L	CLERK	11/01/2013
18005	RAMACHANDRA	ARMED GUARD	14/01/2013
9634	PRAKASH RAO V V N S	CLERK	23/01/2013
7731	SUKUMAR HEGDE B	CLERK	28/01/2013
8914	RAMANATH S KAMATH	MGR(COMPU.AUD)	30/01/2013
9671	THAMMAIAH K K	MANAGER	30/01/2013
908	CHANDRASHEKAR RAI	CLERK	01/02/2013
15957	CHATURDAS MANGALDAS SUKHANANDI	CLERK	08/02/2013
18559	SELVARAJ S	PEON	08/02/2013
8593	KRISHNAPPA	CLERK	19/02/2013
4544	RAMESHWAR SOLANKI	PEON	20/02/2013
11461	SURESH M	A.M.	24/02/2013
9176	GANESH HEGDE T	B.M.	28/02/2013
19943	NARAYANASWAMY R	P.T.S.	01/03/2013
14770	RANJIT KUMAR PAUL	CLERK	15/03/2013
7688	THYAMPU SHETTY K	A.M.	18/03/2013
2086	DAYANANDA SHETTY K	B.M.	21/03/2013
4954	SHEKAR SHETTY K	CLERK	24/03/2013
3154	KAJAL KUMAR GHOSH	MANAGER	31/03/2013
13890	FAKIRCHAND L IRAKAL	A.M.	06/04/2013
18455	GABBUR T B	PEON	06/04/2013
10534	DUNDAPPA PATIL I	CLERK	08/04/2013
4207	DHANANJAYA	PEON	14/04/2013
1049	SUBBARAYA P C	CLERK	19/04/2013
17854	LAKSHMI G	MANAGER	19/04/2013
17705	VASANT KUMAR G PATEL	PEON	20/04/2013
4398	HASAN ISMAIL FALANI	PEON/WATCHMAN	22/04/2013
12444	MANJULA B G	STENO(ENG)	26/04/2013
5685	LAXMAN K	A.M.	02/05/2013

613	KRISHNAN K K	B.M.	06/05/2013
67	THEAGARAJAN N S	C M	07/05/2013
2240	RAMA SHETTY K	PEON	13/05/2013
1643	LALITHCHANDRA M	B.M.	14/05/2013
21545	ARMUGAM S	PEON	14/05/2013
19746	RAMALINGAPPA	PEON	16/05/2013
4842	FAZALUDDIN AHMED	A.M.	22/05/2013
10524	SOMIAIAH K B	CLERK	25/05/2013
8485	PRABHAKAR	CLERK	27/05/2013
5977	JAYAPUSHPA M C	CLERK	29/05/2013
20395	DALBIR SINGH	PEON	04/06/2013
15443	SHANTHI BALAKRISHNAN	CLERK	12/06/2013
4581	SURESH SHETTY K	CLERK	13/06/2013
9190	CHANDRA MOHAN R	CLERK	15/06/2013
2679	VENKAPPA POOJARY K	A.M.	27/06/2013
5164	JAYARAM SHETTY A K	A.G.M.	10/07/2013
3144	RAM SWARUP	PEON	12/07/2013
22551	SHWETA MASKERI	A.M.	12/07/2013
2388	BHASKAR SHETTY P	MANAGER	19/07/2013
9940	BORE GOWDA B	CLERK	20/07/2013
894	SRIDHAR KOTIAN M	B.M.	22/07/2013
10206	DEVOJI RAO B S	CLERK	24/07/2013
11441	KARTHIKEYAN N AYYAN	CLERK	25/07/2013
2246	VENKAPPA SHETTY B	CLERK	27/07/2013
11913	SUDHIR KUMAR MISHRA	CLERK	29/07/2013
19423	VASANTHA K	PEON	02/08/2013
18674	JACOB P C	PEON	03/08/2013
99999	BALAKRISHNA SHETTY B	C & M D	03/08/2013
4473	RAJ KUMAR CHOPRA	SP.ASST	04/08/2013
9464	MAHALAKSHMI A HARAPANAHALLI	STENO(ENG)	06/08/2013
3843	SHARATHKUMAR SHETTY	A.M.	12/08/2013
10445	SARALA V SHENAVA	A.M.	12/08/2013
26	VITTAL SHETTY A	S.M.	17/08/2013
18702	MOHANAN PARAYIL	PEON	17/08/2013
12669	SHRISHILAPPA G K	PEON	19/08/2013

