



CANARA BANK RETIRED OFFICERS' ASSOCIATION (Regd.)

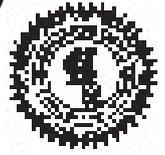
(Registered under the Trade Union Act 1926)

(Affiliated to AIBPARC)

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CIRCULAR NO. 1/2017

1st February, 2017.

Dear Friends,

Recently one of our senior colleagues reported that in a reputed corporate hospital at Bangalore, a range of medical tests were carried out for his urological disorder and he had to spend lot of his hard earned money. As he got suspicious about the tests and investigations, he went for a second advice from a reputed doctor specialised in the field, he was in for a shock as the doctor opined that the tests and investigations were not warranted and the ailment was curable with low priced drugs and medicines. No wonder there are reports galore that there is a huge nexus between corporate hospitals, pharmaceutical companies and doctors who engage in exploitative practices called 'target system' and cuts with the sole motive of earning profits. It is also reported that in corporate hospitals, investigations are not based on what the patient's illness is, and whether there is a need for specific investigations. Commenting on the recent trend of asking patients to go through several tests, a reputed surgeon observes that, "totally unnecessary surgeries are being performed in corporate hospitals. During investigations they may see a small stone in the gall bladder. It is not causing the patient any problems. But they scare the patient into going in for a surgery where the patient is charged a hefty fee. A pathologist from a metropolitan city says, "In corporate hospitals each patient may be seen by multiple specialists. An orthopaedic is called because the hands and feet are aching; a neurologist for numbness in the hands. They come and look at the patient and their charges are added to the bill. Is it useful for multiple specialists to examine a patient? This question is never asked." From prescribing highly priced drugs when cheaper alternatives are available, to recommending tests, treatments and surgical procedures, which are unnecessary and expensive, health care in our country, dominated by the poor people is in serious crisis. While pharmaceutical companies, multi-speciality hospitals and sophisticated laboratories grow, patients feel vulnerable and exploited. Why this has happened?

After the 1990s when the Government accepted the policy of privatisation under pressure from the world bank, it even started charging user fees from Public Hospitals. The Government funding for public health care has been stable at merely 1.2% of the GDP. The corruption, top to down bureaucracy and insensitive staff is repelling even to the poor as compared to the unregulated private health care sector. The policy of public-private partnership is being promoted in the corridors of the policy makers. Even health care is looked upon as industry, thereby helping increase the GDP. Bangalore which should have 50 public hospitals like Victoria or Bowring Hospital or Jayadeva or NIMHANS, has only a few, although new corporate and multi-speciality hospitals are mushrooming daily. These are bright and glittering. In some ways, they are like shopping malls, maintaining everything five-star style. Sometimes they have been registered as so called charity hospitals, for which the Government might have allotted land at throw away price, might have extended tax holidays or tax incentives, but their only objective is making profit. Such hospitals deliberately foster the impression that they provide high quality services, which justifies their high costs of medical care. It gives an impression that the medical profession as is practiced in the country is in favour of greed with ethics bowing out. The biggest stakeholder in this rapidly corrupting sector is the pharmaceutical industry which is not only churning out all kinds of medicines simply to keep the revenue growing but is also responsible for eroding the medical code of conduct by presenting doctors with lavish gifts and sponsoring their vacations and educational trips in favour of prescribing specific drugs. Adding to this rot are the private hospitals that are managed like big business houses where doctors are given targets to attract increasing profits through unnecessary tests and hospitalisation even when not required. Public Relation Officers of many corporate hospitals keep roaming around to visit doctors, they entice doctors to send patients to their

hospitals by tempting them with cuts. Even Labour leaders at factories are now in the pay of corporate hospitals as they arrange for health care of workers to be covered by the employer at a particular corporate hospital. Corporate hospitals vie for tie up with large Public Sector Companies and the Officials of these companies are more than eager to oblige. These Public Sector enterprises give exorbitant reimbursements to their employees. Corporate hospitals often engage in marketing in a variety of ways-'buy one, get one free', 'discount week,' full page advertisements, mostly full of falsehoods. They throw parties for general practitioners and they give them cuts. On top of this they bribe the politicians to keep them in good humour. Some corporate and large hospitals admit bogus patients under the Rajiv Gandhi Health Scheme, a publicly funded health insurance scheme. They give the admitted person money, and plenty to eat and drink. They prepare records showing that an angioplasty or angiography has been done on that person, when actually nothing has been done on the person. Without any regulations, the basic objectives of such schemes are lost and they become mechanisms for corporate hospitals to loot public funds. Corporate hospitals run the Insurance Schemes including the IBA Medclaim policy offered to the retired employees of the Banking Industry. These unsavoury developments in the health care system, are putting huge financial burden on the hapless patients, who are pushed to the brink of impoverishment by incurring huge expenditure for treatment in corporate hospitals.

These developments have underscored the importance of universal health care system. Universal health care system, is the only system practiced in nearly 40% of the countries in the world which alone will lessen the rampant malpractices. India is the only country in the world where the Private and Corporate Sector is thriving in such a huge proportion and still not really regulated in any form. Even in the USA, insurance regulates the massive private health care sector. In the UK and Canada there is Universal Health Care System wherein at the point of service delivery no monetary transaction takes place. Thus there are mechanisms of social regulation. In India the regulatory mechanism has failed to curb the malpractices. The Government passed the Clinical Establishments Act in 2010. However, under pressure from lobbying and opposition by the doctors' associations, the process got stalled. The standards have been finalised only recently. In short there is lack of political will.

The Government of India has recently underlined the need for a radical "restructuring" of the Medical Council of India, which has turned a blind eye to the systemic assault on ethics in the medical profession. Whatever actions the MCIs Ethics Committee take in Delhi, the State Councils of MCI defy. What can be done to bring the Corporate Hospitals to book? First, the MCI Guidelines should be made compulsory for prescribing generic medicines. Second the Government must provide generic medicine shops at key central areas in every city. Third, policy change must be done to ensure that the cost vis-a-vis the maximum retail price difference would never exceed say 20%. Today it could be even 500%. Lastly a strict, efficient, transparent regulatory system should be put in place so that health care becomes affordable, hasselfree.

We hope the Government of India will wake up to the grim realities in the present Health Care System and evolve a universal Health Care System by providing 4 to 5% of GDP for this.

We wish all our members and the members of their family the best of health and happiness for all the days ahead.

Yours sincerely

A N Krishna Murthy
General Secretary.

Canara Bank News:

MSE lending award for Canara Bank:

Canara Bank has bagged awards for excellence in MSE Lending I prize for 2013-14 and 2014-15, Lending to Micro Enterprises (I prize for 2013-14 and II Prize for 2014-15) and in the field of Khadi and Village Industries (Best Bank under PMEGP, South Zone for the years 2013-14 and 2014-15). The awards were presented by Hon'ble Prime Minister Sri Narendra Modi at Ludhiana on 18.10.2016. MD & CEO Sri Rakesh Sharma, along with ED Sri Harideesh Kumar B and Sri S Krishnan, GM, MSME, HO Wing received the awards.

Canara Bank introduces mobile POS:

Canara Bank has, on its 111th Founder's Day dedicated mobile POS, Canara Vahini Van for serving citizens of Bengaluru. Inaugurating the Canara Vahini Van, the bank's Chairman T N Manoharan said that this cash on wheels facility would dispense petty cash up to Rs. 2000.

"The need of the hour is to ease the rush at ATMs and branch counters as well as for customers convenience. We have already deployed mobile ATMs to cater the city of Bengaluru. Another similar 111 POS machines are being deployed across the country today. Each POS is expected to serve up to 1000 withdrawals a day on an average," he said.

The bank's Managing Director Rakesh Sharma said that the bank had fallen in line with the announcement by recalibrating all POS at Metro/Urban centres.

"To cater the rural customers, who too are facing cash crunch, we have deployed a mobile ATM / POS in the rural districts of the country. We will be launching few more vans exclusively targeted at the people in rural villages / semi urban cities where there are no/few ATMs", Sharma said

Canara Bank redesigns Web site:

Canara Bank commemorated its 111th Founder's Day on by inaugurating its redesigned official website and launched various digital products. The celebrations were held at its Head Office, JC Road, Bengaluru where top management along with Directors on the Board were present. Arun Srivastava, MD & CEO of Syndicate Bank was a special invitee.

To mark this auspicious occasion, T N Manoharan, Chairman and Rakesh Sharma, MD & CEO paid tributes to the founder Late Shri Ammembal Subba Rao Pai, addressed and congratulated the staff.

On the occasion, 55 new branches spread over the country were opened. In its pursuit for excellence through the technology intervention and towards business transformation, they dedicated state of the

art 111 Shikhar Branches as well.

Canara Bank to dilute stake in Can Fin Homes:

Canara Bank plans to sell a portion of its 43% stake in arm Can Fin Homes as part of the government's diktat asking public sector banks look to sell their non-core businesses. "The bank has decided to reduce stake in Can Fin Homes to 30% by selling 13% stake. This will help us strengthen our equity base," Mr Rakesh Sharma MD & CEO of Canara Bank told. Can Fin Homes has been one of the best performing stocks amid the run-up in housing finance stocks during the past three years. The stock rose 12 times in three years to a record high of `1,862 earlier this month.

***Old notes windfall: Canara Bank sees better recovery of MSME loans:**

Canara Bank expects a windfall in MSME (Micro, Small and Medium Enterprises) and SME (Small and Medium Enterprises) recoveries post demonetisation.

"There is a good chance of recoveries during this period in Non-Performing Assets (NPAs) and we are coming out with various one-time settlement (OTS) schemes to mobilise more," Rakesh Sharma, Managing Director & CEO of the bank, told.

Accepting old notes

"Post demonetisation, we are talking to borrowers for NPAs settlement. In case they have old notes, they can be deposited in their loan accounts. I feel it will help improve the recovery rate," he said.

"Initially, collection under demonetisation was slow because of some uncertainty. Now after RBI's clarification and after it allowed exchange of old notes of ₹500 and ₹1,000, things are improving," Sharma said.

***Demonetisation Impact: Canara Bank Launches Prepaid Card:**

A day after government announced a slew of incentives for payments through digital mode; Canara Bank launched a prepaid card as part of efforts to attract more and more People towards cashless transactions.

"As a strategy towards achieving cashless payments, the prepaid card is introduced to replace cash payment for small value ticket transactions," Canara Bank MD Rakesh Sharma said.

Prepaid card lets the card holders to use the same for cash withdrawal, purchases at point of sale or internet, Canara Bank said in a statement.

The card holder can prefund the card to his requirement. It reduces the risk against fraud in usage at POS or internet as the customer can restrict the amount loaded in the card, it said.

Prepaid Cards are next significant trend in consumer payments and the prepaid card market is growing rapidly in India, Sharma said.

In bid to promote less cash economy, the government announced discount on an array of services from buying petrol to insurance and railway tickets through the digital mode and waived service tax on card transactions of up to Rs. 2,000.

Opening of Holiday Home at Mangaluru.

Opened on 14th January, 2017

Address: Pragati Apartments

PAIS Gardens

Bejai, MANAGLURU

Rooms: 3 Rooms + 1 Executive Room.

Booking through " Premises Section Circle Office Managaluru".

CANARA BANK FINANCIAL RESULTS DECEMBER 2016

Major Highlights

Net profit for Q3 FY17 rose to 322 crore up by 279% y.o.y

Gross profit increased to 1981 crore, up by 27.63 % y.o.y

Total expenditure declined by 3.81% y.o.y.

Interest expenses, including interest paid on deposits declined by 9.03 % y.o.y.

Cost of deposits came down to 6.31% from 7.01 % last year.

CASA Deposits increased to 1.54 lakh crore, up by 30.12 % y.o.y.

CASA share (domestic) improved to 32.12 % from 25.71 % last year.

Non - Interest Income grew by 53.32 % to 1792 crore .% share of non - interest income in total income improved to 14.83%, up from 9.70 % a year ago.

Gross NPA Ratio marginally up at 9.97 % from 9.81% at September 2016.

Net NPA ratio at 6.72 % compared to 6.69% as at September 2016.

Cash Recovery during the quarter at 1021 crore taking the cumulative figure to 2979 crore for the nine months

Provision Coverage ratio at 52.52 %, up from 51.75% in September 2016.

Net Interest Margin (NIM) (Domestic) at 2.34% and NIM (Global) at 2.19%.

ROA improved to 0.22% and ROE improved to 4.58 %

Capital adequacy ratio improved to 12.28 %, up from 11.54% a year ago.

Global Business reached 8.42 lakh crore comprising global deposits of 5.10 lakh crore and net advances of 3.32 lakh crore.

Sustained growth in retail assets (y.o.y) -Agriculture (9.83 %), MSME (6.34%), Retail Lending (13.47 %), Direct Housing (16.11 %), Vehicle (14.98 %), Education (14.85%) and Other Personal loans (13.33 %).

Total number of branches at 5972 and Number of ATMs at 10394

40.31lakhs Mobile Banking and 27.08 lakhs Net Banking users.

Income, Expenditure & Profit –Q3 FY17.

Total income stood at 12079 crore

Operating expenses of the Bank stood at 2224 crore.

Total provision made in Q3 FY17 at 1659 crore compared to 1467 crore in Q3 FY16

The provision for NPAs at 1487 crore against 1432 crore in Q3 FY16.

Canara Bank, Head Office Memo 3/17 dated 06.01.2017 on Staff Welfare measures for 2016-17 – The relevant Portion applicable to Retirees.

