



**ALL INDIA UNION BANK RETIREES' FEDERATION
ANDHRA BANK RETIRED EMPLOYEES' ASSOCIATION
CORPORATION BANK RETIREES' ASSOCIATION
(Affiliated to A I B R F)**

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No. AIUBRF/030/2020

28th April 2020

To,
Shri. Rajkiran Rai G,
Managing Director & CEO,
Union Bank of India,
Central Office,
Mumbai 400 021.

Dar Sir,

**Sub: Withdrawal of Staff Welfare Schemes of retired employees
of the amalgamated entities under UNION BANK OF INDIA**

Apropos the captioned subject, we wish to invite your kind attention to the announcement of the Finance Minister about the principles of merger of Union Bank of India, Andhra Bank and Corporation Bank. It was clearly stated by her that there would be no hindrance to the service conditions of any of the merging bank employees or to the retired employees of the acquirer Bank as also that of the acquired banks at any stage. It was also categorically assured that there would be no discrimination between the working and retired employees of the amalgamated banks, and all would benefit from the bank mergers.

During the process of merger of over 6 months, MD and CEOs of Union Bank of India, Andhra Bank and Corporation Bank have also jointly conducted many Town Hall meetings in various cities all over India, in which they have assured to adapt the above principles to ensure that the best practices in each bank would be replicated while framing the various schemes of welfare benefits to the employees and the retired staff.

Even in the communiqué issued to Unionites a few days ago, you as the CEO have reassured the working and retired employees that there will be absolutely no discrimination against the working and the retired employees in the amalgamated entity and further promised that the benefits including the welfare ones to the working and retired employees are formulated keeping in mind the best practices of the three merging banks.

In the background of these assurances, we are astounded to read from the Staff Circular No. 7171 of 08/04/2020 that the Bank's Board has approved allocation of only Rs. 40.00 crore for FY 2020-2021 for continuation of the staff welfare schemes in the amalgamated entities. Given the number of working and retired employees

of the merged entities to be more than 1,16,000, this sum seems to be too meager, to enable coverage of the staff welfare Schemes of all the existing as also retired employees after the merger of banks. Moreover, DFS, MoF while revising the guidelines of Staff Welfare Funds advised IBA/PSBs to ensure 25% of the Staff Welfare Fund should be utilized for the benefit of the retired employees.

Further, we observe that the Bank has made unilateral changes particularly to the Staff Welfare measures for the retired employees of the merged banks, and feel especially disappointed that the Bank has deviated from the assurances given prior to merger of banks. We strongly oppose the unilateral changes effected in the welfare schemes of retired employees, which deprive them from availing the benefits in their erstwhile Banks.

Reimbursement of Medical Expenses: In the erstwhile Corporation Bank, all the retirees under superannuation were given the medical expenses reimbursement of Rs.3500/- per annum on declaration basis from the welfare fund, which was kept in abeyance since 2019 due to incurring losses by the Bank; but has not been withdrawn or cancelled the Schem. We request the management to extend this facility to all retirees including Union Bank and e-Andhra Bank.

Life Insurance Coverage: Another important ongoing welfare scheme of erstwhile Corporation Bank is the life coverage of Rs.3.00 lakhs for all retirees up to the age of 70 years and the premium is being borne by the Bank. The scheme is in operation and has not been withdrawn or cancelled by Corporation Bank prior to merger. The staff circular No.7171 of 08.04.2020 has no mention about the said scheme. We request to continue the facility and the scheme should be extended to all the retired employees of the amalgamated entities of Union Bank.

Reimbursement of Medical Insurance Premium: The reimbursement of medical insurance premium to the retired staff was in vogue in erstwhile Andhra Bank till 2016-17 to the extent of 25% to the officers/clerks and 50% to the subordinate Staff. The scheme was kept in abeyance on account of reported losses by the Bank. Thus, the scheme must be included as a welfare measure in the Welfare Schemes mentioned in Staff Circular No. 7171 of 08/04/2020.

