



FEDERAL BANK RETIRED OFFICERS' FORUM (FBROF)



(An Organizational Wing of Federal Bank Officers' Association)
(Affiliated to All India Bank Pensioners and Retirees Confederation - AIBPARC)

Regd Office: FBOA Centre, FBOA Road, Aluva - 683101

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FBROF/Circular No. 9/2018-20

21.07.2019

To All Members

STAGE SET FOR SILVER JUBILEE CONFERENCE

As informed in our previous circular (No.8 dtd.15.06.2019), the 25th Annual General Body Meeting of our Forum will be held on Saturday, the 10th August, 2019 at Mahatma Gandhi Municipal Town Hall, Aluva. This being the 25th year of our formation, the Conference is being hosted as our Silver Jubilee Conference.

The Organising Committee is taking all efforts to make the Conference successful and memorable.

Shri. K Jayakumar IAS (Retd.) former Chief Secretary, Govt of Kerala and the founder Vice Chancellor, Malayalam University, a popular Malayalam Poet & Lyricist, Script Writer & Translator and currently the Director, Institute of Management in Government, Govt. of Kerala has kindly consented to inaugurate the conference. Com.Suprita Sarkar, National General Secretary, AIBPARC will deliver the Key Note Address. Shri. Ashutosh Khajuria, Executive Director & CFO, Federal Bank, our Guest of Honour will honour the 'Federal Octogenarians' of the year. Shri. Anwar Sadath MLA will deliver Silver Jubilee message. Com. Paul Mundadan, Senior Vice President, AIBOC and General Secretary FBOA will release the Silver Jubilee Souvenir and address the meeting. Ms. Lissy Abraham, Chairperson of Aluva Municipal Council, Com. R Chandrasenan, State Secretary, AIBPARC, Com. Jenib Kachappilly, President, FBOA and Shri. Issac E A, President, Federal Bank Executives' Forum will felicitate the conference.

The business session, which will commence immediately after the inaugural session will evaluate the activities of the Forum in the last one year and will also deliberate on the issues being faced by the bank retirees in general and ours in particular. To provide enough time to discuss and debate the vital issues faced by us, the retirees, we intend to begin the Public Session at 10.15a.m. sharp and to conclude the session by 12.30 p.m. We seek the cooperation of all members attending the conference to reach the venue sufficiently early for completing the registration formalities and to begin the inaugural session on time.

Bye Law Provisions on Eligibility of TA : The relevant clause in the Bye-laws of the Forum is reproduced below.

"Clause (X) 7.16 Travelling Expenses : Actual expenses incurred or 3 AC Senior Citizen Rail Fare, whichever is less, shall be paid to office bearers, EC Members, Zonal and Area Secretaries for attending Officer Bearers'/ Executive Committee Meetings of the Forum and meetings/conferences of AIBPARC at National and State Level. Members outside Ernakulum Zone who attend the Annual General Body Meetings of the Forum are also eligible for reimbursement at the above rates. Executive Committee may consider sanction / reimbursement of expenses in excess of the above ceiling on a case to case basis".

Members coming from outside Ernakulam Zone for attending the Conference are requested to submit their claim in tune with the above provisions. Area Secretaries and Zonal Secretaries are requested to guide the members accordingly.

A New Loan Scheme to Retirees:

In our Area Meetings, our members have been expressing their desire to have a loan scheme for retired officers, to meet their contingencies. We had taken up the matter with the management and the same was followed up through FBOA who included this as one of their item in their charter of demands. We are happy that in the recent internal settlement between FBOA and the Management, a new loan scheme has been announced. Administrative Circular is posted in Bank's website, in the Retirees' Space. Highlights of the scheme is reproduced below.

Eligibility	Applicant shall be a Pensioner of the Bank Employees who retired from the services of the Bank on attaining the age of superannuation and employees who retired at the age of 55 or above under VRS/VSS shall be eligible for the Loan Minimum take home pension/ income after meeting all commitments towards loans including the proposed one should be Rs. 7500/-
Type of Facility	Term Loan
Loan Amount	Up to 10 times of Monthly Pension or Rs.2.00 Lakh, whichever is lower.
Repayment	EMI : By way of auto recovery from the SB account to which the Pension is credited, based on the irrevocable Letter of Authority.
Tenure	Maximum 48 months or upto the date on which the Pensioner attains the age of 70 years, whichever is shorter.
Rate of Interest	1-Year MCLR +2% (Floating)
Late Payment Fee	2% p. m. in case of default
Processing Fee	Nil
Co-obligancy	Co-obligancy of Spouse(In case of widow/widower, co-obligancy of any earning family member)
Security	Nil (Three undated crossed blank cheques in favour of Federal Bank)
FOIR	Maximum 65% irrespective of income level. No relaxation permitted
Internal Credit Rating & CIBIL	CIBIL Score as per Retail Loan norms. CIR from CIBIL to be taken. Charges pertaining to CIBIL report to be borne by the Pensioner
Sanctioning Authority	CRCH
Disbursal Branch	Loan to be disbursed only through the Branch where the Pensioner is maintaining the Pension Account
Other Terms & Conditions	All other terms & conditions of Federal Personal Loans (as applicable to general public)