7. [A] REIMBURSEMENT OF EITHER MEDICAL EXPENSES OR EXPENSES INCURRED TOWARDS PAYMENT OF PREMIUM TOWARDS MEDICLAIM POLICY INCURRED BY RETIRED EMPLOYEES:

- i) All the retired employees who have retired from the services of the Bank on or before 31.03.2016 on superannuation shall be eligible for the benefit under the scheme.
- ii) Employees who have exited from the services of the Bank opting VRS / SVRS 2001 on or before 31.03.2016 and have attained the age of 60 years as on the date of claim are also eligible under this scheme.
- iii) The following persons are not eligible under the Scheme: a. Employees who have exited from the services of the Bank opting VRS / SVRS 2001 who are below the age of 60 years. b. Employees who have been discharged / dismissed/ removed from the service / compulsorily retired/ terminated on the grounds of misconduct. c. Employees who have resigned from the services of the Bank.
- iv) The eligible employees as (i) & (ii) above and falling between the age group of 60 to 65 years will be reimbursed either towards medical expenses incurred by them for the year 2015-16 on declaration basis or towards the purchase / renewal of CANARA MEDICLAIM POLICY.
- v) The eligible employees as (i) & (ii) supra and above 65 years age group will be reimbursed either towards medical expenses incurred by them for the year 2015-16 on declaration basis or towards the purchase / renewal of any Mediclaim Policy of their choice.
- vi) The reimbursement under this head is subject to maximum of Rs.2500/-.
- vii) The expenses for which reimbursement is

claimed under this head should have been incurred during the year 2016-17.

- viii) The reimbursement of such medical expenses under this head shall be made on declaration basis as per Annexure 7 A and in case reimbursement is claimed for expenses incurred towards premium of Mediclaim policy the eligible retired employee shall produce a copy of premium paid receipt. In case such retired employee has opted for IBA Medical Insurance issued by M/s United India Insurance Company, a declaration to this effect may be submitted.
- ix) The eligible ex employees who are drawing pension from our Bank have to submit their declaration/ copy of premium paid receipt along with claim to the concerned Circle Office to which their Pension Paying Branch is assigned, duly informing the details such as Pension Account Number to which the amount is to be credited. The claim should be preferred on or before 15.03.2017. The Circle Office shall process the claim and inform the decision to Pension Paying Branch.
- x) On receipt of sanction from HRM Section, the Pension Paying Branch may debit General Charges – Staff Welfare Schemes Expenses and disburse the same to the ex employee by way of credit to their Pension Account specified. The branches/offices will have to submit a statement as per Annexure 9 for the total amount sanctioned under the scheme to the concerned HRM Section.
- xi) Those eligible ex-employees who are not pensioners shall claim the reimbursement amount through HRM Section of Circle Office from which they had retired. Such claims shall be processed and if found in order, reimbursement shall be made to the specified account of such ex employee.

[B] REIMBURSEMENT OF MEDICAL EXPENSES ON DECLARATION BASIS TO SPOUSES OF DECEASED EMPLOYEES WHO ARE DRAWING FAMILY PENSION:

- i) The spouse of such employees / retired employee who had died on or before 31.03.2016 and drawing family pension from our Bank are eligible under this scheme.
- ii) The reimbursement under this head is subject to maximum of Rs.1,000/-.
- iii) The reimbursement of such medical expenses under this head shall be made on declaration basis as per Annexure 7 B and in case reimbursement is claimed for expenses incurred towards premium of Mediclaim policy the eligible spouse of retiree shall produce a copy of premium paid receipt. In case such spouse of retiree has opted for IBA Medical Insurance issued by M/s United India Insurance Company, a declaration to this effect may be submitted.
- iv) The expenses for which reimbursement is

claimed under this head should have been incurred for the year 2016-17.

- v) The eligible spouses of deceased employees have to submit their declaration/ claim to the concerned Circle Office to which their Pension Paying Branch is assigned, duly informing the details such as Pension Account Number to which the amount is to be credited. The claim should be preferred on or before 15.03.2017. The Circle Office shall process the claim and inform the decision to Pension Paying Branch.
- vi) The above scheme is not available to such of those spouses who are drawing family pension being a widow or widower of a deceased employees/ deceased retired employee of our Bank but are claiming benefit under any of the scheme mentioned in Sl.No.4, 7A & 8 of this memo.
- vii) On receipt of sanction from HRM Section, the Pension Paying Branch may debit General Charges – Staff Welfare Schemes Expenses and disburse the same to the spouse of ex employee who is drawing family pension by way of credit to their Pension Account specified. The branches/offices will have to submit a statement as per Annexure 9 for the total amount sanctioned under the scheme to the concerned HRM Section.

10. SPECIAL SCHEME FOR PRE 1986 RETIREES OR SPOUSE OF SUCH DECEASED RETIREES WHO ARE PAID EX-GRATIA AMOUNT BY THE BANK.

All surviving Pre-1986 retirees or spouses of such deceased retirees, who are being paid ex-gratia amount from our Bank every month, will be paid Rs. 1000/- and Rs.1500/- per month respectively under Staff Welfare Measures. The amount will be paid every month along with the ex-gratia amount through Employees " Pension Fund, without the beneficiary claiming the same as done hitherto.

Annexure 7A
CANARA BANK
HEAD OFFICE: BANGALORE

APPLICATION FORM FOR CLAIMING MEDICAL EXPENSES BY RETIRED EMPLOYEES.

From	To:
Name:	The Senior Manager/Manager
Staff No.:	Canara Bank
Designation:	H R M Section/Pension Paying Branch
Present Address:

Sir,

I have incurred a sum of Rs.....(Rupees.....only) towards cost of medical checkup, medicines/Premium towards Canara Medi claim Policy / Medi claim Policy/IBA Medi claim Insurance.

Date of joining the Bank:

Mode of exit:

Date of Cessation:

Date of birth:

Age as on 01.04.2016:

Name of the Branch/Office where last worked:

In case, it is reimbursement claimed towards premium of Medi claim Policy, following details be furnished Canara Medi claim / Medi claim Policy Premium paid details:
[Ensure that the Policy is taken and renewed after 01.04.2016].

Copy of the Premium Paid Receipt /Medi claim Policy to be enclosed:

I request you to sanction me a sum of Rs.2500/- and credit the same to the below mentioned account in terms of Memo No. 3/2017dated 06.01.2017

Account: SB/OD No.

BRANCH:

DP CODE NO. :

I am Pensioner/Non Pensioner (Tick whichever is applicable)

If you are a Pensioner, fill up the following.

Pension Account Number:

Pension Drawing Branch Name:

Yours faithfully,

SIGNATURE

Date:

Annexure 7B
CANARA BANK
HEAD OFFICE: BANGALORE

APPLICATION FORM FOR CLAIMING MEDICAL EXPENSES BY ELIGIBLE SPOUSES OF DECEASED EMPLOYEES

From: Name: Present Address: To: The Senior Manager/Manager
Canara Bank
H R M Section/Pension Paying Branch
.....

Sir,

I have incurred a sum of Rs..... (Rupees.....) towards cost of medical checkup., medicines/ purchase of Medi claim Policy during the period from 01.04.2016.

Name of the Employee with staff No:

PPO No. and date:

Date death of spouse:

In case, it is reimbursement claimed towards premium of Medi claim Policy, following details be furnished.

Medi claim Policy Premium details:
(Copy of the premium paid receipt to be enclosed)

Name of the branch/office where Family Pension being Paid:

I request you to sanction me a sum of Rs 1000/= and credit the same to the below mentioned account in terms of Memo No. 3/2017 dated 06.01.2017

Pension Account No. : SB/OD No:

Branch Name:

D P Code:

Yours faithfully,

SIGNATURE

DATE:

CIRCULAR NO :: 717/2016 INDEX :: ADV: 321
DATE :: 17.12.2016

SUB: CANARA PENSION LOAN SCHEME-MODIFICATION IN SCHEME NORMS ONLY FOR RETIRED EMPLOYEES OF OUR BANK/FAMILY PENSIONERS OF RETIRED EMPLOYEES OF OUR BANK.

Attention of branches/ offices is invited to Circular No. 167/2016 dated 28.03.2016 and 445/2016 dt. 08/08/2016, wherein the Quantum of Loan and Repayment Terms under Canara Pension Loan Scheme were modified respectively and consolidated guidelines also issued.

Now, we are pleased to inform that, the Competent Authority of the Bank has permitted the following modifications under Canara Pension Loan Scheme to the **Retired Employees of our Bank/Family Pensioners of Retired Employees of our Bank** who have opted for the IBA Group Mediclaim Insurance Policy as an additional Loan.

1. Additional Loan details:

a. **Purpose:** to meet payment of Annual Premium of the IBA Group Mediclaim Insurance Policy.

b. **Loan Quantum:** Maximum of Rs. 20000/- (i.e., Maximum loan eligibility of the pensioner/family pensioner LESS existing liability **OR** Rs. 20000/-, whichever is lower) to remit the yearly premium as an additional Loan.

c. **NTH:** 25% of the Gross Pension credited monthly after deducting existing and proposed EMI.

d. **Repayment Terms:** The additional loan is repayable 10 EMIs from the date of sanction of the loan.

2. Other Specific Conditions: To maintain two loan component under same Product Code. Separate loan account to be opened for the purpose of Component Two above in the same Canara Pension Product Code (607) with applicable repayment period and purpose etc., and MIS details in BAM 83.

3. To reimburse the loan premium amount deducted/paid by the pensioner for Financial year 2016-17, from the pension account of the pensioner **for this year only as a special case.**

IBA Medical Insurance Scheme for Retirees: - Procedure for Claiming Reimbursement of Expenses under Domiciliary Treatment Provisions: (Source: Bank Circular 644/2016 dated 24.11.2016, Cir 49/2017 dated 25-01-2017)

Medical Expenses(cost of Medicines, Investigations, consultations...) incurred by Retirees & their Spouses for the listed 59 domiciliary ailments in the Bank Circular 552/2016 dated 14.10.2016

(annex 1), the reimbursement will be available upto Rs 40000/= maximum in a year.

To claim the reimbursement, Retired Employees / Spouses of the deceased Employees have to submit the claims through Web Portal of TPA which is available in Canara Bank Website under the head - Employees / Ex Employees > Mediclaim login.

In case the retired Employees who are not comfortable in submitting claims by logging into online portal, they may submit the same by filling claim Form and forwarding the same with relevant documents to the TPA- M/s Medi Assist India TPA Pvt. Ltd.

Documents to be submitted:

1. Duly filled Claim form (Duly mentioning "Domiciliary Treatment for Retirees" on top)
2. Original Bills & money receipts(if any)
3. Original Prescription (i. Prescription without any time limit shall remain valid till 90 days. ii. Prescriptions with the time limit of more than 180 days shall require to be revalidated after 180 days by the attending Doctor)
4. Copy of the E card (Medi Assist ID Card) – Download from the website.
5. Xerox copy of Cheque Leaf.

Period within which Claims to be submitted: Bills for Domiciliary Treatment shall be submitted along with duly filled claim form for a particular month **on or before the 10th of the succeeding month.**

Where to submit the claims: Duly filled Claim form with relevant documents to be directly submitted to TPA. The address is as under.

M/S Medi Assist India TPA Pvt Ltd.,
Tower D, 4th Floor, IBC Knowledge Park,
4/1, Bannerghatta Road, Bengaluru – 560029
Email: ibacare@mediassistindia.com
Toll Free Numbers: 18004255222
info@mediassistindia.com
180042559449

Life Certificate:

Gist of Bank Circular 669/2016 dated 30.11.2016 : The last date to submit Life certificate to nearest branch / Pension drawing branch by Ex-employee Pensioners & Family Pensioners of Ex-employees is extended till 15th January, 2017. If the Life certificate is not submitted within 15.01.2017, pension will not be disbursed for the month of January, 2017 (payable on 1st February).

CBOA News:

Seventeenth Biennial Conference of Canara Bank Officers' Association was held at Hyderabad from

19th to 21st November, 2016. A Report on this Historic Conference in the Historic City in the words of CBOA General Secretary Sri. G V Mani Maran is here below.

GS LTR 62 2016

dated: Nov 24,2016

Dear Friends,

Sub : Historic Seventeenth Biennial Conference at Hyderabad – 19th – 21st November 2016 The seventeenth biennial conference of our Association held at Hyderabad was a stirring success. I thank all the members for the continued trust and unflinching confidence reposed by them on CBOA.

The conference was conducted in a grand gala manner by our Hyderabad region. The Conference venue was resplendent, meeting hall was decked with dazzling lights and colours, the food was delicious, the hospitality was excellent, the atmosphere was festive, the participants were effervescent, vibes were positive and the feel good factor was contagious. To put it mildly, this conference was an awesome and stunning display of the caliber of the CBOA members and the levels they can accomplish with their resolve and determination.

The occasion was one of renewing friendship, recalling the nostalgic moments by the seniors and a experience of life time for many first timers. The camaraderie exhibited by the members was of warmth and togetherness. The chants of “CBOA Zindabad” were echoing throughout the venue.

The proceedings commenced with Valediction function of our Golden Jubilee Celebrations on 19th November. The function was graced by Shri. B. Subhashan Reddy, LokAyukta for the states of Telangana & Andhrapradesh, Shri. Etela Rajender, Hon'ble Minister of Finance & Planning, Government of Telangana, Shri. G. Rajender Reddy, General Manager, Hyderabad Circle and Shri. Harvinder Singh, General Secretary of AIBOC. Later in the evening, cultural events followed and the officers young and old alike replicated their performances during the Golden Jubilee celebrations held in various parts of the country.

