

FEDERAL BANK RETIRED OFFICERS' FORUM (FBROF)



(An Organizational Wing of Federal Bank Officers' Association)
(Affiliated to All India Bank Pensioners and Retirees Confederation - AIBPARC)
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FBROF/Circular No. 02/2016-18

15.01.2017

To
All Members of FBROF

PF CASE- OUR CLAIM ADMITTED-

APPEAL FILED BY PF COMMISSIONER IN DIVISION BENCH OF HONO'BLE HIGH COURT OF KERALA DISMISSED – AWAITING JUDGEMENT COPY FOR PROCEEDING FURTHER.

We are happy to report the successful culmination of our legal fight by joining the litigation going on between Bank and PF Commissioner right from 1993 onwards in Kerala High Court for transfer of the amount held with the PF Commissioner together with interest. Our Forum got imp leaded in the case as additional respondent in 2009 and followed up vigorously to speed up the proceedings in the Hon'ble High Court.

In 2011, the single bench of Hon'ble High Court allowed Bank's calculations establishing the shortage in the PF balance transferred by the PF Commissioner to the PF Trust constituted by the Bank and also the claim for interest for this amount. The present case is the appeal filed by PF Commissioner in the Division Bench of Hon'ble High Court of Kerala in 2012 against the above verdict, disputing Bank's claim for compound interest, Deposit Linked Insurance etc. This appeal has been decreed by the Division Bench on 21.12.2016. Shri T A Joy, Advocate, High Court of Kerala our Executive Committee Member who is also one of the advocates for our Forum, was present at the time of pronouncement of the verdict.

The Division Bench has concurred with the findings of the Single Bench on compounding of interest. Full details of the verdict will be known after verifying the copy of the verdict. We have applied for copy of the judgment on the next day itself. We expect to get the copy without delay. We understand that option is available to PF Commissioner to approach Supreme Court and challenge the High Court order. Your General Secretary has met Shri Satheesh P K, DGM and HR Head of the Bank on the very next day of the verdict and requested for disbursing the amount to retirees as advance payment, pending receipt of the amount from the PF Commissioner. It is informed that the Bank is actively tracking the matter for an early receipt of the amount due to the employees from the PF authorities. We are pursuing the matter with the Bank and FBOA leadership for finding an early solution in the matter.

Highlights of the verdict and further course of actions proposed will be informed to all members in due course.

MEDICAL INSURANCE SCHEME- STALEMATE OVER-

VIDAL TPA STARTED ADMITTING DOMICILIARY TREATMENT CLAIMS

Our relentless efforts for bringing clarity and uniformity in instructions for claiming reimbursements under IBA Medical Insurance Scheme, has become successful. The Bank has issued detailed instructions and specimen of the claim formats and the same has been published on 23.12.2016 in **Bank's web site-link - Retirees Space**. On the same day itself, we had issued an E- circular highlighting the main features and points to be taken care of for claiming reimbursements from the Insurance Company/ TPA of the Company- M/s VIDAL Health. The E- Circular and the

specimen of claim forms were E- MAILED to all members whose e mail id is available at Central Office and also posted in all area committees where WHAT'S APP GROUP is active. The instructions and claim formats are made available in our web site also. All members are advised to submit the domiciliary treatment claims kept pending with them for want of detailed instructions/ claim form etc without delay. Delay in settlement of claims shall be taken up with HR Dept. Cases of undue delay shall be brought to the notice of Central Office for further follow up with the Bank/ Insurance Co and its TPA- Vidal Health. The E- Circular issued on 23.12.2016 on Medical Insurance Scheme is reproduced below.

E- Circular/001/2016-2018 dtd. 23.12.2016

Sub: Renewed Medical Insurance Scheme for Retirees-Detailed instructions for claiming reimbursements.

We are glad to inform that comprehensive instructions on the Medical Insurance scheme for Retirees renewed w.e.f 01.11.2016,specimen of prescribed formats for claiming hospitalisation/domiciliary reimbursements ,guidelines for filling up claim format etc.has been published by the Bank in its internal site "Dhrisya- Retirees Pages " The important points/aspects to be adhered to for claiming cashless facility/reimbursement are reproduced below.