We note with serious concern that vast majority of the retirees are not eligible to apply for the loan as the age is restricted to 70 years including period of the loan. Also, interest rate is found to be exorbitant as this is considered to be a welfare scheme to the elders. We have requested the Management to make necessary amendments to the scheme so that more elders become eligible in the ambit of the scheme with a moderate rate of interest. We hope that the management will realise the handicap of the loan scheme and reconsider the matter to make it more elder friendly.

Non-payment of interest on arrears of pension to Pre-2002 retirees

Consequent to the judgement of Honourable Supreme Court of India in Civil Appeal No. 5525 of 2012 on the anomaly in computation of pension in the 7th Bipartite Settlement, Banks have already complied with the court order and paid the arrears with interest as per instructions from IBA. However, our Bank paid the eligible retirees only the principal amount leaving the interest @ 9%, violating the court decree. In spite of our continuous follow up and lapse of one year, the Bank is yet to pay the interest even though the matter was taken up through FBOA and discussed in their recently concluded internal settlement. The attitude of the management is unfortunate and highly objectionable as the eligible members are our very senior colleagues who toiled hard to bring the Bank to the present stature. In view of the seriousness of the matter, we have issued a letter to the MD & CEO requesting to intervene in this genuine and long pending grievance of our old and ailing retirees and effect payment of eligible interest at 9% on the pension and commutation arrears in terms of the judgment of the Apex court of the country without any further delay and regain their trust and goodwill.

The letter issued to the MD & CEO is reproduced below:

“Quote

FBROF/ Management/5/2018 - 20

17 July 2019

Shri. Shyam Srinivasan
MD & CEO,
The Federal Bank Ltd,
Corporate Office, Aluva

Dear Sir,

Reg: Non-payment of interest on arrears of Pension to Pre-2002 Retirees.

Ref: 1. Our letter FBROF/HR/Pension Anomaly/002/2018 - 20 dated 27.09.2018
2. FBOA Letter No.FBOA/F -20/17/ 2017-19 dated 10.06.2019

We take this opportunity to express our gratitude for granting the eligible principal arrears of pension by correcting the fixation of a wrong basic pay consequent to 7th Bipartite Settlement to Pre-2002 Retirees.

But it is very much disappointing to note that while rectifying the mistake almost a year back, the Bank has denied the interest legally, morally and naturally due to them which is also eligible as per the learned verdict of the Hon'ble Supreme Court.

As bankers we are all aware that the basics of banking lies in paying interest for any sum due from the bank or due to the bank. Any delayed payment attracts not only simple or compound interest but also penal interest. In this case the fault is not with those employees but with the employer banks on fixation of a basic pay wrongly at a lower level depriving them of an eligible higher remuneration while they were in service. It was only to impart natural Justice based on that basic fact the highest court of the country given a verdict directing the banks to correct the basic pay and disburse the arrears with interest; the Hon'ble Supreme Court did not ask the banks to pay compound or penal interest which the banks are always insisting when they are on the other side of receiving, but directed to pay only a single digit simple interest. Understanding the seriousness of the judgment and the eligibility of the affected employees, IBA of which your good selves is also the Deputy Chairman advised suitably all the member banks including Federal Bank who are the Joint signatories to the Bipartite agreement to pay the arrears along with interest to the affected employees.

It is quite unfortunate that our bank claiming to be the perfect banking partner fails to implement the basic banking element of the interest factor which is genuinely due to their own former employees.

Moreover these super seniors who had worked hand in hand with our founder late K P Hormis and on the toil and sweat of these aged elders the Bank had flourished in those years strongly competing with the Bank's then competitors all over the subcontinent which paved the way at least to a good extent for the glorious growth level our bank is achieving today under your guidance and leadership. These old generation officers did not have any fortune of ESOP nor any bonus nor any extra remuneration for their meritorious service as available today and most of them now sustain on a very meager pension which is not even being updated with the salary revisions taking place in the industry periodically, and even a few thousand rupees together means a windfall to them!

