

# CANARA BANK SYNDICATE PENSIONERS & RETIREES ASSOCIATION (REGD)

(Formerly: SYNDICATE BANK PENSIONERS & RETIREES ASSOCIATION)



(Affiliated to AIBPARC)

## CENTRAL OFFICE

203, Glendale Residency, King Koti Road, Abids, Hyderabad – 500001

Phones – Chairman: 09448122384; President; 08171461116;

General Secretary: 09440528806; Secretary: 09885661991

Website: [www.cbspra.in](http://www.cbspra.in) eMail: [cbspra.centraloffice@yahoo.com](mailto:cbspra.centraloffice@yahoo.com)



Cir No. 8/2023

(Please circulate among all members/retirees)

Date: 5.3.2023

## GENERAL SECRETARY'S REPORT PRESENTED AT FIFTH GENERAL BODY MEETING HELD AT SHIVCHHATRAPATI KRIDA SANKUL MAHALUNGE BALEWADI, PUNE ON 5<sup>TH</sup> MARCH 2023

Comrade President and my dear comrades,

### 1. INTRODUCTION

It gives me a great pleasure to present this report on the activities of our most beloved organisation i.e. Canara Bank Syndicate Pensioners and Retirees Association (CBSPRA) at this 5<sup>th</sup> General Body Meeting.

- At the outset I extend you all a hearty welcome to this General Body meeting being held at the historic city of Pune, the seat of Chhatrapati Shivaji Maharaj, a symbol of Indian pride and patriotism. We have taken all possible steps for orderly and hassle-free conduct of the conference. All arrangements to ensure comfortable stay etc. of the participants are made by Reception Committee who deserve all the appreciation for their strenuous efforts in making this gigantic event a reality.
- Our third General Body Meeting was held on 27<sup>th</sup> Nov 2019 at Hyderabad. Thereafter we have conducted our Fourth General Body Meeting through online VC on 6<sup>th</sup> Feb 2022. And in between these General Body Meetings we have also convened two Special General Body Meetings online for the specific purpose of amending the bye laws including change in the nomenclature of the association. Holding of the said meetings online was compelled by the Covid pandemic situation prevailing at that time. We are now physically meeting to hold our Fifth General Body Meeting.
- We are also holding our Triennial Central Conference after successful conduct of triennial zonal conferences. This is for the fourth time we are meeting physically after duly electing and constituting the Zonal Committees, thereby enabling the representatives from all over India to congregate and deliberate on the policies programmes and posterity of our association.
- We are meeting at a crucial juncture when the bank retirees' movement is struggling for recognition and representative status for resolving long pending demands. I am confident that the deliberations at this meeting will enhance the prestige and further strengthen the organization to achieve the demands and fulfilment of aspirations of

the Bank Retirees.

## 2. HOMAGE

It's our duty to remember and pay homage to those departed souls who contributed immensely for the wellbeing of fellow citizens. The years 2020, 2021 and 2022 have seen a lot of death and loss. As the pandemic dragged its feet, claiming lives and pushing us behind closed doors, there was hardly a household left untouched by dark clouds. We lost people whom we loved or knew, colleagues we hadn't seen for a while, or friends we didn't get a chance to say goodbye to. As a retiree community, too, we suffered immeasurable losses.

- The list of popular public figures and celebrities, eminent trade union leaders etc. is big. Notable among them are: Queen Elizabeth II; Pope Benedict XVI; Nightingale of India Lata Mangeshkar; The Flying Sikh Milkha Singh; Cricketer Shane Warne; Football legends Pele and Diego Maradona; Playback singer S P Balasubramanian; film personalities like Dilip Kumar; Sridevi; Puneet Rajkumar;
- And our own leaders Com Shantha Raju, Former General Secretary AIBOC; Com Anil Kumar Jena, Former President of AIBOC; Com. Shashidhara Shetty President, SBOA; Com. P K Agarwal: Vice President, CBSPRA; Com. Santosh Shetty Advisor, CBSPRA Com. K R Ramappa, Zonal Secretary, CBSPRA; Com D H Laxman Rao, Zonal Secretary CBSPRA etc. We also lost more than 1000 members of CBSPRA, apart from hundreds of other bank retirees during the period.
- We deeply mourn and dip our banner in honour of all the departed souls.

