



ALL INDIA PNB STAFF FEDERATION

(Affiliated to N.C.B.E.)

Resolutions adopted at National General Council of All India PNB Staff Federation held on 11th and 12th June 2022 at Vrindaban (U.P.)

1. Homage:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) pays homage to S/Shri S.K. Sanon & L.N. Pasricha- former General Secretaries of our Delhi affiliate, Shri Xavier Kerketta- former General Secretary of our Jharkhand affiliate, S/Shri Kiran Pal Singh & Sushil Kumar Tyagi- former General Secretaries of our Uttrakhand affiliate, S/Shri Anil Makhija, Vijay Yadav & S.K. Swami- former Vice Presidents of our Federation, S/Shri Arvind Shukla & Ramesh Chand, former Dy. General Secretaries of our U.P. affiliate, S/Shri Santosh Jha & Pankaj Kumar- former Dy. General Secretaries of our Bihar affiliate, Shri S.S. Panwar- former President of our Uttrakhand affiliate, Shri Digvijay Singh- former Circle Vice President of our U.P. affiliate, hundreds of innocent people who have been killed in terrorist attacks, natural disasters like floods, earthquakes etc. and prominent personalities who died during the period since last National General Council.

2. Updation of Pension:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) demands updation of pension for all existing pensioners and family pensioners, upgrading of Basic Pension of all the pensioners at the common and uniform Consumer Price Index of 6352 points, periodical updation/improvement in pension along-with Wage Revisions, extension of improvements in pension scheme of bank employees as being done for the Government employees under Pay Commissions and extension of pension benefit to those employees also who have been dismissed, if they are otherwise eligible.

3. Amendments to Labour Laws:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) strongly opposes the initiatives of the Government towards amendments to Labour Laws which are against the interests of the work force of the country and resolves to fight against the ill-fated moves of the Government which would result in exploitation of the labour.

4. Absorption of all Temporary Employees/Casual Workers

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that so many temporary/casual workers were working in the branches/offices of eUBI and eOBC against permanent vacancies. After amalgamation of United Bank of India and Oriental Bank of Commerce with our Bank, it is depressing, that the Bank has not taken steps to make all of them who are earning their livelihood through these jobs, permanent in Bank's service at a time when the Bank is permitting outside agencies in the name of Business Facilitators/Business Correspondents to do banking business.

The National General Council urges upon the management of the Bank that all such temporary employees/casual workers irrespective of number of days they have worked as temporary employee/casual worker and all the persons who worked as drivers with Senior Executives of the Bank from time to time be absorbed as permanent employees of the Bank.

The National General Council is sure that its reasonable demand would definitely evoke sympathetic and favourable consideration and the Bank will not play havoc with the lives of these temporary employees/casual workers.

5. Non Performing Assets:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern the situation of growing NPAs of the Bank.

The National General Council appeals the members to help the management of the Bank in all possible ways in tackling the defaulters to overcome from this worrisome situation.

6. Removal of Cap on Allocation of Funds for Staff Welfare:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that with each passing year the Profits of the Banks are increasing substantially along with a corresponding increase in the Business per Employee ratios of all the Public Sector Banks.

However, on the question of giving a share of these profits to the employees who play the most important role in earning such profits, the Government remained archaic and has placed a cap or ceiling on the allocation of profits for Staff Welfare activities.

After merger of eUBI and eOBC, the number of employees of our Bank has been increased substantially, therefore, we urge upon the management of the Bank to recommend to the Government to increase the ceiling on allocation of 'Staff Welfare Fund' from Rs.25 crores to Rs.100 crores.

The National General Council demands from the Government that the cap/ceiling on the profit of the banks on allocation of funds for Staff Welfare be removed forthwith and profit sharing be allowed to percolate amongst all including the retirees.

7. Appointment on Compassionate Grounds:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern inordinate delay in providing compassionate appointment to eligible family member in the cases of death of employees while performing their duties during the Pandemic COVID-19.

The National General Council expresses its deep anguish and concern over inordinate delay in providing compassionate appointment to the family members of deceased employees and urge upon the management of the Bank to provide compassionate appointment to eligible member of the deceased employees without further delay.

8. Shortage of Workmen Staff:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern the disruption of working of the Bank because of shortage of staff in most of the branches. The enormous business growth is not being supported by adequate staff. The existing workmen employees are overloaded with work and are compelled to work beyond normal working hours as many branches are woefully under-staffed where customer service has become a casualty. As a result existing serving employees are not able to provide quality service to the customers and they face direct ire of the public.