Of late, another serious similar lapse from the side of the employer banks have also been identified as regards to the non-payment of arrears of 'Commutation of Pension' based on the revised Basic Pay. This also though being rectified by other Banks, it is learnt that our Bank has not yet even started the process of rectifying this lapse causing still more agony to these ill fated retirees adding injury to insult.

Federal Bank though upholding a tradition of ethical and value based banking, it is much hurting and distressing to note that a disappointingly passive and disturbingly lethargic attitude is shown by the Bank in rectifying these serious anomalies resulted by the wrong deeds of the Bank as an employer did to its own former employee Officers who are in the evening years of their lives. A bank motivated under your captaincy with an inspiring motto ' why settle for less?' prompts these unfortunate former employees hope and wish that the Bank won't force them to ask their own Bank this very same question of why settling for less than what they are genuinely and legitimately eligible.

The unjustifiable denial of the genuinely eligible arrears due to a wrong computation of pension on the basis of a wrong basic pay fixed by employer itself and the interest there on as pronounced by the Hon'ble Supreme Court and advised by the IBA is, in simple most words, unbelievably unethical and alarmingly astonishing; any further delay reminds us the age old dictum 'justice delayed is Justice denied.'

Since the matter of paying the interest is shockingly delayed and inhumanly denied for the last one year in a bank which claims to be 'humane at core', we hopefully and desperately urge upon your good selves to prevail over the issue to avoid any further delay in paying the sum due to these hapless retirees in tune with the IBA advise given in the light of the verdict of the Hon'ble Supreme Court of India and also due to the moral responsibility of the Bank towards its aged former employees who were the very shapers of this institution years before.

Expecting a favourable response at the earliest we remain.

With respectful regards

K T Thomachan
General Secretary

Unquote”

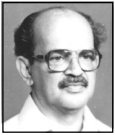
Additions to Membership

The following members have joined the Forum since publication of Circular 4/2018-20 dated 08.11.2018.

Sl. No.	PF No.	Name	Mobile No.	Date Retired	Sl. No.	PF No.	Name	Mobile No.	Date Retired
1	3631	Varghese John	9400236369	30-11-2017	25	1401	Atal Behari Dhar	9432512481	05-11-2018
2	6391	Vinod M	9447209433	30-09-2018	26	2416	Thamban Nanat	9744970358	31-12-2018
3	2833	Bhupesh V	9847895670	31-05-2017	27	1361	Mathai C T	9447978689	31-01-2012
4	3658	Sreekumar K	9495434637	13-10-2017	28	2042	Francis P O	9447178426	31-10-2104
5	4661	Thomas P Mathew	9446177512	30-06-2018	29	3550	Subramanian N	9445248085	31-01-2019
6	3552	Krishnadas K	9964259751	31-10-2018	30	3645	Balakrishnan K M	9447932564	31-01-2019
7	2057	Gopalakrishnan Nair B	9567483481	30-04-2015	31	3847	Samavedam Vasudevudu	9490475260	31-01-2019
8	2285	Mathew T A	9496323622	31-08-2018	32	2439	Tapan Kumar Mukherjee	9007256909	31-01-2019
9	4338	Padmaja Menon M	9895344922	30-11-2018	33	3627	Jayagopalan A C	9820454821	31-01-2019
10	3669	Georgekutty John	9447101805	30-11-2018	34	4283	Pujara Sunil Bhudharbhai	9879356766	30-09-2016
11	3575	Vijayan P M	9446620788	31-08-2018	35	3664	Josey Zacharias	9447274834	31-08-2018
12	6135	Jaya Jacob	9447178900	30-10-2018	36	1692	Ouseppachan P P	8086112544	31-07-2018
13	3563	Sukla Mitra	9915558222	30-11-2018	37	2993	Ratan Joseph	6282619299	28-02-2007
14	6333	Rajkumar Sharma	9717863474	30-04-2018	38	3003	Aniemol Antony	9444972602	31-05-2017
15	3070	Seshagiri S	9884474713	30-06-2018	39	3661	Mohanakumar M	9497132357	28-02-2019
16	3599	Ajith Kumar N	9447050702	30-11-2018	40	4276	Bhupendrakumar T Barot	9879814292	28-02-2019
17	1433	Ravikumar C	8281258793	30-11-2018	41	4740	Aniruddha Dutta	7576012143	28-02-2019
18	3601	John P K	9961990171	30-11-2018	42	3579	Johnson Immanuel C	9442440209	28-02-2019
19	1942	JoyAV	9895469602	31-12-2018	43	3875	Ravi V	9500128097	28-02-2019
20	4223	Swaroop George	9790820405	31-12-2018	44	1552	Kuriakose K K	8592982323	28-12-2018
21	4986	Shamsudheen P V	9656034808	31-12-2018	45	3629	Muralikumar B	9088041000	31-08-2018
22	1563	Rajamohanam C	9656885588	31-12-2018	46	3569	Suresh Chandra Saha	9435405632	31-01-2019
23	1889	Sebastian K T	9496577797	31-12-2018	47	5444	Paulose K V	9447188271	28-02-2019
24	3209	Sathyamoorthy S	9447258543	31-12-2018	48	4694	Tomy Mathew K	9633212803	15-02-2019