The Biennial Conference was inaugurated on 20th November by our beloved MD &CEO Shri. Rakesh Sharma in the august presence of Shri. Md. Mahmood Ali, Deputy Chief Minister, State of Telangana and Shri. B. Harideesh Kumar, Executive Director. Our Chairman acknowledged the proactive role played by the officers in the development of the bank. He applauded the efforts of the officers in the ongoing demonetization exercise and sought the support of the officers in taking the bank to greater heights. While outlining his plan for the bank and

welfare of the officers, he admitted that with the kind of energy levels and the positive attitude on display by the officers, any challenge is attainable by Canara Bank. I take this opportunity to thank our MD & CEO for having consented to our invitation and inaugurating the conference. His motivating speech was peppered with references to CANPAL and was well received. We, the CANPALs, let us rededicate on this occasion that we shall continue to work for the betterment of our Mother Bank.

Shri. A.S.N. Reddy, President commenced the official proceedings followed by presentation of Report of the General Secretary by the undersigned covering varied subjects like national, International events, banking, economy, Trade union news, bipartite settlement, achievements of CBOA elaborately. A visual presentation matching the report was also displayed simultaneously. This was followed by Delegates session where in the delegates from all over the country numbering more than 150 expressed their views on various issues.

On the concluding day, the undersigned replied to the issues raised by the delegates and listed out the achievements of CBOA during the last three years outlining the future course of action. All the officers were requested to redouble their efforts and strive for achieving the objective of ten lakh crore business and ten thousand crores of net profit.

The conference concluded with the unanimous election of new office bearers of the Association. The most heartening aspect of the conference was the participation of large number of young officers, in particular women officers. I have to really thank these youngsters for the energy they brought to the conference the fact of which was acknowledged by our MD & CEO too. This vibrant lot deserves a special pat.

The enthusiastic feedback and positive comments about the manner in which the conference was conducted reflects on the capability of the cadre of CBOA. It will be pertinent to mention here that the credit for successful conduct of the conference goes to every single member of the association for the part played by them.

I assure to all the members, on behalf of the new set of office bearers (list enclosed), that we will work tirelessly for the welfare of the members.

With warm wishes,

G.V.Manimaran
General Secretary

New Set of Office Bearers of CBOA:

Sl	Name	Position	Region
1	J VANANGAMUDI	Chairman	Coimbatore
2	A S N Reddy	President	Vijayawada
3	R S Reehal	Vice President	Delhi
4	Atul Kapoor	„	Chandigarh
4	R K Bhardwaj	„	Bhopal
6	J S Jagadeesh	„	Bengaluru
7	Anil Kumar	„	Patna
8	G V MANIMARAN	General Secretary	Chennai
9	P V Surendran	Joint Gen Secretary	Calicut (CO-Trivendrum)
10	S P Singh	„	Jalandhar (CO - Chandigarh)
11	Rajesh Bakshi	„	Delhi
12	V Pandi	„	Madurai
13	B K Richariya	„	Ahmedabad
14	S Jagadish	Organising Gen Secretary	Shimoga (CO- Mangalore)
15	R R Bhagale	„	Pune
16	Sanjay Goyal	„	Indore (CO- Bhopal)
17	K Prakash	„	Bengaluru
18	P K Mohanty	„	Bhubaneswar

AIBOC News:

Conciliation Meeting Before RLC © at Mumbai failed - Executive Committee to decide Next course of Action: (AIBOC cir 67/2016 Dt. 18.11.2016)

Our members are aware that in response to our notice to observe strike on 2nd September, 2016, RLC (C) Mumbai had called a conciliation meeting on 1st September, 2016 at Mumbai and after hearing both the sides had directed IBA to resolve our issues within specific time frame and had adjourned the conciliation proceeding to 17th November, 2016. The conciliation meeting continued today and was attended by Com. Harvinder Singh, General Secretary and Com. Sanjay A Manjrekar, Vice President on behalf of AIBOC.

On behalf of IBA, their representatives filed their reply repeating their same old stand that IBA is an independent and voluntary organization which provides advisory services to the member banks as and when asked by them and it holds discussions/ negotiations with apex level Workmen Unions / Officers' Associations of Banks regarding industry level issues and these issues are discussed by them on the basis of specific mandate given by member banks. **They further stated that they do not have mandate from the members to discuss the issues pertaining to pension raised by AIBOC since in the mandate given by the banks for Wage Settlement it is specifically mentioned that IBA may discuss on behalf of the concerned banks with the Officers' Associations / Workmen Unions the scales of pay and allowances and other service conditions of officer employees / workmen staff.**

On behalf of AIBOC, we disputed the claim of IBA that they are an independent and voluntary organization and do not have mandate to discuss the issues raised by us. During the argument, we brought to the notice of the RLC(C) that all the issues pertaining to our service conditions at industry level are always discussed by Officer Unions with the IBA and that the issues raised by us too are the part of our Other Service Conditions which are decided at industry level. We also pointed out that in their reply dated 17th October, 2016, IBA has admitted that in the mandate given by the banks for Wage Settlement they are permitted to discuss on behalf of the concerned banks other service conditions also apart from the scales of pay and allowances of officer employees / workmen staff and hence the IBA's stand that they do not have mandate to discuss the issues raised by us is not tenable. We also filed our counter reply, which is reproduced below:

QUOTE "We express our sincere thanks for providing us an opportunity to appear before you once again with our grievances, views and representation on the pending issues of the last Wage Settlement and other issues affecting the working and retired officers. We are very sad to inform you that no steps are known to have been taken by the Management and Government to resolve any of our pending issues. To elaborate on the pending issues and the proceedings held on 01/09/2016, we wish to submit as under:

- i) Despite your very clear directions to take steps for ensuring the immediate appointment of non-workmen/Officer nominee Directors on the Boards of the Bank, we are not in the knowledge of any step/initiative taken in this regard. IBA/PMO

and Department of Financial Services have not even cared to inform us the development. The Bank's Boards are taking important decisions without the knowledge of the officers/employees (in the absence of their representatives), which is unconstitutional.

- ii) **IBA has not taken any step to resolve the demands No. 2 & 4 i.e. a) DA Neutralization,- b) Revision of family pension, c) Pension Up-dation/Up-gradation & d) One more option of pension to resignees who were excluded when it was extended to VRS optees.**

You very kindly advised them to resolve above issues before commencement of the next Bipartite Settlement. We wish to bring to your kind notice that IBA has already started getting the mandate from the Banks for the next Salary Settlement and hence the exercise for the next settlement has already commenced.

- iii) Any other progress with regard to other pending issues is also yet to be known.

QUOTE: We wish to submit that we as a responsible organization had withdrawn the strike on your directions to IBA and on appeal made to us coupled with a communication from Hon'ble Labour Minister dated 30/08/2016 assuring us to look into and resolve all pending issues. Bank Officers and employees feel cheated by the authorities when apathy is shown towards their genuine and legitimate demands, both by IBA and Government and only lip sympathy is shown towards excellent job being always done by them. We therefore, urge upon you to immediately look into the matter and get us relief from IBA/Government. We also request you that in the absence of any specific commitment please close the proceedings so that we can reinstate our STRIKE call immediately." UNQUOTE

Since, IBA was not prepared to settle the issues raised by us, the RLC(C) asked us as to whether we would like the dispute to be referred for arbitration. Taking into consideration the lengthy process of arbitration, which may extend beyond our next salary revision talks, we did not agree for the same and requested the RLC(C) to close the proceedings so that we can reinstate our strike call immediately. After hearing both the sides, the RLC(C) observed as follows:

QUOTE: Both the parties requested for closure of the proceedings as the management stated that "no further action by IBA" is taken and the Union said that the management betrayed them and that they want to reinstate their 'Strike Call'. Since both the parties are of different views and not induced to come to an

amicable settlement, the proceedings are concluded as an ROC. UNQUOTE

Thus the proceedings before the RLC(C) Mumbai with respect to our Notice of Strike stands closed as the parties failed to reach at some conclusion.

Comrades, the issues raised by us in the said strike notice are close to the heart of all bankers, serving as well as retirees and we cannot rest till the same are settled to our satisfaction. The Executive Committee of AIBOC will meet shortly to discuss the developments and decide our next course of action to get justice for all in the matter of all our pending issues.

With greetings,

Yours faithfully,

(HARVINDER SINGH)
GENERAL SECRETARY

DELEGATION OF THE CONFEDERATION MEETS HON'BLE MINISTER OF STATE FOR LABOUR & EMPLOYMENT MEMORANDUM SUBMITTED AND FRUITFUL DISCUSSION HELD

Dear Comrades,

Our Confederation has been pursuing the issues of improvement in superannuation benefits, delay in appointment of Officer Nominee Directors, enhancement in gratuity ceilings through letters, representations and meetings with concerned authorities for early resolution of the same. These issues had been listed in the Strike Notices served by our Confederation to IBA and Bank Managements. You are also aware that one of the reasons for deferment of our Strike of 2nd September 2016 was the specific appeal made by the Hon'ble MoS with the assurance that our issues will be discussed and resolved. Accordingly, we sought an appointment from Shri Bandaru **Dattatreya**, the Hon'ble Minister of State for Labour & Employment. We are pleased to inform you that a meeting was held on 28th November, 2016 in the chamber of Hon'ble Minister. The undersigned along with Com. Ravinder Gupta, Jt. General Secretary of our Confederation, submitted a Memorandum (annexed to the circular) to him, highlighting our pending issues and also requested for early discussion on 11th Bipartite Settlement and its implementation from the day on which it is due. Hon'ble Minister directed his officials to have a detailed discussion with us on the issues covered in the Memorandum. Our discussion lasted for more than two and a half hours. We are extremely happy that the officials took keen interest on the subject and immediately initiated the steps required in this regard.

On the issue of enhancement of gratuity ceilings, we were informed that a tripartite meeting is required to be held in which the Chamber of Indian Trade & Industry will also participate. After seeking the consent of Hon'ble Minister, officials assured us that they will try to convene the meeting in the next month. On the other issues, officials assured us that a communication will be sent to Department of Financial Services with their strong recommendations to resolve the issues. It was also assured to us that Hon'ble MoS will personally speak to the Hon'ble Minister of Finance, Shri Arun Jaitley and will persuade him to resolve our issues/grievances. Further development in this regard shall be advised to you.

With warm greetings,

Comradely Yours,

(HARVINDER SINGH)
GENERAL SECRETAR

All India Bank Pensioners' & Retirees' Confederation (AIBPARC) News: (Gist: CIRCULAR NO. 37/16 dated 16.11.2016)

Dear Friends,

Sub : (1) Demonetisation of Rs.1000/- and Rs.500/- notes – Bank Retiree Comrades Lend Helping Hand to In-Service Bank Officers & Staff.

The decision of Govt. of India to demonetise Rs.1000/- and Rs.500/- notes has increased the work pressure on our colleagues manifold. Managing anxious customers and public who are rushing to Bank branches throughout the country is a herculean task. But true to the spirit of banking community who are ever committed in carrying out all the programmes and policies of the Govt., be it aggressive social banking programmes, Jandhan Yojana and the present demonetization decision of the Govt., bank employees and officers past and present have always proved their mettle by discharging their duties splendidly well.

The present one is a gigantic task and the way in which our colleagues are sitting through the late hours foregoing weekend holidays is highly laudable. Red salute to our younger brothers and sisters working in the bank branches.

It is equally praiseworthy that bank retirees have on their own volition been lending their helping hand to their brethren in the banks in whatever way possible in this hour of great challenge. Our affiliates have exhorted their retiree members to go to branches to extend all help. Yes, it is going to be a long drawn job. Be it so, our commitment and loyalty to the banking institutions is unquestionable and

inextinguishable. Let us join the in-service team of officers and staff and help them in this hour of great challenge with their consent and concurrence.

With greetings,

K.V.ACHARYA
PRESIDENT

CIRCULAR NO. 3/17.

20.01.2017.

Dear Comrades,

Sub : AIBPARC calls for Demonstrative actions to ventilate the grievances and the anguish of the retirees of banking sector and to draw the attention of authorities concerned for immediate redressal of long pending demands.

The meeting of the Governing Council of AIBPARC took place at Kolkata on 19th January, 2017. The largely attended assembly of leaders from different parts of the country took stock of the prevailing situation. It was noted with dismay that IBA was maintaining a conspicuous silence; the concerned department of Government of India was obsessed with the sole issue of demonetization and the political leadership, though very sympathetic to our demands, could not ensure any tangible delivery. The Governing Council took note of the fact that time was running out very fast and the older retirees might find it difficult to get the issues resolved during their life time. After prolonged deliberation, the body decided that our efforts to sort out the grievances will continue through all the time-tested ways viz. : approaching the Government and the IBA repeatedly to make them understand the urgency of the issues, to maintain close liaison with all the components of UFBU and appeal to them to be very serious from the beginning about the issues of the retirees and at the same time consolidate the retirees in different parts of the country and also to go for various action programmes to display our oneness with the demands and to have quick redressal.

At the end of the day, following programmes were chalked out :-

1. On 15th February, 2017, the leadership of CBPRO will lead a strong delegation to the IBA office at Mumbai and meet the top functionaries for submission of a memorandum on the demands of the retirees.

2. On 15th March, 2017, the retirees of the banking sector will assemble at Jantar Mantar, New Delhi, from different parts of the country and participate in a day long dharna-cum-hunger strike.

