

Grievances of Associate Bank Retirees :

a. Ex-gratia/Revision of Pension to Pre-1986

- ✓ *Revision of Pension to Pre-1986 eSBH retirees who were drawing Pension as revised in respect of State Bank of India Pensioners. Payment of Pension was in existence in State Bank of Hyderabad, which was similar to Pension Scheme of State Bank of India. Similar revision of Pension to Pre-1986 eSBH Retirees needs to be affected ;*
- ✓ *Payment of Ex-gratia to Pre-1986 retirees of Associate Banks, atleast the minimum pension paid to pensioners of SBI who retired during the same period. Their number is very small ;*
- ✓ *Uniformity in Processes in respect of Payment of Pre-1986 Retirees' Ex-gratia payment across LHOs ;*

b. Medical Insurance Scheme :

- ✓ *Providing Subsidy as provided to those who covered under Plan B of SBIREMBS – SBI Family Floater Medical Insurance Policy ;*
- ✓ *Extension of Medical Insurance Coverage under Plan B of SBIREMBS – SBI Family Floater Medical Insurance Policy to those eAB employees who retired from State Bank of India, i.e on or after 1.4.2017 and also those eAssociate Bank retirees who could not join IBA Medical Insurance Scheme ;*
- ✓ *Keeping Co-ordination of E Associate Bank Retirees' Organisations in the loop, while finalising Medical Insurance Scheme for those who have covered under IBA Medical Insurance ;*

c. Payment of Gratuity :

1. *Inclusion of Extra-Ordinary Leave on Loss of Pay :*
 - ✓ *Section 2A of Payment of Gratuity Act, 1982 provides for inclusion of every period of Leave on Loss of Pay where absence is on account of reasons beyond the control of the employee ;*
 - ✓ *Every period of service where employees absented on account of sickness and where extra-ordinary leave on loss of pay was sanctioned, irrespective of period of such absence should be added for calculation of Gratuity ;*
 - ✓ *Section 2A was amended specifically providing for inclusion of such period of absence ;*
 - ✓ *Though Gratuity Rules for inclusion of such period of absence to the extent of 365 days, provisions of Gratuity Act prevails.*
2. *Inclusion of Temporary Period before regularization :*
 - ✓ *Years in which the temporary employee has served for 240 days are more, before regularisation should also be added for the purpose of calculation of period of service ;*
 - ✓ *Regulation 2 of Bank's (Payment of Gratuity to the employees) Regulations, 1975 and para 8.33 of Desai Award also provide for inclusion of temporary service prior to regularisation for the purpose of calculation of Gratuity ;*

3. Duly taking into account entire period of service, instead of proportional service in respect of Part-Time Service :

- ✓ Proportional Service and proportional pay are being considered for calculation of Gratuity in respect of part time employees ;
- ✓ Payment of Gratuity Act or Rules does not differentiate part-time or full time ; This is a case of double jeopardy. Retirees are losing on both counts ;
- ✓ If proportional service is taken into account, full pay should be reckoned or full service should be reckoned, if proportional pay is reckoned.

4. Duly including period of suspension :

- ✓ In State Bank of Mysore Vs Balakrishna Singh, Karnataka High Court has ordered inclusion of such period of suspension, while calculating Gratuity, since the Bank had not specifically not ordered non-inclusion of such period in terms of Section 2A of Payment of Gratuity Act, 1981 ;
- ✓ State Bank of Mysore has paid this benefit ;

b. Retired Employees' Medical Benefit Scheme :

1. Extension of another option to non-Superannuated retirees ;
2. Extension of option to those who were members of Scheme I, irrespective of mode of retirement and length of service;

- ✓ Option was extended in State Bank of Hyderabad and State Bank of Travancore for a limited period only ;
- ✓ Corporate Centre took a view that the Scheme should be in Uniform in State Bank of India and Associate Banks, when this issue was raised in Joint meeting with Associate Bank Officers' Association ;
- ✓ Subsequently, State Bank of India has extended option to those who retired voluntarily vide CDO/P&HRD-PM/58/2015 – 16 dated 7/10/2015 ;
- ✓ This benefit is not extended in Associate Banks ;
- ✓ Those who are members of the Scheme I have to pay substantial amount and consequently inflow will also be huge ;
- ✓ On account of existence of IBA Medical Insurance Scheme, the outflow is also limited and present Corpus plus inflow on account of subscription would be self-sufficient ;

3. To include Hysterectomy – which was there in Scheme I, but left out in Scheme II ;

d. Extension of Pension option to some who could not take advantage of another option for pension for various reasons

- ✓ Pension option was not availed on account of reasons beyond their control ;
- ✓ Lack of full information

e. Reduction of commuted portion of pension for 15 years from the date of payment of commutation, instead of reduction from the date of retirement :