The situation is not conducive for the strength and growth of the Bank. Banking is a service oriented industry and adequate man power is a basic requirement to provide good customer service.

The National General Council urges upon the management of the Bank to recruit more workmen staff, in tune with the present needs.

9. Charge of need based amount of Cash be given to officiating Head Cashiers

Where it is not possible for them to count entire cash before taking charge:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern that in the branches when permanent Head Cashier avails leave, the person officiating as Head Cashier is compelled to take charge of entire cash balance (including the cash kept in reserve) without getting checked/counted the cash physically.

The National General Council urges upon the management of the Bank to issue instructions to the branches to not to compel the employee officiating as Head Cashier to take charge of entire cash without physically checking/counting the same and only need based amount of cash be given to officiating Head Cashier when it is not possible for him to count entire cash before taking the charge.

10. Anomaly in Payment of Pension to Retirees whose 9th Stagnation increment becomes due from the date which falls less than 10 months prior to their date of Superannuation/Removal/Dismissal from the Service of the Bank:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that the employees who become eligible for 9th Stagnation Increment from the date which falls less than 10 months prior to their date of Superannuation/Removal/Dismissal from the service, draw less pension in comparison to the employees junior to them who got the benefit of 9th Stagnation Increment in their pension after readjustment of their Stagnation Increments. The National General Council urges upon the IBA to remove this anomaly and give the benefit of 9th Stagnation Increment to such employees for full 10 months for calculation of their pension and not for other superannuation benefits.

11. Permission to Enter Union Membership through ‘Employee Self Service’:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that in many circle offices debit authorities given by the employees for deduction of their union subscription in favour of minority unions are deliberately not entered in time in HRMS. Due to this exact membership of minority unions on a particular date is not reflected correctly.

The National General Council condemns the dilatory and recalcitrant attitude of the officials posted in HRD Section at Circle Offices, in entering the debit authorities of employees for deduction of their union subscription in favour of minority unions.

The National General Council demands from the management of the Bank to allow the employees themselves to enter/change their union membership through ‘Employee Self Service’.

12. Full Train Fare be Paid on Encashment of LFC of Senior Citizen Parents:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that in case of encashment of their LFC by the employees, our Bank is paying concessional fare (being charged by Indian Railway prior to 20.03.2020) for their senior citizen dependant parents while fare concession of 50% for senior citizens has been withdrawn by Indian Railway since 20.03.2020.

The National General Council urges upon the management of the Bank to make payment of 100% fare for their senior citizen parents, to the employees who want to encash their LFC and also to make the payment of fare less paid to employees for their Senior Citizen Parents at the time of encashment of LFC since 20.03.2020.

13. Medical Aid to Workmen Employees be Revised in tune with Officers:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that since the merger of eOBC and eUBI with our Bank, there is huge difference between the amount of Medical Aid being paid to workmen and officers which is not conducive for Industrial Relations.

The Officers are paid annually the amount equivalent to 50% of their December month's Basic Pay of the previous year while workmen employees are paid annually the amount of Rs.2,355/- only. The National General Council urges upon the management of the Bank to remove this disparity and revise the amount of Medical Aid for workmen employees in tune with officers.

14. Old Pension Scheme be Restored for the all those Covered under NPS:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) urges the IBA/Government to bring all the Bank employees under uniform 'Old Pension Scheme' instead of keeping the employees who joined the Bank on or after 01.04.2010 under NPS.

15. Medical Insurance Premium of Retirees should be borne by the Banks:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern the repeated higher premium on medical insurance policy for the retirees year after year.

The National General Council observes that the IBA has been adopting a non-serious approach on this issue and has compromised with the health of the Retirees.

The National General Council urges upon the IBA/managements of the Banks to bear Medical Insurance Premium of Retirees in future.

16. Conversion of all Part Time Employees in Full Time Employees:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that the management has so far adopted a callus attitude and has not responded properly on our demand for conversion of all Part Time Employees in Full Time Employees for which we are impressing upon the management for the last more than fifteen years.

The National General Council also notes that while in most of the banks all Part Time Employees have already been converted to Full Time Employees but in our Bank no step has yet been taken by the Bank and the majority Federation in this regard.

The National General Council condemns the dilatory and recalcitrant attitude of the management in this matter and reiterates its demand to convert all Part Time Employees working in the Bank in Full Time Employees without further delay.

