



**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION**  
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPRC)  
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29th November , 2017

**TO ALL AFFILIATES/MEMBERS**

Dear Comrades,

**Sub: Proceedings of the Inaugural Session and Seventh Executive Committee meeting of our Federation held on Wednesday, the 15th November, 2017 at Pune, Maharashtra**

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**15.11.2017** will be marked as a Red letter day in the history of our Federation. Yes, it was on this day, the Executive Committee of our Federation met for the Seventh time since our Organization was founded.

**Hats off to our Maharashtra Unit ! What a way to organize an important meeting? Truly the leaders of Maharashtra Unit have proved beyond doubt that growing age has added luster to their organizational skills. They have done a marvelous job and pulled off a spectacular result by organizing this event. Our sincere thanks to all the leaders of the State Unit for the wonderful job done. What a good gathering? Unbelievable but true.**

Breaking our tradition of detailed reporting on the proceedings of meetings, we have, this time, decided to present bullet points covering the various aspects of the meeting. We fondly hope that our Affiliates/Members will appreciate our change of reporting.

- **INAUGURAL SESSION:**
- **Com. K.B. Kulkarni took up the difficult job of compeering the event and mesmerized the gathering.**
- **Com. V.M. Kulkarni, Chairman of the Reception Committee, Maharashtra Unit**
- Delivered the welcome address and thanked all the members for their gracious presence. He was very happy to announce that the membership of the State Unit, since the last General Body meeting, increased by 195 and the total membership had crossed 500
- **Com. M.M. Gaikwad, General Secretary, Maharashtra Unit**

He extended a warm welcome to the Chief Guest, Guest of Honour, Senior Leaders of our Federation, Executive Committee members and all other members who were present at the meeting. He was visibly happy that the State Unit had, for the first time, taken up the responsibility of organizing the Executive Committee meeting of the Federation and thanked the leaders for having given them a chance for the same.

He also indicated that due to united efforts of all the members, the meeting could be held very smoothly.

**Com. Bhattacharjee, Advisor, AIUBPARF**

- Unite all the Retirees to achieve the genuine and legitimate demands
- Complimented the Maharashtra Unit for its active role in the activities of the Federation and espousing the cause of Pensioners and Retirees

**Com. N Govindarajulu, General Secretary, AIUBPARF**

- Complimented the team led by Comrades Yadav, Kulkarnis, Gaikwad and Subhash Suklenkar, Patil and all leaders for having organized the meeting in a befitting manner, for the active and effective role of the State Unit and also for crossing the magical membership of 500.
- Made a mention about the pending issues and issues raised by the Federation with our Management which are still pending.
- Need to pursue the matter with the Management for logical conclusion
- Subsidy for payment of Insurance Premium and also subsidy for Family Pensioners
- Expressed anguish about the loss incurred by the Bank for the first time in its history. for the period ended 30th September 2017 and fondly hoped that the Bank might return to Profit by March, 2018
- Sought the co-operation from members to form Units in States where we do not have Affiliates
- Made a mention about the co-ordination with other retiree organizations and the developments thereof
- We may take the support from UFBU but retirees should fight on their own to get their demands materialized.

**Com. Nitin Desai, President, AIUBPARF**

- He referred about the Bank's loss
- Need to be united
- In the last settlement, the retirees were ditched
- Had discussion with our Management – though a few demands were conceded, but they were not implemented, e.g. Management agreed to increase the quantum of reimbursement of diagnostic expenses from Rs. 2000/- to Rs.3000/- p.a. and on declaration basis but not implemented.
- Compulsorily Retired Officers – Encashment of Privilege Leave - the judgment was in favor of Retirees but not implemented. Many other peer Banks like Bank of Baroda, Punjab National Bank etc. have permitted encashment of Privilege Leave from the date of retirement.
- As per Khandelwal Committee recommendations, 25% of Staff Welfare fund should be allocated for the benefit of Retirees.
- He stated that Gujarat Unit would file an application under Right to Information Act and solicit details of allocations of Staff Welfare Fund made for Retirees
- Holiday Homes - Though Holiday was declared in a particular State, Holiday Homes were blocked for the retirees pan India
- He congratulated the leaders of the State Unit for ensuring good gathering of members for the meeting. He hoped that the membership would touch 1000 before the next Executive Committee meeting of the Federation scheduled for April/May, 2018