## 3. HAPPENINGS AROUND

During the period under review several important events and developments have taken place in national and international arena and most importantly in the Indian economy and banking sector. All these will leave a long-term impact on bank employees as well as on bank retirees in the country. Every change in these sectors affects the bank pensioners and retirees in one way or the other. A few of the most recent **international events** are:

- Covid almost comes to an end after three years of rampage but here and there the death toll continues to occur in considerable numbers including in America;
- Russia's invasion of Ukraine exposes the world to price shocks, triggers supply disruptions, and food shortages by Russia's brazen aggression;
- Politico economic crisis wrecking Pakistan resulting in the exit of Prime Minister Imran Khan and pushing the country to the brink of bankruptcy;
- A Turmoil in British Politics in the post Brexit era ultimately resulting in Mr Rishi Sunak becoming the first Indian origin Prime Minister ;
- Leftist parties make a comeback and form governments in Latin America.
- Inflation makes a comeback world over after years of deflationary trend in the aftermath of Covid and in the midst of Russia- Ukraine war;

Similarly many events and developments have taken place at **national level**. A few of

them are worth noting.

- It was Covid, the pandemic, all the way influencing the lives worldwide especially in India. A 21-day lockdown throughout India from midnight of 25 March to 14 April and further extended to prevent the spread of COVID-19 was imposed. All the decisions be it social, political, economic, or administrative were influenced by the pandemic.
- In a great landmark event in recent times signifying the power of unified fight of unions in any field, the farmers who have been on agitation path in northern and western India specially at Delhi border demanding remunerative price for their produce and other related demands have succeeded in their fight and finally the Govt had to withdraw three contentious Farm Laws.
- India has maintained its pivotal position in producing vaccines for mass consumption at affordable price. Bharat Biotech's Covaxin, a totally indigenous vaccine and the Oxford/AstraZeneca Covishield made with collaboration were mass produced and a massive vaccination drive conducted by India thereby vaccinating 90% of the population.
- The court acquitted all the 32 accused of the Demolition of the Babri Masjid including L. K. Advani, Murli Manohar Joshi, Uma Bharti, Vinay Katiyar and several others in the case on account of inconclusive evidence
- As many as 321 Chinese apps including TikTok, PUBG, Wechat, UC Browser, Video Game app were banned in India.
- Rajiv Gandhi Khel Ratna Award renamed as Major Dhyan Chand Khel Ratna Award.
- Ram Temple construction is in full swing at Ayodhya. The whole country appears to be in the grip of religious fervour
- The Motera cricket stadium in Ahmedabad was renamed as Narendra Modi Stadium. It is the world largest cricket stadium with a seating capacity of 132,000.
- The BJP party under the leadership of Mr Narendra Modi continues to dominate the Indian politics and there is no opposition party worth its name in the near sight.

#### **4. INDIAN ECONOMY AND BANKING INDUSTRY**

- The Economy of the country which slowed down due to Covid pandemic with dwindling Growth rate is now steadily recovering. India is performing far ahead of leading economies. Full recovery of economy is underway, as demonstrated by a sustained resurgence in high frequency indicators such as power demand, e-way bills, GST collection, steel consumption, etc. and a robust recovery in service sector, consumption, and investment. India's economic policy is being claimed to be a model for developing economies. But the country is far from solving unemployment, low per capita income, inequalities etc.
- Indian banking industry is faring well but is not totally out of woods. It is facing different kinds of problems. The biggest risk to India's banks is the rise in bad loans which ultimately end up as losses to the institution.
- It is shocking to note that all the Scheduled Commercial Banks in India put together have

written off more than Ten lakh Crores rupees ( Rs10,09,511 Crores) in the last five financial years.

- Public-sector banks are facing more and more retirements of experienced staff resulting in absence of middle management which used to play a critical role in translating the Govt. and top management's strategy into actions.
- Deposit mobilization in Commercial Banks is becoming tough. Interest rates are not attractive. At the same time any increase in the rates will render outflow and investments costly thereby affecting the economic activity.
- Despite all odds the banks in India, especially the PSBs have been faring well. As per latest trends almost all banks are out of the red and in fact have posted substantial profits.
- We are eager to see to what extent the gains in the banking industry are going to be shared with the retirees by way of conceding the long pending demands such as pension Updation and improving the welfare schemes in the individual banks.
- In a major decision taken by the government various public sector banks were merged in the name of Consolidation to create bigger and stronger banks of international standards with improved economies of scale. Associate Banks were merged with SBI; Vijaya and Dena Banks with BOB; Syndicate Bank with Canara Bank, Andhra Bank and Corporation Bank with Union Bank of India; United Bank and Oriental Bank of Commerce with PNB; and Allahabad Bank with Indian Bank.
- There was no rationale whatsoever for the merger of Syndicate Bank leaving aside smaller banks.
- The much publicized and projected additional benefits to the economy or the people of the country by undertaking such massive mergers of PSB is yet to be seen.
- On the other hand the interests of retirees of the merged banks have been adversely affected. Even the existing welfare measures have been curtailed. Govt. assurances that all the staff benefits will be protected, and the best of the benefits would be given to all in the new entity has remained an empty promise.
- Govt is planning to privatize some of the PSBs. Though it is touted to be a step to improve efficiency, competition and to cut losses, everybody knows that the move will only benefit the big industrial houses like Ambanis and Adanis, risking the future of the economy. The retirees' interests are bound to be adversely affected.

