



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

E mail i.d: aiubparf@gmail.com/ ubioatnng@gmail.com/ suryanarayananram@gmail.com

Com. P.B. Thomas Chairman Thiruvananthapuram M: 09447177456	Com. B.B. Yadav Vice Chairman Sangli M: :098811 91110	Com. Nitin Desai President Ahmedabad M: 097277 60641	Com. S. Bagchi Working President Kolkata M: 0983081586	Com. N. Govindarajulu General Secretary Chennai M: 09841089111
--	--	---	---	---

Ref. No. GS/125/2018

06th December , 2018

Shri Brajeshwar Sharma,
General Manager (HR)
Union Bank of India
Central Office,
239, Vidhan Bhavan Marg,
Nariman Point, Mumbai - 400 021

Dear Sir:

**Sub: Third Triennial Conference of our Federation held at Ernakulam
on 25.11.2018 at Ernakulam**

We are happy to inform you that the Third Triennial conference of our Federation was held on 25.11.18 at Ernakulam. The following resolutions were passed in the Conference:

RESOLUTION NO.1

REPRESENTATION ON PENSION TRUST AND STAFF WELFARE

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 place in the Pension Trust.

This General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION**, which met on Sunday, the 25th November 2018 at Ernakulam, Kerala resolved that the Bank Management should provide representation to All India Union Bank Pensioners and Retirees Federation in the Pension Trust and to give an opportunity to the Pensioners and Retirees' representatives to participate in the administration of the Pension Trust/ Fund.

STAFF WELFARE FUND:

Staff Welfare Fund was 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 the Staff Welfare activities. In terms of Khandelwal Committee recommendations, 25% of the fund allocated for the 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, majority Employees Union and Officers Association. However, no representation is given to the Pensioners & Retirees' Organisation. The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** met on Sunday, the 25th November 2018 at Ernakulam, Kerala and resolved that the Bank should give representation to All India Union Bank Pensioners and 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.

RESOLUTION NO.2

UBIREMAS & 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 at present is restricted to Rs.1.50 lacs during the currency of membership. The scheme also provides for payment of Rs.2000/- per annum towards reimbursement of expense incurred for undergoing diagnostic tests.

We demand that the maximum amount of payment under UBIREMAS should be increased to Rs.3.00 lacs, as a gift to the retirees during the Centenary Year of our beloved Bank. We also request to increase the amount for diagnostic test to Rs.3000/- per person, per year.

We also demand that UBIREMAS should cover the dependent parent/s of the retirees and reimbursement should be permitted for domiciliary treatment, of course, within the overall limit.

The Bank is holding substantial funds under UBIREMAS. It was introduced in 2001 with one time membership fee. The claims made by the members under this scheme is being met out of the allocation of funds for Staff Welfare activities and the corpus fund is available intact. With the introduction of Medical Insurance Scheme, the outgo from Staff Welfare Funds towards retirees will be limited to reimbursement of expenses for diagnostic tests. Since Khandelwal Committee recommendations provide for allocation of 25% of Staff Welfare Funds for the retirees, we request the bank not to insist on payment of insurance premium by the retirees. It is a fact that the insurance company has been increasing the premium over the years, resulting in most of the retirees finding it difficult to continue with the scheme.

The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday the 25th November 2018 at Ernakulam, Kerala resolved that

- The bank may not insist on payment of insurance premium by the retirees or in the alternative to provide a minimum of 50% subsidy out of the Corpus funds available under UBIREMAS.
- To increase the limit on reimbursement under UBIREMAS from Rs.1.50 lacs to Rs.3.00 lac during the currency of membership with immediate effect.
- To increase the quantum of reimbursement for diagnostic tests from Rs.2000/- to Rs.3000/- per year
- UBIREMAS should cover the dependent parent/s of the Pensioners & Retirees.
- To grant one more option to the Retirees to become a member under UBIREMAS

RESOLUTION NO.3

HOLIDAY HOME ON ALL DAYS TO RETIREES

Retirees are now permitted to use holiday homes, except on Bank Holidays. We demand that this restriction should be removed and Holiday Homes should be made available to retirees also on first come first serve basis.

The General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th November 2018 at Ernakulam, Kerala resolved that the Bank should extend the facility of Holiday Home to the Retirees on all days without any restriction. It was further resolved that the Bank should introduce on-line facility for the Retirees to book Holiday Homes and also claim reimbursement under UBIREMAS both for hospitalization expenses and for diagnostic tests..

RESOLUTION NO.4

SANCTION OF STAGNATION INCREMENT TO OFFICERS RETIRED BETWEEN 1.11.2012 TO 30.4.2015

During 10th Bipartite Settlement, under the head "Stagnation Increment", additional Stagnation Increments were allowed to Scale I, Scale II, Scale III and also for the first time to Scale IV officers. But for Scale II, Scale III and Scale IV officers, it was stipulated that the Officers will get the additional Stagnation Increment from 01.05.2015 only.

As a result, Officers who had retired upto 30.04.2015 were denied the benefit of additional Stagnation Increment at the time of retirement. We now understand that State Bank of India, with permission from IBA, has decided to give the benefit to employees who retired during the period from 1.11.2012 to 30.4.2015. Officers, who had reached the notional date of release of stagnation increment but retired before the date of release of monetary benefits, would be given the effect of additional Stagnation Increment in arriving at the eligible Pension and to fix Pension accordingly.

In view of the above development, the General Body of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday 25th November 2018 at Ernakulam, Kerala resolved to urge upon the Bank to re-fix the Basic Pension in respect of Officers who retired between 01/11/2012 and 30/04/2015 and were eligible for additional Stagnation Increment and to pay consequential arrears, at an early date.

RESOLUTION NO.5

IMPLEMENTATION OF COURT JUDGEMENTS AND THE ADVICE OF IBA ON PENSION REGULATION NO.26 AND EXTENSION OF SECOND OPTION OF PENSION TO COMPULSORILY RETIRED EMPLOYEES AND OFFICERS

Based on judgements of the various High Courts and Supreme Court, IBA has advised all the member Banks to implement Regulation No.26 and also give another option to Compulsorily retired Employees and Officers. Though many Banks have given effect to the judgements/ instructions of IBA, the same has not yet been implemented in our Bank.

The General Body Meeting of **ALL INDIA UNION BANK PENSIONERS & RETIREES FEDERATION** which met on Sunday, the 25th of November, 2018, at Ernakulam, Kerala resolved to urge the Bank to give effect to the High Courts/Supreme Court judgement/s/instructions of IBA and grant much needed relief to the eligible Retired Officers/ Employees.

It was further resolved that in the event of further delay on the part of the Bank in giving effect to the judgements of High Courts/Supreme Court as well as instructions of IBA, legal recourse would be resorted to.

We request you to kindly go through the above Resolutions passed by the General Body of our Organization and take expeditious steps in matters referred therein for early resolution. We hope you will empathize with the feelings and sentiments of the General Body and initiate necessary remedial measures for the benefit of Pensioners & Retirees..

Thanking you,

Yours sincerely,



(N. GOVINDRAJULU)
GENERAL SECRETARY

cc: Mr P B Thomas, Chairman
cc: Mr Nitin Desai, President
cc: Mr S Bagchi, Working President
cc: Mr P K Sarkar, Advisor