यूनियन बैंक ऑफ इंडिया Union Bank of India

Employee Benefits Division
मानव संसाधन विभाग / Human Resources Department

MINUTES OF THE MEETING WITH CORORDINATION COMMITTEE OF UNION BANK OF INDIA RETIREES' ASSOCIATIONS HELD ON 27th MARCH 2025

The 4th Meeting of the Co-ordination Committee of Union Bank of India Retirees' Association's was held through VC on 27.03.2025 at 3.00 PM. The Meeting was attended by the following representatives of Retiree Association and the Bank's Management

Retirees Association Representatives / Participants	Management Representatives/Participants
Shri. R. K. Powar, Jt. Coordinator, AIUBRF	Shri. C M Minocha, CGM (HR)
Shri. N. Govindarajulu, Jt. Coordinator, AIUBP&RF	Shri. G. C. Joshi, GM (HR)
Shri. M K Mundul, Chairman, AIUBRF	Shri V S S S S Sastry, GM (HR)
Shri R. K. Agarwal, President, AIUBRF	Shri Keshav M More, AGM, (EBD)
Shri. P. K. Sarkar, Advisor, AIUBP&RF	Shri Alok Shukla, AGM, (HRAD)
Shri Nitin Desai, President AIUBP&RF	Shri Vinod Mathur,CM (EBD)
Shri. Krishna Murthy V Varanasi, President, ABREA	Shri. R P Sharma, CM, EBD.
Shri. N. S. N. Reddy, Gen. Secretary, ABREA	
Shri N.V. Ramana, Dy. General Secretary, ABREA	
Shri. T.K. Subramanian, Gen. Secretary, CBREA	
Shri. K. N. Shankar, Gen. Secretary, CBROA	
Shri N. Janardan Reddy, Representative, ABP&RF	

Shri. G. C. Joshi, GM (HR) welcomed the representatives of the Retiree Associations and acknowledged and appreciated the contribution of all the senior members present in the meeting.

Shri R.K. Powar while congratulating management for exemplary performance of the Bank also appreciated the good work of the officials of the HR department. He also remarked that instead of online meeting it would be better if the management can arrange a physical meeting in future.

Shri N. Govindarajulu remarked that the next meeting of the Co-ordination committee can be held in physical mode instead of virtually. He also further raised the issues regarding deduction TDS from retirees on perquisites, reimbursement of annual health checkup bills under UBIREMAS, Opening of one more holiday home at Tirupati.

Shri. G C Joshi remarked that the suggestions given has been noted and shall be looked into.

Shri P K Sarkar appreciated the work of the HR department and remarked that the co-ordination committee meeting can be held at least twice in a year and one meeting can be held physically without time limitation to discuss more issues instead of virtually.

Shri C M Minocha, CGM (HR) mentioned that suggestion of the esteemed member has been noted.

Shri. G. C. Joshi requested the forum to put forth and discuss the suggestions/issues raised by the Coordination Committee for the betterment/improvement of services to the retirees'/pensioners of the Bank.

The issues raised by the Committee and the response of the Management is as detailed below:

SNO.	ISSUES RAISED	MANAGEMENT'S RESPONSE
1	Grant the pension benefits in terms of the Supreme Court Order in case of Mrs. Sapna Roy, who opted for voluntary retirement under medical incapacitation as per SC No. 4989 dated 26/07/2003, to all such employees.	The supreme court judgement stated cannot be construed as a binding precedent as the order of the Hon'ble court was due to the peculiar circumstances and facts of the case. Further as the matter involves all PSB's hence individual Bank cannot take a call in the matter. The Matter has been referred to IBA.
2	The Bank should declare the list of applications under 2nd Pension option to resignees' received with details of approval or rejected with reasons in the bank's corporate website under "Information for retired employees".	The department has received 361 applications of which 313 have been approved and 48 applications have been rejected as they were not eligible for the Pension option in terms of the 12th BPS. Communication through mail/letter and over telephone has been sent to all the applicants.
3	CRS and Resigned employees are not permitted to join the IBA's group medical insurance scheme.	As per the Banks policy CRS and resigned employees are not permitted.
4	Reopen the UBIREMAS and allow the CRS & resigned employees to join the scheme.	As per the present scheme CRS and Resigned employees are not permitted. Matter shall be taken up in the ensuing Staff welfare committee meeting of the Bank.
5	Increase in % of subsidy on the insurance premium paid in IBA GMIP.	Bank has in the present FY released 17.40% subsidy as against 10.38% for the previous FY on the insurance premium paid on the Base policy.
6	PF optees are not given the one-time benefit amount under "UTKRSHTATA KE 75 VARSH" scheme	Bank has released ex-gratia to all eligible employees who have completed 75 years as per record available with bank. The Bank is paying it on quarterly basis.
7	12th BPS ex-gratia benefit be also paid to all the resigned employees who had been approved pension under the 2nd pension option to resignees as per the 12th BPS.	As per Bipartite settlement & Joint Note, the Pensioners eligible to draw pension on or before 31.10.2022 are eligible for ex-gratia. As such resigned employees are not eligible for ex-gratia.
8	Staff Loan Insurance cover - (retirees) services of the appointed Insurer on certain issues needs improvement:	(a) Only those retirees whose mobile number are not updated in Finacle/Parivar, could not be