1. VALIDITY PERIOD OF COVERAGE : From 01.11.2016 to 31.10.2017.

**2. NAME OF INSURANCE COMPANY : UNITED INDIA INSURANCE CO Ltd.
24,WHITES ROAD, CHENNAI-00014**

3. NAME OF TPA : VIDAL HEALTH TPA

**4. WEBSITE of TPA : [https://w.w.w.vidalhealthtpa.com/home/
network-services/network-hospitals](https://w.w.w.vidalhealthtpa.com/home/network-services/network-hospitals)>**

5. ADDRESS OF TPA

**(a) Corporate office : OM-Sakthi Towers, 2nd floor , # 226, Kilpauk Garden Rd
Kilpauk, Chennai-600010 , (Phone: 044 42824630)**

**(b) Ernakulum Office : Vidal health TPA Services, 39-4130-1st floor,
Marina bldg.Building Ravipuram M G Road, Ernakulam -682016
email<federalbank@vidalhealthtpa.com>
Phone; 0484-2358683**

**(c) Vidal desk at HO (HR dept) : email<federalbank@vidalhealthtpa.com>
contact number (1) mob 9544971166 (2) 0484 2634308**

**6.HR Dept Help Desk : email < medicare@federalbank.co.in >
Phone Nos.. 0484 2634138 mob.9539014656 (Mr. Nebin Jose)**

7.Details of coverage and formalities to be complied with

OPTION 1 (without domiciliary cover)

(a) For Cashless facility

(i) Eligibility: Available at selected network hospitals (list of network hospitals published in the website of Vidal <https://w.w.w.vidalhealthtpa.com/home/network-services/network-hospitals>

(ii) Procedure to be complied with

➤ Approach Insurance Desk of the hospital with the ID Card issued by Vidal (in case of emergency apply for e-card in the following id federalbank@vidalhealthtpa.com

(b) For Reimbursement of Non domiciliary treatment claims

➤ Intimate Vidal TPA / UIICO details of hospitalization within seven(7) days of admission

- *Claim shall be submitted to TPA within THIRTY (30) days of discharge*
- *Submit in Claim formats part A & part B*
(please refer the list of document required for claiming hospitalisation expenses-list available in Dhrisya-Retires pages and all so in our website)
- *Submit ECS mandate form along with one cancelled cheque leaf for transferring the claim amount (mandate form required to be submitted along with the 1st claim only)*

(c) FOR DOMICILIARY TREATMENT CLAIMS

- *FIRST SUBMISSION :Original prescriptions showing the nature of ailments and details of medicines, prescriptions for lab tests, if any, along with claim forms (Annexure 1 and Part A) and other documents as stipulated in the checklist*
- *SUBSEQUENT CLAIMS :Attach self attested copy of valid prescriptions.(details of all prior claims under the prescriptions shall be mentioned at the bottom of the claim form)*

All members are advised to adhere to the following points and preserve the copies of the claims till final settlement of the claim(s)

1. *Copy of the claim application and connected documents / bills /vouchers /reports shall be retained for future reference*
2. *Domiciliary claims shall be submitted on a monthly basis, preferably before fifteenth (15) of every month*
3. *TPA /Insurance Co. will consider validity period of the prescription(s) for domiciliary reimbursements for a period of 90 days only unless specific period is mentioned in the prescription. If time limit mentioned in the prescription is more than 12 months ,revalidation of the prescriptions is required before expiry of 12 months”*

(Bank’s instructions on Medical Insurance scheme for Retirees /claim formats(Part A & B and Annexure 1)/checklists for filling up the claim formats /List of deceases covered for considering domiciliary treatment reimbursement and documents to be obtained from the Hospital/Doctor for submitting along with the claim are available in our website.)

Specimens of claim formats and list of documents are given as ANNEXURE I which may be preserved for taking copies for future use.

1. CLAIM FORM - PART A (FOR REIMBURSEMENT OF HOSPITALISED TREATMENT)
2. CLAIM FORM - PART B (DO)
3. ANNEXURE I - FOR DOMICILIARY TREATMENT REIMBURSEMENT
4. LIST OF DOCUMENTS REQUIRED FOR SETTLEMENT OF CLAIMS
5. SPECIMEN FORMAT OF DOCTOR’S PRESCRIPTION (FOR DOMICILIARY CLAIMS)
6. LIST OF 59 DECEASES COVERED FOR DOMICILIARY TREATMENT REIMBURSEMENTS

MEDICAL INSURANCE PREMIUM

We have requested the Bank to bear the entire (100%) premium of Medical Insurance , instead of sharing the premium between the Bank and retirees at 70:30 ratio.

The copy of our letter given to Shri Shyam Srinivasan, MD & CEO of the Bank. is reproduced here under.

“ Sub:Renewal of Medical Insurance Sheme for Retirees of the Bank- Request for bearing 100% premium as part of welfare measures for Retired Employees of the bank.

We are highly indebted to our Bank for implementing Medical Insurance Sheme for the retirees of the Bank bearing 70% of the premium by the bank. We acknowledge with thanks that the Medical Insurance Scheme “ Fed Care” was launched by the Bank in 2012-13, three years before extending such a medical facility to retirees at national level as part of 10th bi- partite settlement between IBA and representative organisations of Bank unions .