## **5. UNIONS AND INDUSTRIAL RELATIONS IN BANKS**

- The industrial relations situation in the banking industry continues to be precarious. The merger of major bank have resulted in disappearance or disintegration of strong unions that existed in the merged banks, be it officers associations or award staff unions. The unions in the anchor banks are not able to come to terms with the changed atmosphere and the newly added large number of employees who are reluctant to fully integrate into the existing unions. It will take time to consolidate their position and win over the confidence of the incoming bank employees/officers. In the process naturally the existing unions in that bank also get stressed.
- Filling up of Employee/ Officer Representative Director positions on the boards of the banks is virtually a forgotten subject. Whatever voice the employees or officers

- used to have in the board and thereby in the service matters has been missing.
- During this period 11<sup>th</sup> Bipartite has been concluded. The employees and officers are bitter about the meagre increase in the emoluments. Continuation of Special Allowance and reduction in weightage to Basic Pay have caused havoc. The retirees are the worst hit. There was virtually no increase in the Pension. On the other hand recovery was effected for those who had taken commutation. Due to such factors severe damage has been caused to the UFBU constituents, more particularly the Officers unions.
  - When all such happenings are viewed in retrospect there appears to be a conscious and concerted effort to weaken the trade union movement in the banking industry. It is time for the leadership to ponder over the matter urgently.
  - Over and above all these development, now the Govt is proposing to privatize a few of the PSBs. Such move will certainly curtail the rights of unions, particularly of the officers. All these developments will have cascading effect on Trade Union Movement in the Banking industry.
  - Further, all is not well within UFBU. BEFI was kept out of wage negotiations. AIBOC is weakened by Canara Bank Officers Association going out of the confederation. It is high time UFBU constituents come together for the sake of a larger cause of safeguarding hard-earned rights.
  - In the present-day scenario with all the new generation staff manning the branches, waging a concerted and long drawn struggles to achieve demands may pose problems for the unions unless massive sensitization programmes for youngsters are taken up. A united movement of bank workers cutting across cadres is the only safeguard and rather a panacea for all the ills in the banking industry today.
  - We in AIBPARC believe that serving employees' unions strength is our strength. They must fight for us too. So, we hope and wish that all the leaders will put their heads together and ponder over the matters before it is too late.

## **6. BANK RETIREES' MOVEMENT**

- At the time of introduction of the pension scheme in banks it was given to be understood that Pension Scheme in the bank retirees would be on the lines of Central Government employees. But while implementing the Regulations the applicable clauses were twisted and misinterpreted.
- Most of the benefits interalia Pension Updation, Up Gradation, Higher Family Pension, Uniform DA, Higher commutation, Medical Benefits etc. that the Central Govt. and RBI employees get are not given to the Bank Retirees.
- Also, there is no proper forum or platform for retirees to represent their case. There is no grievance redressal system at all India level
- IBA is playing hide and seek, and at times ridiculously. It has the audacity to declare itself as an advisory body without any authority.
- Govt's response is apathetic.
- Bank Managements pass on the buck to IBA.
- Even courts decisions are not implemented properly.

- There was an urgent need to organize Bank Retirees and fight for justice. In this background AIBPARC, the apex organisation of bank retirees has emerged.

