



K. Rajasekaran, M.A., B.L.,
Advocate

M.R. Gokul Krishnan, B.L., LL.M (U.K)
Advocate

S. Balachandran, B.Sc., B.L.,
Advocate (Intellectual Property Rights)

K. Mohan, M.A (SW), B.L.,
PG Dip. in PM & IR; Dip. in Labour Laws
Advocate January 24, 2019

Ref:KRS/LN/005/2019

The Secretary,
Department of Financial Services (DFS)
Ministry Of Finance,
Government of India,
Parliament Street,
New Delhi

Sir / Madam,

Sub: Implementation of Regulation 26 of the Union Bank Of India (Employees)
Pension Regulations, 1995

Ref: 1. HR: EBD: 20608 :2018 from Dy. General Manager (HR), Union Bank Of
India

2. Advocate Notice dated 6th December 2018

We represent All India Union Bank Pensioners and Retirees Federation having office at 163/4, Kutchery Road, Mylapore, Chennai 600004 and have their instructions to send the following representation.

We had sent a Legal Notice to the Shri Rajkiran Rai G, Managing Director and Chief Executive Officer, Union Bank of India, Central Office, Mumbai on the subject of Implementation of Regulation 26 of the Union Bank Of India (Employees) Pension Regulations, 1995 / vide our letter dated 06th December 2018. As a response to the notice, Dy. General Manager, Human Resources Department, Employee Benefits Division representing the Managing Director & Chief Executive Officer, Union Bank Of India, responded to us and we draw your kind attention to this communication - (HR:EBD:20608:2918 dated 28/12/2018).

The Deputy General Manager (HR) confirmed in his above referred communication that the Board Of Directors of the Bank have approved the proposal, subject to approval from the Department of Financial Services, Ministry of Finance, Government of India, New Delhi. It is reliably gathered that Union Bank of India have submitted the necessary papers and sought approval from your department. It is further gathered that Union Bank of India, in response to a communication from your department, have submitted the details of cost of implementation of the above benefit to the eligible Officers.

Office : 3rd Floor, YMCA Building, 223, NSC Bose Road, Parrys, Chennai - 600 001.
Ph. No. : +91-44-25360057 / +91-44-25384932

E-mail : mskrs@krslegal.in/ mrgk@krslegal.in/ mskvakils@gmail.com

Website : www.krslegal.in

The Deputy General Manager (HR), Union Bank of India, Central Office had further stated that the Bank was closely following up the matter with your Department for obtaining consent in the matter. An indication was given that on receipt of your consent, Union Bank of India shall issue the guidelines for implementation of Regulation 26 of Union Bank of India (Employees) Pension Regulations to eligible Officers and the matter is hanging in your office.

You may be aware that the High Courts in different States have given judgments wherein they have upheld that the employees should be given the benefit of 5 years of service as provided in the Regulation No.26 of (Employees) Pension Regulation, 1995 to eligible Officers.

Whereas appealing against the order of Madras High Court, Bank Of Baroda filed a review petition (R.P. (C) No(s) -2804-2807/2017 in C.A. No(s) - 9371-9374/2017 in Supreme Court of India and Hon'ble Judges Justice Adarsh Kumar Goel and Justice Uday Umesh Lalit dismissed the above review petition by their order dated 7th December 2017.

The Indian Banks' Association, in the light of various judicial pronouncements, issued directions to the member Banks to grant the benefit of 5 years of service as provided in the Regulation No.26 of (Employees) Pension Regulation ,1995 to eligible Officers.

Many Banks have already issued necessary circulars in this regard. It is unfortunate that despite High Court and Supreme Court judgments and directions given by Indian Banks' Association, Union Bank of India has not chosen to implement the decision to extend the benefit of 5 years of service as provided in the Regulation No.26 of (Employees) Pension Regulation, 1995 to eligible Officers and thus causing inconceivable damage to them and their family.

For your ready reference, we are enclosing the legal notice dated 06/12/2018 and also letter No. HR:EBD: 20608:2018 dated December 28,2018 from the Deputy General Manager(HR), Union Bank of India, Central Office, Mumbai representing the Managing Director and Chief Executive Officer of the Bank.

While on the subject, we may bring to your kind notice that extending this benefit would not add to the cost of the Bank as the payments are to be meted out of the Pension Fund.

We, therefore, once again reiterate that speedy action from your department by communicating your consent to Union Bank of India would be of great help to the families of the eligible officers.

We request you to expeditiously respond to our representation made on behalf of our client. Kindly acknowledge receipt of this representation.


K. Rajasekaran