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# VIJAYA BANK RETIREES' ASSOCIATION (Regd)

( Affiliated to AIBRF)

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## Circular 12/14

Date : 31-12-2014

To : All Members.

Dear friends,

## **FORGIVE THEM, OH LORD, THEY DO NOT KNOW WHAT THEY ARE DOING...**

Vide our circular No: 11/2014, we had informed our members the unprecedented show of solidarity and unity by the retirees of Vijaya Bank, the massive assembly of the retirees before the head Office of the Bank, daring the threats by the management and defying their age and inconvenience. As already informed, the Management of the bank marshalled all their security to close the gates of the Head Office and prevented the huge assembly of retirees from entering the H.O. premises. It was not a surprise to us, because we know the Management-their tricks and tactics. We also know the culture of the bank, where, when asked to bend, quite a few, who are what they are because of various considerations, bend to please their bosses.

We have no comments. But, something unusual happened. When our Dharna was in full swing with hundreds of retirees in front of the gate on the M G Road, the Chairman of the Bank convened a meeting of all the employees of the bank, at the Auditorium, on the top floor of the Head Office. It is reported to us that the Chairman of the Bank, amongst others, spoke on the following lines :

***"The retirees are holding Dharna in front of the bank. The Management has not allowed them to enter the compound of the bank, because they are not employees of the bank. The retirees' action is affecting the reputation of the bank. The retirees are demanding benefits as are available to the serving employees of the bank. If the demands of the retirees' are to be considered, the management has to steal the benefits of the serving employees and give it to retirees....."***

Without much comment, we only wish to clarify that it was the Management of the bank, which forced us to conduct our Dharna on the pavement of busy M G Road. Secondly, we do not want any thing at the cost of the serving employees. We know pretty well that the serving employees of Vijaya Bank are one of the lowest in the matter of perks and benefits and they deserve much more. We have our sympathies with them. At all India level, under the banner of UFBU, we are also fighting for an early and satisfactory wage revision to the serving employees of the banks. If management settles all the demands of the serving employees, we will be very glad. They fully deserve. What we are asking is a fraction of what other banks' retirees are getting. The Government of India has already provided for welfare of the retirees from out of the staff welfare fund, which is the cumulative fund of retired as well as serving employees. Even Chairmen and Executive directors enjoy these benefits from their respective former banks. We donot believe that managements there have stolen from the serving employees to give it to these retirees. For holding grievance redressal meetings with retirees, no body need rob anybody. As far as welfare measures are concerned, they are already available in plenty in other banks.

Another development: The management has reportedly approached the Police with complaints against our office bearers, particularly against our General Secretary. The general Manager-Personnel is reportedly carrying on a false propaganda against our General Secretary, falsely alleging that he has tried to man-handle the Chairman of the bank, showing some photographs.

We would only like to inform all that it was not our programme to manhandle any one, it is not our culture and we do not believe in such acts. All our retiree colleagues and the Asst. Commissioner of police and other police officers have seen what has happened and they all have appreciated the peaceful manner in which such a huge assembly was conducted. We have all the photos and videos of the programme. Any body can watch the video and judge for themselves

We only treat all these as desperate attempts of an inept management. The Management never expected such a huge assembly of retirees. They were either misled or they miscalculated the unity and determination of our retiree colleagues. It is a part of their mismanagement!

Along side, a barrage of mis-leading and mis-informing messages have started pouring in. One such mis-leading message contends that the " Management had agreed to consider medical insurance at a premium of Rs. 4000/, the bank would bear Rs 3000/- and the balance Rs 1000/- to be shared by all the retirees.However, the Management shed the proposal after a section of retirees, in the guise of Dharna, created an unsavoury incident in front of HO on 13th Dec. We will , however continue our efforts". This is nothing but height of desperation. No union or person claiming to represent retirees would resort to such a false campaign. Any such entity worth its existence should have joined the struggle of the retirees to save the respect and dignity of the retirees, to show their unity and solidarity with the cause. As already informed vide our circular 11/ 2014, during our discussion with the General Manager, in response to his suggestion that we should not hold Dharna on 13th Dec, we pointedly asked him whether Medical insurance would be extended, if so what is the amount of coverage, what is the premium and whether VRS optees would be covered. In reply ,the General Manager categorically replied telling that nothing is decided. Hence we had to proceed with the Dharna, along with other issues. All our retirees should ask with them- When was it decided, who decided and what is the amount of coverage. Any body can ask it under RTI. Please verify the facts and know it for yourselves. Another question that will arise is, will any Management, of a Public Sector Bank can be so feudal and archaic to "Shed the proposal", which according to them is already decided, because retirees are agitating? Friends, please note this sad commentary on the style of a public sector Management. In their anxiety to show that they are more loyal than the king, they have successfully exposed the Management and have effectively belittled them. Office notes are to be procured under RTI and these people be thoroughly exposed.

We only wish to repeat the biblical quote- FORGIVE THEM, OH LORD, THEY DO NOT KNOW WHAT THEY ARE DOING.

On our part, we believe in the self respect and dignity of Retirees. We do not want to be reduced to the position of beggars- to accept whatever is thrown at us. We will get our due share- out our strength and unity. It is only a question of time.

#### **FAREWELL TO CHAIRMAN OF AN UNFAIR MANAGEMENT:**

We have a tradition of showing our respect and love towards our higher officials on the eve their retirement. We wanted to extend the same to the Present CMD, retiring on 31st Dec, 2014. But, he has , by his own ill advised action has lost the love and respect of the retirees of the bank. By making the retirees to stand on the pavement , he has shown his contempt towards retirees, forgetting that he is already a retiree of another bank and he is enjoying the retiral benefits from that bank. By trying to drive a wedge between the retirees and serving employees, he has done a serious dis- service to our Bank. All in the Bank should always remember that retirees numbering more than 8000 have their deposits in the bank, they have canvassed accounts of their relatives and friends, they are useful to the bank in business development and recovery etc. Many of them are the share holders of the bank. Their public contacts are wide and extensive. By disrespecting the senior citizens, he has shown that all human beings need not be humane beings. The history of Vijaya Bank has many things to record. This will be a dark chapter therein. We bid farewell to a Chairman of an unfair Management with all the attendant feelings.

Truly Yours,



**(B. MANOHARA SHETTY)**  
CHAIRMAN



**(C. GOPINATHAN NAIR)**  
PRESIDENT



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

#### **GRATUITY**

*Payment of Gratuity is governed by the provisions of Payment of Gratuity Act, 1972. In terms of Section 7 of the said act, the employer has to pay the amount of Gratuity within 30 days . If payment is delayed, interest has to be paid at 10%, as per the Central Govt Notification dated 1/10/1987. We are not surprised at the ignorance of a few!*