3. The state committees of AIBPARC will arrange for dharna/demonstration at different important

stations/various state capitals on a particular day in between 15th February and 15th March, 2017 and focus the demands with which the retirees are confronted with.

Different affiliates are requested to start preparation in full swing so that the dharna –cum-hunger strike at Delhi may get an astounding success as it was in previous occasions. Railway tickets for as many people as possible are to be booked at the earliest and the state committees also will gear up their organizational machinery to see that all the above programmes are successful. It may please be noted **THAT ALL THE COMPONENTS OF CBPRO WILL BE JOINING WITH US TO ENSURE TOTAL SUCCESS. THE STATE COMMITTEES ARE REQUESTED TO MAINTAIN CLOSE LIAISON WITH OTHER COMPONENTS OF CBPRO IN CHALKING OUT THE PROGRAMMES.**

With best wishes,

(S. R. SEN GUPTA)
GENERAL SECRETARY

CIRCULAR NO.6/17. 30.01.2017.

Dear Comrades,

Sub : Report on Conciliation proceedings held at Mumbai on 24th January, 2017.

We are reproducing hereunder the text of CBPRO circular no. 2/17 dated 27.01.2017 on above subject and also the copy of AIBOC circular on the same subject for information of members.

With best wishes,

GENERAL SECRETARY

Quote:

Circular No. 02/2017 Dated: 27.01.2017
TO ALL THE CONSTITUENTS OF CBPRO

Dear Comrades,

SUB: CBPRO PARTICIPATES IN CONCILIATION PROCEEDINGS ON 24.01.2017.

The CBPRO team appeared before the Assistant Labour Commissioner to participate in the conciliation proceedings in respect of the complaint given by the AIBRF to the Deputy Chief Labour Commissioner (Central). We deemed it necessary to participate in the conciliation proceedings as the dispute raised was in respect of denial of 100% DA

neutralisation to those retired between April 1998 and October 2002 only. The fact is that 100% DA neutralisation is denied to all those who retired before November 2002. Hence we decided to approach the Deputy Chief Labour Commissioner (Central) to put the issue in right and appropriate perspective and ensure coverage in respect of all pre-2002 Retirees. Accordingly we wrote to the Deputy Chief Labour Commissioner (Central) on 9th Jan, 2017 explaining the issue properly and also stated that as CBPRO we are representing five(5) major Retirees organisations namely Federation of SBI Pensioners' Associations, AIBPARC, RNBOC, AIRBEA & FORBE representing the vast majority of the Retirees numbering more than three(3) lakhs. In response we got intimation dated 17.01.2017 from Assistant Labour Commissioner (Central)-III to participate in the conciliation proceedings scheduled for 24th January, 2017 in their office at Mumbai.

For the said conciliation meeting the notices were sent by the Assistant Labour Commissioner to Indian Banks' Association (IBA), AIBOC and AIBEA.

The team of CBPRO consisted of Com. K V Acharya, Joint Convener CBPRO, Com. S. B. Gokhale, R.S. Rajiwdekar from Federation of SBI Pensioners' Associations and Com. K S Rengarajan, R.N.Joshi and R.V. Kamath from AIBPARC. The team met the Assistant Labour Commissioner at 1.15 P.m. and the proceedings concluded at about 2.30 P.m.

We are extremely thankful to the Assistant Labour Commissioner for patient hearing of our submissions. We also profusely thank the AIBOC leadership who were represented by their Vice President Com. Sanjay Manjrekar and their Maharashtra State Unit President Com. Manoj Wadnekar. The AIBOC leaders during the conciliation proceedings informed the Assistant Labour Commissioner that they were in full agreement with the CBPRO demand to extend 100% DA Neutralisation to all Pre-2002 Retirees. They also stated that they have mainly responded to the notice of the Assistant Labour Commissioner as not only AIBOC is espousing the cause of Retirees in respect of all their issues including 100% DA neutralisation to Pre-2002 Retirees and also underlined the fact that at a time when there was no credible and active All India level organisation to Bank Retirees and Pensioners, AIBOC took the lead to form AIBPARC (which is a constituent of CBPRO) and mobilise and organise the Retirees and Pensioners under one Banner. On the day of conciliation proceedings Com. Harvinder Singh, General Secretary AIBOC was in

Constant touch with the undersigned assuring of full support of AIBOC to our issues. The presence of

AIBOC leadership in the conciliation proceedings was of a great strength, confidence and satisfaction to us. We are also forwarding separately the circular issued by AIBOC wholesomely supporting our issue.

Surprisingly the Indian Banks' Association (IBA) did not participate in the conciliation proceedings instead had sent their written submissions reiterating their oft-repeated stand that the Pension Scheme is a Funded Scheme and allocation has to be done from the profits of the Bank based on the actuarial valuations done on yearly basis and at the same time Pension in the Public Sector Banks is paid as per provisions of Bank Employees Pension Regulations 1995. The CBPRO team very powerfully presented the case before the Assistant Labour Commissioner and furnished her with the copies of the Pension Settlement of 1993, Minutes of the Small Committee meeting after the signing of the settlement, Provisions of the Pension Regulations which are in line with the Pension settlement not only in regard to 100% DA neutralisation but also in regard to other issues of the Pensioners like Pension Updation, Family Pension improvement etc. We also pointed out denial of 100% DA neutralisation is also violation of the Pension settlement clause(6) which was relied upon by the Division Bench of Hon'ble Kolkata High Court in respect of writ petitions on 100% DA neutralisation. Individual Retiree and Retiree's organisations elsewhere also filed or impleaded in different courts on the same issues and it is neither fair nor proper to force the elder citizens of the Banking Industry to knock the doors of the courts right up to Hon'ble Supreme Court. Financially it is a costly exercise, time consuming and depriving lot many Retirees who have left this world waiting helplessly for delivery of justice to them.

We also submitted the judgment of Hon'ble Supreme Court in respect of Rajasthan lecturers where it was held that Pension or improvement in Pension cannot be denied on the ground of financial burden. Arbitrary classifications based on Retirement dates is violative of Fundamental Rights and hence denial of 100% neutralisation to Pre-2002 Retirees has no Authority of Law and hence violative of our Constitutional Right to property.

Comrades, at the end of the conciliation proceedings held on 24th January, 2017 the respected Assistant labour Commissioner recorded the minutes duly signed by the entire team of CBPRO, representatives of AIBOC and also by the Assistant Labour Commissioner. The copies of the submissions made by the Indian Banks' Association and the written observations submitted by Com. Harvinder Singh, General Secretary AIBOC was handed over to us. The copy of the minutes of the proceedings was also handed over to us. The Assistant Labour Commissioner adjourned the

discussions to 28th February, 2017 at 12.30 hrs in the same office.

Comrades, the formation of CBPRO has successfully brought major Retirees Organisations together and all the constituents have brought in vibrance to the Retirees movement. The issues of the Retirees which were blissfully forgotten or kept in the cold storage for nearly two decades have got articulation, clarity and a big push after the advent of CBPRO which has not missed to knock any Forum, be it submission of memorandums and personal audiences with Hon'ble Ministers, Ministry officials, IBA, Political leaders, Officers of Labour Commissioners, Serving Officers and Employees Organisations and also launching action programmes like Demonstrations and Dharnas to redress the grievances of the Retirees.

It is unfortunate that instead of responding to the repeated appeals of CBPRO to the AIBRF to join the CBPRO to ensure total unity they should indulge in spreading falsehoods about CBPRO or about its participation in the conciliation proceedings held on 24th January, 2017. AIBRF's Ostrich-eyed attitude and propaganda about CBPRO and its participation in the conciliation proceedings is highly regrettable. In fact we participated and presented the case of 100% DA neutralisation covering all the pre-2002 Retirees and not only the Retirees between 1998 and 2002. We also mentioned in our meeting about the other pending issues of Retirees. As a responsible and matured organisation consisting of very Senior and Aged members we do not want to lower the standards of discourse and our struggle by replying or commenting to the uncalled for remarks made by AIBRF in their circular dated 24.01.2017 and leave it to the wisdom of the vast majority of the wise membership to know where the truth really exists. We will continue to make all sincere efforts to uphold the dignity of the Bank Retirees movement including further larger unity among the Retirees which should awaken the powers that be to treat the Bank Retirees honourably and render justice to them at least now.

We also wish to inform that the appeals pending before the Hon'ble Supreme Court is likely to come on any date in the month of February, 2017 in which affiliates of our constituents also impleaded. Already the appeal on updation of Pension is also pending in the Hon'ble Supreme Court.

With warm regards,
Yours Comradely,


A.Ramesh Babu


K.V.Acharya

Circular No. 2017/04

Date: 25.01.2017

All Affiliates/State units/Members,
Dear comrades,

**AIBOC COMMITTED TO THE ISSUES OF
RETIRES CONCIATION PROCEEDINGS
SUBSTANTIATES ITS STAND**

In response to a dispute raised by one of the Retirees' Organizations on 100% neutralization of DA for pre 2002 pensioners, Assistant Labour Commissioner (Central) Mumbai had called the conciliation meeting yesterday i.e. on 24.01.2017. Since, AIBOC was made one of the respondents, Com Sanjay Manjrekar, Vice President of the Confederation and Com. Manoj Wadnerkar, President, AIBOC Maharashtra State-1 Unit attended the conciliation meeting as the undersigned had to attend another urgent engagement in Mumbai itself. We submitted our written statement which was already sent to the conciliation officer on 07.01.2017 (copy which is annexed to this circular). We also submitted that the issue of 100% neutralization of DA to pre 2002 retirees was one of the issues in our Charter of Demands for the 10th Bipartite Settlement and the same along with other unresolved issues of the retirees is recorded in the 'Record Note' signed by the IBA and the UFBU constituents on 25.05.2015. It was also brought to the notice of the Presiding Officer that since subsequent to the signing of the Record Note there was no response from the IBA, AIBOC had raised this issue in our Strike Notices in December 2015 and again in September 2016 and the Regional Labour Commissioner (Central), who had held the conciliation meetings in the matter has ultimately recorded the failure of talks. IBA and the Workmen Union which were also made respondents did not attend the yesterday's proceedings. However, IBA has filed their comments where in they have stated that IBA is an independent and voluntary organization and discusses / negotiates with Workmen Unions / Officers Associations on behalf of its member banks on the basis of mandate given by these banks and that IBA is not employer of Workmen/ Officers of these banks and thus they are not a direct party to any industrial dispute including that of the case of Retirees' Organization who have raised the dispute. Subsequently, in a separate meeting, the Assistant Labour Commissioner (Central) also heard the representatives of CBPRO (Co-ordination of Bank Pensioners' and Retirees Organisations) which have also raised the issue of 100% neutralization of DA. (AIBPARC is one of the constituents of CBPRO). Since the issue raised by both the unions was common, the Presiding Officer decided to conciliate in common and adjourned the case to 28.02.2017.

It needs no emphasis that AIBOC has always shown concern for the retirees and the pensioners and has been raising and settling their issues unlike some retired executives who did nothing for the retirees when they were in service though they had the powers but are acting as championing the cause of retirees today when they are victims. It was AIBOC which kept the issue of 2nd option of pension alive and ultimately clinched the same in the 9th BPS to the benefit of lakhs of retirees. Again, it was AIBOC which clinched 2nd option of pension for VRS optees who were clandestinely denied the same by IBA by wrong interpretation of the settlement. Further, at a time when there was no credible and active all India level organisation to mobilize and represent the banks retirees and pensioners, AIBOC took the lead to form AIBPARC and mobilize and organize the retirees and pensioners under one banner.

We once again reiterate that the issues of the retirees viz. 100% neutralization of DA to pre 2002 retirees, automatic updation / upgradation of pension / revision in family pension and pension to the resignees and other left outs are on the top of our agenda and achieving the same is our goal.

With comradely greetings,

Comradely Yours,



(HARVINDER SINGH)
GENERAL SECRETARY

Unquote.

CBPRO News:

***CBPRO takes the Plight of Retirees to Prime Minister: CBPRO appeals to Prime Minister to deliver justice to the ageing Bank Retirees:-**

Dated: 23.12.2016

Shri Narendra Modi Ji,
Hon'ble Prime Minister of India,
PMO Office, South Block, New Delhi.

Respected Pradhan Mantri Ji,

Sub: Request for Most Urgent Consideration of Bank Pensioners and Retirees Issues.

We the Bank Retirees are immensely grateful to you for your kind acknowledgement and appreciation of the assistance and cooperation extended by the Bank pensioners and Retirees to their fellow colleagues in the Banks during the present ongoing

demonetization exercise. It is heartening to know that the tireless contributions of the Bank Pensioners when they were in service as well as after retirement has attracted a special mention and appreciation from a personality no less than your Good-self, the Prime Minister of the country. Your appreciations have been also echoed by the Hon'ble Finance Minister, other functionaries of the Government and the public as well. This recognition of our contributions has made us feel extremely happy and also make us rededicate ourselves to make the programmes and policies of the Government not only a success but also a fulfilling exercise of the avowed objectives and initiatives of your Government.