We are moved by the concern and consideration shown by you in the well being and welfare of the retired employees of the Bank, who toiled day and night to take one of the small and young bank in the country to one of the premier banking institutions of the country.

The medical insurance sheme for the retirees is falling due for renewal this month end. We humbly request for the following improvements/refinements in the scheme .

- 1. We request Bank to bear 100% premium for renewal of the insurance as part of the welfare measures extended to retirees of the bank. It may please be noted that the Khandelwal Committee in its report has recommended to set apart 25% of the annual budget/expenses for staff welfare measures for the welfare of the retirees of the bank. SBIU and most of the public sector bankd take care of this while extending welfare measaues to their retirees.*

In this connection , we may be permiitted to draw your attention to some of the findings of the study on the Elderly conducted by Agewell Foundation

“65% of the elderly in the country are financially dependent. Major financial problems were related to medical and health care. Financially insecure old people expect social security, free health care ans subsidies to lead a comfortable life.”

- 2. The sum assured may be enhanced to Rs5.00 lakh .*
- 3. Top up facility of Rs 3.00 lakh which is available for critical illnesses at very low premium rate, along with the base policy may be negotiated with the Insurance Company.*
- 4. The service of the empannelled insurer, M/s United India Insurance Company and their TPAs are very much unsatisfactory. The delay in settling the claims/rejection of claims causes much hardships to the insured.*
- 5. We suggest that IBA may negotiate and settle the premium level every year and that all public sector insurance companies be included in the panel. The selection of the Insurance Company be left to individual banks.*

We trust and hope that the above requirements of the retired officers will be considered most favourably for implementation in our Bank true to its great tradition as a pioneer in many novel welfare measures for its serving as well as reired employees.”

Our efforts met with partial success only. The hike in premium was more than two hundred percent. Bank decided to continue with the present sharing pattern of 70%/30%. The amount borne by the bank for 70% of the premium without domiciliary cover went up from Rs96lakh last year to Rs256lakh this year. It may be noted that premium sharing at this level exist only in our bank and that some banks in public and private sector have opted out of the IBA scheme for medical insurance. Our efforts to persuade the bank to bear the entire premium will continue and FBOA is extending all support to us in this regard.

RELEASING OF DEPOSIT CHARGED FOR RETAINING VEHICLE LOAN, HOUSING LOAN & VIDYA LOAN/CAREER SOLUTION LOAN AT THE TIME OF SUPERANNUATION

Our demand for release of the FDs charged as security for retaining the above loans at the time of retirement has been considered favorably by the Bank. The Bank has agreed to release the deposits charged for retaining such loans, Subject to certain conditions. The instructions issued by the Bank in this regard are given below,

“Extension of relief to retirees at the time of superannuation in the matter of keeping security in the case of Vehicle Loan, Housing Loan & Federal Vida Loan / Federal Career Solutions Loan

Vehicle Loan to Staff :

Existing norms

At the time of Superannuation, an amount not less than 100% of the loan amount outstanding in the Staff Vehicle Loan account has to be deposited with the Bank, duly charged to the Loan

Revised norms

If the total of the installments of all loans, which are permitted to continue beyond superannuation, is less than or equal to 75% of the monthly pension payable on first month of retirement, then the requirement of security deposit is not needed, subject to the compliance of other terms and conditions in this regard.

If the total of installments of all loans exceeds 75% of the monthly pension, then he/she will have to deposit with the Bank, an adequate amount, which would earn interest at least equal to the portion of installment by which the total installment exceeds 75% of the monthly pension amount.

Housing Loan to Staff

Existing norms

Pension opted employees need not keep security deposit, if the installment of the loan is less than or equal to 75% of the monthly pension payable to him/her on first month of retirement. If the installment of the loan exceeds 75% of the monthly pension, then he/she will have to deposit with the Bank at the time of superannuation, an adequate amount which would earn interest at least equal to the portion of installment by which the installment exceeds 75% of the monthly pension.

Revised norms

If the total of installments of all loans is less than or equal to 75% of monthly pension payable on first month of retirement, then the requirement of security deposit is not needed, subject to the compliance of other terms and conditions in this regard.

If the total of installments of all loans exceeds 75% of the monthly pension, then he/she will have to deposit with the Bank at the time of superannuation, an adequate amount, which would earn interest at least equal to the portion of installments by which the installments exceeds 75% of the monthly pension. Creation of valid mortgage on security property has to be ensured invariably in all

Loans and wherever valid mortgage has not been created, additional security shall be insisted by way of fixed deposit or interim charge on other properties for an amount equivalent to the balance outstanding in the loan account plus the remaining loan amount to be disbursed, if any.

