



**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPARC)**

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No. GS/126

6th December , 2018

**The General Secretary
All India Bank Pensioners and
Retirees Confederation (AIBPARC)
C/o Bank of India Officers' Association
Bank of India, Main Branch
23-A Netaji Subhas Road
Kolkata 700 001**

Dear Com Suprita:

**Sub: Third Triennial Conference of our Federation held at Ernakulam
on 25.11.2018 at Ernakulam**

In the Third Triennial conference of our Federation held on 25.11.18 at Ernakulam, the following industry level Resolutions were passed:

RESOLUTION NO.1

PENSION UPDATION

Regulation 35(1) of Pension Regulations, 1995 provides that Basic Pension and additional Pension, wherever applicable, shall be updated as per formula given in Appendix I. This formula also gives guidelines for updating the Basic Pension and additional Pension in respect of employees who retired during the period from 01.01.1986 to 31.10.1987 (the date of implementation of 6th bipartite settlement)

While salary revision took place in the subsequent Bipartite settlements, the Basic Pension and additional Pension as provided for in regulation 35(1) of Pension Regulations 1995 were not updated. As a result the Pension that is being received by an employee who retired during earlier settlements is far less than that is received by an employee who retired recently.

For example, a General Manager who retired in 1986 will receive far lesser pension that is received by a Sub-ordinate staff who retired in 2018, resulting in different classes of Pensioners in the same group. It is pertinent to note that the retirees of State and Central governments get revision in Pension with the implementation of every salary revision by Pay Commission. But the same entitlement is not being extended to the retirees of the Banking sector. We demand that IBA and government should call Bank Retiree Organizations for discussion and settle all our genuine demands. The general body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th

November 2018 at Ernakulam Kerala resolved that our Apex Organization - AIBPARC shall urge IBA/government of India to take immediate steps so that Pension is updated whenever salary revision takes place.

RESOLUTION NO.2

100 % DA NEUTRALIZATION IN CASE OF RETIREES PRIOR TO 01.11.2002

Dearness relief, as per settlement, is to be granted at such rates in line with the DA formula adopted by RBI. Although RBI has implemented 100% DA neutralization to their Pensioners who retired prior to 01.11.2002 with effect from 01.02.2005, the same has not been done in case of bank retirees who retired prior to 01.11.2002. The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th November 2018 at Ernakulam, Kerala resolved that our Apex Organization - AIBPARC shall take efforts to ensure that 100% DA neutralization is implemented in case of those who retired prior to 01.11.2002.

RESOLUTION NO.3

At present, there is no bilateral forum in the Banking industry to address the grievances of the retirees. In all the Government departments, structured meetings are held with the representatives of retirees' Organizations periodically for resolving their grievances.

The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday the 25th November 2018 at Ernakulam, Kerala resolved that our Apex Organization - AIBPARC shall take steps to ensure that IBA/Union Bank of India hold periodical meetings with AIBPARC/our organization for redressal of the grievances of retirees and to implement suggestions given for the improvement of machinery in dealing with the grievances of the retirees.

RESOLUTION NO.4

EXTENSION OF PENSION BENEFITS TO LEFT-OUT - COMPULSORILY RETIRED/RESIGNEES/ DISMISSED EMPLOYEES

Court judgments have been pronounced for granting Pension benefits to those who completed minimum qualifying years of service of 20 years and those who were compulsorily retired. IBA has also issued circular to allow the benefits to employees under CRS and implemented in many banks. But Union Bank of India is yet to give effect to the judgements of High Courts/Supreme Court and instructions of IBA in this regard. The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday the 25th November 2018 at Ernakulam, Kerala resolved that our Apex Organization - AIBPARC shall pursue with IBA/ Union Bank of India to ensure that the Bank gives effect to the judgements of various High Courts/Supreme Court and instructions of IBA and grant Pension to the Compulsorily retired employees. Similar efforts may also have to be made to grant an Option for Pension to Resignees and Dismissed employees, at an early date.