5675	SEETHARAM SHETTY A	CLERK	20/08/2013
19939	RAGHU R	CLERK	23/08/2013
7679	JITENDER RAO	S.M.	27/08/2013
19014	HARISH KUMAR S	PEON	05/09/2013
892	BALAKRISHNAN P	MANAGER	12/09/2013
6809	VADIRAJ KOLLALI	A.M(DBA)	15/09/2013
16678	RAWOOL MADHU HARI	ARMED GUARD	16/09/2013
8601	RAMACHANDRA RAI B	CLERK	30/09/2013
10620	KRISHNAPPA H	CLERK	30/09/2013
5364	RAMESH NIMKAR G	A.G.M.	05/10/2013
5479	SHIVAKUMARASWAMY PM	A.M.	09/10/2013
12656	NARASINGARAO B	PEON	09/10/2013
19027	MOHAN KUMAR K	PEON	19/10/2013
8766	AGNIHOTRI H ACHARYA	SP.ASST	28/10/2013
8281	HONNAPPA GOWDA K	CLERK	04/11/2013
771	RAMACHANDRA MULE D	A.M.	13/11/2013
6466	BALBHADRA RAI	CLERK	13/11/2013
19377	GANGANNA L	PEON	23/11/2013
6667	NAGARAJA	S.M.	24/11/2013
2756	RAMANNA SHETTY U	CLERK	25/11/2013
16994	SASTRY P V R S S	MGR(IT)	26/11/2013
16786	RAMESH R M	PEON	30/11/2013
4497	SRINIVASA T	PEON	14/12/2013
17926	SRIKANTA H.N.	CLERK	19/12/2013
9740	SANTOSH KUMAR SHETTY	CLERK	22/12/2013
8676	SANTOKH SINGH	CLERK	26/12/2013
7833	SWAPAN KUMAR BASAK	SP.ASST	29/12/2013
6996	JAYAPAL HEGDE K	A.M.	30/12/2013
7399	LOKESWARAPPA K G	CLERK	07/01/2014
10508	SREENIVAS GOWDA B M	A.M.	08/01/2014
3881	PRATHAP RAI N	CLERK	15/01/2014
17157	SHIVAKUMAR G T	PEON	15/01/2014
3473	PHOOL SINGH UDAWAT	WATCHMAN	16/01/2014
7066	RASHESH KUMAR BUCH N	CLERK	21/01/2014
13155	LAXMAN BABU KHANDARI	P.T.S.	27/01/2014
6157	CHANDRAPPA B	CLERK	30/01/2014

1099	RADHAKRISHNAN NAIR C	PEON	31/01/2014
22445	UMASANKAR DAS	ARMED GUARD	01/02/2014
5380	RAJAPPAN P S T	A.M.	03/02/2014
8228	DWIJENDRA PRASAD K	A.M.	08/02/2014
17342	ANANDA POOJARY	P.T.S.	13/02/2014
391	BALAKRISHNAN N	S.M.	16/02/2014
8546	VANITHAKSHI SHETTY	A.M.	18/02/2014
6464	NANDLAL HELA	PEON	20/02/2014
19534	RAJU B	P.T.S.	20/02/2014
10907	RANADHIR BANERJEE	CLERK	22/02/2014
10913	BHOLA PRASAD KURMI	MANAGER	27/02/2014
19772	JAGADISH SINGH CHAUHAN	CLERK	02/03/2014
1270	MOHAN RAO S R	CLERK	05/03/2014
6282	ROBERT D'SOUZA	PEON	05/03/2014
9279	SHANKAR L MODGEKAR	CLERK	11/03/2014
3405	ATMA SINGH	SP.ASST	20/03/2014
8294	GANGADHAR BANGERA S	A.M.	22/03/2014
9258	MOHAN KUMAR U P	MGR(AGRL.)	23/03/2014
4213	GANDHI N	PEON	25/03/2014
10286	DAL BAHADUR SUNWAR	ARMED GUARD	25/03/2014
7790	DEVANNA RAI B M	CLERK	27/03/2014
5946	DIVAKAR SHETTY	C M	28/03/2014
10287	KARIYAPPA K	PEON	30/03/2014
8459	HAREESHA SHETTY	CLERK	04/04/2014
15587	MUNAIAH Y	CLERK	04/04/2014
8619	ASHOK KUMAR SHETTY B	CLERK	08/04/2014
12907	LAKSHMANA SWAMY M	MANAGER	08/04/2014
6720	VYASAMUNI D	CLERK	09/04/2014
15303	SUNIRMAL C SUTRADHAR	S.M.	11/04/2014
229	PRABHAKARAN K K	S.M.	15/04/2014
18290	SUSHIL KUMAR	CLERK	16/04/2014
7129	BHABATOSH ROY	PEON	17/04/2014
12446	ASHOK KUMAR	CLERK	27/04/2014
11717	HEMANTKUMAR SHAH	CLERK	30/04/2014
4313	VENKATARAMARAJU CH	CLERK	08/05/2014
1599	BHUJANGA SHETTY K	S.M.	13/05/2014