**Com. B.N. Shukla, Advisor, AIUBPARF**

- He was happy to be with his old colleagues to celebrate his 75th birth day
- Rome was not built on a single day. We have wait till our Organization becomes strong and leads from the front
- No unit was formed in UP

- Assured to form the Unit before the next Executive Committee Meeting to be held at Bhubaneswar in the month of April/May 2018
- Complimented the Maharashtra Unit for crossing the magical figure of 500 in membership
- He wished the members a healthy and peaceful life

### **Mr Sailesh Kumar, Regional Head, Pune - Guest of Honour**

- Proud to be a Member of AIBOC.
- He narrated his experience when he was an ordinary member in lower cadre. He further explained his experience as a junior.
- He sought assistance from Seniors to guide the new generation employees of the Bank, especially in the area of serving customers and in giving respect to Senior Citizens

### **Com P K Sarkar, Advisor, AIU BPARF**

- Ours is a great Bank and many good people have led the bank.
- For the first time, the bank had incurred a loss due to heavy provisioning
- Employees are not responsible for this loss
- Whenever new CMD/MD & CEO took over, he cleans the Balance sheet
- The new MD & CEO has a long tenure
- Though we have retired, we have great attachment with the Bank.
- Retirees feel that the present employees do not recognize the Seniors/Retirees
- Also narrated why we have formed the Retirees Organisation. Earlier, Pension was not available to the Bank employees. Hence no Retiree Organisation was started. In SBI Retiree Organization had been in existence for more than 30 years. They have three retirement benefits.
- Pension was introduced in 1995 and Retiree Organization in our Bank was started then and it was mainly led by AIBEA.
- AIBOC did not have Retiree Organization
- In 2012, it was felt AIBOC should have a Retiree Organization as many issues of retirees were not solved. In March, 2012, in the General Body Meeting of AIBOC held at Nagpur, it was decided to form a Retirees Organization and accordingly, the Founding Conference was held at New Delhi in November, 2012. In our Bank also, we formed the Retiree Organization in September, 2012 at Kolkata. Now both the Retiree Organizations are very active. Emergence of AIBPARC has made other Retirees Organizations to work and be effective
- Retiree Organizations have many issues to pursue and resolve. In addition, it gives an opportunity for the retirees to assemble once in 6 months or in a year and meet each other. Otherwise, the retirees do not have any contact with each other
- Benefits to retirees are given out the Staff Welfare Fund. If the bank is incurring loss, what will happen to the welfare measures already in force
- Punjab National Bank – There was a news item that Pension Funds were transferred to show profit. Serving organizations have a role to play to ensure that such funds are properly maintained and periodical contributions are made to the funds as per the guidelines
- There was a big news today that the Supreme Court judges should be exempt from enquiry on corruption charges, whereas small people who received small bribes have to pay heavy penalties
- In LIC, the employees have won the case for updation but the Management has gone on appeal to Supreme Court
- The 100% DA neutralization case is pending for a long time and the Supreme Court judgment is reserved
- Specialized Officers of Bank of Baroda have won the case in Supreme Court for computing the service rendered by them before joining the bank for the purpose of calculation of pension but the same is yet to be implemented
- He suggested to the Members to contact the Retirees and interact with them and strengthen the Organization
- Retirees Organizations do not have funds. He suggested that members may contribute Rs.50 per month as is being done in the case of West Bengal Unit.

- He also mentioned about the active role played by Com. Nishish Mobar during his tenure as General Secretary of Officers' Association in Western UP.
- He called upon the Retirees not to lose confidence. Retirees' issues would be resolved and success would be theirs.
- In case of updation of Pension, even in the case of Central Government employees, it took 15 years.
- He exhorted the Retirees to lead a active and enjoyable life.
- Strengthen the Organization