## **7. AIBPARC**

- The legendary leader of bank Trade Union movement Late Com. S.R. Sengupta (Former President and General Secretary of AIBOC) and another legendary leader Com K V Acharya were instrumental in launching of All India Bank Pensioners and Retirees Confederation (AIBPARC) in the year 2012 with the help of AIBOC.
- It was only after formation of AIBPARC the hopes and aspirations of retirees in the country got a fillip and new direction. The demands of Pension Updation and Family Pension improvement have surfaced and gained momentum. AIBPARC is a strong force today with over one and a half lakh members having affiliates in nationalized banks, private sector banks and in RRBs.
- The retirees throughout the country have accepted AIBPARC as a credible platform. AIBPARC has embarked on several organizational programmes in its pursuit of bank retirees' cause.
- A Charter of Demands of Retirees was prepared AIBPARC and submitted to all the constituents of UFBU before every wage revision negotiation in the banking industry. From time to time it was followed up with UFBU.
- The leadership of AIBPARC led by Com. K V Acharya, President and Com Suprita Sarkar, General Secretary have met officials in DFS in finance Department of Govt. of India and IBA umpteen number of times.
- Several agitational programmes including Dharna and Demonstrations were organised under the banner of AIBPARC.
- They have also taken initiative to form a united forum of bank retirees' at apex level including SBI pensioners and as result, Coordination of Bank Pensioners and Retirees organisations (CBPRO) has come into existence.
- CBPRO is a United Forum of Bank Retirees comprising of SBI Pensioners Federation (SBI PA); All India Bank Pensioners and Retirees Confederation (AIBPARC); Retired Bank Officers' National Confederation (RBONC); Federation of Retired Bank Employees (FORBE) and All India Retired Bank Employees Association (AIRBEA). It is representing all most all the Bank Retirees in the country. The total membership is nearly four lakhs. Historical emergence of CBPRO and its well-coordinated functioning with AIBPARC has been one of the most notable happenings.
- CBPRO led by Com. K.V. Acharya, President of AIBPARC, as the Joint Convenor has launched a relentless crusade against injustice meted to the bank retirees. It has knocked the doors of IBA and Govt.
- Dharna and Demonstrations were held at several centres particularly New Delhi and Mumbai. The programs attracted the attention of the Govt. and impact could be felt by way of response from the Finance Minister, DFS officials and the IBA.
- Given the organizational ability and resolve of AIBPARC /CBPRO we are sure it will not be too long to achieve all pending demands of the bank retirees.

- CBSPRA is a strong constituent of AIBPARC and has played a pivotal role in all the programs of AIBPARC.
- **Family Pension Improvement clinched:** The relentless efforts of AIBPARC/CBPRO have yielded result and the demand of Improvement in Family Pension has been achieved. It's a proud moment for all of us. It was the foremost demand of AIBPARC since inception. It is the first tangible achievement in terms of the major issues on hand, benefiting more than one lakh existing family pensioners and countless family pensioners in future.
- **Ex-Gratia to Pre-1986 Retirees enhanced:** The ex-Gratia payable to the pre-1986 retirees or their surviving spouses has since been enhanced to Rs 10000/- pm thereby conceding a long pending humanitarian demand.

## 8. RETIREES PENDING ISSUES

### 1. PENSION UPDATION

- Bank Retirees demand for updation of pension is justified, most genuine and needs to be conceded immediately. In the case of Government Employees whenever Pay Revision takes place the pension of the Retired Employees is automatically upwardly revised. But this does not happen in the case of Bank retirees. As a result, disparity and discrimination is continuing.
- Pension was introduced and Pension Regulation came into existence during 1995-96. Regulation 35(1) of Bank Employees Pension Regulations originally provided for up-dation of Basic & Additional Pension as under. The retired employees who retired between 1.1.1986 & 31.10.1987 were given the benefit of Updation of their basic and additional pension at the time of implementation of pension scheme in 1995-96. Updation of Pension as clearly provided in Bank Pension Regulation 35(1) is a statutory liability. Pension liability being statutory in nature updation cannot be withheld for any reason.
- For unknown reasons till date the benefit of Updation is not extended to retirees in banking industry despite lapse of more than 15 years. The reasons putout for denial of updation, such as cost, affordability etc., are illogical and arbitrary.
- The pensioners of RBI have been given the benefit of Updation of pension with effect from 1<sup>st</sup> March 2019. This has lent further credence and legitimacy to our demand for Updation of Pension. Cost of Updation of Pension in RBI was hardly 7.146% of their pension corpus. The same should be position of the pension corpus requirement of other Banks in case of Updation of pension.
- Our demand is based on the strong grounds that: Pension is not a Charity but a Right. That too, a Right under Pension Regulation, a subordinate Legislation and is therefore a Statutory Right and an entitlement to receive a prescribed sum under Bank Employees Pension Regulations (BEPR) and hence a Property protected under Article 300A of the Constitution. Pension is a Constitutional Right too; Pension Updation has been made mandatory by amendment in 2003. It is incumbent upon IBA/Govt/Banks to incorporate Updation formulae in every Wage Revision; RBI too followed the Govt. Updation formula when it framed its Pension

Regulations; both RBI and BEPR had identical Updation formulae when Pension was introduced; RBI Updation formulae for subsequent periods may be followed. Updation is Mandatory in terms of Regulation 35 (1) which reads as ‘basic pension and additional pension wherever applicable shall be updated as per the formulae Cost can be a consideration only for introduction of a new Benefit, but, never for implementation of an Existing Benefit. Pension updation in terms of Regulation 35(1) is an existing entitlement.