2569	RATHNAKARA RAO K	PEON	16/05/2014
5088	NARAHARI SHARMA	A.M.	17/05/2014
6663	DAYANANDA ACHARYA B	CLERK	25/05/2014
5925	SUJATHA B N	CLERK	31/05/2014
389	VELAYUDHAN NAIR K	SP.ASST	01/06/2014
6134	LAXMINARAYANA M N	CLERK	05/06/2014
123	JACOB V C	A.G.M.	06/06/2014
3029	BHOOPATHI K L	S.B.M.	10/06/2014
17792	SHEKAR SHETTY B	CLERK	10/06/2014
17534	RAMANNA NAIK U	CLERK	11/06/2014
6236	RAMANATH MAHATO	PEON/WATCHMAN	12/06/2014
9232	NIRANJAN HEGDE K	A.M.	25/06/2014
17743	RAMESH CHANDRA	PEON	30/06/2014
6611	SHANKAR SHETTY A	CLERK	05/07/2014
6649	ANNAMALAI A A P	A.M.	05/07/2014
2998	MADAYYA SHETTY K	MANAGER	15/07/2014
4090	JAYAPRAKASH RAI N	A.M.	15/07/2014
19013	SURENDRANATH SHETTY V	PEON	26/07/2014
3939	SUDHAKAR HEGDE B	A.M.	03/08/2014
3285	GOUR MOHAN DALUI	CLERK	12/08/2014
20007	UMESH H V	PEON	12/08/2014
6854	SHYAMANNA B	A.M.	15/08/2014
13603	BHUPAL SINGH	CLERK	18/08/2014
7578	KRISHNAMURTI NAYAK	A.M.	19/08/2014
14268	LALNUNTLUANGA COLNEY	A.M.	22/08/2014
14214	DATTAJIRAO M GHORPADE	CLERK	25/08/2014
15270	BALAKRISHNA K	CLERK	29/08/2014
151	BHOJARAJA AJIRI K	S.M.	01/09/2014
11255	KAMAL JEET SINGH	CLERK	01/09/2014
6031	PHILOMIN RAJ SHYAM	A.M.	02/09/2014
7737	BHARAMARAJU S G	A.M(PROGR)	04/09/2014
16698	SAHEBRAO BHAURAO	ARMED GUARD	07/09/2014
13529	RAM SUNDER	CLERK	08/09/2014
16516	JEEPLAL THAPA	ARMED GUARD	09/09/2014
16457	KUSUMA KUMARI G	MANAGER	15/09/2014
15827	MANJUNATH B S	CLERK	17/09/2014



6520	DIXIT A D	CLERK	19/09/2014
15467	DEVARAJ M	A.M.	22/09/2014
5119	RATNAKAR SHETTY K	CLERK	23/09/2014
8487	RAGHURAM SHETTY S	CLERK	26/09/2014
6894	FAUSTIN BEHERA	CLERK	03/10/2014
4430	LAXMANA POOJARI H	MANAGER	04/10/2014
16210	RAKESH GIRI	PEON	04/10/2014
3809	JAGANNATH BHAT M	S.B.M.	08/10/2014
13034	MALTI C BHATT	CLERK	17/10/2014
681	SADANANDA SHETTY M	C M	20/10/2014
1140	NANUKUTTAN K	CLERK	20/10/2014
11237	BORAI AH B	PEON	21/10/2014
1459	SATYANARAYANA H K	MANAGER	27/10/2014
2333	RAMA SHETTY S	A.M.	01/11/2014
11846	SOMASHEKARAI AH	CLERK	02/11/2014
17848	ZAIHMINGTHANGA K	CLERK	03/11/2014
5010	MADHWA N NEGLUR	A.M(DBA)	08/11/2014
7051	MUTHUVARALAKSHMI S	STENO(ENG)	11/11/2014
16748	RAMCHANDRA B SATPUTE	PEON	12/11/2014
2792	SUNDER SHETTY D	FAC.MEM.	14/11/2014
16017	SURENDRA NATH SHUKLA	PEON	14/11/2014
6824	UDAY SHETTY A	SP.ASST	18/11/2014
14229	KANAGASABAI P	PEON	18/11/2014
15067	HANUMNTAPPA TALAWAR	PEON	18/11/2014
1279	SIDDOJI RAO	CLERK	19/11/2014
21808	VIVEK	MGR(IT)	19/11/2014
5481	ARUNACHALA SHETTY C	A.M.	26/11/2014
2292	CHIKKAVEERAPPA Y P	C M	29/11/2014
4276	CHANDRASHEKAR P	S.B.M.	05/12/2014
11748	PARSHURAM D GOLATKAR	CLERK	05/12/2014
1713	SHEENA NAIK K	PEON	09/12/2014
6238	HANUMANTH G B PATIL	S.M.	10/12/2014
2761	MAGANLAL J PATEL	S.M.	14/12/2014
1281	ANANDA SHETTY K	PEON	16/12/2014
5795	DINESHAN K U	CLERK	21/12/2014
906	NARAYANA SHETTY K	A.M.	22/12/2014