Federal Vida Loan / Federal Career Solutions Loan

Existing norms

Pension opted employees need not keep security deposit, if the total of monthly installments of Staff Housing Loan / Federal Career Solutions Loan is less than or equal to 75% of the monthly pension payable to him/her

on first month of retirement. If the total of monthly installments exceeds 75% of the monthly pension, then he/she has to deposit at the time of superannuation **either** an amount not less than 100% of the outstanding amount in the Federal Career Solutions Loan account including the undisbursed portion, if any **Or** an amount which would earn interest at least equal to the portion of installment by which the installment exceeds 75% of the monthly pension payable, whichever is less.

Revised norms

If the total of installments of all loans is less than or equal to 75% of monthly pension, then the requirement of security deposit is not needed, subject to the compliance of other terms and conditions in this regard.

If the total of installments of all loans exceeds 75% of the monthly pension, then he/she has to deposit at the time of superannuation **either** an amount not less than 100% of the outstanding amount in the Federal Career Solutions Loan account including the undisbursed portion, if any **Or** an amount which would earn interest at least equal to the portion of installment by which the installment exceeds 75% of the pension payable, whichever is less. Creation of additional mortgage on Housing Loan property to which Federal Career Solution Loan/ Federal Vidya Loan is also charged has to be ensured and wherever valid mortgage has not been created, an additional security shall be insisted by way of fixed deposit or interim charge on other properties for an amount equivalent to the balance outstanding in the loan account plus the remaining loan amount to be disbursed, if any. The revised norms shall be applicable to all the employees, who retire/ have retired from the service of the Bank, subject to the eligibility norms as mentioned above. Employees retired under VRS after attaining the age of 55 years or above, are also permitted to continue Housing Loan (HLS), Vehicle Loan (VLS) and Federal Vidya Loan / Federal Career Solutions Loan beyond the date of retirement and the revised norms vide this Circular will be also applicable to them. Request for releasing the security deposits from retired employees shall be forwarded to HR- Employee Relations & Operations, through the Branch, from where the loan was availed, after ensuring the following:- EMI towards all the loans is less than or equal to 75% of the monthly pension payable to the retired employee. No arrears / Inspection comments/ other irregularities are outstanding in the loan accounts. The security deposit is not charged to any liabilities, other than the respective loan accounts. An undertaking shall have to be obtained from employees, who retire/ have retired from the service of the Bank for deducting the monthly installments towards the respective loans from the pension payable to them in the format annexed.

The extant guidelines on the subject matter, other than those amended vide this circular will continue as it is. Branches are requested to bring the contents of this communication to the notice of all concerned.”

DISCRIMINATION TO RETIREES UNDER VSS/VRS

Friends, it is specifically mentioned in the circular issued by the Bank that the above reliefs are extended to retirees on superannuation only. This is a very serious anomaly. There is discrimination to retirees under VRS/VSS schemes and was not issuing Identity Card, Bank's diary, etc to them. We have been requesting the Bank to treat retirees under VRS/VSS at par with employees on superannuation and to extend all reliefs/benefits to them also. Letter given to MD & CEO of the Bank in this regard is given here under.

“Sub: Issue of ID cards to Retired Officers – inclusion of those opted for VRS

At the outset we hereby place on record our gratitude and appreciation in Bank's decision to issue ID cards to all the employees who retire/ have retired from the services of the Bank on superannuation. On the basis of the above decision, we understand that Bank has already initiated steps for issuance of ID Cards to the retired employees.

In this context it is observed with concern that Bank has restricted extension of the facility to such of those employees who have superannuated in the usual course and left out those who had opted for VRS. Also, it was experienced in the past that such of those who had opted for VRS have been left out from many of the Bank's welfare initiatives involving retired staff.

We hereby request the Bank to consider issuance of ID Cards to those employees who had opted for VRS after putting in so many years of meritorious service, along with other retired employees.”

We are happy to note that this year diaries have been issued to those retired under VRS/VSS also. The diaries have been dispatched to all retirees on superannuation and VRS/VSS to their pension drawing branch .Eligible Members may collect the diary from their branch.

Friends, we have met with partial success only. We have again requested the Bank to consider issuing Identity card also to them. We are following up the matter.”

We understand that retirees under CPF(without pension) are not getting the diary from the Bank. This has been brought to the attention of HR dept. It is assured that diaries will be issued to them also. Such members not receiving diary by the end of this month may please take up with HR Dept under intimation to Central Office. Zonal/ Area secretaries are requested to collect the details of retired officers without drawing pension in their area and forward to Central Office for our records.