- AIBPARC and CBPRO have been pursuing with DFS: MF: GOI for a suitable direction be given to IBA to implement Pension Updation in all banks. All the efforts through UFBU, IBA and DFS appear to be slowly yielding result. There is some movement in the matter. IBA has constituted an internal committee to assess the demand of pension Updation in banks.
- **Court Case:** While we believe that all our demands are to be and can be achieved through negotiations, our apex body, AIBPARC is leaving no stone unturned in the updation case now pending in Supreme Court i.e. SLP (C) 5561/2016; 8455/2016 and 22266/2016 filed by S/Shri *M.C. SINGLA AND others of PNB and P&S bank*, the Singla Case, as it is commonly called, where ARISE, our IOB affiliate, is an impleading party The case has been listed for hearing on different days but was adjourned. It is expected to come up at any time. It will be dealt with by AIBPARC appropriately.

## 2. 100% DA NEUTRALISATION

- This is yet another burning issue. About 60,000 retirees approximately are drawing a lesser pension. Although the Pensioners in the Banking Industry are a homogenous lot, certain artificial barriers have been created in between them in the matter of payment of DA.
- The Retirees prior to 01.11.2002 get lesser quantum of compensation because of tapering down of DA neutralization rates, whereas those who retired on or after 01.11.2002 get a better compensation because they are given 100% DA neutralization. This unjustified artificial barrier is causing unnecessary financial hardships to a substantial chunk of Retirees.
- A case in this matter was turned down by the Supreme Court. Despite the same, AIBPARC has escalated the case to Govt and pursued it relentlessly. Now the demand is under active consideration of Govt and IBA.
- The ongoing discussions between IBA and UFBU also indicate the same. We are hopeful that this demand will be clinched soon.

## 3. SPECIAL ALLOWANCE TO BE RECKONED FOR PENSION:

- At the time of conclusion of 10<sup>th</sup> Bipartite Wage Settlement a new pay roll item in the name of Special Allowance was created which was reckoned for DA but not for pension benefits, thereby causing reduction in consequential pension. It has been continued in 11<sup>th</sup> bipartite settlement too.



- The said Special Allowance was introduced as an integral component of monthly salary. The allowance was not linked to any special duties or responsibilities to be performed by employees. In view of various judicial pronouncements the exclusion of special allowance from calculation of Pension becomes untenable.
- There was a similar situation when in the past two allowances viz. PQA and FQA were not counted for pension. But later when the courts found fault the said allowances were renamed as PQP and FQP and pension was calculated thereon and arrears were paid.
- Further, we note that in the recent settlement of LIC of India the special allowance component was treated at par with Government Employees grade pay component and the same has been reckoned for terminal benefit also.
- Therefore, pension benefit will have to be given on the special allowance. Exclusion of Special Allowance from Basic Pay and denial of pension on Special Allowance portion of salary is unlawful. On this count even the bipartite settlement will not stand the test of law. The matter deserves immediate reconsideration necessitating rectification of a major anomaly in the Wage Settlement.
- **Court Case:** In this matter Kerala High court has already given a favorable judgment in the case of other bank retirees. The matter is in Appeal. We have decided to implead. For this purpose we too have filed a case in Kerala High Court. It is numbered WP (C) 2877/2023 and has already come up onto the bench. Bank's counsel has appeared and sought time for briefing from the bank. The case is posted "after 2 weeks". The case is handled by Com Vijayan Nair, our Zonal Secretary Ernakulum, who himself is a practicing lawyer. Let's await the outcome.

#### 4. MEDICAL INSURANCE TO RETIREES:

- The senior citizens of banking industry deserve a free Medical treatment or reimbursement of premium on the Group insurance policy by the bank.
- When banks had taken a Group Mediclaim policy for its serving employees, the same should have been extended to the retirees by meeting the cost of insurance policy on the lines of serving employees.
- Government of India vide its letter no:14/7/92- IR(Volume II) dt 24.2.2012 advised IBA to formulate a Medical Insurance scheme both for serving and Retired employees. The said letter did not advise the IBA/Banks to discriminate between serving and retired employees with regard to the Premium. Despite the same, the retirees are made to bear the premium, while Banks pay for serving employees.
- There is an urgent need to remove such anomaly, more so when the premium for retirees is increasing every year enormously. AIBPARC is also pursuing the matter with IBA and DFS.
- There is also a demand to waive GST on pensioners' medical insurance premium.
- The matter is also taken up by UFBU with IBA to explore as to how to cover all the retirees at least to the extent of minimum basic policy.
- In our bank hitherto, while in Syndicate Bank we were getting a reimbursement of premium up to Rs2500. Now it is denied in Canara Bank. The reason quoted is that

Staff Welfare Fund is not adequate. This is not acceptable. We shall pursue the matter further.