6726	RAMESH CHAND	CLERK	29/12/2014
11015	JOGINDER KUMAR K	A.M.	02/01/2015
7681	DALIP SINGH MALIK	C M	03/01/2015
15280	CHANDRASHEKAR S R	CLERK	03/01/2015
11046	UPENDRA KAMATH T	A.M.	06/01/2015
14391	JITHENDRA TATINENI	CLERK	09/01/2015
451	ACHAIAH B P	MANAGER	16/01/2015
7127	GHOUSE S A	B.M.	19/01/2015
7222	LINGAIAH S	DRIVER CUM PEON	22/01/2015
7276	RAM PRAKASH N	MANAGER	22/01/2015
8002	RAMANI R V	P.R.O.	26/01/2015
15546	SAIRAJ R	CLERK	02/02/2015
3046	PURUSHOTHAMA M	CLERK	10/02/2015
11495	JUSTIN SOLOMON R	S.M-IN-CHARGE	11/02/2015
3524	GURURAJA RAO U B	A.M(DBA)	25/02/2015
5812	BHARATHI H V	CLERK	04/03/2015
11884	KAMESHWAR PRASAD	S.B.M.	07/03/2015
16777	NAGESH N	CLERK	09/03/2015
10025	RAMAKRISHNAIAH C R	CLERK	10/03/2015
140	RAMADAS SHETTY K	S.M.	11/03/2015
8684	NARASIMHA K	CLERK	11/03/2015
15420	SAYED BANDE NAWAZ	PEON	19/03/2015
9375	ANNAYYA SHETTY M	MGR-IN-CHARGE	20/03/2015
10404	GAUTAM CHANDRA JAIN	PEON	30/03/2015
71	PAUL S C	G.M.(P & S)	06/04/2015
4088	RAMESH BHAT B	MANAGER	07/04/2015
2754	BABU SHETTY M	PEON	08/04/2015
9599	RAGHURAMA RAI M	CLERK	12/04/2015
19373	KUMAR N	PEON	12/04/2015
5192	BHOJA SHETTY P	DRIVER CUM PEON	02/05/2015
533	THANGAMMA K M	MANAGER	08/05/2015
6312	SANJEEVA POOJARY	CLERK	09/05/2015
13997	SURESH N GEORGE	S.B.M.	09/05/2015
1220	KRISHNAPPA A	PEON	11/05/2015
15057	DAMODARAN K	CLERK	13/05/2015
13760	SHAILENDRA K BORAH	CLERK	14/05/2015

15115	NARAN GATAD	PEON	15/05/2015
3038	SUCHETHA K	CLERK	20/05/2015
3070	KARUNAKARA SHETTY M	MANAGER	20/05/2015
11625	VINOD SHETTY B	CLERK	20/05/2015
6680	SHIVAPRASAD C S	A.M.	21/05/2015
12896	GANGA PRASAD U	PEON	24/05/2015
19867	NAGARAJ A S	PEON	06/06/2015
11209	SHIVA GANGADHAR C	CLERK	07/06/2015
7605	RAJEEVA BHANDARY H	CLERK	08/06/2015
5139	VISHWANATHA SHETTY K	A.M.	11/06/2015
600	NAGESH RAO B	B.M.	13/06/2015
1467	SUDHAKAR SUVARNA B	MANAGER	21/06/2015
590	MANJAYYA SHETTY N	S.M.	29/06/2015
15811	JOHN THOMAS	PEON	07/07/2015
15696	PONNAPPAN C	S.M.(AGRL.)	10/07/2015
13539	THIBBAIAH	CLERK	11/07/2015
3569	RAMESH KUMAR	CLERK	12/07/2015
8216	CHANDRAKANT YELAMALI	CLERK	12/07/2015
16625	RAM KUMAR DAS	A.M.	13/07/2015
6983	NARASINGA RAO RAVURI	A.M.	15/07/2015
4262	SUDHAMA SHETTY M	A.M.	17/07/2015
11767	RAMESH CHANDRA A	A.M.	24/07/2015
4182	Dr SHANKER SHETTY K	G.M.(PLANNING)	01/08/2015
17371	VIJAYKUMAR M S	CLERK	05/08/2015
1203	PADMANABHAN C	A.M.	09/08/2015
637	BALAGOPALAKRISHNA K P	MANAGER	10/08/2015
285	NAGESH JOSHI R	S.M.	11/08/2015
7651	SACHIDANANDA SHETTY	CLERK	11/08/2015
173	SHANKAR SHETTY K	S.M.	22/08/2015
13946	RAM KARAN	ARMED GUARD	27/08/2015
5492	KRISHNE GOWDA K	CLERK	29/08/2015
5766	CHITTARANJAN T	SP.ASST	07/09/2015
11541	SATYAM KAPPALA	PEON	07/09/2015
3404	JAGADISH H G	A.M.	10/09/2015
19295	VELU MURUGAN G	CLERK	10/09/2015
6869	RANGE GOWDA H D	CLERK	14/09/2015

