



**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION**  
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPARC)  
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<b>Com. P.B. Thomas</b> Chairman Thiruvananthapuram M: 09447177456	<b>Com. Bihari Patel</b> President Ahmedabad M: 09825027000	<b>Com. S. Bagchi</b> Working President Kolkata M: 09830981586	<b>Com. N. Govindarajulu</b> General Secretary Chennai M: 09841089111
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Ref. No. 134/2016

5th November, 2016

Shri Arun Tiwari,  
Chairman & Managing Director,  
Union Bank of India,  
Central Office,  
239, Vidhan Bhavan Marg,  
Nariman Point, Mumbai - 400 021

Respected Sir,

**Sub: EXTENSION OF BENEFIT OF ENCASHMENT OF PRIVILEGE LEAVE  
TO THOSE WHO WERE COMPULSORILY RETIRED**

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We wish to bring to your kind notice the decision of Personnel Committee of Indian Banks' Association in the meeting held on 30.04.2015. As per HRD Circular No. 688 dated 09.06.2015 issued by Indian Banks' Association, it was conveyed that Officers and Workmen whose services were terminated on account of penalty/ punishment of "Compulsory Retirement" may be permitted encashment of Privilege Leave as permissible in terms of Officers' Service Regulations/ Bipartite Settlement. It was further conveyed that this will be applicable to those officers/workmen who are compulsorily retired as above on or after April 30, 2015. Our Apex level Organisations like All India Bank Officers' Confederation – AIBOC and All India Bank Pensioners & Retirees' Confederation – AIBPARC have already taken up the matter with Indian Banks' Association and demanded that this benefit should be extended to those Compulsorily retired between 27.11.2000 and 30.04.2015.

While this being so, in Punjab National Bank, the matter regarding encashment of Privilege Leave to employees who were imposed punishment of Compulsory Retirement between 27.11.2000 and 30.04.2015 was examined by the Board. It was decided by them to extend the benefit of encashment of Privilege leave also to all employees who were imposed punishment of Compulsory Retirement between 27.11.2000 and 30.04.2015. (HRD Circular No. 730 dated 11/12/2015).

While on the subject, we may inform you that this issue was one of the Charter of issues submitted to General Manager (HR) on 27/09/2016 during the course of our meeting with the Management regarding various issues faced by the Retirees and a decision was awaited.

In the meantime, we have gathered that the Board of Directors of Bank of India, in their meeting held recently, approved Encashment of Privilege Leave to all Officers/Employees who were Compulsorily retired on or after 10.04.2002.

In view of the favorable decisions taken by the Board of Directors of Punjab National Bank and Bank of India, we request you to kindly take a favorable decision on this issue and permit encashment of Privilege Leave to all those Officers/Employees who were Compulsorily retired from **27.11.2000 to date**. This will help all such employees who are struggling with inadequate finances.

Thanking you,

Yours faithfully,



**(N. GOVINDARAJULU)**  
**GENERAL SECRETARY**

Cc: Com. P.B. Thomas, Chairman, AIUBPARF  
Com. Nitin Desai, President, AIUBPARF  
Com. S. Bagchi, Working President, AIUBPARF  
Com. P.K. Sarkar, Advisor, AIUBPARF  
Com. B.N. Bhattacharjee, Advisor, AIUBPARF  
Com. B.N. Shukla, Advisor, AIUBPARF