



ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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Ref: 2022/ 637

12.06.2022

The Office Bearers/ Central Committee Bearers/ State Committee Chiefs
A.I.B.R.F.

Dear Sir,

Re: Meeting of the Representatives from affiliates affected with Merger held on 10.06.22
Re: proceedings

Meeting of the representatives from affiliates affected with merger schemes of the government, was held at Indore on 11.06.2022. it was convened by AIBRF.

2. The meeting was attended by 29 participants from 13 affiliates and 3 office bearers on behalf of AIBRF. 21 participants from these affiliates besides President and General Secretary, AIBRF participated in the deliberations.

3. President, AIBRF in his opening remarks emphasized the need for effective coordination among affiliates to continue to play effective organizational role to protect interest of the membership in the changed situation. He further mentioned that proceedings of the meeting will be conducted as per the agenda items which have already been circulated by AIBRF, Central Office for this purpose.

6. Thereafter the General Secretary, placed the following information/ points before the house to kick start deliberations

- (a) Discussion on merger related issues have been prepared covering all relevant points/ information on the subject including agenda items. It has already been circulated among the participants.
- (b) He has placed details of steps taken by AIBRF from time to time so far in the matter in consultation/ coordination with the concern affiliates
- (c) He emphasized the need for coordination among concern affiliates and placed broad outline of action plan in the matter for consideration and adoption by the house to take the whole issue forward.

7. Thereafter, deliberations on the subject started and in first round one representative from each affiliate presented views on behalf of their organization and shared the experiences and difficulties encountered by them handling the matter in last 2/3 years. In second round, other participants from the affiliates placed their views on the subject to supplement/ clarify on the points already presented by the earlier speakers. Main gist of the points made by the participants are given below

- (a) They all emphasized the need to work at organizational level jointly in the bank in coordinated manner to take up issues of members with the management in post-merger scenario.
- (b) They also expressed the views that in the coming days to face realities of merger effectively, there is need to work for eventual merger. But there was broad consensus among all that affiliates are not fully ready for immediate merger. To implement eventual merger of affiliates in affected banks, some ground work need to be done and some procedural issues need to be sorted out which require some more time.
- (c) All were of the view that in the meantime all steps should be taken at different level to develop effective coordination among the affiliates.
- (d) Some of the decisions taken earlier in the area of coordination by some affiliates could not be fully implemented mainly due to difficulties faced due to Corona pandemic. However, time has now come for expediting the steps in this direction to cover up the lost time.
- (e) The participants accepted that due to lack of proper understanding views/ expectations of one another owing to cultural gap, some of the confusion and difference of opinions surfaced. However, all agreed to iron out perception gaps and work unitedly.
- (f) It was noted with appreciation that some affiliates have taken initiatives at their own and has been taking steps to develop effective coordination among them
- (g) PNB Representative presented document covering various aspects on merger issue related to them.
- (h) All the deliberations took place in very cordial manner and in very candid and objective manner.

General Secretary, AIBRF took careful note of the points made by the representatives of affiliates during the deliberations and thanked them for valuable inputs given by them on the subject. He also thanked them for responding to AIBRF call and also for adopting very positive attitude on the issue. Thereafter, he placed before the house the following action plan on the subject for consideration and adoption.

ACTION PLAN

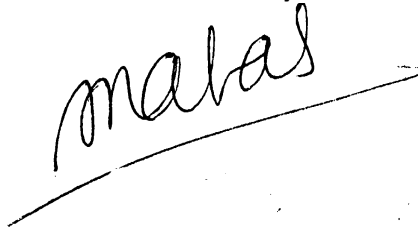
1. All concern affiliates will take steps to constitute coordination committee in their banks, if not formed yet within maximum period of 3 months.
2. The coordination committee will be two tiers. One coordination committee will be at the apex level and another one will be at ZONAL/Circle/ Regional level according to the administrative set up prevailing in the anchor bank. Zonal/ Circle/ Regional level coordination committee will function under supervision and direction of apex level committee. This task should be completed in next 6 months.
3. Apex level coordination committee will consist of office bearers/ members. Number of positions will be determined by the affiliates with due consultation among them. In the beginning number of position will be equally shared among the affiliates.
4. The coordination committee will meet periodically as and when need arises to take up issues of retirees and other related matter to be taken up with the management for discussion and decision. However, the committee will meet at least once in quarter.
5. It will be duty of the Convenor to issue notice for the meeting and organize it. The Convener will also be responsible to keep minutes and other record of the meeting and circulate them.
6. The coordination committee will decide its name and nomenclatures to be used in all sorts of the communication. The suggested name should preferably be "ALL INDIA COORDINATION COMMITTEE OFRETIREE ORGANISATIONS AFFILIED TO AIBRF", wherever not done earlier so far. All correspondence with the management will be done under the name decided.
7. The coordination committee in its meeting at the earliest will take steps to form by-laws/ rules for its smooth functioning. However, such rules will be subject to the decision already taken at AIBRF level.

8. The coordination committee at the earliest will constitute sub-committee which will study all issues related to eventual merger and submit report to the all-India coordination committee for further action.
9. On formation of all India and zonal coordination committees in each bank, conference will be organized by the Convenor of All India committee to discuss all issues concerned to merger and prepare strategy to further strengthen the concept of coordination and issues related to merger.
10. All India coordination committee will immediately inform to the bank management about formation of the committee with copy to AIBRF so it may issue suitable communication.
11. AIBRF will do periodical monitoring to ensure that the above action plan is implemented in time bound manner.
12. In case of affiliates from associate banks, steps will be taken by AIBRF to form all India Federation shortly to strengthen concept of coordination in SBI.

The above action plan was unanimously adopted by the house. All the affiliates affected with the merger are requested to take immediate steps to implement the above action plan to take the whole issue forward.

With Warm Greetings,

Yours Sincerely

A handwritten signature in black ink, appearing to read 'S. C. Jain', is written over a horizontal line. The signature is fluid and cursive.

(S. C. JAIN)
GENERAL SECRETARY