#### 5. PENSION TO RESIGNEES.

- Denial of pension to those resigned but had had put in qualifying number of years of service is unjust. Here again the number of such retirees is very small .
- AIBPARC has been continuously harping on the issue of allowing one more option for the Resignees on the lines of RBI retirees and Insurance Sector.
- Supreme Court in various individual cases has allowed another option for the pension. But the same benefit is not extended to the similarly placed persons. AIBPARC has repeatedly written to IBA and GOI to allow second option to the similarly placed persons and that there is no point in forcing them to take the legal course again involving time and money but it has not been conceded so far. We have now come to know that the Managing Committee of IBA discussed the issue formally and took a view that no option for pension would be allowed to the Resignees since a responsible officer was fully aware of the consequences of resignation and IBA would consider those cases only where there would be specific directions of the court. We may have to examine the matter to explore legal remedy.

#### 6. TEMPORARY SERVICE OF ATTENDERS TO BE RECKONED FOR PENSION

- Most of the sub-staff in our bank who were absorbed in the regular service have been denied the benefit of reckoning the service rendered as temporary Attenders for the purpose of calculating pension and gratuity. Some who have been denied pension and some are getting a meagre pension since their qualifying service would be far lesser than 33 years required to get full pension.
- We have filed a WP in HC of Madras to fight for the cause of our Attender retiree comrades. Com A Venkatesan, our Working President is handling the case. The case is pending in court.
- Meanwhile in a recent judgment the Supreme Court has given a favourable order in a similar case. This will help our case.

### **9. CBSPRA - ORGANISATIONAL MATTERS**

Our Association ie Canara Bank Syndicate Pensioners and Retirees Association (CBSPRA) was originally founded as Syndicate Bank Pensioners and Retirees Association (SBPRA). Consequent to amalgamation of Syndicate Bank with Canara Bank it was necessary to make a change in the nomenclature of SBPRA as CBSPRA. It is a matter of great pride that CBSPRA which made a humble beginning at Hyderabad as SBPRA in the year 2012 has grown into a massive organisation. With the tremendous response pouring in from all parts of the country CBSPRA has

emerged as a strong force within no time and has been fighting for the cause of the retirees of the bank. CBSPRA is a strong constituent of AIBPARC and working relentlessly to consolidate the movement in the banking industry.

#### a. MEMBERSHIP ENROLMENT CROSSES 13000 MARK

It is nostalgic to recollect the days when the undersigned gathered a few of our bank retiree comrades in Hyderabad on 1<sup>st</sup> May 2012 with an idea to organise an association of pensioners and retirees of the bank and eventually launched the Association on 24 of June 2012. It was beyond imagination that such an Association which made a humble beginning would one day become a gigantic entity called CBSPRA. We are overwhelmed with joy to place on record that membership enrolment of CBSPRA has now crossed 13000-mark. Despite Covid pandemic our membership enrolment drive has progressed unhindered. We congratulate all our office-bearers, activists, members, and well-wishers for crossing this prestigious milestone in our journey of organizing and consolidating all the pensioners and retirees of Syndicate Bank and Canara Bank under the banner of CBSPRA. Comrades, our membership records, registers and books of accounts maintained at our central office are unassailable and transparent. We are proud to say that CBSPRA is a mainstream organisation of Pensioners and Retirees of the bank today.

#### b. CENTRAL COMMITTEE MEETINGS

During the period under review nine meetings of Central committee of SBPRA were held. Due to Covid pandemic all but the recent one were conducted online through Zoom VC. The online meetings were hosted by the undersigned with Com K Suresh Babu, Secretary as the Co-Host. The Central Committee has discussed and taken all decisions on organizational matters as deemed necessary to strengthen and consolidate the Association and bank retirees' movement from time to time. Action programmes given by AIBPARC and CBPRO in pursuit of retirees issues were implemented. All steps for establishing effective Liaison with management and redressal of grievances of retirees were taken.

#### c. PERIODICAL MEETINGS HELD AT VARIOUS CENTRES

All our zones have held zonal committee meetings. Our teams of office bearers have also been holding meetings at City, Regional and other centers. This has helped in keeping live contact with our grass root level members, updating them on latest developments and in guiding them in many aspects. The Triennial Zonal Conferences were conducted in all the ten zones successfully. There is a need to hold regional level meetings at regular intervals to bridge the communication gaps and to establish a permanent platform for dissemination of information to grass root level and to implement organizational programmes Promptly and systematically.