We also take this as an opportunity to place before your Good-self some of the very urgent long pending issues which are agonising the aged Bank Retirees for a very long time. The Bank Retirees who have organised themselves as organisations duly registered and also formed a coordination of major Bank Retirees Organisations including SBI, Public Sector Banks and Private Sector Banks known as COORDINATION OF BANK PENSIONERS' AND RETIREES ORGANISATIONS (CBPRO) with nearly Four Lac membership are still not able to get a formal audience with Indian Banks' Association who represent the Bank Managements. The reason cited by the IBA is that they would negotiate only with the Serving Employees and Officers Organisations. This has created a situation where Bank Retirees' grievances are addressed neither by the Bank Managements nor by Indian Banks' Association. In the process, the Retirees are forced to seek remedies through the Courts only, however justified their issues are. For your kind information whatever little relief the Retirees got in respect of their grievances are all through the Courts only so far. The Retirees are forced to fight the legal battle for more than Ten years right from the Single Judge Bench of High Courts to the Highest Court of the land i.e. Hon'ble Supreme Court. Here again the Court verdict relief was extended to the individual petitioners only and not to the similarly placed Bank Retirees at the instance of IBA, forcing every one of them to litigate afresh. This amounts to negation of the substance of the Court verdicts and mockery of the Judicial Authorities and against the laid down Senior Citizen Litigation policy of the Government. Your Good-self has also observed recently that the Government and Government agencies themselves are the litigants in most of the cases. We cite below few of such Judgments of Hon'ble Supreme Court the benefits of which are not allowed to be given to the similarly placed Retirees:

Hon'ble Supreme Court judgment in respect of pension to Resigned Employees and Officers who have put in more than 20 years of service.

Pension option to few left out compulsorily Retired Persons. Benefit of leave encashment to compulsorily Retired Officers.

At the same time the Bank Managements have continuously denied (i) Pension Updation (Pension Revision) to Bank Retirees though our pension scheme is modeled on Government Pension Scheme where not only pension updation but also up gradation is given (ii) Denial of 100% DA to pre 2002 Retirees who are now in the age group of 85 and above (iii) Denial of Improvement in Family Pension to the spouses of deceased Retired Bank Employees and Officers.

It is unfortunate that though all the above three issues should have been considered as per the Bank Employees Pension Regulations and also as the same are given to Government Employees and other Public Sector Employees still the IBA is avoiding to advise the Member Banks to implement the Regulations and undo the injustice thrust on the Bank Retirees. We wish to reiterate that whatever we are asking for is strictly as per the provisions of the Regulations which are passed by the respective Bank Boards, approved by the Government and officially published in the Government of India Gazette. The denial of the above is forcing the Bank Retirees irrespective of their grade who have retired either as the Chairmen of the Banks, Executive Directors and General Managers getting Pension as low as just Rs. 25,000/-only and Family Pension as low as Rs. 4,000/- including Dearness Allowance which is not only humiliating but also insulting.

We do not want to get into the details of huge NPAs in the Banks and its effect on the working results of the Banks. The reason for this melody is very well known to the Government. But it is noteworthy the Banks are making huge Operating Profits which speak of the efficacy and efficiency of the Bank Employees and Officers. We in Public Sector Banks have to do more than what the new generations Private Sector Banks do as banking. Public Sector Banks are basically meant for Social Banking and carry out all the programmes and the policies of the Government, be it Priority Sector advances, Mudra Loans, Prime Minister JanDhan Programme, Direct Cash transfer benefits for Government Programmes, Tax Collection, General Election Duties and the latest Demonetization work pressure. In short Bank Employees and Officers are expected to do not only the normal Banking and also in addition to that many of the Government related duties but when the question of reward comes the Bank Employees and Officers and Retirees are clearly discriminated.

It is in the light of the above we seek your urgent

attention and consideration of the pending issues of the Retirees and instruct the Bank Managements to honour the Legislative Provisions of the Pension Regulations. We also request your Good-Self to ensure that the IBA and the Bank Managements do not get into the luxury of spending crores of Rupees as legal and lawyers' fees in appeals against the favourable verdicts obtained by individual Retirees and Retiree's Organisations in pursuance of their just and legal demands. It may seem to be harsh but it is also a hard fact that the Bank Managements are mindlessly indulging in challenging the writ petitions of the Retirees, though repeatedly the Bank Managements have lost the cases continuously right up to the Hon'ble Supreme Court. The Bank Managements spend huge amounts of the Banks in unnecessary litigations dragging the cases right up to the Hon'ble Supreme Courts even when High Courts have given favourable judgments and thereby profiting the lawyers and at the same time making the helpless Retirees to spend from their purses which have also become thin due to non revision of Pension, denial of 100% DA to very old Retirees and denial of improvement in Family Pension to the spouses of the Retirees who are mainly the women folk. It is also very heartrending to mention here that the Bank Pensioners are forced to pay Medical Insurance Premium as high as above Rs. 20,000/- for an Insurance cover of just Rs. 400,000/-(Rs Four lacs only) whereas in respect of serving Employees and Officers the same is borne by the Bank Managements. As far as the Government Employees and so also MDs and EDs of Banks are concerned even after the Retirement there is a comprehensive Medical facility available to them without any limit.

We are appealing to the conscience of the all the decision taking authorities to kindly deliver justice to the ageing Bank Retirees. A great urgency is required in immediately implementing the concerned Regulations as the age is definitely against the Retirees and many have already missed their just and legal entitlements because of the end of their life journey and many are counting their days.

Sir, in you we see a person with great human compassion and great respect for the elderly society. We are confident that your Good-Self will ensure justice to the Bank Pensioners and Retirees immediately and make them feel that the yeomen service rendered by them to the Nation is recognised, appreciated and also duly compensated.

Thanking you,

Yours sincerely,


A. Ramesh Babu


K. V. Acharya

Joint Conveners CBPRO

***100% D A Nuetralisation to Pre Nov. 2002
Retirees: Joint Conveners of CBPRO write to
The Chairman, IBA:-**

Dated: 27.12.2016

The Chairman,
Indian Banks' Association
Mumbai.

Dear Sir,

Sub: 100 % DA Neutralization to pre 2002 Retirees
Judgment of the Division Bench of Hon'ble High
Court of Kolkata.

Though Bank Trade Unions were fighting for pension as a third benefit in addition to PF, they had to settle at the insistence of the Government for Pension only as a second benefit in lieu of Provident Fund as obtaining under Central Government Employees' Pension Rules on which RBI Employees' Pension Scheme is modeled. In fact, the DA though payable at quarterly average for Serving Employees in Banks it is payable at half yearly average to Bank Pensioners merely because it is so payable to Central Government and RBI Pensioners. It is therefore evident that RBI is following Central Government Pension and Banks are following RBI Pension scheme modeled on Central Government Pension Scheme.

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 organisations 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.

As this government is known for its care for the weak and powerless, the Bank Retirees only have expectations and have been hoping for an end to endless litigations in service matters and the Government will be more inclined to be employee-friendly. Moreover the Hon'ble Prime Minister is also highly appreciative of the contributions made by the Retirees during the demonetization exercise in reducing the work pressure of the Banks' workforce. He has also exhorted Senior Citizens should not be put to hardships by the Government and their Agencies by indulging in unnecessary litigations.

Your good-self may appreciate that DA is only a protection against inflation and it does not give any additional real wages to the Pensioners. The delaying approach has caused many Pensioners leave this world without ever having this full protection against inflation by 100% DA neutralization. Pre Nov, 2002 Pensioners are a dwindling lot who are going to fade away completely in a few years from now. With the fast disappearance of this group, the Pension expenditure will only come down on account of these pensioners. In other words, the additional outlay on account of those who retired before November 2002 will decline year after year soon reaching NIL in a few years.

Though the Retirees are more likely to win the litigation in the Hon'ble Supreme Court, the IBA would do well to bestow the benefit of 100% DA neutralization on its own and this gesture will not go unnoticed and will not go unreciprocated by the Retirees.

As Joint Conveners of CBPRO, an umbrella organisation comprising almost all the organisations of retirees in the Banking industry we once again appeal to you to honour the judgment of the Division Bench of the Hon'ble High Court of Kolkata in respect of DA petition filed by United Bank of India Retirees' Welfare Association and put an end to the sufferings of the very very aged Retirees who are virtually counting their days. Your most urgent action in this regard will be highly appreciated and justice delivered to them even at this advanced age.

Thanking you,

Yours sincerely,



CBPRO (KARNATAKA UNIT)

A Meeting of the Constituents of CBPRO was held on 05.01.2017 at the Meeting Hall of SBIPF, SBI Local HO Campus. Sri. M R Gopinatha Rao (ARISE IOB) explained about the Meeting the CBPRO (K) team had with Mrs. Sumitra Mahajan, Speaker Lok Sabha on 1st Jan, 2017. She gave a patient hearing about all the issues of pensioners. The team made an elaborate presentation before her and sought her kind indulgence in resolving the justified demands of the pensioners. Supporting the submissions made by Sri. Rao Sri. A N Madhusudhan, informed Mrs Mahajan as to how the legitimate demands of the pensioners have been kept pending and there is an urgent need to ameliorate the issues as early as possible. He sought the intervention of the Speaker in resolving the issues amicably. The improvements in Bank retirees are pending for a long time thereby creating so many classes of pensioners although all pensioners are a homogenous group and there should not be any discrimination in payment of Pension among the Bank Pensioners. It was emphasised that the improvements will not put any additional burden on the Banks. Sri Shantharaju (SBIPF) also pointed out the various anomalies in payment of pension. A copy of the memorandum submitted to the Prime Minister on the issues of the pensioners was handed over to Mrs. Sumitra Mahajan. The gist of the submissions made was translated into Hindi by Sri. A N Krishna Murthy. Mrs. Mahajan stressed the need to present the issues before the Union Finance Minister and assured that she will do what all is possible to get the issues settled as early possible. It was resolved to call on the CMDs of Canara Bank and Vijaya Bank during the next week. It is also decided to hold CBPRO(K) state Convention on 28_02.2017 at Bangalore. It is also decided to invite an influential Central Minister for the Convention. The next Meeting of the Constituents of CBPRO will be held during the second/third week of Jan, 2017. Sri H Venkataraju (Indian Bank) proposed vote of thanks.

CBROA News:

***Members Meeting at Mangalore:**

The members meeting of Mangalore Region was held at CBOA office on 26th October, 2016. Mr. B R Kamath, Senior Member presided over the meeting. Mr B V Pai, Dy General Secretary welcomed the gathering. More than 100 members attended the meeting.

Mr. G A Hande, Treasurer of CBROA in his address informed the latest membership position, communications to members, about proposed launching of CBROA Website...etc. Mr. A N Krishna Murthy, General Secretary who is attending the Mangalore members meeting for the first meeting appreciated the commitment of Mangalore region members to CBROA and its growth. He also spoke about the various issues concerning Retirees / Pensioners and informed the efforts put forth by AIBPARC in resolving these issues. On renewal of IBA Medical Insurance Policy, he informed the members that CBROA had negotiated and convinced the Canara Bank Management the need of advancing the date of credit of October month Pension, in order to help the Pensioners to meet the huge expenses of Insurance Premium. Mr. K B Ballur, President of CBROA spoke in length on the issues relating to IBA Medical Insurance Policy and later clarified many queries put forth by members.

Mr. B Z Hussain, Regional Secretary of Mangalore region proposed the vote of thanks. Mr. Lakshmikanth Nayak, Asst Gen secretary of CBBROA was present in the meeting.

***Meeting at Udupi:**

Udupi Region members meeting held on 26.10.2016. In the absence of Mr K Y M Bhat, C .C member, Mr H M Nayak made the arrangements for the meeting. He also welcomed the Guests & members to the meeting. Senior Member Mr. Gopala Krishna had presided over the meeting. Mr. G Ananthayya Hande, Treasurer of CBROA in his speech, spoke on membership position, communications & Welfare measures launched by CBROA. Mr. A N Krishna Murthy, General Secretary spoke on the unresolved issues like 100% D A Neutralisation, improvement in family Pension, updation.....etc and progress made thereon. He also spoke on how the CBROA negotiated and convinced the Canara Bank Management the need of preponing the October month pension credit, to help the Pensioners to meet the huge expenses of Medical insurance Premium. Mr. K B Ballur, President of CBROA spoke in length on IBA Medical Insurance Scheme and on various unresolved issues concerned. He later clarified the queries of members to their satisfaction.

More than 70 members were present in the meeting. Mr. B V Pai, Dy General Secretary and Mr. Lakshmikanth Nayak, Asst General Secretary were present. Mr. Maruthi Prabhu proposed the vote of thanks.

Members Meeting at Shimoga:

A meeting of our members was arranged at Shimoga on 18th Oct, 2016. The meeting was held at the Conference Hall of Canara Bank Regional Office,

Shimoga and as many as 35 retirees attended the meeting. Sri Nagaraja Shastry welcomed the members.

The salient feature of renewal of Policies under IBA Group Medical Insurance were discussed. Sri V R Bailur, Ex AGM presided over the meeting. Sri H B Kamath, one of the senior members from Bangalore has also attended. Sri G V Ramakrishna CC Member, informed latest developments in the Banking industry.

Sri M G Pandit, Asst General Manager RO Shimoga who was the chief guest thanked all the retirees and sought their help and advice to take the Bank to greater heights. Sri Somappa proposed vote of thanks.

Meeting of Bhubaneswar Region Members:

Members Meeting of Bhubaneswar Region held on 25th November, 2016 at Red Cross Bhavan, Sachivalya Marg, Bhubaneswar. More than 40 members attended the meeting. The meeting was addressed by Canara Bank, Bhubaneswar Circle, Deputy General Manager Shri. Premananda Das. In his address, he informed the members about the progress made by bank as well as Bhubaneswar Circle. He also sought the suggestions /support / Cooperation of the retirees to take the Bank / Circle to greater heights.

