



ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPRC)
(Promoted by All India Bank Officers' Confederation – AIBOC)
(Sponsored by All India Union Bank Officers' Federation – AIUBOF)
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Ref: GS: 124

10th August, 2015

The Chairman & Managing Director,
Union Bank of India,
Central Office,
239, Backbay Reclamation,
Nariman Point, Mumbai – 400021

Respected Sir,

Sub: Salary Revision for Officers -Joint Note dated 25th May, 2015
signed between IBA & Officers' Organisations – Introduction of Medical Insurance
Scheme

We invite your kind attention to Staff Circular No. 6212 dated 30th June, 2015 wherewith a copy of the Joint Note dated 25th May, 2015 signed between Indian Banks' Association and representatives of Officers' Organisations was enclosed.

While on the subject, we may inform that a new scheme for reimbursement of medical expenses has been formulated and the Medical Insurance Scheme has been introduced for the serving Officers and employees and their eligible dependants. The new scheme as applicable to the Officers/Employees in service would be continued beyond their retirement/ superannuation/ resignation etc., subject to payment of stipulated premium by them. **Further, the new scheme would also cover the existing retired Officers/Employees of the Bank and dependant spouse subject to payment of stipulated premium by them.**

We are aware that the contours of the new Medical Insurance Scheme are yet to be drawn. However, we take the liberty of putting forth our suggestions which would be helpful while drawing the guidelines for the scheme in our Bank.

Under Staff Welfare Measures operational in our Bank, we have an existing scheme under the title “Union Bank of India Retired Medical Assistance Scheme” – UBIREMAS, which was introduced in our Bank in 2001. The salient features of the scheme are as follows:

- The scheme is open to all the Retired Employees/and his/her spouse
- Staff members who have resigned will not be eligible to become members of the scheme
- One time membership fee of Officers – Rs.5000/- Clerks – Rs.3000/- Subordinate Staff – Rs.2000/- and Pre 01.01.1986 retirees – Rs.1000/- is payable under the Scheme
- Maximum limit for reimbursement of hospitalization expenses was increased from Rs.1.00 lac to Rs.1.25 lacs with effect from 07.10.2013.
- The members of the scheme are also eligible for reimbursement up to a maximum of Rs.2000/- per financial year towards expenses incurred for diagnostic tests.

Even under the existing Staff Welfare measures, allocation of funds for welfare activities of Retirees has not been in consonance with the Khandelwal Committee recommendations, i.e. that 25% of the funds allocated for Staff Welfare measures should be earmarked for the Retirees. In this regard, we had, vide our letter No. GS;151 dated 10th April, 2014 already submitted a representation with a request to direct the Department of Personnel to adhere to the above stipulations.

While the new Medical Insurance Scheme is beneficial to the Retirees with the increase in quantum of reimbursement to a maximum of Rs.4.00 lacs, that too on a yearly basis, it is stipulated that premium on the policy will have to be paid by the respective retiree. This is one of the major adverse features of this new scheme. The fact remains that all the Retirees have paid one-time membership fee under UBIREMAS and over the years, substantial funds have been accumulated on this score. Further, the Bank has also been contributing funds from the Staff Welfare Fund for meeting the claims under the scheme.

Since it is stipulated that premium will have to be paid by the Retirees under the new Medical Insurance Scheme, this major issue was discussed in the Fourth Executive Committee Meeting of our Federation held on 12th July, 2015 at Jalandhar. **The Committee unanimously passed a resolution urging the Bank’s Management not to insist on payment of premium by the Retirees and to meet such commitments out of the funds accumulated by way of collection of membership fee under UBIREMAS and out of allocations to be made to Staff Welfare Fund.**

You are aware that with galloping inflation and reduction in interest rate on deposits, the financial position of many retirees is not sound. Added to these, many Senior Citizens are forced to incur substantial expenses towards medical treatment for themselves/their spouse.

Unlike Central and State Government pensioners, the Senior Citizens of the Banking Sector are not fortunate to have their pension updated whenever salary revision takes places. One has to live within the Pension fixed at the time of retirement, save for the increase in Dearness Allowance once in 6 months.

In view of the multiple onslaughts on the Retirees of the Banking Sector, we request you to kindly consider waiver of payment of premium by the Retirees when the new Medical Insurance Scheme is introduced in our Bank. All the Retirees of our Bank would be highly indebted to you for your positive approach to this important issue. Please favour us **with waiver of payment of premium by the Retirees.**

We look forward to your favourable response.

Thanking you,

Yours faithfully,



(R. SURYANARAYANAN)
GENERAL SECRETARY