



VIJAYA BANK RETIREES' ASSOCIATION (Regd)

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Circular No. 3/15 To All Members

Date 14.05.2015

Dear Friends,

We are reproducing herebelow a letter dated 12-5-2015 written by AIBRF to the Convenor, UFBU, for your information.

With greetings,

Yours Truly,



(K. Vishwanath Naik)
General Secretary

Ref: 2015/040

Shri M.V.Murli

**Convenor, United Forum of Bank Unions
Hyderabad**

Date 12.05.2015

Dear Sir

Re: 10th Bipartite Settlement

We have come to know that unions are now in readiness to sign the 10th Bipartite Settlement on 22rd 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 to 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 retirees, 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 the 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 a punishment. *Today' 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 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 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.
8. 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 naked eyes cannot read. Some times we wonder when we can meet senior bureaucrats ,members of parliaments, even ministers at short notice, why UFBU is unable to convince IBA in the matter.
7. 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
3. In view of this situation we make humble appeal to you and to leaders of each constituent of UFBU through you to 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) If any further study / discussion is needed on other issues like improvement in family pension, pension updation, uniform medical facility, it 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 gestures towards their past colleagues and set a very healthy trend for future.
 - (4) AIBRF should be taken in to 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

With the appeal to give passionate though on our above submission.