#### d. SPECIAL GENERAL BODY MEETINGS

As already mentioned elsewhere, pursuant to the situation arising out of amalgamation of Syndicate Bank with Canara Bank and as called for by the management of Canara Bank it was necessary to convene two Special General Body Meetings of the Association for the purpose of seeking certain amendments to the byelaws of the Association, inter alia, change of nomenclature of the Association, to reflect the nature and purpose of the Association. As the amendment to the purpose i.e. aims and objectives of the association was involve, holding of 2<sup>nd</sup> Special General Body Meeting was necessitated as per law. We are happy to note that both the Special General Body meetings were successfully conducted online and the legal formalities were completed. After completing the legal formalities we have duly informed the management of the bank. As a result of which today we are officially recognized and are being called to participate in the grievance redressal meetings held by the bank.

#### e. MEETINGS WITH MANAGEMENT

Before merger of Syndicate Bank with Canara Bank we were already recognized. We were the sole representatives of retirees of Syndicate Bank and were participating in Structural meetings at Corporate Office, periodical meetings at Zonal Offices and Regional Offices. Apart from that our office bearers were regularly meeting the management officials including the MD, EDs, GMs and RMs and pursuing the grievances of the members. But subsequent to merger of Bank it was difficult to establish a line of communication with the new management immediately, not only due to alien atmosphere but also Covid conditions. During this period our office bearers at various centres have met the Top Management Teams at Circle Offices established good rapport and have successfully taken up the issues of the members with the local managements. Meanwhile we continued our efforts to reach the ED and the GMs at HO and put forth our demand for restoration of recognition which we were already having. Finally, through a lot of our efforts, by involving well-wishers and visits to HO by our Bengaluru team we could establish a liaison. We had to first take care of continuation of monthly subscription deduction through standing instruction. Initially the Canara Bnk HO: HRW refused to recognize our standing instruction facility stating that they do not have provision for such facility and that other existing retiree organisations were also not given any such facility. We could finally convince them by providing all documents of decisions taken by Syndicate Bank

Thereafter we had to ponder over participation in the grievance redressal meetings conducted by the bank. During the process of completing legal formalities, bank has held two meetings of the GRC. Both were held through online Video Conference. When the first meeting was held it was in the early stages of our liaison with the management. We were permitted to participate on oral permission. Our Vice Presidents com. A Venkatesan and Com. SB Sai Prakash participated in the online VC meeting from Chennai and Bengaluru Circle Offices respectively. It was a Covid period. Our views were presented to the management on all issues of the retirees. The next meeting of GRC was also held online through VC. By then we had almost completed the

formalities of amendments to byelaws of our association as requested by the management but the certificate was yet to be received. So, we were invited to participate in the GRC meeting as observers. At that time it was officially communicated in writing. Com. RK Sharma, President and Com. C Gangadhar Yadav, General Secretary participated in online meeting through VC at Circle Offices Delhi and Hyderabad respectively. Our views on all issues of retirees were clearly presented at the meeting. But when the proceedings of the meeting were released by the management we were astonished to find that there was no mention of either names or the views expressed by our representatives. We immediately approached the management to find out the reasons. We were assured that the needful will be done upon our completion of pending formalities. Subsequently we have submitted all the documents, certificates including the total list of our members to management. Now we are very happy to inform that CBSPRA is duly recognized by the bank and our representatives were officially invited to participate in the Physical GRC meeting held on 29.9.2022 at HO Bengaluru. We have presented our views at the meeting. We have also submitted a list of all the individual cases of our members received from all over India. Comrades, now onwards we will be in a position to participate in the periodical GRC meetings regularly and to take up the issues.

## 10. COMMUNICATIONS

We have minimized sending **printed circulars**/ communications as it is outdated and requires a lot of effort and resources. We request all our members to update their address, phone number and email ID in case of change from the one provided to us for effective communication.

We are very happy to inform our members that our website is updated by making necessary changes. Our new **website** is [cbspra.in](http://cbspra.in). It is exclusively meant for CBSPRA members. For the time being it serves the purpose of speedy communication and uploading of our circulars. We are continuously on the job to improve the quality and content of the website. We welcome suggestions for improvement.

