



**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. Nitin Desai</b> President Ahmedabad M: 09727760641	<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. GS: 103/2017

6th March, 2017

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

Respected Sir,

**Sub: Pending issues concerning the Pensioners & Retirees of our Bank**

I was happy to attend the staff meeting organized by the GMO on March 3, 2017 coinciding with your visit to Chennai. Your interaction and deliberations in the meeting were very much positive, vibrating and motivating. On behalf of the Senior Citizens of our Bank, we take this opportunity to convey our thanks and gratitude for accelerating the growth of our bank continuously and consistently under your able leadership. It is note worthy to learn from you that in the Banking Industry, the competition now is between State Bank of India and our Bank and all other banks are lagging behind. As the discussions went on continuously in an uninterrupted manner, we abstained from taking your valuable time for raising some of the issues of the Pensioners & Retirees of our Bank. You had well appreciated the good work done by the Seniors for having laid a strong foundation of our bank. You had also made a mention that the average age of our work force is 37 and that our bank has around 36500 employees at present.

In this connection, we wish to bring to your kind notice that a substantial number of employees left under special VRS announced by the Government in the year 2001-02 (around 4600 Officers and Employees took VRS). This moved added salt to the injury as the Bank was already suffering from acute shortage of man power and the total man power was around 20000 only.

Further Special Customer-centric schemes like 8 to 8 Banking, 7 Day Banking, etc., were also introduced. The employees, more particularly, the Officers, had to carry heavy work load and sustained the growth of the Bank. In fact, our Officers' Federation then conducted a Man power study and made a factual presentation to the Management in one of the IR Meetings. The Management entrusted this study to a Management Consultant and only then the recruitment slowly started in 2008-09.

The Officers and Employees who had suffered a lot during that period and earlier, have almost retired. Our organisation held a discussion with the Management in the month of September 2016 and presented various issues. The discussions were very positive and a few issues were settled. But many issues are pending. In this connection, we enclose a communication sent to the General Manager (HR) vide reference No. GS136/2016 dated 7.11.2016 on the pending issues. We desire to highlight a few of the issues below:

1. 25% of Staff Welfare Fund to be allocated to Retirees Welfare.

This is one of the recommendations of the Khandelwal Committee. However, in our bank, 25% of the Welfare Fund is not allocated for the retirees. We do agree that Welfare Fund will be allocated out of the profits. We are very confident that profitability of our bank will be in the increasing trend only and hence, we request you to consider our request for allocating 25% of staff welfare fund for the benefit of Retirees.

2. Request for subsidy towards Group Medical Insurance Premium

Many banks like Punjab National Bank, Canara Bank, Syndicate Bank, Punjab & Sind Bank, Indian Bank and Indian Overseas Bank contribute a portion of Group Medical Insurance premium. Recently, Andhra Bank has also started contributing a portion of Group Insurance Premium. We, therefore, request you to grant 50% subsidy towards Group Medical Insurance premium. You may also be aware that the Insurance premium for renewal of the policy was steeply hiked.

3. The Ex gratia for pre-1986 Retirees – The number of such retirees is very less and the Ex-gratia payment made at present is very meagre. We request for an increase of this amount to at least Rs.7000/- per retiree.
4. The Resignees and Compulsorily retired employees have not been given the option to join the Group Medical Insurance though the scheme does not prohibit it. It is also a fact that many other Banks have permitted such employees to join the scheme. We, therefore, request you to permit the Resignees and Compulsorily retired to join the scheme.
5. Under UBIREMAS, the eligible members are permitted reimbursement of diagnostic expenses up to Rs.2000/-. We request you to increase the limit from Rs.2000 to Rs.4000 and same may be paid on declaration basis as is being done for the serving employees.

We shall be very thankful to you if you could consider the issues brought out by us and also elaborated in the enclosed letter at an early date.

Thanking you,

Yours faithfully,



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

Encl: A/a

cc: Com. P.B. Thomas, Chairman, AIUBPARF, Thiruvananthapuram  
Com. Nitin Desai, President, AIUBPARF, Ahmedabad  
Com. S. Bagchi, Working President, AIUBPARF, Kolkata  
Com. P.K. Sarkar, Advisor, AIUBPARF, Kolkata  
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