



**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPRC)
163/4, Kutchery Road, Mylapore, Chennai – 600004**

RESOLUTIONS PASSED AT THE GENERAL BODY OF ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION – AIUBPARF ON SATURDAY, THE 14TH NOVEMBER, 2015 AT PATNA

RESOLUTION

UNION BANK OF INDIA, FOUNDED IN 1919, HAS COMPLETED 96 YEARS OF EXISTENCE. DURING THIS PERIOD, THE BANK HAS FACED MANY CHALLENGES AND COME OUT SUCCESSFUL. THE BANK HAS PLAYED A MAJOR ROLE IN THE FIELD OF FINANCING AGRICULTURE, MSME, EXPORTS ETC., IT HAS ACTIVELY IMPLEMENTED THE VARIOUS GOVERNMENT SPONSORED SCHEMES FOR THE BENEFIT OF UNDERPRIVILEGED SECTIONS OF THE SOCIETY.

UNION BANK OF INDIA CAN BE CALLED A BANK WITH AN ALL INDIA CHARACTER WITH SPREAD OF BRANCHES IN ALL GEOGRAPHICAL AREAS OF THE COUNTRY. IT ALSO HAS INTERNATIONAL PRESENCE. THE BANK HAS EMBRACED TECHNOLOGY SINCE EARLY 1990 AND HAS BEEN A PIONEER IN MANY TECHNOLOGICAL INITIATIVES LIKE CORE BANKING, INTERNET BANKING, ATMS, ON-LINE LOAN PROCESSING, HR MANAGEMENT ETC., THE BANK HAS LAUNCHED MANY NEW PRODUCTS AND INNOVATIVE SCHEMES. IT HAS WON MANY NATIONAL AND INTERNATIONAL AWARDS FOR OUTSTANDING INITIATIVES/PERFORMANCE

AS AT 30TH SEPTEMBER, 2015, THE BANK CROSSED TOTAL BUSINESS OF RS. 5.72 LAC CRORES AND EARNED NET PROFIT OF RS.1782 CRORES. THE EARNING PER SHARE WAS RS.28.05. THE BANK IS PLACED IN THE FIFTH POSITION AMONG THE PUBLIC SECTOR BANKS.

THE CONTRIBUTION MADE BY THE RETIREES FOR THE GROWTH OF THE BANK HAS BEEN IMMENSE. THEY HAVE SERVED THIS GREAT INSTITUTION WITH DUE DILIGENCE AND GAVE THEIR BEST AT ALL TIMES.

THIS GENERAL BODY OF AIUBPARF WHICH MET ON SUNDAY, THE 14TH NOVEMBER, 2015 AT PATNA RESOLVED TO EXTEND FULL SUPPORT OF THE RETIREES IN ALL THE ENDEAVOURS OF THE BANK AND WISH THE BANK TO SCALE GREATER HEIGHTS IN THE DAYS TO COME.



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REPRESENTATION ON VARIOUS TRUST/FUND:

1. PENSION TRUST OF THE BANK

THE PENSION TRUST FUND OF THE BANK IS CREATED OUT OF THE ACCUMULATED AMOUNT OF CONTRIBUTION OF PROVIDENT FUND BY THE EMPLOYEES/BANK AT THE TIME OF INTRODUCTION OF PENSION SCHEME AND SUBSEQUENT CONTRIBUTIONS BEING MADE BY BOTH.

AT PRESENT, THE PENSION FUNDS OF THE BANK ARE BEING MANAGED BY A TRUST, SET UP INTERNALLY. THOUGH THE REPRESENTATIVES FROM THE SERVING EMPLOYEES AND OFFICERS' ORGANISATIONS FIND A PLACE IN THE TRUST, THE REPRESENTATIVES OF THE BENEFICIARIES OF THE PENSION FUND – PENSIONERS AND FAMILY PENSIONERS DO NOT HAVE ANY REPRESENTATION IN THE PENSION TRUST.