Sl. No.	PF No.	Name	Mobile No.	Date Retired	Sl. No.	PF No.	Name	Mobile No.	Date Retired
49	4389	Alexander Muthalaly P A	9446424841	31-01-2019	88	3606	Jose K P	8281814458	31-05-2019
50	3698	Harikumar K	9495254268	31-03-2019	89	5520	Ajayan V V	9447228754	31-05-2019
51	4367	Sujatha K V	9446825511	31-03-2019	90	3675	Vanaja K P	9847320336	31-05-2019
52	1885	Thomas A K	9447580960	31-03-2019	91	4961	Raja Mohanan S	9447154520	31-05-2019
53	3671	Vijayan P K	9995279486	31-03-2019	92	2224	Sunny N V	9496121410	31-05-2019
54	2182	Unnikrishnan V G	9895654429	31-03-2019	93	3409	Subrata Ghose	9830200569	27-02-2013
55	3068	Mathew K S	9656112018	14-12-2018	94	3688	Divakaran Nair K S	8281874767	31-05-2019
56	5451	Nadarajan S	9962013352	15-02-2019	95	5537	Mary Antony Mulerikal	9446243139	31-05-2019
57	3241	Aniamma Varughese	9447460030	16-08-2006	96	5452	Parameswaran K N	9495975153	31-05-2019
58	2974	Munuswamy D	9444845482	31-03-2019	97	1063	Prabhakaran K N	9895313841	31-07-2011
59	3005	Sundara Rajan R	9789389773	31-12-2014	98	2795	Eapen I Padinjarekara	9447598177	30-04-2011
60	3692	Joy Thomas	9995922100	31-03-2019	99	3660	Koshy V George	9446115002	31-05-2019
61	2594	Jose Abraham	9447943129	31-01-2012	100	3591	Sethumadhavan K	9447927875	31-05-2019
62	1602	Jose Paul Moolan	9447113514	30-04-2019	101	5522	Satheesh P K	9605002622	31-05-2019
63	4810	Shyamaladevi P T	9496233698	30-04-2019	102	1678	Benchy Thomas	9447802506	30-04-2019
64	3646	Ramakrishnan B	9446456491	30-04-2019	103	3656	Antoo P K	9447181948	31-05-2019
65	2875	Peter K	9940648554	30-04-2019	104	3625	Mary Kuriakose	9446308131	31-05-2019
66	3896	Abu Haaris A M	9942066400	30-04-2019	105	3604	Venugopalan Nair K P	7907072801	31-05-2019
67	3578	Joy P V	9446623897	30-04-2019	106	3633	Shaji John	9496889457	31-05-2019
68	4742	Utpal Dutta	9538564160	30-11-2018	107	2554	Antony Felix Rodrigues	7012227669	29-02-2016
69	2117	Muraleedharan P B	9496441136	30-04-2019	108	3064	George Abraham	9495705950	31-05-2012
70	4710	Darly Joseph	9447369656	31-03-2019	109	1315	Sukumaran R	966557619080	31-10-2009
71	4310	Basabi Bhattacharya	9874170956	30-09-2018	110	1542	Jose V Joseph	8879330049	31-03-2019
72	5136	Winey Mathew	9895263301	15-05-2019	111	4959	Asok Damodharan	9447603768	31-01-2019
73	3695	Somasundaran P B	9846454511	30-04-2019	112	4633	Monica Margaret Vaz	9767680113	20-04-2019
74	3596	Francis M R	8105635994	30-04-2019	113	4233	Rajan V Thomas	9447977510	31-05-2019
75	2540	Alex Nainan Kaitthayil	9847005266	31-01-2005	114	5252	Roy K Thomas	9447458757	31-05-2019
76	1045	Abdul Basheer K	9446158965	30-04-2019	115	3559	Atul Chandra Dutta	9435051376	06-05-2017
77	3590	Radhakrishnan C V	9446062430	30-04-2019	116	1531	Gopalakrishnan Kunji K	9447812046	31-05-2019
78	486	Varkey V V	9945569296	21-10-1999	117	3626	Mathai A V	9663874211	31-08-2018
79	411	Ramachandran K P	9840029166	31-03-1983	118	2277	Davis P V	9847824532	31-05-2019
80	1126	James T V	7559008283	31-05-2019	119	3597	Cherian P V	9495393905	31-05-2019
81	1972	Mohanachandra Menon K	9446412672	31-05-2019	120	5140	Neena N E	9444002011	30-06-2019
82	3617	Mohamed Abdul Gafoor CM	9495169540	31-05-2019	121	2983	Ved Parkash	9910781379	30-06-2019
83	4244	Jayamohan I S	9349402115	31-05-2019	122	4232	Unnikrishna Varma N	9895166544	30-06-2019
84	3691	Sheela C	9947302134	31-05-2019	123	1655	Baby K V	9497275660	31-05-2019
85	3693	Thomas P P	9480116307	31-05-2019	124	2547	Prem Kumar G K	9833838498	31-05-2000
86	1671	Varghese K D	9946744033	31-05-2019	125	3163	Jojo Varghese M	9900122630	31-10-2016
87	2893	Sudhakara Poojary	7349546516	31-05-2019	126	905	Easwaran L	9663902969	15-05-2007