7176	PREM PRAKASH GAMBHIR	SP.ASST	16/09/2015
12611	VASANTH NATHURAN G	FT.S	18/09/2015
11436	HARSHIDA J JAIN	CLERK	19/09/2015
3639	VENKATARAM S	B.M.	26/09/2015
4218	KISHORI LAL	MANAGER	27/09/2015
2804	UMARABBA M	S.M.	01/10/2015
433	DINKER SHETTY B	S.M.	11/10/2015
7673	PRATAP SHETTY M	CLERK	13/10/2015
12979	RAMESH CHANDER SINGH	A.M.	14/10/2015
11515	RAJENDRA KUMAR	CLERK	15/10/2015
4614	ASKAR HUSSAIN RAZVI	SP.ASST	20/10/2015
16362	GOPALAKRISHNA T	C M	20/10/2015
7966	GANAPATHI M BHAT	CLERK	23/10/2015
9142	DHARANENDRA KUMAR P	S.M.	03/11/2015
10132	PURUSHOTHAMA SHETTY	MANAGER	06/11/2015
12326	PRAHLAD DAS	MANAGER	07/11/2015
7623	GURUNATH D S	CLERK	11/11/2015
3762	MANJUNATHA K	PEON	14/11/2015
4407	SANKARA MENON E	SP.ASST	20/11/2015
4307	ASHOKKUMAR K	CLERK	27/11/2015
19497	YENJAPPA K	P.T.S.	28/11/2015
2282	SHEKARA A SHETTY	S.M.	08/12/2015
8631	KISHOR KULKARNI	A.M.	09/12/2015
3856	SHEKAR SHETTY V	PEON	18/12/2015
366	O B SAROJINI AMMA	CLERK	26/12/2015
	H SUDHAKAR SHETTY	AGM	13/01/2016
	PRATIMA SHETTY	CLERK	18/01/2016

Each of these death is a great blow to their family and a great loss to all of us. Let us dip our banner in ever loving memory of these great souls.

# **VIJAYA BANK RETIREES' ASSOCIATION (REGD)**

(Affiliated of AIBRF)

Regd Office : Kochi

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

## **4th All India Conference**

**February 19th & 20th, 2016**

**Bangalore.**

### **RESOLUTIONS :**

We place the following resolutions before the Fourth All India Conference of VBRA being held at Bangalore on 19th and 20th February 2016 for discussion and adoption by the delegates.

#### **1. In support of all the Demands and Programmes by AIBRF**

Several important issues concerning retirees of the Banking Industry are not settled. The attitude of Bankers, the IBA and the Government is one of total indifference and neglect. These issues are reasonable, legitimate, genuine and are pending for a very long time. Some of the issues are as follows :-

- (a) 100% DA to all retirees
- (b) Periodical updation of pension
- (c) Improvement in family pension
- (d) Improvement in ex-gratia to pre 1986 retirees and their spouse
- (e) Separate welfare fund for retirees.
- (f) Regular grievance redressal meetings with retirees.
- (g) Discussion of retirees issues with AIBRF.

Bank retirees had very high hopes from the 10th Bipartite settlement and were expecting that their long pending demands as above would be resolved. The expectations were very high in view of the assurances from unions and positive communications issued from time to time by these unions. However, when the 10th Bipartite settlement/Joint note were signed on 25.5.2015 by the UFBU, it was a big disappointment and shock for the retirees. Not only, not a single demand of the retirees were settled, but the IBA went to the extent of claiming that any demand of retirees can be examined only as a welfare measure, as contractual relationship doesn't exist between banks and retirees. This is totally wrong and unacceptable.

AIBRF has rightly adopted the slogan "WE SHALL ACHIEVE" at the 4th Conference held at Tiruchur, on 26th, 27th and 28th November 2015 and has decided to pursue our issues through various organisational actions. The conference of AIBRF has appreciated the organisational programme carried out by the AIBRF and has directed the AIBRF to continue

to organise such action programmes and escalate them to higher level, if warranted, till the issues of retirees are finally resolved.

This 4th Conference of VBRA, while appreciating the programmes of the AIBRF in this connection, endorses and fully supports all the actions decided by AIBRF in pursuance of retirees' issues and calls upon all our members to fully support and involve in such programmes till retirees issues are resolved.

