	<p style="text-align: center;">ALL INDIA UNION BANK RETIREES' FEDERATION ANDHRA BANK RETIRED EMPLOYEES' ASSOCIATION CORPORATION BANK RETIREES' ASSOCIATION (Affiliated to A I B R F)</p> <p style="text-align: center;">B/6, Ramesh Apartment, Chandavarkar Road, Borivali (West), Mumbai 400 092 Mobile : 7710030963 Email: rkpowar@gmail.com</p>
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No. AIUBRF/141/2021

25th May, 2021

**To: All Office-bearers/Central Committee/Executive Committee
Members of AIUBRF/ABREA/CBRA**

Dear Friends,

Sub: No response from the Bank to convene the meeting of Grievance
Redressal Cell of Retirees and Bank Management

We have jointly written many letters to MD, ED and CGM during the last 15 months requesting them to convene meetings of Grievance Redressal Cell (GRC). Our letters reasoned with the Bank, listing out the need to follow the directions of other forums such as, the directive of a Parliamentary Committee, directive from IBA, and steps taken by other apex body of retirees and Bank Managements, to convene GRC for retirees in Union Bank. It was also emphasized that meetings of GRC were conducted in e-Andhra Bank and e-Corporation Bank prior to merger of these banks in Union Bank, and that the practice of holding such meetings, had been discontinued by Union Bank management since the past 5/6 years. The management of Union Bank however has neither acknowledged these letters nor replied to any of them, thereby clearly implying its rejection of such an important policy issue of convening a forum for retirees in Union Bank, besides being totally indifferent to retirees.

As decided, a joint letter of amalgamated retirees' Unions wrote and urged the top management to give an appointment to the representatives of three organizations to be able to place their views on policy issues of the amalgamated retired employees. But there is no response till date from the Bank. However, there were a few responses of the management to the Associations on functional matters, but these cannot be considered as HR responses by the Bank management towards discussing policy matters concerning Union Bank retirees.

The Union Bank recently introduced a "Portal" enabling the retired employees to post their grievances which are restricted to specific issues only. Such a concept has its limitations, because it is not a forum to discuss and decide principles and objectives of policy matters concerning the retirees, unlike a forum where policies can be debated and decided.

Important issues concerning retirees have been completely ignored after the amalgamation of 3 Banks, and the promises to maintain the “best practices”, which were emphasized by the authorities, have been belied and denied. It is unfortunate that no welfare measures for retirees being introduced in the past year. Instead we find the Bank has selectively introduced some welfare measures related to post amalgamation retirees from 01/04/2020 only, ignoring earlier retirees of e-AB and e-CB, which amounts to discrimination between pre amalgamation retirees and post amalgamation retirees. Such discrimination is a blatant denial of natural justice to retired employees, with no attempts to remedy to them despite objections by the joint retirees’ organizations.

The insensitive and non-cooperative attitude of the top management of Union Bank towards the retirees of Union Bank are affecting them, as they are experiencing difficulties in several aspects of banking, because of the improper integration of HRMS of retirees, anomalies in data, and lack of functional directives to ROs, consequent to amalgamation of Banks.

ROs are unable to respond to retirees’ matters, citing non receipt of instructions on retirees’ matters, such as payment of bipartite settlement arrears, pension commutation, PL encashment on retirement or LFC arrears etc. Retiree members are constantly complaining that the personnel of the HR department never ever respond to their phone calls or representations, as if they are not responsible or concerned about any issues of the retirees. Because there is no accountability, hence there is no responsibility at the different levels of authority in dealing with retirees issues. It is unfortunate that this culture has begun to manifest itself in Union Bank’s HR departments which never existed in previous years.

Union Bank retirees, receive no support on safety and care during the Covid-19 pandemic, unlike some other Banks who are giving even financial support to their retirees.

How can the Bank be proud of earning awards and trophies for “BEST HR SYSTEMS” in the Banking industry, when it has failed to maintain the dignity and care of its own retirees?

With the growing number of pensioners crossing 43000 in Union Bank, and increasing every month, the issues/grievances of this section of retirees will swell in time to come. It is inconceivable for the Bank to deal with these growing problems without establishing a forum for the retirees.

How long will Union Bank continue to “disregard and disrespect” the retirees, showing lack of tolerance and not maintaining any dignity of its senior citizens?

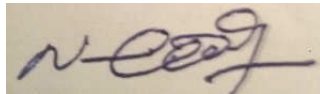
The principal office-bearers of retirees' associations of Union Bank, Andhra Bank and Corporation Bank, having formed a 'Trident' Group of co-coordinators, discussed the course of action to be taken to ensure that Union Bank management agrees to hold GRC meetings of retirees, as in other PSBs. **It was decided to send protests letters to the CEO & MD by the Executive committee members of all the 3 Associations. The draft of the letter is attached.** It was also decided that In the event there was no response, all members of the Associations will be galvanized into action. Members are requested to await directions. Prepare to confront the inhuman approach of the CEO of Union Bank, who has made tall promises to retirees, but failed to deliver on his assurances!

Retirees of Union Bank - Be prepared, we have nothing to lose but our lives to ensure DIGNITY AND JUSTICE TO RETIREES!

Best Regards,



(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

Encl: Protest Letter to be submitted.