Union Bank of India Retired Employees Medial Scheme (UBIREMAS): The scheme was formulated in 2002 and periodically improved upon by a Joint Committee of administrators, including Officers and Employees of the Bank. The staff circular No.7171 dated 08.04.2020 is silent with regard to retired staff of erstwhile Andhra and Corporation Bank. We request the Bank to provide enrolment facility to all the interested retired staff of erstwhile Andhra and Corporation bank without any age restriction to become members of UBIREMAS. The scheme may also be extended to VRS and Resigned employees also.

Further, we wish to point out that the bank has unilaterally effected changes to UBIREMAS vide Staff Circular No. 6889 dated 18th December 2018, without any structured decision of the forum of administrative representatives of employees & Officers, amending the claim procedure of hospitalization reimbursement. The All

India Union Bank Retirees' Federation had written to the Bank and the representatives of the Staff Welfare Committee pointing out the unilateral change which hit at the roots of the raison d'être of the UBIREMAS when formed in 2002. Although, we were informed that the required improvements to the guidelines would be made to ensure the benefits of the scheme for retirees were restored, the clarification is still awaited, despite a lapse of 17 months.

Holiday Homes: The facility of Holiday Homes of all three banks is extended for use of the retired employees as well. It is disturbing to note the unilateral change in Staff Circular No. 7171 to restricted use of Holiday Homes by the retired employees for only the month of March, April and September every year. No such restrictions were laid down for retirees in eAndhra Bank and eCorporation Bank, where the facility of availing accommodation in Holiday Homes was permitted throughout the year. Moreover, the rental rates for Holiday Homes in Andhra Bank was as low as Rs. 10/- and Rs. 5/- per day for officers and award staff respectively.

The unilateral decision to withdraw the health related facilities under the welfare benefits to the retired employees who are the senior citizens is harsh, discriminatory and unreasonable, and we demand that the above mentioned welfare benefits must be extended to all the retirees in Union Bank of India. We insist that the amalgamated entities must be given the benefit of the best practices for the retirees as has been assured by respective Bank managements prior to merger of Banks.

Grievance Redressal Cell: We further state that Grievance Redressal Cell in all the three Banks is established on the advice of Government of India and Indian Banks' Association. The periodical meetings with the retirees' organization of eAndhra Bank and eCorporation Bank were being regularly conducted by the respective managements and the decisions thereof duly recorded. In Union Bank of India such meetings were being held with the All India Union Bank Retirees' Federation upto 2014, but thereafter meetings were avoided on the grounds of expediency. Since it is amply clear that the total number of retired employees and pensioners have increased many fold consequent to the bank mergers, it would be expedient for Union Bank to initiate steps to reconvene the Retirees Grievance Redressal Forum with representatives of our Joint Apex organizations, and the important issues of retired employees should be addressed, including extending of the above mentioned important welfare benefits to all the retired employees.

We, the three Apex Retirees organizations viz. All India Union Bank Retirees' Federation, Andhra Bank Retired employees' Association and Corporation Bank Retirees' Association are the Apex level organizations of the Retirees in the respective banks and in the amalgamated banks our membership is 17250, being the largest membership of retired employees / pensioners in Union Bank of India.

We request that discussions on all the issues concerning the retired employees should be initiated immediately by Union Bank of India in the Joint forum of our three apex level Associations affiliated to All India Bank Retirees' Federation.

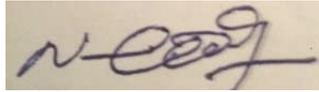
We await your response.

With kind regards,

Yours faithfully,



(R. K. Powar)
General Secretary
All India Union Bank
Retirees' Federation



(N. S. N. Reddy)
General Secretary
Andhra Bank Retired
Employees' Association



(T.K. Subramanian)
General Secretary
Corporation Bank
Retirees' Association