Obituary:



George Mathew, PF 259 (Tiruvalla Area): George Mathew, aged 83 years, expired on 11th May 2019 following age related diseases. He is survived by his wife Smt. Saro George and Sons Ajimon Mathews, Anup John George and Daughter Ange Mariam Cherian. George Mathew was an active member of FBROF and FBOA.



Abraham Paul, PF 3016 (Ernakulam Area): Abraham Paul, aged 65 years, expired on 16th June 2019. He was under treatment for a few months. He is survived by his wife Smt. Annie Abraham and Children Anju, Anuj & Ajun .



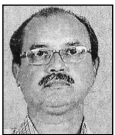
Vinod K S, PF 2163 (Muvattupuzha Area): Vinod KS, aged 69 years, expired on 18th June 2019. He was under treatment for the last one year. He is survived by his wife and daughters Dr. Vinaya and Dr. Dona .



Mathew K V, PF 544 (Trivandrum Area): Mathew, aged 70 years, expired on 23th June 2019 following cardiac arrest. He is survived by his wife Smt. Annamma and Children Raji Susan and Reni Mary. Mathew was an active member of FBROF and FBOA.



Krishnankutty P K, PF 615 (Muvattupuzha Area): Krishnankutty, aged 70 years, expired on on 24th June 2019 following cardiac arrest. He is survived by his wife Smt. Rohini Ammal R and son Sumesh K R and Daughter Sumalatha K R. Krishnankutty was a blessed poet and writer and well known in literary circle.



Josephkutty K Kuruvilla, PF 6438 (Kottayam Area): Josephkutty, aged 54 years, expired on 18th July 2019 following liver ailment. He is survived by his wife Smt. Geetha and Daughters Sandra & Son. Josephkutty took VRS from the Bank for health reasons in 2018.



M P Mani, PF 742 (Aluva Area): M P Mani, aged 72 years, expired on 21st July 2019 following cardiac arrest. He is survived by his wife Smt. Annamma (Retd Professor, St. Xavier's College, Aluva) and three sons Sudhil, Suman and Sumod (Federal Bank). Late Mani got retired from the Bank in 2007 as Chief Manager. He was a faculty in Federal College for Banking Commerce and Principal of FKDC.

Silver Jubilee Souvenir

As announced earlier, the Silver Jubilee Souvenir also is to be released on the day of the Conference. The works for releasing the souvenir is progressing. The Souvenir intends to cover the history & happenings of the Forum, highlighting –

- * The Major Milestones & Achievements since the formation of the Forum
- * Interview / recollections of our Veteran Leaders, since formation
- * Articles on Current Affairs / Issues faced by the Forum & its Members
- * Articles / Contributions of our Members / Spouses / Children, etc.

As already announced, there will be two separate Essay Competitions for the Retired and Serving Officers of the Bank.

The topics are:

- * For Retired Officers - Relevance of Organizational activity/Trade Unionism among the Retired Officers, in the present context.
- * For the Serving Officers – The Changing aspects of Banking – Past, Present & Future.

Please forward the matters to the Souvenir Committee at the earliest, latest by 31st July. All are requested to kindly cooperate and make the Souvenir rich in contents & value.

With warm regards

Sd/-

Thomachan K T
(General Secretary)