The meeting was addressed by General Secretary, Mr. A N Krishna Murthy and President Mr. K B Ballur. Both the leaders touched the hot subject - IBA Medical Insurance Scheme and explained in detail, the advantages of the scheme over the other such Health Insurance schemes available in the market. They have requested the members continue in the scheme without any hesitation. About the demands of Retirees such as 100% DA Neutralisation, Improvement in Family Pension, Updation of Pension..etc., Leaders informed the members steps taken by Apex Body AIBPARC and progress made thereon.

The meeting was organised by Asst Gen Secretary Mr. Gopala Pattanayak and CBROA activist Mr. G N Mishra.

Members meeting at Kolkata:

A meeting of members of Kolkata Region held on 27th November, 2016 at Rabindra Cultural Academy, Near Kalighat Park, Kolkata. Mr A R Rakshit, D G S & Mr R N Mandal, Regional Secretary have organised the meeting. More than 50 members attended the meeting.

The meeting was attended by former General Managers of our Bank & CBROA Members Mr. M. L. Samaddar & Mr. Shyamalendu Saha. In their

address, both appreciated the efforts of CBROA for championing the cause of retirees in our bank and also at the industry level. Both expressed the view that the members should meet at frequent intervals so that we can continue to be in touch with each other.

Mr. Shamal Sinha, C.C Member of CBOA addressed the gathering and assured the retirees full cooperation in all CBROA activities including enrolment of retirees to CBROA.

CBROA Leaders, Mr. B Y Kembhavi, Dy Treasurer, Mr. A N Krishna Murthy, General Secretary, Mr. K B Ballur, President Spoke on the occasion. In their speech, they touched CBROA membership position, Communications, Welfare measures, IBA Medical Insurance Scheme, the demands of Retirees and the struggle / steps taken to achieve / progress made thereon.

Mr. A R Rakshit, Deputy General Secretary of CBROA welcomed the gathering and Mr. Aravind Pariwal proposed the vote of thanks.

***Members Meeting at Ranchi:**

Mr. A K Gupta, Regional Secretary had organised Ranchi region CBROA members meeting on 29.11.2016. Mr. Shailesh Tripathi, Asst Gen Secretary, CBOA attended the meeting and addressed the gathering. He assured the retirees all help to build up the CBROA unit at Ranchi region including canvassing the membership for CBROA. The meeting was also addressed by State Secretary of AIBPARC. He updated the members about the latest development which took place in respect of various demands of Retirees & Pensioners.

CBROA Central leaders Mr B Y Kembhavi, Dy Treasurer, Mr. A N Krishna Murthy, General Secretary & Mr. K B Ballur, President spoke on the occasion. CBROA membership position, Welfare activities, IBA Medical Insurance, Retirees demands ...etc were the topics, the leaders covered in their speeches. The meeting concluded with vote of thanks, rendered by Mr S N Sinha.

We are thankful to the leaders of CBOA, Mr. Shailesh Tripathi, Mr. Anuranjan Ekka, Mr. Dibyalochana Swar & Mr. Suman S Tirkey for making nice arrangements for the meeting.

Patna Region Members Meeting:

Mr R N Thakur, Regional Secretary had organised a meeting at Patna on 30.11.2016. He welcomed the members & guests. Mr. K S Singh former President of CBOA and Mr Ramakrishna, Retired DGM were also among the gathering and deliberated on the issues of Retirees. More than 50 members / non members were present in the meeting. A few

retirees of other Banks were also present in the meeting.

The state secretary of AIBPARC, who was Chief Guest, spoke on the issues / demands of Retirees & Pensioners at length and highlighted the steps taken by AIBPARC to achieve the result. Mr. A N Krishna Murthy, General Secretary, informed the house about present scenario of our Bank. He also highlighted the job opportunities available to retirees in our bank. Mr K B Ballur, President, spoke on the benefits / coverages available from IBA Medical insurance & urged the members to renew the Policy by exercising the option. The meeting ended with the vote of thanks, rendered by Mr. Brijesh Prasad.

CBROA thank the office bearers of CBOA Patna Region for their help/support / cooperation.

***Meeting of our Members at Varanasi on 2nd December, 2016:**

Sri. Vidhu Mohan, Assistant General Secretary, CBROA had organised a meeting of our Members at Varanasi on 2nd December, 2016 at Godolia branch. Sri. Dubey CC member of CBOA extended a warm welcome to the Office bearers of CBROA. Sri. Vidhu Mohan explained the genesis of CBROA and the activities undertaken by our Association in realising the hopes and aspirations of the Pensioners and Retirees of our Bank. He solicited the support of all the members and non-members present to enroll the retired Officers of our Bank who have not become members of our Association and strengthen CBROA in the eastern part of UP.

Sri. A N Krishna Murthy, General Secretary, CBROA deliberated at length on the activities of CBROA and how a campaign has been launched under the banner of our apex body AIBPARC to clinch the long pending demands of the pensioners and retirees in the Banking Industry. He explained the salient features of the IBA Medical Insurance Scheme and advised the members present to impress upon other members to subscribe to the policy which will give a health security cover. He solicited the support of our Members to enroll the retired Officers as members of our Association and strengthen our Association which is one of the largest affiliates of AIBPARC.

Sri. B Y Kembhavi, Deputy Treasurer, explained about the Welfare Measures evolved by CBROA and Sri. A G Kulkarni, Chairman, stressed the need to bring all the retired Officers of our Bank as Members of our Association.

Sri. K B Ballur, President, CBROA explained the issues and demands of the pensioners and retirees in the Banking Industry and informed the house that great injustice has been done to the Bank pensioners and retirees by IBA, although the

demands are just and right. The demands are based on the Bank Employees' Pension Regulations 1995 and we have been fighting with the IBA for implementation of the provisions of the Regulations. Deliberating on the developments with regard to realisation of our demands, he informed the house that the issues of 100% DA Neutralisation and Improvement in family pension are engaging the attention of the Central Government and the same are likely to be cleared by the Central Government very shortly. Sri. B D Mishra proposed vote of thanks.

CBROA sincerely thanks Mr. N K Dubey & Mr. R N Roy, leaders of CBOA for their kind help / cooperation which enabled us to conduct the meeting smoothly.

***Meeting of our Members at Lucknow on 3rd December, 2016:**

A Meeting of our Members was held at Circle Office, Lucknow on 3rd December, 2016.

Sri. Vidhu Mohan, Assistant General Secretary, CBROA, welcoming the gathering gave a brief account of the various activities of our Association and also the campaign launched under the banner of AIBPARC and CBPRO. He requested the members present to enroll the retired Officers as members of our Association and further strengthen the Association in Uttar Pradesh, where a large chunk of our retired colleagues are yet to enroll themselves as Members of our Association.

Addressing the members Sri. A N Krishna Murthy, General Secretary, CBROA, stressed the need to strengthen CBROA as still as many as 6000 retired Officers are yet to be enrolled as members of our Association. He solicited the support of all the members present to bring all our retired colleagues as members of our Association. He deliberated on the distinct advantages of IBA Health Insurance Scheme and every retired Officer should subscribe to the policy, though the premium amount is on a higher side, which provides health security to the retirees during the twilight years of their lives. He also explained in detail about the activities of undertaken by our Association for achieving the wholesome good of all the retired Officers and employees in the Banking Industry since its very inception in the year 1996. The long pending demands of the pensioners and retirees are on the verge of realisation, he informed the house.

Sri.K B Ballur, President, CBROA, gave a detailed background of the issues of pensioners and retirees in the Banking Industry and explained the indefatigable efforts made by our Apex Body to clinch the legitimate aspirations of the pensioners, particularly, 100% DA Neutralisation to pre-01.11.2002 retirees and improvement in family pension and he declared that the issues are likely to

be considered positively by the Central Government. If there is further delay in resolving the issues, we have a slew of action programmes including massive Dharna at Jantar Mantar grounds Delhi. Sri. Rastogi proposed vote of thanks.

CBROA thanks Mr. Dhananjay Singh & Mr. Anshuman Singh, leaders of CBOA for their help / cooperation which enabled us to conduct the meeting successfully.

***Meeting of our Members at Agra on 4th December, 2016:**

Our Agra Unit had organised a Meeting of our members on 4th December, 2016 at STC Agra. More than 50 members attended the Meeting. Sri. Pankaj Saxena, Deputy General Secretary, CBOA, Sri. Adarsh Agarwal and Sri. Ankith, Office bearers of CBOA took part in the Meeting.

Speaking on the occasion Sri. Pankaj Saxena informed the house that CBOA will support all the activities of CBROA including enrolment of Membership of retiring as well as retired Officers of our Bank. He also assured the audience that for any of their personal problems or grievances, they can approach him at any time of the day. He wished CBROA all the very best in its endeavours in redressing the grievances of the pensioners.

Sri.R B Dubey, AGM, Regional Office, Etah, was very happy to take part in the Meeting of elderly persons who were his friends, philosophers and guides during the prime of his youth. It augurs well that the pensioners/retiree Officers have organised under the banner of CBROA which is making all out efforts to ameliorate the problems of their members. With seasoned leaders at the helm, the Association has a very bright future and he wished the organisation all success in all its endeavours in redressing the grievances of the pensioners.

Sri. Vidhu Mohan, Assistant General Secretary, CBROA gave a brief account of the activities of CBROA and solicited the support of the members present to bring all those retired Officers who have not joined our Association and strengthen the Association in this part of the country.

Sri. A N Krishna Murthy, General Secretary, CBROA, explained about the distinctive advantages of the IBA Health Insurance Scheme and he advised the members to subscribe to the policy which provides a health cover or security during the twilight years of their life. Although the premium has taken a quantum jump because of adverse claim ratio during the previous year, it is still a better option to go for the policy. He deliberated at length on the issues and grievances of pensioners in the Banking industry and informed the house about the efforts made by

the leadership of AIBPARC and CBPRO in finding a solution to the long pending issues of the pensioners and retirees. With vigorous follow up by the leadership, some of the issues are on the verge of realisation and this will bring the much needed relief to the pensioners who retired prior to 01.11.2002.

Sri.K B Ballur, President, CBROA, deliberated at length on all the issues of pensioners and informed the house that the demands of the pensioners are not new demands but they are part and parcel of the Bank Employees' Pension Regulations 1995 and we have been campaigning for implementation of the provisions. Refuting the much touted huge financial burden on the Banking industry if the demands of the pensioners and retirees are concerned, he drew the attention of the audience to the huge pension fund corpus in the Banking Industry, the earnings on which will be sufficient to take care of the pension outgo every year. As the demands of the pensioners and retirees are just and right, which is supported by the umpteen number of Supreme Court judgments which have in cut and clear terms declared that denial of the legitimate dues of the pensioners of the Banking Industry is unjust and illegal. In this background the presentation made by the leadership of CBPRO before the Ministry of Finance is in the focussed attention of the Central Government and we are hopeful of achieving 100% DA Neutralisation for pre-01.11.2002 retirees and improvement in the family pension. Realising updation of pension may take some more time, he said.

Sri.K R Gupta, Asst. General Secretary, CBROA welcomed the gathering. Mr. B Y Kembhavi Dy Treasurer spoke on welfare activities of CBROA while Chairman, Mr A G Kulkarni spoke on membership position of CBROA. Sri. J S Tomar proposed vote of thanks. On this occasion Sri. J S Tomar was co-opted as Regional Secretary, Agra Region and he assured of his best efforts in strengthening the Association by bringing all the retired Officers into the fold of CBROA.

CBROA place their deep appreciation to Mr. Pankaj Saxena, Mr. Adarsh Aggarwal & Mr. Ankit Sehgal for their support which enabled us to conduct the meeting smoothly.

***Members Meeting at Dehradun:**

Mr S K Ghai, CC member of CBROA had arranged a meeting of local CBROA members on 22.12.2016. A few non members have also attended the meeting. In the meeting the discussions were mainly on the burning issues of Retirees like 100% DA Neutralisation, Improvement in Family Pension, Updation of Pension, Pension option to CRS category of retirees, steep hike in premium of IBA Medical Insurance and high interest rate on Pension Loan.....etc. . Members expressed their concern over these issues and urged IBA / Bank

management to resolve these issues at the earliest. Few non members who attended the meeting have agreed to become members of CBROA and submitted the membership Form. On the occasion, a few members converted their membership into Life member by tendering cheques for differential amount.

***Meeting of Members at Pune:**

Mr. Ravindra C Wali, Asst Gen Secretary of CBROA had organised Pune region members meeting on 03.12.2016 at Kothrud branch of Pune city. More than 40 members attended the Meeting. In the meeting, Mr. M K Mahale Senior member, who attained the age of 75+ was honoured.

Mr. Wali, A G S of CBROA deliberated on the issues of retirees and the efforts made by CBROA / AIBPARC to resolve these issues. He also invited the attention of the members towards the job opportunities to retirees in the bank and & urged the eligible members to apply online for the post. He also clarified the doubts of the members with regard to IBA Medical Insurance Policy.

Members exhibited their talents in the meeting. Mr. S B Seth, author of 3 books, read out one of the Poems written by him. Mr. S D Deshpande, Story writer, has presented a story, written by him. The meeting ended with Dinner.

***Meeting of members at Vijayapura (Karnataka):**

Mr P V Kulkarni, Regional Secretary of Vijayapura Region, had arranged meeting of the members at his house on 16.12.2016. He welcomed the gathering. Mr. K B Ballur, President of CBROA who was the chief Guest, addressed the gathering. He deliberated on the retiree's issues like 100% DA Neutralisation, Improvement in Family Pension, and Updation of Pension.....etc and informed the steps taken by CBROA /AIBPARC for early solutions of all these issues & latest developments thereon. He also highlighted the merits / advantages of IBA Medical Insurance Policy over other Policies and urged the members to continue to subscribe for the same. The meeting concluded with vote of thanks by Mr. Pasodi.