GROUP LOAN INSURANCE

Bank has come out with another welfare initiative and proposes to introduce a Group Loan Insurance Scheme in tie up with a reputed Insurance Company to cover the loan liabilities of its employees. We have requested the bank to extend such cover to those our retirees who us also in similar terms as that of serving employees.

DEMONITISATION – VOLUNTARY SUPPORT EXTENDED

Our branches experienced unprecedented crowd during the first month of implementation of demonetisation of Rs500/- and Rs1000/- rupee notes. Our members in various centers came forward to extend voluntary support to our young generation officers and staff in the branches to manage the crowd and sort out issues. Executive Committee of the Forum held on 15 .11.2016 discussed about the grave situations prevailing at our branches and decided to extend voluntary support by our members to their nearby branches. We had given letter to the Bank extending voluntary support. We are very happy that the bank accepted this whole heartedly and gave instructions to Zonal Offices to get the assistance of our members wherever required. We are very happy that our Zonal Secretaries Area secretaries and other Office Bearers and Executive Committee members played a very proactive role in coordinating members for extending support to needy branches.

INTERNAL AUDITOR

Shri. V T Kurian , PF No.2774, Retired Chief manager is appointed as the internal Auditor of the Forum for the biennial period 2016-18 as decided by the Executive Committee in its meeting held on 15.11.2016 .

ORGANISATIONAL ACTIVITIES

The Executive Committee of the Forum has met twice since new team took charge. Zonal/Area/Family meetings were held .in various centres as detailed below. We are very glad that large no. of our members attended these meetings and had active deliberations on various issues confronting us. PF case, Medical Insurance Scheme etc were discussed threadbare and various suggestions/action plans put forward by our members in these meetings. New areas have been formed at Hyderabad, Muvattupuzha and Palakkad.

DATE OF MEETING	ZONE/AREA/COMMITTEE	NEW ZONAL SECRETARY/AREA SECRETARY
24.08.2016	Executive Committee	
27.08.2016	Trivandrum Zone	Shri. Ramachandran Nair T V (ZS) Shri. Radhakrishnan V (AS)
28.08.2016	Kozhikode Zone	Shri. Ramachandran P V (ZS) Shri. Mathew Kattakkaam (AS)

29.08.2016	Ernakulam Zone	Shri. Augustine C J (ZS)
30.08.2016	Trichur Area	Shri. Joy Sebastian (as)
15.10.2016	Chennai Zone	Shri. Sreenivasan KN (ZS) Shri. Sukumaran V (AS)
15.10.2016	Alappuzha Area	Shri. Hashraf A (AS)
16.10.2016	Mavelikkara Area	Shri. Suresh V Anand (AS)
16.10.2016	Mavelikkara and Alapuzha Area	- family picnic- House Boat Trip
17.10.2016	Kottayam Zonal	Shri. Abraham mMathew (ZS) Shri. George Varghese (AS)
23.10.2016	Kollam Area	Shri. Balakrishnan S (AS)
26.10.2016	Aluva Area	Shri. Paily K V (AS)
28.10.2016	Kannur Area	Shri. Ravindran K (AS)
3.11.2016	Ernakulam Area	Shri. Gopakumar P (AS)
4.11.2016	Kozhikode Area	(Area Meeting)
10.11.2016	Muvattupuzha Area	Shri. Babu MP (AS)
15.11.2016	Executive committee	Second meeting
20.11.2016	Tiruvalla Area	Shri. Bousally P D (AS)
22.11.2016	Trichur area	Family Tour to Nelliampathy
23.11.2016	Thodupuzha Area	Shri. Sreekumar K (AS)
25.11.2016	Palakkad Area	Shri. Nandakumar B (AS)
27.11.2016	Bangalore Zonal	Shri. Shyaman P (ZS)
27.11.2016	Bangalore Area	Shri. George Thomas P (AS)
27.11.2016	Bangalore Area	Family meet
29.11.2016	Hyderabad Area	Shri. Narasimham G L (AS)
16.12.2016	Trivandrum Area	Area Meeting
30.12.2016	Hyderabad Area	Area Meeting

OUR MEMBERSHIP CROSSES 1200

180 new members joined in our Forum since July 2016 and as on date our strength is 1200 plus. The list of members from serial no.1029 to 1202 is enclosed. Please keep this list along with the 2nd volume of our directory, which contains serial no.upto and including 1028. Up to date list of members with their photograph, address and contact nos. are posted in our website (www.fbprof.com).

ONGOING AGITATION BY FBOA

FBOA & FBEU members are on joint agitation against direct appointments in higher scales in the Bank and has intensified the joint struggle with Pan India action programmes from 15/12/2016 onwards. One Day All India Strike is called for on 31/01/2017. As associate members, we are extending fraternal support to the agitation programmes of FBOA.