1. Reduction of Commutation from the date of payment as provided in eCircular No.CDO/P&HRD-PPFG/5/2017 – 18 dated 13.04.2017
2. In terms of Para 2 of Notes appended to Regulation 41, it is stated that commuted portion is restored after the expiry of fifteen years from the date of

commutation. This also means that the reduction of commuted portion commences from the date of payment, but not from the date of retirement ;

3. In terms of Para 5 of Notes appended to Regulation 41, it is stated that the Commutation becomes absolute on the date succeeding the date of retirement, if the employee retires on Superannuation or on the date on which notice period expires. This also mean that the Commutation factor applicable on the date of retirement is taken into account, even if payment is made at a later date
 4. Regulation 41 read with Rule 6(2) and Rule 10 of Central Civil Service (Commutation of Pension) Rules, 1981 in terms of Regulation 56 of Bank Employees' Pension Regulations, 1995, it is abundantly clear that if the commuted value is paid in two or more stages, the reduction in the amount of pension shall be made from the respective dates of the payments ;
 5. Since the pensioner has applied for and sanctioned with Commutation of one third of Basic Pension at the time of retirement, the Commutation Factor applicable at the first instance should be reckoned ;
- f. Pension and pension option alongwith Leave Encashment to those who retired under paras 6(b), 6(c) and 6(d) of Settlement dated 10th April 2002 :**

1. Indian Banks Association has advised member Banks to pay Superannuation benefits to those Award Staff who retired under paras 6(b), 6(c) and 6(d) of Settlement dated 10th April 2002, consequent to Judgment of Hon'ble Supreme Court in Bank of Baroda Vs LRs of S K Kool. IBA has also advised amendment to Regulation 22 of Bank Employees Pension Regulations ;
2. Superannuation Pension in terms of Regulation 28 alongwith all other Superannuation Benefits including Leave Encashment has to be paid to these retirees ;
3. Those who retired under these clauses are eligible for Superannuation Benefits and Pension Settlement dated 27.4.2010 extended pension to Superannuated Retirees. Since, those who retired under these clauses are also eligible for Superannuation Benefits, these retirees are eligible for Pension Option ;

Pray for extension of Pension Option to these retirees.

g. Payment of premium under Sampoorna Suraksha policy:

Those who had Housing Loans, Retirees were also covered under Life Insurance to the extent of outstanding in Loan accounts. Please cover retirees from eAssociate Banks who are otherwise eligible to be covered.

h. Payment of Leave Encashment to Compulsorily Retired Officers in all Associate Banks, as is being done in State Bank of India :

This benefit is being extended in State Bank of India. Several other Banks have also extended this benefit from 20.4.2002.

i. Dispensing with matching deposits in respect of Housing Loans continued after retirement, in respect of those who retired earlier :

Earlier, it was stipulated that the matching deposits in respect of Housing Loans needs to be maintained. Subsequently, this was dispensed with, provided 60:40 ratio is maintained. Unfortunately, those who retired earlier continue to maintain deposits. This benefit needs to extended to those who are maintaining matching deposits.

j. Extending repayment period upto age 75 years, in respect of those whose housing loans were permitted to continue upto age 70 years :

Repayment of Housing Loans of those who retired prior to implementation date regarding extension of Housing Loans upto the age of 75 years and also of members of Award Staff is extended only upto 70 years of age. Now, extension of repayment of these Housing Loans till the age 75 years, is requested

k. Welfare Schemes available at erstwhile Associate Banks

eAssociate Banks had various welfare schemes, such as Medical Assistance Scheme, Sharadhaanjali Scheme, etc. paid out of Welfare Fund. Request extension of this benefit also.

l. HRMS Nos. for all retirees of Associate Banks, to enable to avail facilities available in SBI for former employees of SBI – Non Pensioners and Pre-1986 retirees have not been provided with HRMS Numbers. They are unable to avail facilities available to retirees ;

m. Grievance Redressing mechanism for Associate Bank Retirees' post-merger at centres where present Head Offices of Associate Banks are situated and also at all Circle Offices ;

n. Periodical meetings with representatives of Associate Bank Retirees' Organisations post-merger, at fixed frequency ;

o. Extension of all benefits as available to SBI Pensioners to AB Retirees

p. Revision of Pension of Associate Bank Retirees, whenever Pension under Pension Regulations, 1995 of non-SBI Banks is revised :

Though Pension Regulations provided this, need to discuss improvement in Pension under 1995 Pension Regulation with State Bank of India Management”

q. Orientation programs for representatives of Retirees' Organisations in Associate Banks to enable them to understand benefits available to Bank Pensioners' and also functioning of various departments in SBI connected with SBI Pensioners – This helps in guiding Associate Bank Retirees by AB Retirees' Organisation ;