***Special Madurai Region members meeting:**

Mr. M N Manoharan, Regional Secretary had organised a meeting of members on 28.12.2016 at Canara Bank, East Veli Street, Madurai Branch. The meeting was attended by more than 50 members. Mr. S Rajagopal presided over the meeting. Mr. K T Sambandam welcomed the gathering. Mr. M N Manoharan and Mr. M Devaram former Regional Secretary informed the latest developments in the banking industry and progress made on the retiree's issues.

Mr. Balaguru & Mr. Elongo, the representatives of M/S Medi Assist spoke on the benefits of IBA Medical Insurance Policy and the procedure to submit the claims. They also clarified all the queries raised by members to their satisfaction.

In the end Mr Paulsamy & Mr Meenakshi Sundaram, the newly elected AGS & RS respectively in the recently held CBOA Conference at Hyderabad were felicitated. The meeting concluded with vote of thanks rendered by Mr. N Thangavel.

*** MEETING OF OUR MEMBERS AT PONDICHERRY ON 07.01.2017.**

Our Pondicherry unit had organised a Meeting of our Members in Pondicherry, Karaikal etc. Sri.K Shanmugham, Regional Secretary, Chinglepet and Pondicherry and Sri R Vijayakumar, our activist from Pondicherry had made elaborate arrangements for holding the Meeting in a disciplined manner. More than 30 members participated in the Meeting. Sri.R Mohan, Vice President, gave a brief account of activities of CBROA and how CBROA has been fighting for the cause of retirees of our Bank. He also explained about our Welfare Measures, our efforts to reach out to all the retired Officers of our Bank by holding Meetings of members etc. In pursuance of this we are holding a Meeting of our members at Pondicherry and he appealed to all the members present to enrol those retired Officers who have not become members and strengthen CBROA. There are many retired Officers in the region who have not become members of our Association and we should channelise our efforts to enrol all such Retired Officers. Sri A N Krishnamurthy, Gen.Secretary, CBROA, presented a detailed account of the various issues of pensioners and the concerted and planned efforts made by CBROA and our Apex Body, AIBPARC in resolving the issues. Highlighting the issues of pensioners he informed the house as to how IBA & Govt have denied justified demands of the retirees of banking industry during the last more than 30 years. He declared that the issues of 100 per cent DA Neutralisation, improvement family will be settled very shortly. He explained the support extended by AIBOC in resolving the issues of pensioners. He explained as to how the retirees in the Banking Industry have galvanised as a force under the banner of CBPRO and AIBPARC. He informed about the delegation of CBROA(K) to Smt. Sumitra Mahajan, Speaker of Lok Sabha @ Bangalore. Madam Mahajan has assured all support and co-Operation in meeting the legitimate and justified demands of the Bank Pensioners. He also explained about the various provisions of Health Insurance and advised the members to subscribe to the policy despite the fact the premium is on a higher side. He solicited the support of all the members in enrolling the retired Officers as members of our Association

and strengthen CBROA. He reminded the members the Resolution at the X Biennial Conference held at Coimbatore on reaching 10000 membership before the XI Biennial Conference. He gave a call to realise the goal before soon.

Sri.K B Ballur, explained about the contributions made by CBROA in ameliorating the problems of pensioners in our Bank. He also made a reference to the various Court Cases of pensioners and expressed the hope that the issues will be realised at the earliest.

Sri Bangaru, our senior member presided over the Meeting and summarised the proceedings of the Meeting. He assured of all support and co-operation in strengthening CBROA in the State of Pondicherry. The Meeting was attended by Sri Vasudevan, Regional Secretary, CBOA.

Sri K Shanmugham, Regional Secretary, welcomed and Sri. R Vijayakumar proposed vote of thanks.

Members expressed their happiness over holding a Meeting of retired Officers at Pondicherry.

*** MEETING OF OUR MEMBERS AT CHENNAI ON 08.01.2017.**

A Meeting of our members was held at Chennai at the Sprawling T Nagar Club. More than 120 members attended the meeting. Sri.Jagat Cusper, an orator and writer in Tamil spoke on balancing our religious, spiritual life with the routine. He advised the audience to face life as it comes with fortitude. Quoting extensively from Thiruvassagam he told that we have to live in harmony with the surroundings, the community and the society we live in.

Speaking on the occasion Sri.G V Manimaran informed about the present situation in the Banking Industry. He declared that Canara Bank will be an Anchor or acquirer Bank when merger of Banks takes place. Deliberating on the wage negotiation for the XI Bipartite Settlement, he explained the approach to the wage Settlement in the background of various developments.

Sri A N Krishnamurthy, General Secretary, gave a detailed account of the various developments pertaining to the issues of pensioners and retirees in the Banking Industry. Adverting to the recent meeting with the Hon'ble Speaker of the Lok Sabha at Bangalore where a memorandum was submitted to her seeking her intervention in resolving the issues of the pensioners. Madam has assured to give an impetus to all ur issues. Our Apex body AIBPARC and CBPRO are leaving no stone unturned to realise our hopes and aspirations. We are on the verge of realisation of our goals very soon. He also explained the salient features of health insurance policy and requested every member present to continue with

the policy and enjoy the benefits of the Policy. he made an appeal to all the members to strengthen CBROA by enrolling all the retired Officers as members of our Association.

Sri K B Ballur, President, gave a detailed account of the present position of our just, legitimate demands. He also stressed the need for strengthening CBROA.

Sri C Badri, former General Manager who presided over the Meeting, summarised the day's proceedings.

Sri.R Asokan, AGS, welcomed the gathering. Sri.Sundaram, Senior Member proposed vote of thanks.

Other Banking News:

32 lakh debit cards compromised: Finance ministry seeks information from banks on security breach:

Concerned over security breach in 32 lakh debit cards of various banks, the finance ministry has sought details from lenders as also the additional steps that need to be taken to avert such incidents. According to the ministry sources, the Department of Financial Services has sought information about implication of such data compromise from Indian Banks Association.

"We have got information from SBI that PIN (Personal Identification Number) related with few debit cards has been compromised and the bank is in the process of replacing it with new card in secured manner," the sources said. The bank has taken measures to ensure safety of data, sources added.

"Card network companies NPCI, MasterCard and Visa had informed various banks about a potential risk to some cards owing to a data breach. Accordingly, we have taken precautionary measures and have blocked cards of certain customers identified by the networks," SBI in a statement said. A major security breach at a payment services company which manages ATM network of a private sector bank, forced other lenders to block and recall debit cards of more than 32 lakh customers to protect them from falling prey to any financial fraud. While some of the banks like SBI have re-called around 6 lakh cards, others like Bank of Baroda, IDBI Bank, Central Bank and Andhra Bank have already replaced their debit cards which are affected as a pre-emptive measure. Some of the lenders like ICICI Bank, HDFC Bank and Yes Bank have asked customers to change their ATM pin numbers. HDFC Bank also advised all customers to use its ATMs only for carrying out any transaction. The security breach happened through a malware in the systems of Hitachi Payments Services, which serves Yes Bank. Hitachi provides payment services through

ATM services, point of sale services (POS), emerging payments services and banking channel products like cash recycling ATMs and auto passbook entry machines. In light of the incident, Yes Bank's managing director and chief executive Rana Kapoor underlined the need for a greater vigilance on outsourced work.

"There needs to be a lot more vigilance where there are outsourcing partners to make sure they don't endanger the delivery and system risk, and there's a fair amount of policing as far as outsourcing risks are concerned," he told reporters. According to bankers, the breach took place in such a way that anyone using the said bank's ATMs in the region might stand to get affected.

State Bank of India in a statement said, "Card network companies NPCI, MasterCard and Visa had informed various banks about a potential risk to some cards owing to a data breach. Accordingly, we have taken precautionary measures and have blocked cards of certain customers identified by the networks." SBI deputy managing director and chief operating officer Manju Agarwal explained that the data breach took place between May and July, but was discovered only in September and so the bank decided to proactively change the cards.

"As soon as we came to know financial data being stolen, we asked our customers to change the ATM pin numbers. Despite instructions only 7 per cent of the customers changed their pin numbers. At that point we decided to recall cards as we did not want our customers to be at any risk," she said. SBI further emphasised that its systems are absolutely fine and not compromised at, and that existing cardholders are not at any risks.

PNB May Quit Indian Banks Association-Wage Packages, Plans Own Salary Structure:

Mumbai: State-run bank Punjab National Bank is contemplating to move away from Indian Banks Association (IBA)-led wage settlement to retain talent under its own remuneration package. Managing director and chief executive Usha Ananthasubramanian said the bank has set up an internal committee consisting of general managers which is studying the feasibility of a new wage structure for the bank.

"The times are changing and we have to change with the time. We can't be saying that we will follow the same old things. We are moving into an era where we need to recognise performance and give remuneration to manage talent," she said. She, however, said it is an initial thought and nothing has been finalised so far.

Government Should Hire Ex-Bank Staff Massively: ASSOCHAM

Government should hire retired bank employees on a massive scale for a speedy currency swap and cash withdrawal in the wake of junking of big denomination currency notes, Industry body Assocham said. Impressing upon the government to mobilise all resources across different departments, it said a massive hiring to ex-bank staff will expedite cash management with minimum inconvenience to public.

"Just like general elections when staff across different departments is mobilised; different types of staff can be used for helping the over-stretched banks, grappling with the huge task of dealing with the demonetized currency notes of Rs 500 and Rs 1,000 and dispensing the new notes," it said in an appeal to Prime Minister Narendra Modi.

It has also advised employing the retired staff on short-term contracts of three to six months. Country's largest lender SBI and some other banks have already roped in their previous employees to help them out to manage cash handling with the public.

"While preference can be given by banks to re-employ their own retired personnel, even cross - bank staff would be helpful. After all, functioning of the public sector banks is generally the same," Assocham Secretary General D S Rawat said.

16 of 22 PSU banks skip dividend in FY16 on mounting NPAs:

Saddled with mounting bad loans, as many as 16 public sector banks, including PNB, BoB and Canara Bank, skipped paying dividend in 2015-16, leading to three-fold decline in government receipts to Rs 1,444.6 crore. Only six state-owned banks including SBI declared dividend, though at a lower rate, for the fiscal ended March 2016.

Under the existing guidelines, profit making banks have to pay a minimum dividend of 20 per cent of their equity or 20 per cent of their post tax profit, whichever is higher. The government, which is the majority shareholder in all the public sector banks, witnessed 67 per cent decline in dividend receipt from PSU banks at Rs 1,444.6 crore as against Rs 4,336.22 crore in the previous fiscal.

According to Finance Ministry data, the highest dividend was paid by SBI to government at Rs 1,214.6 crore during 2015-16, 22 per cent lower than the previous fiscal. As regards Union Bank of India, the dividend payout was one-third of the previous fiscal at Rs 85 crore. For Oriental Bank of Commerce, it was one-fifth compared to the previous financial year at Rs 12.4 crore despite increase in government holding due to capital infusion.

Those which skipped dividend payments included Allahabad Bank, Bank of Baroda, Bank of India, Canara Bank, Central Bank of India, Corporation Bank, [Punjab National Bank](#), Dena Bank and Syndicate Bank. Balance sheet of most of the banks were under stress due to clean-up exercise. Due to heavy provisioning for bad loans, many banks posted losses during the last quarter of the previous fiscal.

Gross NPAs of the PSBs had surged from 5.43 per cent (Rs 2.67 lakh crore) in 2014-15 to 9.32 per cent (Rs 4.76 lakh crore) in 2015-16 of the total advances. Banks have been given time till March 2017 to clean up their balance sheet.

***PSU banks write off Rs 1.54 lakh crore bad loans:**

Public sector banks (PSBs) have written off Rs 1.54 lakh crore of bad loans between April 2013 and June 2016, Parliament was informed today. During 2013-14, all PSBs written off Rs 34,409 crore non-performing assets (NPAs). The amount increased further to Rs 49,018 crore in the following year. Banks wrote off NPAs of Rs 56,012 crore during 2015-16, Minister of State for Finance Santosh Kumar Gangwar said in a written reply to the Rajya Sabha.

He further said that Rs 15,163 crore write-off of NPA has taken place during the first quarter of the current fiscal. Replying to another question, Gangwar said, there were 661 NPA accounts above Rs 100 crore amounting to Rs 3.78 lakh crore from public sector banks as on March 31, 2016.

As on September 30, gross NPAs of public sector banks rose to Rs 6,30,323 crore as against Rs 5,50,346 crore by June end. This works out to an increase of Rs 79,977 crore on quarter on quarter basis.

VG Kannan appointed CEO of Indian Banks' Association:

Mr V G Kannan took charge as Chief Executive of the IBA. He succeeds M V Tanksale who demitted office as Chief Executive on August 9, 2016. Mr Kannan had retired as MD & Group Executive (Associates & Subsidiaries) of SBI on July 31, 2016. The 70-year old body has 237 members comprising PSBs, private sector banks, and foreign banks having offices in India, co-operative banks, regional rural banks, and all India financial institutions.

Govt asks RBI for report on lapses at banks after note ban:

With more instances of bank employees helping launder black money during the demonetization drive surfacing, the Finance Ministry has sought a report from the RBI on whether banks compromised on so-called

KYC norms. In the past 20 days, as many as eight banks have been investigated by various agencies. This includes Axis Bank Ltd and HDFC Bank Ltd. Interestingly; two RBI officials were arrested in Bengaluru on 17 December by CBI for allegedly distributing `2,000 and `100 notes beyond the stipulated amount of `4,000 per person per day. "Irregularities have been found even in disbursals at post offices," sources said.