THIS GENERAL BODY OF AIUBPARF WHICH MET ON SATURDAY, THE 14TH NOVEMBER, 2015 AT PATNA RESOLVES THAT THE BANK MANAGEMENT SHOULD PROVIDE REPRESENTATION TO ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION IN THE PENSION TRUST AND TO GIVE AN OPPORTUNITY TO THE PENSIONERSTO PARTICIPATE IN THE ADMINISTRATION OF THE PENSION TRUST FUND.

2. STAFF WELFARE FUND:

STAFF WELFARE FUND HAS BEEN SET UP IN OUR BANK. IN TERMS OF GUIDELINES ISSUED BY THE GOVERNMENT OF INDIA, THE BANK IS PERMITTED TO PROVIDE 3% OF THE PUBLISHED PROFIT WITH A MAXIMUM OF RS.25 CRORES FOR STAFF WELFARE ACTIVITIES. IN TERMS OF KHANDLWAL COMMITTEE RECOMMENDATIONS, 25% OF THE FUNDS ALLOCATED FOR STAFF WELFARE ACTIVITIES SHOULD BE EARMARKED FOR THE WELFARE ACTIVITIES OF THE RETIREES. IN PRACTICE, THE RECOMMENDATIONS OF THE COMMITTEE HAVE NOT BEEN IMPLEMENTED IN LETTER AND SPIRIT.

STAFF WELFARE FUND IS BEING MANAGED BY A COMMITTEE WITH REPRESENTATIVES FROM THE MANAGEMENT, EMPLOYEES' UNION AND OFFICERS' ASSOCIATION. HOWEVER, NO REPRESENTATION IS GIVEN TO THE RETIREES' ORGANISATION.

THIS GENERAL BODY OF AIUBPARF WHICH MET ON SATURDAY, THE 14TH NOVEMBER 2015 AT PATNA RESOLVED THAT THE BANK SHOULD GIVE REPRESENTATION TO ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION IN THE STAFF WELFARE COMMITTEE SO AS TO ENSURE THAT THE RECOMMENDATIONS OF THE KHANDELWAL COMMITTEE IN SO FAR AS THEY RELATE TO THE APPORTIONMENT OF 25% OF THE WELFARE FUND ARE OBSERVED IN TOTALITY.



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MEDICAL INSURANCE SCHEME

UNDER STAFF WELFARE SCHEME, THE BANK HAS IMPLEMENTED UBIREMAS – UNION BANK RETIRED EMPLOYEES MEDICAL ASSISTANCE SCHEME. THE MAXIMUM AMOUNT OF REIMBURSEMENT UNDER THE SCHEME IS RESTRICTED TO RS.1.25 LACS DURING THE CURRENCY OF MEMBERSHIP. THE SCHEME ALSO PROVIDES FOR PAYMENT OF RS. 2000/- PER ANNUM TOWARDS REIMBURSEMENT OF EXPENSES INCURRED FOR UNDERGOING DIAGNOSTIC TESTS.

THOUGH NONE OF THE DEMANDS MADE BY THE RETIREES WAS CONSIDERED BY IBA, THE SILVER LINING WAS THE INTRODUCTION OF MEDICAL INSURANCE SCHEME FOR THE RETIREES, SUBJECT TO PAYMENT OF ANNUAL PREMIUM.

WHILE THE BANK HAS RETAINED UBIREMAS, IT HAS, HOWEVER, INTRODUCED MEDICAL INSURANCE SCHEME, SUBJECT TO PAYMENT OF ANNUAL PREMIUM.

THE BANK IS HOLDING SUBSTANTIAL FUNDS UNDER UBIREMAS WHICH WAS INTRODUCED IN 2001 WITH ONE TIME MEMBERSHIP FEE. THE CLAIMS MADE BY THE MEMBERS UNDER THIS SCHEME WAS MET OUT OF ALLOCATION OF FUNDS FOR STAFF WELFARE ACTIVITIES AND THE CORPUS FUND IS AVAILABLE IN TACT. WITH THE INTRODUCTION OF MEDICAL INSURANCE SCHEME, THE OUTGO FROM WELFARE FUND TOWARDS RETIREES WOULD BE LIMITED TO REIMBURSEMENT OF EXPENSES FOR DIAGNOSTIC TESTS. SINCE KHANDELWAL COMMITTEE RECOMMENDATIONS PROVIDE FOR ALLOCATION OF 25% OF STAFF WELFARE FUND FOR RETIREES, WE REQUESTED THE BANK NOT TO INSIST PAYMENT OF INSURANCE PREMIUM BY THE RETIREES.