**Mr. K.G. Venkatesh, General Manager, Pune - Chief Guest**

- He was associated with the Officers' Organization as Deputy General Secretary
- He said "What I am today is due to the leaders of the Organization". He complimented the Officers of Maharashtra State for a very good performance
- Market is highly sensitive and they want true and fair picture of financials. He cited that the Bank's shares showed a rise even after loss was recorded for September, 2017
- The loss was due to higher provisioning for certain identified accounts referred to under the Insolvency and Bankruptcy Code.
- Treasury operations did not yield good results.
- We will make profit in March 2018
- The present MD & CEO has been doing very well with Vision 2020 for the Bank.
- Rs.2.11 Lac Crores is being given towards re-capitalization of Banks by the Central Government
- Good things were happening
- Five Banks were called to New Delhi and our Bank was one among them. The Union Finance Minister appreciated the role of Public Sector Banks
- He was of the view that the cost of societal obligations should be loaded in case of Public Sector Banks as they implemented all the Government programmes
- Operating profit of the Bank was Rs.1950 Crores for September, 2017
- Union Bank of India will not be merged with other entity. On the other hand, we may be the suitor for other Banks to merge with
- We are sentimentally attached to our Bank. But the perception of younger generation is different
- After having observed the active members present at the gathering, he felt that the retirement age should be increased to 65 years

**Com. B.B. Yadav, Chairman, Maharashtra Unit**

- Com. Yadav proposed Vote of Thanks. He also made a mention that wherever necessary, we should resort to legal remedy.
- He informed the gathering that members belonging to other Retiree Organization were joining them
- He stated that the strength of Retirees was increasing and they constitute a sizeable vote bank. He cautioned the Powers that be to take note of this development and concede the genuine demands of the Retirees
- He thanked the General Manager for his excellent support
- He was emphatic that our Organization is open for all, irrespective class/cadre etc.,
- He thanked the Serving Officers' Organization as well as other serving Organizations for their unstinted support in membership development and other activities
- He wanted enrolment of more women retirees
- He thanked the Reception Committee members for the excellent effort in organizing the meeting

The Chief Guest, Guest of Honour, Advisors, Executive Committee members of our Federation were honoured with the presentation of a bouquet and shawl. The Reception Committee also took the opportunity to recognize the contribution made by the following:

- Com. Jagtap, Chairman, Union Bank Officers' Association, Maharashtra
- Com. N.N. Abhang, General Secretary, Union Bank Officers' Association, Maharashtra

- Com. Suresh Sangale, President, Union Bank SC/ST Welfare Association, Maharashtra
- Com. Suresh Shahane, Vice-President, Union Bank Adhikari Sena, Maharashtra
- Com. Sanjay Nale, Union Bank OBC Welfare Association, Maharashtra
- Com. Sanjay Kulkarni, General Secretary, NCBE, Union Bank of India, Maharashtra
- Com. A.B. Kulkarni, General Secretary, NOBW, Union Bank of India, Maharashtra
- Com. M.S. Kulkarni, Veteran Association & Veteran Employees, Maharashtra
- Com. Milan Kadam, Former General Secretary, NCBE, Maharashtra & Former President, All India Union Bank Staff Federation (affiliated to NCBE)

The State felicitated the following Comrades who had put in extraordinary efforts in securing new membership:

- Com. Jhagirdar from Solapur
- Com. Bhansali from Jalgaon
- Com. S.B. Kulkarni & Com. Milan Kadam from Ahmednagar
- Com. Dilip Marathe from Nashik
- Com. Bagul & Com. Gajare from Pune

The Inaugural session ended on a pleasant note and the members were treated to a sumptuous Maharashtrian Menu. There was unanimous view that the meeting was organized on a grand scale and every one present thanked the leaders of the State Unit.

The Seventh Executive Committee meeting took place at 02.30 p.m. on the same day. Com. Kulkarni, Chairman of the Reception Committee, once again extended a warm welcome to the Committee members and the ball was set in motion to take the proceedings forward.

#### **Com. Nitin Desai, President, AIUBPARF**

In the absence of Com. P.B. Thomas, Chairman of our Federation, due to health reasons, he occupied the chair and started the proceedings.

He told the members that in terms of Clause 5.5 of our Constitution, the Executive Committee should meet at least once in 6 months.

The Sixth meeting of the Executive Committee took place on 29th January, 2017 at Vijayawada and therefore the next meeting should have been held by July, 2017. However, as the General Secretary was away in US during the relevant period, there was delay in holding the meeting. He requested the house to condone the delay and the request was acceded to.