Note ban may further delay SBI, associate banks merger:

The proposed merger of five associates and one other bank with SBI is likely to miss the March deadline as demonetization and the following demonetisation exercises have left little time for any other action, a source told Cogencis. "We were hopeful of starting the process in the third quarter and culminating all mergers latest by year-end. The initial groundwork had been done, and transfers, realignments, technology shift, and more were in place for execution, but then November 8 happened and the focus has shifted for now," the source said. The realignment of the salary structure of employees of associate banks was also seen as a hurdle for meeting the March deadline set by SBI Chairman Ms Arundhati Bhattacharya to complete the merger, the source said.

Govt asks banks to obtain PAN from account holders

Tightening the noose around tax evaders, the government has asked banks to obtain permanent account number (PAN) or Form-60 if PAN is not available, from all bank account holders by February 28, 2017. "Income-tax Rules have been amended to provide that bank shall obtain and link PAN or Form No. 60 (where PAN is not available) in all existing bank accounts (other than BSBDA) by February 28, 2017, if not already done," a notification by the Central Board of Direct Taxes (CBDT) stated

The persons who are having bank accounts but have not submitted PAN or Form No 60 are advised to submit the PAN or Form No 60 to the bank by February 28, 2017, the notification stated.

However, this rule will not apply to Basic Savings Bank Deposit Accounts (BSBDA), which are zero balance savings accounts, including Jandhan accounts.

LEGAL CORNER.

1.PUNJAB AND HARYANA HIGH COURT ORDERS UCO BANK MANAGEMENT TO PAY PENSION TO COMPULSORILY RETIRED OFFICER

Hon'ble Punjab and Haryana High Court, in the case No.CWP 14753/2015 in the case of Sri.Satpal Vs UCO

Bank, in their judgment dated 19.10.2016, have ordered that the Officer employee who was compulsorily retired from service of the Bank, is eligible for pension and have directed UCO Bank Management to pay pension to the petitioner.

JUDGMENT OF THE DIVISION BENCH OF KOLKATA HIGH COURT ON 100 PER CENT DA NEUTRALISATION: REVIEW PETITION FILED BY UNITED BANK OF INDIA RETIREES' WELFARE ASSOCIATION.

United Bank of India Retirees' Welfare Association had moved a review petition before the Division Bench of Kolkata High Court with a request to make some corrections or set right some typographical errors in the judgment delivered on 26.09.2016 in the matter of 100 per cent Dearness Relief to the pre-01.11.2002 retirees.

The corrections sought for by the petitioners have been accepted by the bench and passed the necessary orders in this regard on 15.12.2016. With these modifications the judgment has become free from any ambiguity and strengthen the hands of the retirees in its implementation.

Following are the modifications ordered by the Hon'ble Court.

- (i) In para 3 of the judgment the word "Pension Regulations" has been replaced with "Clause 6" of the Bipartite settlement dated 29th October, 1993.

It means that Clause 6, wherein it is written that DA formula for pensioners will be on par with the formula followed by RBI, should be implemented and DA should be paid accordingly to those who retired before 01.11.2002, irrespective of whatever written in the Pension Regulations.

This is a very important and welcome modification.

- (ii) In paragraph No.18 new sentence has been added giving specific direction to the Bank to comply with Regulation No.37 and pay DA to pre-01.11.2002 retirees with 100% Neutralisation.

CBPRO has addressed a letter to IBA on 27.12.2016 urging IBA to implement the orders of the Bench of Kolkata High Court in letter and spirit. We hope IBA / Bank Managements will take the judgment in right spirit and implement the orders without any further delay.

HEALTH TIPS.

SLEEP WELL TO LIVE WELL

Adequate sleep is essential for all living beings in order to remain healthy. Not only human beings but all other living beings like plants and trees also sleep. In human

life sleep plays a vital role as it involves in healing and repairing our heart and blood vessels. Sleep is nothing but a natural state of rest for the mind and body. When we sleep well we wake up in the morning with full vigour and freshness and this prepares our body for brisk activities during the rest of the day. Both quality and quantity of sleep determine how we look and feel in the morning. Hours of sound sleep determines the quantity of sleep. Adults require at least 7-8 hours of sleep. Sleep deficiency results in increased risk of heart and kidney diseases, high blood pressure, diabetes and stroke. At the same time, excess of sleep is also harmful to our health as it may lead to depression, increased risk of diabetes, weight gain and this in turn may hurt the heart too. Sleep depravity may result in death also.

What happens while we sleep□ There are two major stages of sleep viz. non-REM and REM. REM stands for rapid eye movement. When we go to bed our body relaxes and eyes get closed. Light sleep occurs within five to ten minutes. We enter the non-REM stage at this level. Our heartbeats slow down and our body temperature drops. During the non-REM stage our body repairs, builds bones and muscles and strengthens the immune system. After about 90 minutes of non-REM, our body enters into the REM stage where our eyes move fast, the brain becomes more active and usually dreams occur at this level. This stage gets longer and longer as sleep progresses. During this phase, the hormone Cortisol increases to give alertness to us when we wake up in the morning.

How does lack of sleep affect our health□ Before that, let us see what causes lack of sleep. Every human being has an internal clock viz. Circadian rhythm which helps us to sleep in the night and wake up in the morning when there is sunlight. Whenever this biological clock, roughly consisting of 24 hours, gets disturbed, we find it difficult in falling asleep or we get disturbed sleep. The

circadian rhythm gets disturbed when people undertake travel by flight across time zones or in case of employees who work the night shift. This is of temporary nature only. By adjusting our sleep schedule we can overcome this difficulty.

However, many people do not sleep adequately due to various other reasons. Insomnia or the inability to get sound sleep may be due to taking coffee, tea or alcoholic drinks before going to bed or due to emotional problems like stress, anxiety or depression or even prolonged use of some medicines. Sleep deprivation affects our health in many ways. Lack of sleep lowers brain functions, makes us dull and fatigued in the morning and makes us fat as our diet schedule also gets affected by less quantity of sleep. Sleep deprivation may lead to accident deaths also. This problem is found more among people who are below 30 years as they do not follow their circadian rhythm. Poor quality of sleep leads to cognitive dysfunction, yawning, memory loss, mood swings, hallucination, depression,

weight gain, diabetes, and high blood pressure apart from weakening the immune system. It may result in lack of interest in sexual activity too.

How can you overcome sleep depravity□ Quality of sleep is more important for brisk morning wake up. To get good and sound sleep, try to go to bed in time. Keeping a time schedule for sleeping is important. Early to bed and early to rise is not only a good practice to follow but is important to maintain a good sleep pattern. Avoid heavy dinner and leave at least two to three hours of gap between dinner and sleep. Avoid watching TV and computer before going to bed because light affects hormones like Melatonin which induce sleep. Avoid arguments and stressful activities before going to bed.

If you cannot get sleep, take a warm water shower which may induce sleep. You can listen to light music to soothe the mind. Make bedroom, bed and pillows comfortable and pleasant. A dim, low bedroom light may be preferable. Avoid coffee and other alcoholic drinks before bed time. Adjust room temperature at the optimum level. It should not be too hot or too cold. Avoid taking sleeping pills and other tranquilisers as they have side effects and you may become addicted in the long run. Try meditation. Reading books may also stimulate faster sleep. Quality sleep ensures quality life. (Source: V Anand Kumar. Dignity Dialogue. October, 2016).

SEVEN STATE BANK OF INDIA OFFICIALS AND DRIVER KILLED IN A TRAGIC ROAD MISHAP IN KANPUR:

In a tragic incident, seven officers and employees of our Bank besides the driver were killed in a van-container truck collision in Bingawan village under the limits of Ghatampur police station in the district late Wednesday night.

2. The mishap occurred while the van carrying SBI bank officers and employees from Ghatampur, was heading towards Kanpur when it collided head-on with a container.

3. The van driver lost control of the vehicle and it fell into the road-side water filled ditch. Before they could be rescued, the heavy container crashed on them leaving them all dead on the spot," said a police official.

4. As per their other colleagues, they were returning to their respective homes after arranging things in place for Thursday morning operations at the bank following ban on Rs 500 and Rs 1000 notes".

5. We deeply mourn the sad demise of our officers and employees and express our heartfelt condolences.

OBITUARY:

We regret to inform the passing away of our beloved members and colleagues. CBROA, while paying it's humble homage to the memory of the departed souls, dips its banner in their honour. We pray for the departed souls to rest in peace.

Sl #	Mem #	Staff #	Name-Sri	Place
1	5741	27992	Sudhendu Jyothi	Patna
2	2069	5577	N A Prabhu	Solapur
3	4149	14628	Suresh N Bhandari	Goa
4	2903	19687	L Rama Naik	Bengaluru
5	2210	6447	M S R Murthy	Hydrabad
6	2109	50614	Dharam Vir Goel	Faridabad
7	45	3754	Smt, B Kamala	Benagalur
8	2852	11401	C K Prasanth	Mangaluru
9	52	2892	G Venkata rao	Hyderabad
10	5568	4921	Md Kasimuddin Khan	Patna
11	271	431	P Narayanan	Kozhikode
12	347	441	Krishnaji K Kale	Thane
13	80	826	H M Yagnik	Mumbai
14	129	1430	T Ram Mohan Rao	Vijayawada
15	405	2580	K Kunhikannan	Padannakkad
16	3267	13792	R Shankaranarayanan	Tirunelveli
17	718	4353	N Vettaiperumal	Chennai
18	4170	7445	K Damodara Nayak	Mumbai
19	1740	324	O S Ramamurthy	Chennai
20	3140	8011	K S Narasimhan	Bengaluru
21	1473	3826	S Krishnamoorthy	Chennai
22	1571	1784	K P Nayak	Udupi
23	278	344	L S Pai	Bengaluru
24	327	862	R V S Murthy	Mysore
25	2364	3491	M N Phayade	Dharwad
26	240	3496	Vatsala Kamath	Thane
27	3545	20051	H.M. Gaikwad	Dombivili

DONATIONS :

We are glad to furnish the names of the following donors who have donated handsome amount to CBROA for the good cause of Retirees. The donation was spontaneous and showed the quality of the members present to support the good cause of helping the retirees

#	Mem #	Name	Staff	Place	₹
1	4670	S V Nanjunda Rao	27907	Bengaluru	500
2	3385	V G Tagore	14059	Bengaluru	1000
3	2640	D P Srinivas	12731	Bengaluru	1001
4	632	V Seetharamu	3385	Bengaluru	2000
5	711	K D Patel	1756	Ahmedabad	2500
6	795	M G Sampath Kumar	6753	Bengaluru	404+333
7	548	Shanker Nergi	13341	Bengaluru	1050
8	3226	B R Narasimha Rao	11387	Udupi	51000
9	654	P R Krishnan	5590	Bengaluru	1000
10	2211	P Suresh Prabhu	6522	Bengaluru	1000
11	3539	P Nagaraj	14322	Udupi	2000
12	2034	H Vaman Pai	5258	Bengaluru	7500
13		C B R O A			
		Mumbai Unit		Mumbai	6180
14	1	M S Ramaswamy	751	Bengaluru	5000
15	6170	Sankar Kumar Paik	22040	Hijalpukur	100
16	2674	P Rama Rao		Berhampur	100
17	1867	V I Vergese	23708	Mulankunnath kavu	2500
18	4762	Smt. R Sharada	11878	Bengaluru	800
19	2083	S Muthukrishnan		Chennai	1000
20	2501	S Duraiswamy	5630	Chennai	1500
21	1866	R Venkateswaran	18882	Chennai	2000
22	2129	H V Ranganath	25717	Bengaluru	2500
23	6917	K Sheshagiri	46963	Chennai	800

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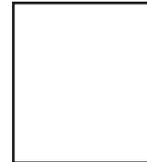
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OUR REQUEST TO THOSE OF YOU WHO CONTINUE AS ANNUAL SUBSCRIPTION PAYERS, PLEASE CONVERT YOUR MEMBERSHIP TO LIFE MEMBERSHIP

DEARNESS RELIEF PAYABLE TO PENSIONERS FROM FEBRUARY'17 TO JULY'17					
Average Index		6315		INCREASE	
				Slabs	
Dearness Relief to Pensioners who retired on or after 1st Day of January,1986 but before 1st Day of November,1992/ 1st July 1993.					
Index					
Basic Pension:				1428	Over 600
Up to 1250	1251 to 2000	2001 to 2130	Above 2130		
956.76	785.4	471.24	242.76	%	
Dearness Relief to Pensioners who retired on or after 1st Day of 1992/ 1st July 1993.					
Up to 2400	2401 to 3850	3851 to 4100	Above 4100	1291	over 1148
451.85	374.39	219.47	116.19	%	
Dearness Relief to Pensioners who retired on or after 1st April,1998.					
Upto 3550	3551 to 5650	5651 to 6010	Above 6010	1157	Over 1684
277.68	231.4	138.84	69.42	%	
Dearness Relief to Pensioners who retired on or after 1st November ,2002.					
		181.08	%	1006	Over 2288
Dearness Relief to Pensioners who retired on or after 1st November,2007					
		130.35	%	869	Over 2836
Dearness relief to Pensioners who retired on or after 1st November,2012.					
		46.8	%	468	Over 4440



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**Canara Bank Retired
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Bangalore - 560 011. Ph : 080-2664 0003
Fax : 080-2654 1655 Email : cbroablr@gmail.com

To,

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