FURTHER, PUNJAB NATIONAL BANK, PUNJAB & SIND BANK AND SYNDICATE BANK HAVE GRANTED 50% SUBSIDY TOWARDS PAYMENT OF INSURANCE PREMIUM.

THIS GENERAL BODY OF AIUBPARF WHICH MET ON SATURDAY, THE 14TH NOVEMBER, 2015 AT PATNA RESOLVED THAT THE BANK MAY NOT INSIST ON PAYMENT OF PREMIUM BY THE RETIREES OR IN THE ALTERNATIVE TO PROVIDE A MINIMUM OF 50% SUBSIDY.



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TO PERMIT A RETIRED OFFICER TO APPEAR AS ASSISTING OFFICER IN DEPARTMENTAL ENQUIRIES INSTITUTED AGAINST OFFICERS WHO ARE ON THE VERGE OF RETIREMENT OR RETIRED

IT IS OBSERVED THAT DEPARTMENTAL ACTION IS BEING INITIATED AGAINST OFFICERS WHO ARE ON THE VERGE OF RETIREMENT OR RETIRED BY INVOKING REGULATION NO. 48 OF THE PENSION REGULATIONS, 1995.

AS PER THE RULES AND PRACTICES PREVAILING IN OUR BANK, ONLY SERVING OFFICERS ARE ALLOWED TO ASSIST THE CHARGE SHEETED OFFICERS IN THE DEPARTMENTAL ENQUIRIES, BY QUOTING DISCIPLINE AND APPEAL REGULATIONS, 1976.

IN THE WAKE OF LARGE SCALE SUPERANNUATION OF OFFICERS DURING THE PAST FEW YEARS, MOST OF THE OFFICERS WHO WERE EXPERIENCED, KNOWLEDGEABLE AND SKILLED IN THE MATTER OF DEPARTMENTAL ENQUIRES AND WERE APPEARING AS ASSISTING OFFICER HAVE SINCE RETIRED. THERE IS ACUTE DEARTH OF SUCH ASSISTING OFFICERS IN THE BANK AND THE RETIRED OFFICERS FACING DEPARTMENTAL ACTIONS ARE FINDING IT DIFFICULT TO GET SUITABLE ASSISTING OFFICERS FOR DEFENDING THEM.

INSTANCES OF DEPARTMENTAL ACTION BEING INITIATED AGAINST OFFICERS WHO ARE ON THE VERGE OF RETIREMENT OR RETIRED HAVE SEEN A PRONOUNCED INCREASE IN THE RECENT PAST.

SOME BANKS LIKE CANARA BANK AND A FEW OTHER PEER BANKS HAVE PERMITTED RETIRED OFFICERS TO APPEAR AS ASSISTING OFFICER IN DEPARTMENTAL ENQUIRES BEING FACED BY SERVING AND RETIRED OFFICERS. WE ARE OF THE FIRM VIEW THAT PERMITTING RETIRED OFFICERS TO ASSIST THE CHARGE SHEETED OFFICERS/RETIRED OFFICERS WILL FIRMLY ESTABLISH THE PRINCIPLES OF NATURAL JUSTICE.

THIS GENERAL BODY OF AIUBPARF WHICH MET ON SATURDAY, THE 14TH NOVEMBER, 2015 AT PATNA RESOLVED THAT THE BANK SHOULD PERMIT RETIRED OFFICERS TO ASSIST THE CHARGE SHEETED OFFICERS/RETIRED OFFICERS IN THE DEPARTMENTAL ENQUIRIES INSTITUTED AGAINST THEM.