We have decided to create individual **WhatsApp groups** for all our Regions so as to ensure real-time communication of developments, decisions and directions to the grass root level membership

## 11. FINANCES

We are aware that the money is coming from our members by way of monthly subscription deducted from hard earned pension. Therefore we have exercised utmost austerity in spending funds of Association. The statements of account and audited balance sheet of the Association for past three years is presented to you. The statements of accounts for the year ending 31.3.2021 and 31.3.2022 were already placed before the fourth General Body Meeting and approved. However since we are meeting in person after three years and for the sake of transparency and to give fair opportunity to

all the representatives to have a look at the financial affairs we have presented the accounts for all the three years for your perusal and approval.

We are happy to inform that our beloved SBOA (presently CBOF) has contributed a sum of Rs 52 lakhs to CBSPRA. The amount was utilized for purchase of the flat which is housing our Central Office at Hyderabad. The flat was purchased from Bank officers Coop Credit Society at Govt. (fixed) rate for Rs450500/- . The entire transaction was in white. We thank the leadership of SBOA viz. Coms S A Manjrekar, Vilas Nayak, V Kannan and all the EC of SBOA for this goodwill gesture.

**Subscription:** We propose to continue the present rate of monthly membership subscription of the Rs30/- which was originally decided at our first General Body meeting held in 2013. We shall strive our best to manage our financial requirements within our means. All the members of our Central Committee and Zonal Committees are fully aware of the situation. They have accepted their responsibilities sheerly out of commitment to the cause and have been making personal sacrifices by not claiming their travel expenditure bills to the full extent.

## **12. AMENDMENTS**

We have proposed certain amendments to the byelaws of the association keeping in view the future needs of the organisation. Notable among them is creation of a new zone i.e. Bhopal Zone, to cover the area of Madhya Pradesh and Chhattisgarh.

## **13. RESOLUTIONS**

We have proposed various resolutions that encompass all the demands of bank retirees.

## **14. TASK AHEAD**

Comrades, our journey has been on right path and right course. But the track is arduous and distance to cover is long. We are fully aware of the difficulties faced by pensioners, pension-less retirees and the family pensioners. It is also responsibility to bring non-members into our fold and serve them. And as already mentioned in detail many pending issues are there to be resolved. We must plan and work out to find a solution to the issues.

We have to continue our rapport with the management of the bank and work to bring solution to the members' issues. We also have to improve our coordination and rapport with the present serving as well retirees association in the bank. We also envisage **coordination among the retirees associations** in the bank and working together

The task is tough but we can handle. We have with us your unstinted support and backing of AIBPARC. We are sure we will reach the goals set for ourselves and fulfil the aspirations of bank retirees.

## 15. CONCLUSION:

This General Body meeting has already generated a lot of enthusiasm within the ranks of the Association and also among the sympathizers and supporters all over India. Today all the retirees are looking to the Association with a fond hope of amelioration in their retired life. In this situation, I believe that this 4<sup>th</sup> General Body of CBSPRA will become a source of strength and unity for all suffering and struggling retirees of the banking industry in general and Canara bank retirees in particular. And that it will deliberate on all the issues that are confronting the retirees and come out with suitable solutions and resolutions. Unity and solidarity shall be key words and guiding factors which will only ensure justice to the retirees. I am sure we will make headway in solving various long pending issues very soon.

## 16. ACKNOWLEDGEMENT

I am indebted to all our members throughout the country who have reposed enormous confidence in me and the organisation. We have faced all the challenges and sincerely executed the onerous task entrusted to us. I hope we have performed well. In this task I have received fullest co-operation from President Com. RK Sharma, Working Presidents Coms. Prakash Karotya and Com A Venkatesan and all the Central Committee Members. My Hyderabad team members Com RSR Prasad, Vice President; Treasurer, Com. CUVTN Dutt, Treasurer, Com R Adishesu Babu, Jt Treasurer and Com. R Balakrishna JS Hyderabad Zone have toiled continuously and made us proud. I thank them wholeheartedly. My special thanks go to Com. V Suryanarayana the Central office-in-Charge who has helped me in data processing and office records maintenance. Lastly my vocabulary is inadequate to commensurately express my thanks to Com. K Suresh Babu, Secretary, for his contribution in discharging all the organizational responsibilities even during my absence when I was out of country. I once again thank one and all.

**CANARA BANK - ZINDABAD  
CBSPRA – ZINDABAD  
AIBPARC – ZINDABAD  
CBPRO – ZINDABAD  
BANK RETIREES UNITY - ZINDABAD  
BANK RETIREES MOVEMENT – ZINDABAD  
STRUGGLE AHEAD MARCH ON  
WE SHALL FIGHT TILL WE SUCCEED**



C Gangadhar Yadav  
**GENERAL SECRETARY**