



# ALL INDIA BANK RETIREES' FEDERATION (REGD.)

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**6<sup>th</sup> Conference Slogan- Pension Updation is Right of Bank Retirees**

Ref: 2023/ 099

19.09.2023

01. The General Secretaries  
Merger affected Affiliates  
A.I.B.R.F

02. Conveners/ Joint Convenors  
Cordination Committees  
A.I.B. R.F.

Re: **Re: Action Plan for merger of affected affiliates**

Re: **Guidelines from AIBRF**

We request reference to our last circular no 2023/094 dated 26.08.2023 on the subject (Reproduced below.)

2. We are happy to find that some of the affected affiliates / Convener of Coordination committees have convened meetings to discuss the issue of amalgamation of affected affiliates and prepare road map to complete the process. We expect the remaining affected affiliates also to initiate suitable steps to meet the deadline.

3. We are aware that amalgamation of affected affiliates and to draw action plan for it is bit complexed and sensitive subject coupled with lot of emotions and personal perception. While we appreciate the complexities of the issue, we would like to emphasis and you all know that it is need of the hour in the given situation and we have no option but to prepare implementable and objective action plan for eventual merger in the given time limit.

4. In this regard, we would like to advise following guidelines for smooth, effective and meaningful amalgamation in the objective and judicious manner.

## **GUIDELINES FOR AMALGAMATION OF AFFILIATES FOR CONSIDERATION FROM AIBRF**

### **1. Approach towards Amalgamation**

It should be top to down approach. In the first phase, amalgamation plan should be drawn at the apex level. All India bodies of affected affiliates should get merged first and in second phase action plan should be prepared for amalgamation of entities at second and base level.

### **2. Type of Organizational Set up of Amalgamated bodies**

In conformity of organizational philosophy of AIBRF and to strengthen the organizational set up of new body and address the issues of large number of members at all India level, the **most ideal model will be Federal system.**

### 3. Constitution of New Setup

Having decided the above two points and reaching to the consensus, a committee may be constituted by the coordination committee to prepare constitution/ by-laws in time bound manner. Constitution of AIBRF which has approval of ALC may become basis for preparing constitution of new setup. Many relevant clauses from it may be taken. Some of the relevant clauses may be taken from existing constitution of the affiliates. We feel by adopting this method finalization of the constitution of new body can be expedited.

### 4. Foundation Conference for setting up amalgamated bodies.

Foundation conference may be convened after reaching on consensus on the above points. Basis for allocation of number of delegates may be finalized on certain agreed parameters. **We find that all the affiliates have already declared their membership as on 31.12.2022 to AIBRF and accordingly paid annual subscription.** Membership number is available with the concern affiliates and coordination committees. This number may be treated as final as it can not be disputed by any party at this stage. Now depending on total strength and concern other relevant points, formula may be worked to allocate number of delegates say 1 delegate per 100/200 members. This point may be discussed and finalized in the coordination committees.

The above delegates will form collegium of foundation conference who will deliberate and finalizes the issues like (a) Approval of constitution of new amalgamated set up (b) election of office bearers of new set up and (c) other related issues on the principle of one delegate one vote.

### 5. Allocation of Funds to new setup

We know this is highly sensitive issue and potential hinderance in the tasks of amalgamation. At present, affiliates have different amount of corpus at the apex level with federal and unitary organizational set up and would like to contribute to new set up with some logical and objective formula. In this regard, we suggest as under

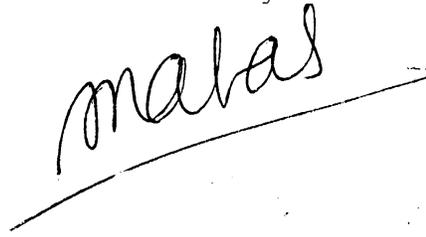
- (a) In AIBRF, as apex level body, we have at present corpus of about Rs. 100 lakhs with annual contribution of Rs. 15 per month. We are able to manage our financial requirement with sound organizational growth and effectiveness with this level of corpus . With our present membership of 2.5 lakhs approximately, **per membership corpus comes to Rs. 40 .**
- (b) For new bank wise apex level body, financial requirement can be met if corpus is collected between Rs. 100 to 150 per member based on membership as on 31.12.2022 declared to AIBRF. With this rate of collection, considering size of new set up in each case, every new body will have corpus of about Rs. 20 to 25 lakhs at apex level to begin with. Then annual subscription may be collected from state units at the rate decided by the foundation/ subsequent conferences. **We feel this is the most judicious and systemic approach to address this sensitive point.**
- (c) Each affiliate will be called upon to pay one time contribution as per the above formula at the time of amalgamation to newly formed body from their existing corpus or by collecting money from respective units/ individuals.
- (d) **In case affiliates are left with excess funds after making payment to the new body, they will be free to use it the manner in which they feel fit either by distributing among their members by memento/ gift or transferring to their other set up as per the decision taken at their level.**