- He extended a warm welcome to Comrades N.L. Sharma, Nallasekaran and Nishish Mobar for their infectious presence
- He then read the Agenda items
- The Minutes of the Sixth Executive Committee meeting were presented and were approved
- He requested the General Secretary to present his report on the activities of the Organization for the period 30th January, 2017 to 31st October, 2017

#### **Com. N. Govindarajulu, General Secretary, AIUBPARF**

- Presented a detailed report and requested the members present to deliberate on all the issues in an effective manner
- Extended a warm welcome to all the members
- Spoke about Pune - the Cultural Capital of Maharashtra, major Educational Hub - Major IT Corridor
- Thanked the dedicated team of Comrades of Maharashtra Unit for the wonderful arrangements
- A minute's silence was observed as a mark of respect to the departed souls during the period under review
- Brief points on International and National developments were highlighted.
- He drew the attention of members to two letters written by the Joint Convenors of CBPRO to the Chairman, Indian Banks' Association, Chief Executive Officer of Indian Banks' Association, Circular No. 17/2017 dated 05/11/2017 issued on 100% DA neutralization case

pending in Supreme Court and Representation dated 02/11/2017 presented before the Union Finance Minister for exemption from GST on Medical Insurance premium paid by the Senior Citizens

- He informed the members that all the above communications clearly brought out the important issues faced by the Retirees and that there was no need for further elaboration.

### **Our Bank - Loss incurred ( Half year ended 30/09/2017) for the first time in the history of the Bank**

- He presented briefly the published financial results of the Bank for the period ended 30/09/2017.

- He informed that every member of our Organization felt sad that the Bank had incurred loss for the first time in its history but hoped that the Bank would return to profit by March, 2018

### **Foundation Day**

- Made a mention about the celebration of 99th Foundation Day on 11/11/2017. He exhorted the State Units to plan for the Centenary Celebrations of our Bank in 2018. The Federation would also make arrangements for a grand celebration.

### **Staff Welfare Fund**

- He demanded continuance of provision of 3% of net profit last recorded by the Bank so that Staff Welfare Fund would be adequate to continue all the existing schemes both for serving employees and Retirees.

### **Encashment of Privilege Leave to Compulsorily Retired**

- Many peer Banks like Bank of Baroda, Punjab National Bank have permitted encashment of Privilege Leave to Compulsorily Retired. However, our Bank has not permitted such a facility to similarly placed employees.

- Matter will be pursued with the Management in the forthcoming meeting

### **Activities of State Units**

- Though the General Secretary's report contained details of the activities of the various State Units, he requested the State Representatives to present the report.

- Com. S.K. Singh, General Secretary, Bihar State Unit presented a report on the activities of his Unit

- Com. S. Bagchi, Working President of the Federation, presented a report on the activities of West Bengal & Sikkim Unit

- Com. K. Padmanabhan presented a report on the activities of Kerala State Unit

- Com. J.S. Gadre presented a report on the activities of Gujarat State Unit

- Com. K. Muthia, Secretary of Tamil Nadu State Unit presented a report on its activities

- Com. M.M. Gaikwad, General Secretary, Maharashtra Unit detailed the activities of his State Unit

- Com. S.S. Patra, Odhisha Unit presented a report on the activities of Odisha State Unit

Members appreciated the efforts put in by individual State Units and requested them to continue them on a regular basis

### **Formation of State Units**

- State Units are yet to be established in several Centres

- Com. B.N. Shukla, Advisor of our Federation and Com. Ram Gupta assured that an Unit will be established in Uttar Pradesh within a month

- Com. Nishish Mobar, Special Invitee was requested to take steps for the formation of our Unit at Mumbai.

- Request was also made to Com. P.K. Sarkar to visit Mumbai and to form a Small Committee to do spade work for the formation of our Unit at Mumbai

**Madhya Pradesh:** The house decided to request Comrades A.P. Singh and Prabhat Saxena to take steps for the formation of our Affiliate

**Rajasthan:** Com. N.L. Sharma was requested to initiate steps for the formation of State Unit

**Delhi:** It was decided to pursue the matter with Comrades M.R. Gupta and Marwah

It was decided to call for details of claims settled under UBIREMAS for hospitalization expenses and reimbursement of diagnostic expenses

- Com. Patra from Odisha State requested that our Organization should call for details of claims made under Medical Insurance Scheme for Retirees as under from the Insurance Company/TPA so as to carry out further analysis of the scheme.