RESOLUTION NO.5

IMPROVEMENT IN THE FAMILY PENSION

In terms of Pension Regulations, 1995, there are three slabs for Family Pension – 15%, 20% and 30% of Basic Pension whereas the Central Government employees are eligible for 30% of the pay as Basic Pension. Family pension for Bank employees should be made on par with Central Government employees.

This general body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday the 25th November 2018 at Ernakulam resolved to urge upon our Apex Organization - AIBPARC to take up with IBA and the Government of India for

enhancing the Family Pension on par with that applicable to Central Government employees.

RESOLUTION NO.6

EXTENSION OF INCREASED GRATUITY LIMIT TO BANK EMPLOYEES

Government of India had increased the Gratuity limit from Rs.3.50lacs to Rs.10 lacs from 01.01.2006 and from Rs.10 lacs to Rs.20 lacs from 01.01.2016. We demand that the increased amount should be paid to all the retired employees with retrospective effect, i.e. from 01.01.2006 & 01.01.2016 respectively and eligible difference should be paid to all the retirees immediately.

This general body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th November 2018 at Ernakulam, Kerala resolved that our Apex Organization - AIBPARC may take steps to ensure that the Central Government tissues necessary notification, at the earliest

RESOLUTION NO.7

SANCTION OF PENSION BENEFITS ON “SPECIAL ALLOWANCE”

“Special allowance” was introduced during 10th Bipartite settlement and a major portion of the salary increase was included under this ‘head’. However Special allowance was allowed with a condition that the same with applicable DA thereon shall not be reckoned for superannuation benefits viz Pension including NPS, PF and gratuity.

This has resulted in reduced pension to Retirees who retired after 1.11.2012. All employees retired between November 2012 and April 2015 were forced to refund excess Pension received as per calculation based on old Basic Pay. It is pertinent to note that subsequent wage settlements in General Insurance, LIC etc had no such condition. We understand that UFBU had already taken up the issue and demanded to take “Special Allowance” also for calculation of Pension benefits. We demand that the same should be implemented with retrospective effect and arrears should be paid to all affected employees.

Meanwhile Supreme Court in its judgment in Civil Appeal No.5525/12 dated 13/2/2018 had clearly stated that Pension Regulation states that “pay” includes all other components of “pay” counted for calculating PF and DA. It was further stated that “a joint note” cannot alter any provisions of Pension Regulations or any existing rules.

The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th November 2018 at Ernakulam, Kerala resolved that our Apex Organization - AIBPARC may take up with IBA/Government of India for removal of this anomaly.

RESOLUTION NO.8

INCOME TAX EXEMPTION TO PENSIONERS

Majority of Bank retirees are living on their only income of monthly Pension. The Bank Managements and Government of India are not at all paying any attention to our long pending issues of Pension updation. Cost of living and medical expenses have been on the rising trend. . In this context, the General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th November, 2018 at Enrakulam, Kerala resolved that our Apex Organization - AIBPARC may take steps with the Central Government to amend Income Tax Act/Rules to that Pension is removed from the purview of out of Income Tax .

RESOLUTION NO.9

GRACE PERIOD FOR SUPERANNUATION PENSIONERS

All employees are eligible for Full Pension on superannuation i.e., 60 years, if they have completed 33 years of service. However employees who opt for VRS are eligible for 5 years grace period if they have completed 28 years of service (after completion of 20 years of service and residual service being 5 years). This is discrimination as far as employees on superannuation are concerned.

The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, 25th November 2018 at Ernakulam, Kerala resolved that our Apex Organization - AIBPARC may take up with IBA / Government of India for review of the above clause and to render justice to eligible Officers who retire on superannuation.

We request you to kindly take up the matter/s with the appropriate authorities for resolution of the above issues.

Thanking you

Yours sincerely,



(N. GOVINDRAJULU)
GENERAL SECRETARY

cc: Mr P B Thomas, Chairman
cc: Mr Nitin Desai, President
cc: Mr S Bagchi, Working President
cc: Mr P K Sarkar, Advisor