(e) The existing apex level affiliates are expected to take immediate decision to clear amalgamation scheme once agreed at the coordination committee by either approaching to the respective AGM or their central committee/ executive committee level. This we feel is mere formality and one can not be allowed to sit tight for indefinite time on this count.

5. We request all the affected affiliates to consider above guidelines and take immediate steps for reaching to final decision within stipulated time period. In case you have any point/ issue in the matter, please write to us. We seek support of each one of you to take in the right spirit and accomplish this important task and strengthen AIBRF.

With Warm Regards,

Yours Sincerely



(S. C. JAIN)  
GENERAL SECRETARY

c.c. to Office Bearers & Central Committee Members, AIBRF

COPY OF CIRCULAR

Ref: 2023/ 094

26.08.2023

01. The General Secretaries  
Merger affected Affiliates  
A.I.B.R.F

02. Conveners/ Joint Convenors  
Cordination Committees  
A.I.B. R.F.

Dear Sir,

**Re: Action Plan for merger of affected affiliates**

One of the important decisions taken unanimously in 6<sup>th</sup> Triennial Conference is to take necessary steps by the merger affected affiliates and also simultaneously by the respective coordination committees to complete **merger process latest by 31.12.2023.**

2. As we all are aware, merger process as part of banking sector reform started in 2019 and it was completed by the government in March, 2021. Despite opposition by unions including AIBRF, merger has become irreversible fate accomplice and we have no choice but to fall in line to serve the membership effectively and strengthen organizational setup at base level as well as apex level.

3. AIBRF as apex level body, considering importance of need of repositioning organizational set up, has initiated several steps right from the beginning to ensure strengthening of organizational setup in merger affected affiliates.

- (a) Playing active role in formation of all India Coordination committee of BOB, E. Vijaya & E. Dena Banks in April, 2019
- (b) Formation of all India Coordination committees in PNB, Indian, Canara and Union Banks
- (c) Meeting on merger in Indore in April, 2022 where several important decisions were taken on merger of affected affiliates.
- (d) Unanimous decision taken in Bangalore to complete the merger process by all affected affiliates by December, 2023.

4. AIBRF Central office has issued the following communications on merger in last four years to take the issue forward and complete the process in scheduled time period.

- (a) Circular letter No 2019/ 60 dated 22.03.2019 on merger of 3 banks.
- (b) Circular No. 2019/ 305 dated 30.08.2019
- (c) Circular No. 2019/304 dated 22.08.2019 on merger of Bank of Baroda, Vijaya Bank and Dena Bank
- (d) Circular No. 2019/308 dated 10.09.2019 on merger of 10 banks.
- (e) Circular No. 2020/ 072 dated 21.02.2020 on merger of 10 banks.
- (f) Circular No. 2021/ 596 dated 26.12.2021 on merger
- (g) Circular No. 2022/637 dated 12.6.22 giving proceedings of meeting held at Indore on merger
- (h) Circular No. 2023/ 094 dated 04.05.2023 requesting affiliates to complete merger process as per the decision taken in Bangalore conference.

5. Now hardly time of four months is left to complete the task and meet the deadline. But on the basis of feedback, we do not find much activism to address and confront the issue in most of the cases. We know the issue is very challenging and sensitive. But we do not have any other option. Temporarily, one may derive comfort by keeping the matter pending. But at most it may be temporary one. Now it is high time very active steps on continuous basis need to be taken to complete the process. There is need to convene meetings of all India Coordination committees to work out modalities of merger with time bound action plan.

**6. Convenors of All India Coordination Committees are requested to convene meetings of coordination committees to discuss and decide modalities of merger and submit brief report to AIBRF Central office latest by 30.09.2023 with details of modalities of merger, points of agreement/ disagreement among affiliates of concern affiliates. AIBRF proposes to hold meeting of all affected affiliates thereafter to give final shape to the merger. We make appeal to all to extend fullest cooperation and support to complete the task.**

With Warm Regards,