- Total claim made by the Retirees:	- No.	Amount (Rs.)
- Hospitalization expenses	- No.	Amount (Rs.)
- Domiciliary Expenses	- No.	Amount (Rs.)

#### **Refund of TDS - 10th Bi-partite Settlement**

- The house was informed that the stay granted by Madras High Court in the Writ Petition filed by AIBOA is in force

- Com. P.K. Sarkar informed that interpretation differed from State to State and therefore advised the members to inform the Income Tax Officer concerned that the amount was deducted by the employer - viz. Union Bank of India and not remitted. The matter should, therefore, be taken up with the Bank. No penalty should be paid.

- Com. Suryanarayanan suggested that we may take the help of a Chartered Accountant/Income Tax Practitioner and send a suitable letter to Central Board of Direct Taxes (CBTD) with a request for issuance of necessary instructions to their field forces.

#### **Presentation of Accounts**

- Com. R. Nagarajan, Treasurer, presented the Balance Sheet as at 31/10/2017 and Statement of Income & Expenditure for the period November, 2015 to October, 2017 and they were adopted by the house.

- He also briefed the members of the subscription due from the State Units from 2014.

#### **Any other Matter**

#### **Registration of Federation/State Units**

- Members discussed about the formalities to be observed for registration of State Units

- The house was informed that the Tamil Nadu State Government had refused to register the Federation under the Trade Union Act. It was then decided to approach our Gujarat Unit to have it registered at Ahmedabad as the rules are flexible there. However, we now understand that even in Gujarat rules have been tightened and they have refused to register any Retiree Organization under the Trade Union Act.

- The alternative available to us is to register under Societies Act. The members from Maharashtra Unit informed that it was cumbersome to register under Societies Act. However, it was decided that the registration of State Unit would be pursued with the relevant Authorities.

- Com. S. Bagchi wanted to know how the premium was collected under Medical Insurance Scheme from those employees who would be retiring after the renewal of the Insurance Policy. It was decided to have the matter checked up with Employee Benefit Division, Central Office.

- Com. Suryanarayanan drew the attention of the members about allocation of funds for Staff Welfare measures, especially in the light of the fact that our Bank had incurred loss for the half year ended September, 2017. He hinted that all Staff Welfare schemes may be withdrawn.

- Com. Govindarajulu intervened to say that demands have already been made by our Apex Organization - AIBPARC that 3% of net profit last declared should be continued for the forthcoming years also.

- Com. S.S. Patra, Odisha drew the attention of the house that Retirees were not being treated honourably by the branch staff whenever they visit the branches for business transaction. He was advised to bring specific instances to us so that we could take up the issues with the respective Regional Offices for necessary corrective measures.

- A suggestion was made that in case Supreme Court gives a favourable judgement in 100% D.A. neutralisation case, State Units should strive to mobilise funds from the prospective beneficiaries. It would strengthen the finances of the State Units and also the Federation.

### **Next Executive Committee Meeting**

It was unanimously decided that the Eight Executive Committee meeting would take place at Bhubhaneshwar in April/May, 2018. Further details in this regard would emanate from Odisha State Unit. Await details.

### **Vote of Thanks**

Com. K. Padmanbhan proposed Vote of Thanks. He lauded the wonderful arrangements made by the host Unit - Maharashtra. He placed on record the quality of leadership of this State Unit and the excellent co-operation extended by each and every member. He informed the house that all the members would carry pleasant memory of this meeting and they will remain forever.

With kind regards,

Yours Comradely,



**(N. GOVINDARAJULU)  
GENERAL SECRETARY**

Com. P.B. Thomas, Chairman, AIUBPARF, Thiruvananthapuram  
Com. Nitin Desai, President, AIUBPARF, Ahmedabad  
Com. S. Bagchi, Working President, AIUBPARF, Kolkata  
Com. P.K. Sarkar, Advisor, AIUBPARF, Kolkata  
Com. B.N. Bhattacharjee, Advisor, AIUBPARF, Kolkata  
Com. B.N. Shukla, Advisor, AIUBPARF, Basti, Eastern U.P.