



ALL INDIA CANARA BANK RETIREES' FEDERATION (Regd.)
(Affiliated to All India Bank Retirees' Federation)
"A.K.Nayak Bhavan", 2nd Floor,
14, Second Line Beach, Chennai – 600001.

Ref No:88:2015

November 02, 2015

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S.K.Madan

Treasurer

A.B.Kasturirangan

Assistant Treasurer

P.Dhanaram

To: All Affiliates/Office Bearers/Central Committee Members

Dear Sir/Madam,

1.Payment of arrears, difference in Gratuity and Commutation amount to the widows of employees who were in service as on 01.11.2012, retired from Bank service thereafter and died after retirement but before implementation of 10th BPS.

2.Granting Stagnation Increment to Non-subordinate Employees.

It has been brought to our notice recently by widows of deceased retirees that our bank declined differential commutation amount on account of 10th BPS in cases, where employees in our Bank were in service on 1-11-2012 and retired from the Bank thereafter, but died before implementation of the 10th BPS. Since those employees were in service of the Bank as on 01.11.2012, their families were eligible to receive the arrears of wage revision till his retirement besides difference in Gratuity and Commutation amount. However, due to misconception that commutation amount is not payable on death of the employee, the difference in commutation amount was not paid to the spouses.

Since the spouse of the deceased retirees was eligible to receive the difference in commutation amount which was due to the employee on the date of his retirement, the matter was taken up by AIBEA with the IBA and requested for suitable clarification in this regard to the banks concerned.

Accordingly, IBA has clarified to the Banks that in such cases, the widow/family pensioner would be eligible to receive the difference in wages till the date of retirement and also the difference in PF, Gratuity (if any) and Commutation amount.

All our affiliates are requested to take due note of the same for suitably guiding the spouse of deceased retired employees.

With Warm Greetings,

Yours Sincerely,

(S.V.SRINIVASAN)

GENERAL SECRETARY

Ref: 89:2015

November 02, 2015

To: All Affiliates, Office Bearers and Central Committee Members

Dear Sir/Madam,

IBA Circular on Stagnation Increments to Non-Subordinate Employees arising out of implementation of 10th BPS:

Please guide our members who retired on or after 1st November 2012 and are eligible for stagnation increments as per 10th BP Settlement in the light of IBA's clarifications:

Yours Sincerely,



(S.V.SRINIVASAN)

GENERAL SECRETARY

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HR & INDUSTRIAL RELATIONS

No.HR&IR/CIR/2015-16/B/90/1377

September 19, 2015

Designated Officers of Member Banks who are parties to Bipartite Settlement

Dear Sir/Madam,

**10th Bipartite Settlement (01.11.2012 to 31.10.2017)
Stagnation Increments to Non-Subordinate Employees**

As per the provisions of 10th Bipartite Settlement, it has been agreed to reduce the periodicity of 6th stagnation increment from 3 years to 2 years and to introduce 8th stagnation increment w.e.f. 1st May, 2015. 8th stagnation increment is to be released after two years on receipt of 7th stagnation increment or from 1st May, 2015 whichever is later. Keeping in view the cost constraints, it was further agreed that the consequential financial benefit to the employees could be released from 1st May, 2015. There is no change in periodicity of releasing the 7th stagnation increment and 7th stagnation increment is released after two years on receipt of 6th stagnation increment. In other words, an employee would be eligible for 8th stagnation increment, 6 years after receipt of 5th stagnation increment or w.e.f. 1st May, 2015, whichever is later. However, the employees who have got 6th and 7th stagnation increments on or after 1st November, 2012 but before 1st May, 2015 as per 9th Bipartite Settlement, would get 8th stagnation increment, 7 years after receipt of 5th stagnation increment, if the weightage of one year on account of reduction of periodicity of 6th stagnation increment from 3 years to 2 years as per 10th Bipartite Settlement is not given to such employees. As a result, these employees would be placed in a disadvantageous position vis-à-vis the employees junior to them.

2. The Workmen Unions have therefore, requested us to clarify the position without any ambiguity.

3. We have examined the matter and clarify that the employees who have completed two years or more as on 1st November, 2012, after receipt of 5th stagnation increment,

would be eligible for 6th stagnation increment w.e.f. 1st November, 2012, notionally, however, monetary benefit to such employees will be given 3 years after receipt of 5th stagnation increment or w.e.f. 1st May, 2015 whichever is earlier. Similarly, 7th stagnation increment will be released notionally 2 years after notionally release of 6th stagnation increment and monetary benefit of 7th stagnation increment will be released 2 years after receipt of monetary benefit of 6th stagnation increment or w.e.f. 1st May, 2015 whichever is earlier. 8th stagnation increment will be released 2 years after notionally release of 7th stagnation increment or w.e.f. 1st May, 2015 whichever is later. The case may be clearly understood by following illustrations:

Illustration - I : Date of Receipt of 5th Stagnation Increment : 01/10/2010

Position as per 9 th Bipartite Settlement		Position as per 10 th Bipartite Settlement	
Stagnation Increment	Due Date of Release	Notional Date of Release	Date of Monetary Benefit
6 th	01/10/2013	01/11/2012	01/10/2013
7 th	01/10/2015	01/11/2014	01/05/2015
8 th	-----	01/11/2016	01/11/2016

Illustration - II : Date of Receipt of 5th Stagnation Increment : 01/10/2011

Position as per 9 th Bipartite Settlement		Position as per 10 th Bipartite Settlement	
Stagnation Increment	Due Date of Release	Notional Date of Release	Date of Monetary Benefit
6 th	01/10/2014	01/10/2013	01/10/2014
7 th	01/10/2016	01/10/2015	01/10/2015
8 th	-----	01/10/2017	01/10/2017

Illustration - III : Date of Receipt of 5th Stagnation Increment : 01/10/2012

Position as per 9 th Bipartite Settlement		Position as per 10 th Bipartite Settlement	
Stagnation Increment	Due Date of Release	Notional Date of Release	Date of Monetary Benefit
6 th	01/10/2015	01/10/2014	01/05/2015
7 th	01/10/2017	01/10/2016	01/10/2016
8 th	-----	01/10/2018	01/10/2018

4. Please arrange accordingly.

Yours faithfully,
Sd...K Unnikrishnan
Deputy Chief Executive

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