CBPRO/AIBPARC NATIONWIDE ACTION PROGRAMMES

Activities of Kerala State Unit

(i) Memorandum submitted to Hon'ble Governor of Kerala

Representatives of CBPRO Kerala State unit met Hon'ble Governor of Kerala, Justice P Sathasivam at Raj Bhavan, Trivandrum on 16/11/2016 and submitted a memorandum containing all our issues like DA neutralization, Periodical revision of Pension etc. Our issues in detail have been discussed with the Governor, who gave a patient hearing. The governor acknowledged the yeoman services of the bank men in national building. The Governor has kindly given an assurance that our memorandum will be forwarded to the Department of Financial Services on the same day. It is learnt that he forwarded the same with favourable comments.

(ii) State Conference of AIBPARC

The State committee of AIBPARC has decided to hold the second State Conference at Kozhikode on Saturday, the 25th Feb, 2017. Venue of the meeting is New Nalanda Auditorium, behind HPO, Kozhikode. Shri K V Acharya President AIBPARC will inaugurate the conference and Shri K B Ballur, Working President, AIBPARC will deliver key note address. Registration of the delegates will start at 9.30 AM and the inaugural session will commence at 10.30 AM onwards. State Conference of AIBOC will also be held at the same venue from 25th February evening (inaugural session) 26th Feb (business session) A joint rally of AIBPARC and AIBOC members is proposed at 5 PM on 25th February. We request our members from Kozhikode, Kannur, Wayanad and Malappuram districts to participate en-masse and make the joint rally and public session grand success.

ISSUES TAKEN UP AT NATIONAL LEVEL BY CBPRO & AIBPARC

(1) 100% DA Neutralization to pre 2002 Retirees

This is one of the long pending issues of Retirees of Banks. This demand finds a place in the charter of demands submitted by UFBU to IBA for settling under the Bi-partite settlement, but it always remains as a residual item. RBI has settled this issue by extending 100% neutralization to all those who retired before 01.11.2002. It is a matter of grave concern that IBA is not giving any seriousness to settle this issue. Recently, in its judgement on the writ and writ appeal filed by United Bank Of India Retirees Welfare Association, the Division Bench of Hon'ble High Court of Kolkata has decreed to pay 100% DA neutralization to the pensioners who retired prior to 01.11.2002 and directed United Bank Of India to pay 100% DA neutralization to retirees. In the light of the above judgment, Shri K V Acharya and A Ramesh Babu, Joint Conveners of CBPRO has written to Chairman of IBA again urging to settle this issue immediately.

Relevant extracts of CBPRO letter demanding immediate settlement of 100% DA neutralisation to pre 2002 retirees issue given to Chairman IBA by CBPRO is given below.

“Banks’ 6th Bipartite Settlement dated 29th October, 1993 specifically provided for payment of DA to Pensioners as applicable to RBI Pensioners from time to time. It was so paid till and including the 8th Bipartite when RBI switched from tapering DA to 100% DA neutralization to all those who retired on or after 1/11/2002. In view of the above settlement, Banks also extended 100% DA neutralization like RBI to all those Pensioners who retired on or after 1/11/2002. However accepting this distinction of Pensioners on the basis of retirement date as unreasonable, inequitable and not in accordance with the Central Government Pension Rules, RBI extended 100% DA neutralization to all those who retired before 1/11/2002. Having thus far implemented the 6th Bipartite Settlement dated 29th October, 1993, Banks discontinued implementation of the settlement all of a sudden. The matter was agitated in various Courts by Various for a of Pensioners. United Bank of India Retirees’ Welfare Association litigated before the Hon’ble High Court of Kolkata where they won the writ and writ appeal. Their review petition to modify the clerical/typographical errors were also allowed and consequently United Bank of India has been directed to pay 100% DA neutralization to the Pensioners who retired before 1/11/2002 in terms of the above Bipartite Settlement. We only wish and hope the Poor Retirees in their ripe age cannot be and should not be asked to wait endlessly every time till an issue is settled by the Hon’ble Supreme Court in spite of their winning the cases at the High Court.”

(ii) UPDATION OF BASIC PENSION

It is quite disheartening to note that pensioners of RBI, NABARD etc are getting periodic revisions of their Basic Pension. But for bank retirees, there is no upward revision of their Basic Pension. The Pension Regulation 35(1) provides that Basic Pension and additional Pension, wherever applicable shall be updated. The Charter of Demands submitted to IBA by the organisations of serving officers and employees (UFBU) in October 2012 contain a separate chapter on Superannuation Benefits including Pension, but agreement reached by keeping these demands as residual items to be discussed and settled later. Now, IBA has taken a strange stand that they require fresh

mandate from member banks for discussing superannuation benefits including updation of pension. Our parent organizations AIBPARC and CBPRO have represented to IBA for immediate restoration of the discussion on updation of basic pension. The letter given by CBPRO to IBA on this matter is reproduced below.