## **2. INTEREST ON DELAYED PAYMENT OF 5 YEARS WEIGHTAGE TO SVRS 2000 OPTees :**

Our members are aware that the management of Vijaya Bank has treacherously attempted to deny and deprive the SVRS 2000 optees, the benefit of 5 years notional service for the purpose of pension as provided in regulation 29 (5) of the Pension Regulation 1995.

After series of legal battles and due to long drawn and persistent efforts by our Association, the legitimate entitlement of these SVRS 2000 optees was paid only in the February 2014. However, the Bank, while paying these legitimate arrears has not paid the interest on this unduly delayed payment. The Bank has decided to pursue its case in this connection for a Court decision and accordingly, the same is pending before the Supreme Court. This conference strongly condemns the action of the management and demands the management to pay interest on this unduly delayed payment from the date it was due till the date of final Payment of the interest thereon.

## **3. RESOLUTION ON GROUP MEDICLAIM POLICY FOR FORMER EMPLOYEES :**

It is noted that nearly 6000 former employees have joined the Group Medi claim policy offered by the Bank to the former employees of the Bank as per industry level scheme. The efforts put by the Association in this direction are noted and appreciated.

However, it is noted that no guidelines have been issued by Government/IBA for extending some uniform financial support out of welfare funds for meeting the premium. It is also noted that the benefits of this policy is not extended to dependent parents and children. We have also observed that in the matter of issue of ID cards and other related matters the former employees are facing lot of difficulties.

This 4th conference of VBRA demands as follows :-

1. The Government/IBA should issue guidelines for uniform financial support by the Banks for meeting the premium on the policy.
2. Enter into an agreement at the industry level for not increasing the insurance premium for former employees for next 5 years.
3. To extend the medical insurance coverage to dependent parents and children.

4. To make arrangements to issue hard copies of insurance ID cards to all the insured persons under the scheme.

#### **4. ANOMALIES IN COMMUTATION :**

This 4th conference of VBRA notes with serious concern that the management of Vijaya Bank, while making payment of arrears of commutation, consequent to 5 years weightage to SVRS 2000 optees, after an unduly long period of about 14 years has committed the following anomalies :-

- (a) The Bank has not paid Interest on delayed payment of commutation from the date of original commutation.
- (b) The Bank has recovered interest on the amount of commutation which was not actually paid. In other words, Bank has collected interest on amount which was not paid to the VRS 2000 optees.
- (c) Bank has recovered monthly instalment towards commuted amount before it was paid .
- (d) After collecting interest for the entire period the commuted amount was paid only in 2014 and fully recovered within next about 20 - 30 months.

All attempts by our Association to get the issues set right has fallen on deaf ears.

These actions of the management are improper, illogical and highly unjustified. This is against the procedure followed by the Central Government. Therefore, this conference hereby calls upon the Management of Vijaya Bank to set right all the above anomalies and irregularities without further delay.

#### **5. On payment of compassionate allowance to compulsory retired, removed or dismissed employees :**

This 4th conference of VBRA notes that in terms of regulation 31 of Vijaya Bank Employees' Pension Regulations 1995, an employee who is dismissed, removed or terminated from service, shall forfeit his pension, provide that the authority higher than the authority competent to dismiss or remove or terminate him from services may, sanction compassionate allowances in deserving cases.

It is observed that the Bank has not formulated either any rules or issued any guidelines in this regard and that many former employees who were compulsorily retired/removed/ dismissed are denied and deprived of the compassionate allowance, as provided under the Pension Regulations. Thus they are driven to financial difficulty and destitution.

This 4th conference of VBRA hereby demands of the Management of Vijaya Bank to extend compassionate allowance to all such former employees and help them eke out a living.

## **6. ANNUAL MEDICAL AID**

This 4th conference of VBRA notes that the Bank has a scheme for reimbursement of annual medical check up expenses to the extent of Rs. 3,500/- per year, in terms of HO Circular 16201 dated 18.1.2016.

We also note that in terms of HO Circular No. 78/2009 dated 24.2.2009 those who have reached the age of 70th and 80th year (i.e. only on 70th year and 80th year) are eligible to claim additional medical aid as follows :-

Sub staff Rs. 2,000/-, Clerical Rs. 2,500/-, Officers Scale I, II and III Rs. 3,000/- Officers in scale IV, V, VI Rs. 4,000/- and officers scale VII Rs. 5,000/- .

This conference notes with serious concern that this facility is restricted only to those retired on superannuation. Further, it is insisted that the amount should be claimed during that particular calendar year only. As a result, because of lack of information, many retirees who are otherwise eligible are denied of the reimbursement. Retirees under SVRS 2000, VRS, resigned persons and other former employees who have ceased to be in the services of the Bank are not extended with this facility.