17. Disinvestments in Public Sector Undertakings:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern the hazardous move of the Government in encouraging disinvestment even in profit making Public Sector Undertakings just to meet the budgetary needs of the Government despite knowing the fact that during the last decade, the banks and auto majors of private domain in US had performed very badly leading to the collapse of the US economy.

The National General Council condemns the Government for the recent disinvestment made in Life Insurance Corporation of India.

The National General Council urges upon the Government to desist from moves of disinvestment in Public Sector Undertakings in future in the interest of the nation.

18. Reimbursement of Petrol Expenses / Payment of Fixed Amount on account of Conveyance Expenses to Workmen during First year of their Service:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that workmen employees are not paid Petrol Expenses /Fixed Amount on account of conveyance expenses during first year of their service as reimbursed/paid to officers during first year of their service.

The National General Council condemns this discriminatory attitude of the Bank management and demands that the reimbursement of petrol expenses/payment of fixed amount on account of conveyance expenses be made to workmen employees also during first year of their service.

19. Payment of 1% Additional Rate of Interest in Staff Related Accounts:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern that the Bank is not paying 1% additional rate of interest on Savings/Term Deposit accounts related to the members of staff such as the accounts of the Unions/Associations and Cooperative Thrift & Credit Societies having staff members as their primary members in terms of guidelines by the Bank. Our Federation is persuading this issue since May 2018 but the Bank has not yet started paying 1% additional rate of interest on Savings/Term Deposit accounts related to the members of staff which is against Bank's guidelines and is detrimental to Staff Welfare Schemes of the Bank.

The National General Council urges upon the management to immediately start paying 1% additional rate of interest on all Savings/Term Deposit accounts related to the members of staff.

20. Scheme of Interest Free Festival Advance to the Retirees of the Bank:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) appreciates the decision of the Bank of adopting best of the three amalgamated entities for the benefit of the staff members.

The National General Council notes that the Bank has adopted almost all best of the three amalgamated banks' welfare schemes except the 'Scheme of Interest Free Festival Advance to the Retirees of the Bank' prevailing in eUBI wherein retired officers, clerks and members of sub-staff were eligible for interest free Festival Advance of Rs.10000/-, Rs.8000/- and Rs.6000/- respectively.

In this regard, our Federation has written so many letters to the Bank but this scheme for retirees has not yet been introduced by the Bank.

The National General Council demands that this scheme be immediately introduced by the Bank without further delay.

21. Government's Move to Privatisise Public Sector Banks:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes that the Finance Minister as well as various officials of the Government are continuously making statements that privatisation of banks continues to be their agenda.

The National General Council urges all the bank employees and officers to remain alert and always be prepared to launch agitational programmes including strike actions, if the Government would take any steps to move the Bill.

22. Non-Releasing of Benefits of 9th Stagnation Increment to Eligible Retirees:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern the issue of non-payment of arrears of 9th Stagnation Increment to the retired clerks who were in the service of the Bank as on 01.11.2017, were already in receipt of eight stagnation increments and have retired two or more years after the receipt of 8th Stagnation Increment; even after receipt of clarification from IBA vide their letter no. CIR/HR&IR/XIBPS/9991 dated 05.06.2021.

The National General Council demands that payment of arrears of 9th Stagnation Increment be immediately made to eligible retirees to avoid the involvement of third party as the matter has already been over delayed.

23. Objection against Allowing PNB MetLife Insurance Employees and Health Insurance Agents to sit on the Counters in the Branches:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) notes with serious concern the issue of allowing PNB MetLife/Health Insurance Employees/Agents to sit on the counters in the branches as there are regular complaints against them of miss selling their products and also of diverting the Term Deposit business of the Bank.

The National General Council demands that no one who is not the employee of the Bank be allowed to sit on the counter meant for customer service as it is wrought with risks which are detrimental to banking operations and the interests of the banking public.

24. Thanks:

The National General Council of All India PNB Staff Federation being held on 11th and 12th June 2022 at Vrindaban (U.P.) unanimously resolves to thank all the members of Reception Committee more particularly S/Shri S.P. Singhal and Dilip Kumar Goyal for holding the Conference of the Federation at holy city of Vrindaban and for making such a magnificent arrangement for successful conduct of the Conference and also for making such a decent lodging and boarding arrangements for the guests, delegates and observers.