To

**The Chief Executive Officer
Indian Banks' Association
Cuff Parade, Mumbai 400005**

Respected Sir,

We understand that the Managing Committee of IBA in its meeting held on 29.7.2016 to consider the issues pertaining to Retirees resolved that in the absence of specific mandate from Member Banks to IBA to discuss the issues on their behalf be treated as withdrawn. The absence of mandate from the Member Banks to discuss these issues was cited as reason for not taking any further action on those issues.

In this connection we would like to invite your kind attention to Charter of Demands submitted to IBA by the organisations of serving officers and employees in October 2012 contain a separate chapter on Superannuation Benefits including Pension. You will appreciate that IBA had then forwarded a copy of the said Charter of Demands to all the Member Banks and sought requisite mandate to discuss the Charter of Demands. Accordingly all the Member Banks had given mandate to IBA authorising it to discuss Charter of Demands including Superannuation Benefits. Under such circumstances the reason given by IBA for not taking any further action is unfounded and factually incorrect. We request you to examine the issue in right perspective. It is also pertinent to mention that the Pension issues of Bank Employees and Officers are governed by Bank Employees Pension Regulations 1995. A perusal of Pension Regulations would reveal that there is no provision to secure mandate from Bank Managements as a pre condition to consider any improvement. Even on this count, the ground for not taking any further action by IBA is violative of Pension Regulations.

The very fact that IBA had signed a Record Note at the time of signing Xth Bipartite/Joint Note on 25.05.2015 on all the pending issues of Retirees including improvement in Family Pension, 100% DA neutralisation to pre 2002 Retirees and updation of Pension etc stands a mute testimony to the legitimate demands of Retirees in this regard. The said record note need to be respected by IBA by settling the issues contained therein at the earliest. The very fact that IBA has collected from Member Banks the data relating to (i) 100% DA for pre 2002 Retirees (ii) Improvement in Family Pension (iii) Pension Updation and (iv) One more Pension option to leftover Retirees/Resignees vindicates the desirability of a positive consideration of our demands.

It is also reiterated that at the time of signing of Record Note IBA has given a solemn assurance about resolving the issues amicably. It is disheartening that despite such a commitment, IBA has been changing its stance to avoid a meaningful discussion to resolve the issues giving lame excuses irrelevantly. We have been repeatedly requesting you to hold negotiations with the Coordination of Bank Pensioners' and Retirees Organisations (CBPRO) which comprehensively represent the Bank Pensioners and Retirees. We once again request you to honour the commitment by initiating meaningful discussion for resolving the issues relating to Bank Pensioners and Retirees.

*As regards the contention of IBA that Pension Scheme of Banks is a Funded Scheme and additional liability if any towards pension is to be allocated from the profits of the Banks is misleading. We wish to invite to your kind attention to **Pension Regulation 5(3) which provides that the Banks shall be a contributor to the fund and shall ensure that the sufficient sums are placed in it to enable the trustees to make due payments to beneficiaries under these Regulations. Regulation** It is further provides that Bank shall cause an investigation to be made by an actuary into the financial condition of the fund every financial year on the 31st day of March and make such additional contributions to the fund as may be required to secure payment of the benefits under these Regulations. It is thus clear that the Pension Regulations do not provide for*

allocation of additional funds from the profits of the Banks. Hence inadequacy or otherwise of profit cannot be cited as a ground for declining the legitimate demands of Bank Pensioners and Retirees. Various Judicial pronouncements including by Hon'ble Supreme Court also substantiate our contentions. It is reiterated that the **Pension is considered as deferred wages and hence the Bank Pension Scheme being a DEFINED BENEFIT PENSION SCHEME** cannot by any stretch of imagination be sought to be distorted by the Managing Committee of IBA.

It is also clarified that the contributions to the Pension Funds are covered under Pension Regulations which are subordinate legislations and hence it is mandatory on the part of Banks to adequately provide for Pension Fund. It is a paradox that the Regulatory Provisions dictated by RBI for Non Performing Assets (NPA) are made by the Banks without any application of mind irrespective of profitability of the Banks. It is submitted that Regulatory Provisions of RBI cannot be treated superior to Legislative Provisions. You are therefore requested to consider the issues relating to Bank Pensioners and Retirees holistically in this perspective.

We once again reiterated that the Pension Regulation 35(1) provides that Basic Pension and additional Pension, wherever applicable shall be updated. You will appreciate that this provision providing for Pension updation was implemented in true spirit at the time of introduction of Pension Scheme in the Banks by effecting updation in respect of those employees who superannuated between 1.1.1986 and 31.10.1987. The present demand is relating to updation of Basic Pension and hence is to restorer the practice of updation.