This conference is of the firm view that the Bank's action in not extending the facility to SVRS 2000, VRS, resigned persons and others who have ceased to be in the services of the Bank is highly discriminatory and totally illogical. This type of discrimination in extending a facility as a welfare measure is not acceptable.

Therefore, this 4th conference hereby demands of the management as follows:-

- (1) To extend the annual medical reimbursement facility to all former employees comprising of superannuated retirees, SVRS 2000, VRS, resigned persons, compulsorily retired and removed persons and all other employees who have ceased to be in the service of the Bank.
- (2) To extend the facility to all family pensioners.
- (3) To substantially increase the amount of reimbursement.
- (4) To pay an increased amount every year after reaching 70 years with further enhancement on reaching 80th year.
- (5) To allow accumulation of the annual medical aid upto a maximum of 5 years.

## **7. DISCRIMINATION AGAINST SVRS 2000 OPTTEES, VRS OPTTEES AND RESIGNEES :**

The management is resorting to serious discrimination against SVRS 2000 optees, VRS optees, resignees, compulsory retired employees and other employees who have ceased to



be in the service other than on superannuation in the matter of medical aid reimbursement, additional interest on term deposits, etc. This is wrong and highly discriminatory and is illogical.

This conference hereby calls upon the management to stop these discriminations forthwith and extend benefits, concessions and relaxations to all former employees irrespective of the mode of their cessation from the service.

#### **8. PENSION TO RESIGNEES :**

This conference notes that the management of Vijaya Bank has denied and deprived those employees who have resigned from the services of the Bank, their entitlement of pension. 22 resignees could secure pension to them through writ petitions bearing No. 25148 - 2460 dated 24162 - 24180 of 2011 which the management of the Bank escalated upto Supreme Court through SLP 35042 - 35403 of 2012, which was subsequently withdrawn.

Eventhough as a matter of judicial principle, the benefit of pension should have been extended to other similarly placed resignees, the Bank has not done so and it was extended only to the petitioners. As a result, other resignees of Vijaya Bank are compelled to approach High Court of Karnataka with writ petition praying option to be extended to them for pension. These writ petitions are handled by our Association and the State Committee of AIBRF and the same are pending.

This conference is of the clear view that the action of the management in not extending the pension option to other resignees is illogical and unjustified. It is against the principle of Ratio - Decidendi followed by the judicial system.

Therefore, this 4th conference of VBRA demands of the management of Vijaya Bank to extend the option to join pension scheme to all resignees of the bank as per the principles already laid down in this connection.

#### **9. HOLIDAY HOME FACILITIES :**

This conference notes that the Bank has introduced facility of Holiday Home to retirees of the Bank Goa, Darjeeling, Shimla, Thirupathi and Jaipur.

While, this conference welcomes the introduction of the facility, we request the management of the Bank to extend this facility to all categories of retirees in all the centers where the bank is having such facilities.

#### **10. GRIEVANCE REDRESSAL MEETINGS :**

This 4th conference of VBRA notes that the periodical grievance redressal meetings is not being held in Vijaya Bank.

This is one of the recommendations of the Parliamentary Committee and the same is being implemented in many other public sector banks.

In the absence of such a forum, retirees of the Bank, most of whom are senior citizens are deprived of their opportunity to get their grievances heard and redressed.

Therefore, we hereby demand of the management to immediately commence the process of regular grievance redressal meeting with our representatives.

#### **11. APPROACH AND RESPONSE TOWARDS RETIREES :**

Vijaya Bank has around 8000 former employees. It is these employees who have built up this Bank, brick by brick with meagre salary and difficult service conditions. At the same time, it is these senior employees who have got great respect and commitment to this institutions, which we have built up.

These former employees are patronising the Bank not only through their own deposits, but also deposits of their relatives and friends. They are extending a helping hand to the bank in recovery of advances and various other areas of business development.

But, when it comes to reciprocation from the Bank, it is very disappointing and disheartening. The least courtesy of sending Bank's Calendar is not seen. They are totally forgotten whenever special celebrations or occasions like Founders' Day are celebrated.

In the area of correspondence by these retired employees and bank's response to such correspondence, there is no system of replying the correspondence or proper redressal. This is against the policy of Government of India in the matter of dealing with public grievances. We are not only public, we are senior citizens comprising of 10% of the total population, having built up this bank during our earlier days.

This 4th conference of VBRA, while conveying our total dissatisfaction and indignation on this attitude of the management, hereby calls upon the management of the bank to set right all these negative and indifferent attitude and actions and treat the entire community of former employees with dignity and respect.