	bank should examine and corrective actions to be initiated. (1) introducing single/one-time premium amount to cover the loan period; (2) waiver of medical examination of retirees who attained the age of 65 years & above; (3) the clause of medical examination of the retirees who are 65 years of age and above; is an attempt by the insurance company to disregard the basic principles of the Scheme i.e. to cover the loan outstanding and protect retirees' families from difficulty of payment of o/s at the time of death of the retiree.	contacted for medical examination. However, to overcome this issue, Bank has introduced medical details update page in Union Parivar for updating of email Id & phone number of retired staffs who are eligible for medical. (b) The insurance premium is debited only after confirmation from insurance company. (c) Being a personal document, the medical report is not shared by the insurer with the bank. (1) Single/one-time premium rates were on the higher side as compare to Annual premium. (2) The matter was taken with the insurance company including earlier Insurance companies, but no one is ready to waive this. (3) No insurance company is ready to waive the medical examination. Generally, the process starts from Sep month.
9	The pensioners are facing various issues while submitting Life Certificate at the branches. request the bank to explore the possibility of introduction of Video Based Customer Identification Process (VCIP) for pensioners as the bank has in place the process that allows customers to open accounts online without visiting a branch	The matter has already been taken up with Union Parivar / DIT. It is informed that our HRMS package / Union Parivar does not support video calling feature. We are exploring other possibilities. Pensioners can avail other facilities like Doorstep banking wherever it is available, submission through Jeevan Praman etc.
10	Request to issue ID cards to all retirees/pensioners with PPO number, mobile number and contact number in case of emergency / accident.	ID cards are issued now with Employee No/PF No (which is a unique number of the Pensioner / retiree), DOJ, DOB, DOR, Blood Group, Mobile No and Address. ID cards cannot be issued to Family pensioners
11	In the event of death of the pensioners (first name), the branches are compelling the family pensioners to close the joint account informing that the 1st name of the account holder (pensioners) cannot not be deleted in CBS to continue the existing account with the same account number in the name of the Family Pensioners. This is causing hardships to the Family Pensioners.	The matter shall be taken up with the concerned vertical.

12	1% additional rate of interest should also be allowed on SB & Term deposits of Union Bank's retirees' Association.	Matter shall be taken up with the concerned vertical.
13	Request to increase concession/rebate on Safe Deposit Vault Lockers hiring charges to the retired employees/family pensioners from existing 25% to 50% on Safe deposit Lockers.	Matter shall be taken up with the concerned vertical
14	bank to waive the yearly charges on Credit Cards to retired employees	Matter shall be taken up with the concerned vertical
15	As the retirees are also beneficiaries of Staff Welfare Fund, the representative of the retirees' association should be included in the Staff Welfare Committee to express views on behalf of retirees.	The suggestion of the retiree associations be submitted to HR in the month of April i.e. before the staff welfare committee meeting.
16	periodical inter-active meetings of the TPA should include the representatives of retirees' coordination committee, to resolve the issues relating to the processing and sanction of retirees' claims	Presently the meetings were conducted by IBA on monthly basis.
17	introduce a scheme to provide financial assistance to the bereaved family members of the deceased pensioners/family pensioners, through voluntary contribution from other pensioners as a mark of collective condolence and solace towards the bereaved family. The source of fund for servicing the scheme is solely a self-contributory scheme by all Pensioners/Family Pensioners of the bank. Hence, the source of funds to service this scheme shall be from the deduction of an amount as specified from the monthly pension of all Pensioners/family pensioners who opt for the Scheme. This proposed scheme being wholly self-contributory by Pensioners/family pensioners, we urge upon the bank to extend administerial support to the scheme for collection of voluntary contributions from pensioners/family pensioners and extend assistance to run such scheme.	The modalities of the similar scheme with Central Bank of India (as informed in the meeting) shall be studied.
18	Family pensioners, CRS and resigned employees who have now been recipients of monthly pension, to extend Union Parivar app, because many HR related issues & updated records/information of pensioners are successfully available through Union Parivar to them	Resigned employees given pension option shall be able to login to the Union Parivar ID once the PPO's are finalized subject to they are having relevant information (BIODATA) in Union Parivar records (Most of the resinees' had exited the Bank prior to implementation of Union Parivar hence their data may not be available in Union Parivar). In the case of CRS employees presently it is not permitted.

Shri. C M Minocha thanked the honorable members for their active participation and valuable suggestions. The meeting concluded at 4.15 P.M.

Retirees Association Representatives / Participants	
Shri. R. K. Powar, Jt. Coordinator, AIUBRF	
Shri. N. Govindarajulu, Jt. Coordinator, AIUBP&RF	
Shri. M K Mundul, Chairman, AIUBRF	
Shri R. K. Agarwal, President, AIUBRF	
Shri. P. K. Sarkar, Advisor, AIUBP&RF	
Shri Nitin Desai, President AIUBP&RF	Attended Virtually through VC.
Shri. Krishna Murthy V Varanasi, President, ABREA	
Shri. N. S. N. Reddy, Gen. Secretary, ABREA	
Shri N.V. Ramana, Dy. General Secretary, ABREA	
Shri. T.K. Subramanian, Gen. Secretary, CBREA	
Shri. K. N. Shankar, Gen. Secretary, CBROA	
Shri A. Janardan Reddy, Gen. Secretary, ABP&RF	

Management Representatives/Participants	Signature
Shri. C M Minocha, CGM (HR)	
Shri. G. C. Joshi, GM (HR)	
Shri V S S S S Sastry, GM (HR)	
Shri Keshav More, AGM, (EBD)	

Classification: Public