In view of the foregoing facts we request you to hold talks with us on all the pending issues concerning the Bank Pensioners and Retirees and resolve the same immediately.

Thanking You

sd

A Ramesh Babu

sd

K V Acharya

JOINT CONVENERS

Governing Council Meeting of AIBPARC

The next meeting of the Governing Council will take place in Kolkata on 19th January, 2017. Your General Secretary and Shri. Ravindran K, Vice President are in the Governing Council as the representatives from FBROF We are attending the Council The council will take stock of the prevailing situation and take a series of programmes to get an honorable deal for the bank retirees. AIBPARC Central leadership has advised all affiliates to gear up the machinery and to prepare members for carrying out the action programmes for getting our demands/grievances settled.

OBITURIES

Our former Chairman, Shri M P K Nair and four of our members have left us since July 2016 left us

(i) M P K Nair - (Former Chairman)

MPK Nair, who was the Chairman of our bank from 01.07.1988 to 31.12.1995 expired on 29.12.2016 after a massive cardiac arrest .He was 84. After retiring from our Bank, he was associated with World Trade Centre, Asianet Communicatons Ltd etc serving in the capacity as Chairman/Director . Thereafter, MPK sir was leading an active life running an Ayurveda Resort "AYURYOGASHRAM " in his ancestral home at Paralikkad, near Wadakkancherry in Palakkad District. He is survived by two sons and one daughter- Smt. Usha, serving as manager in Retail Banking Department of the Bank.



(ii) Ephraim Ambookan (PF 5468)

Shri. Ephraim Ambookan had served our bank during 1988-2003 as Civil Engineer. He was a native of Poyya (near Mala Trichur Dt.) and was settled in Trichur town. He expired on 3rd August, 2016 at the age of 73. He is survived by wife, Smt. Pauline and two daughters Smt Betsy & Smt. Resmi.

He was an active member of our Forum and he used to participate in all our conferences and Trichur area meetings.



(iii) Jose A P (PF 879)

Shri. Jose A P had a long innings of 42 years in our Bank. He expired on 20 Aug, 2016 at the age of 64. He was a native of Thrissur. He is survived by Smt. Mercy and 2 children Sandya Jose & Sumi Jose. He had actively participated in the activities of our Thrissur Area.



(iv) George K T (PF 194)

Late George Sir was one of our senior most members. He had contributed much in bringing up our Bank. He was a native of Thymaravumkara, Oathara, Tiruvalla. He retired from service on 31.03.1987. He breathed his last on 05/12/2016 at the age of 90.



(v) Joy K L (PF 594)

Joy sir left us on 12.01.2017 at the age of 70 followed by a massive heart attack. He joined our Bank in 1971. After serving for more than 35 years he retired on 30.11.2006. He was popularly known as "Banking Encyclopedia" and his colleagues and juniors always approached him for clearing their doubts. Three books - Key to Bulletin, List of Inspection Irregularities and Inspection Manual - were compiled by Joy sir. These books were the reference books of our officials in the branches for discharging their duties without committing mistakes. He is survived by wife, Smt. Rosamma Joy and three sons - Sunil, Anil & Arun. Joy sir was an active member of our Forum and was in the forefront in organizing family meets and our Annual Conferences.



Office Bearers from Central Office and large number of our members in the respective Areas and Zones attended the funerals of all these departed souls. FBROF dips its banner in respectful homage to the departed souls and join the grief of the bereaved members of their families.

The obituary messages of Late M P K Nair and Joy K L issued as E-Circulars are posted in our website.

Friends, we have a long way to go for resolving our long pending issues- **PF Case, Pension Up dation, 100% neutralization of DA for pre 2002 retirees, improvements in medical insurance etc etc**. Our unity and total involvement only will ensure the success of our mission. We call upon all members in our various areas to take an active role in FBROF activities as well as in the district/town level activities of AIBPARC and CBPRO and strengthen the movement of Bank Retirees.

With Best Wishes and New Year Greetings,

Yours Sincerely,

George C Chacko
General Secretary

**AIBPARC & AIBOC STATE CONFERENCE ZINDABAD
FEBRUARY 25, 2016 ZINDABAD
AIBPARC/CBPRO/FBROF ZINDABAD
UFBU/AIBOC/FBOA ZINDZBZD**

- ENCL: 1. One set of Instructions and Claim Forms of Medical Insurance Scheme
2. List of New members (Sl.No. 1029 to 1202)
3. List of diseases eligible for reimbursement if Domiciliary Treatment