#### **12. CONSTITUTION OF SEPARATE WELFARE FUND FOR RETIREES :**

Bank has got a welfare fund for welfare measures in respect of serving employees. There is need for creation of a separate welfare fund for all the former employees. Out of such welfare fund for former employees to be established by the Bank, welfare measures such as extension of medical aid and facilities, payment of premium to group insurance, etc., may be undertaken.

This 4th conference hereby urges upon the management of Vijaya Bank to establish a separate Welfare Fund for former employees of the Bank.

# **VIJAYA BANK RETIREES' ASSOCIATION (REGD)**

Regd Office : Kochi

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

## **Foundation Conference held on 19-02-2006 at Vinayaka Kalyana Mantapam, Kochi**

Office bearers elected at the Foundation Conference held on 19.02.2006

President	-	Sri. V.C. Jacob
Vice President	-	Sri. C. Bhaskaran
General Secretary	-	Sri. S.G Embran
Secretary	-	Sri. A. Basheer
Treasurer	-	Sri. George Varghese

### **Committee Members :**

- |                           |                            |
|---------------------------|----------------------------|
| 1. Sri. K. Koochukrishnan | 5. Sri. Sasidhar Pillai    |
| 2. Sri. K.C. Janardhanan  | 6. Sri. T.K. Venkatachalam |
| 3. Sri. E. Sankara Menon  | 7. Smt. Shanti George      |
| 4. Sri. K. Mohanan        |                            |

### **Slogan adopted by the Foundation Conference**

***"SINCERE EFFORT AND COLLECTIVE ATTEMPT BY ALL RETIREES TOGETHER WILL ALONE REWARD RESULTS. PLEASE ENROLL AS MEMBERS IN VBRA – AN ASSOCIATION OF RETIRED EXECUTIVES, OFFICERS AND WORKMEN UNDER ONE UMBRELLA.***

### **Second conference of VBRA Held at Mangalore on 30th and 31st May 2009.**

The following were elected :

President	:	Shri Gopinathan Nair
Vice President	:	Shri Shanmugam (Dindigal)
General Secretary	:	Shri Goopalakrishna Embran

It was decided to fillup the remaining positions by co-option, later on.  
Mr. George Verghese was co-opted as treasurer later on.

**Third conference of the Association  
Held at Bengaluru  
on 17th March 2013.**

Chairman	:	Shri B. Manohar Shetty
President	:	Shri C. Gopinathan Nair
Vice Presidents	:	Shri K Naveen Kumar Hegde Shri P C Valsraj Shri Sudhakar Shetty Shri R Dhamodharan
General Secretary	:	Shri K Vishwanath Naik
Secretary	:	Shri Mallikarjun Madinur
Joint Secretaries	:	Shri K J. Vijayadev Shri N S Somanath Shri P A Aziz Shri C Sudhakar Nambiar Shri P Pradyumna Shastry Shri K R Puttaswamy
Treasurer	:	Shri D C Siddagangaiah
Asst. Treasurer	:	Shri S A Rahaman
Executive Committee Members	:	Shri Yogish Shetty Shri Dilip Mohan Benerjee
Co-opted during the term :-		
Special Invitees	:	Shri T K Venkatachalam Shri Narendra Rai. M. B. (as Convenor of Delhi, Chandigarh, Jaipur, Meerut and Lucknow regions)
Executive Committee Members	:	Shri Chandrashekar. K Shri K R Prabhakar Shri B Ananda Nayak

**APPLICATION FOR RETIRED EMPLOYEE IDENTITY CARD**

Paste  
one copy of  
recent  
photograph

- a) **Name** :
- b) **Staff Code No.** :
- c) **Date of Birth** :
- d) **Date of retirement** :
- e) **Designation at the time of retirement** :
- f) **Branch/Office last worked** :
- g) **Residential address with  
Phone No. & Mobile no** :
- h) **Blood category** :
- i) **Identification marks** :
- j) **Tick applicable category** : i) **Superannuation**  
ii) **VRS**

**Signatures of the retired employee :**

- 1) 2)

**TO BE SENT TO :**

**THE DEPUTY GENERAL MANAGER,  
GENERAL ADMINISTRATION DEPARTMENT,  
VIJAYA BANK, HEAD OFFICE,  
41/2 M G ROAD, BENGALURU - 560 001**



**VIJAYA BANK RETIREES' ASSOCIATION (REGD)**

(Affiliated of AIBRF)

Regd Office : Kochi

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

**4th ALL INDIAN CONFERENCE, BENGALURU,  
19TH - 20TH FEBRUARY, 2016**

**BIO - DATA OF DELEGATES**

Name (in capital letters) \_\_\_\_\_

Date of Birth and Age \_\_\_\_\_

Date of Retirement \_\_\_\_\_

Residential Address (in capital letters) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Mobile number \_\_\_\_\_

e-mail ID (in capital letters) \_\_\_\_\_

Any suggestions regarding our activities/ conference :

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_











