

# UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)  
[Affiliated to Bank Employees Federation of India]  
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Circular No.13/2022

Date : 14.06.2022

## **To All Members**

Dear Comrades,

### **CEC Meeting of the Association held on 11<sup>th</sup> & 12<sup>th</sup> of June 2022 at Kolkata**

Amidst cheers and enthusiastic participation of the leaders from across the country, the Central Executive Committee meeting of our Association was held on 11<sup>th</sup> & 12<sup>th</sup> June 2022 at Kolkata, at NIRMAL BHAVAN, 64A, Surya Sen Street, Kolkata. Com Debasis Basu Choudhury, General Secretary of BEFI was present there on our invitation. Com. Joydeb Dasgupta, our Adviser was also attended the meeting.

A strong presidium was formed under the leadership of Com. Prakash Chandra Roy, President of UCBEA, with Com. Ajay Chatterjee, Working President, Com. R. K. Hira, Senior Vice President, Com. Kamal Kr. Chatterjee, Vice President, Com. Partha Chatterjee, Vice President, Com. Rakesh Kr. Singh, Vice President, Com. Aman Deep Singh, Vice President, Com. Prateep Pal, Vice President, which was proposed by Com. Manojit Banerjee.

The meeting started with homage to our deceased leaders namely Com. Ravi Kiran Ahuja, our Vice President, Com. H A Mahendra Rao, our Ex President of Andhra Pradesh & Telengana State Committee. The meeting paid tribute to Com Vijoy Kumar, Manager of EDB, sponsored Bank of SBI, assassinated by some terrorist at Kashmir. The meeting paid tribute to our deceased members, ex-members, those who died in natural calamities & under terrorist attacks, those who laid down their lives for the cause of democratic movement and for those who laid their lives for our country. We also remember sad demise of legendary singers Lata Mangeskar, Sandhya Mukherjee and other renowned celebrities.

At the call of presidium undersigned placed views on first three agenda as per submitted Agenda Note. In the submission, the undersigned placed a review of the organisational position prevailing in different states. The undersigned informed the house about the detailed informal discussions that our Vice President, General Secretary had with MD & CEO and General Manager (HRM). Among the issues discussed were – absorption of casual workers including the canteen boys, minimum wage, recruitment in award staff, notification of functional allowance bearing posts in subordinate and non-subordinate cadre, inter-state transfers, and also some individual issues. While on some issues, the response was positive, in some areas management also explained their constraints.

Com Mriganka Bhattacharya, CEC Member placed the Proposals of Sub-Committee for modification in PPS 2019, and Com. Manojit Banerjee, Deputy General Secretary placed the Proposals of Sub-Committee for problems faced in DIT related issues and regarding Finacle-10.

Com Debasis Basu Choudhury was invited to speak. In his deliberation he spoke on the present situation of the Bank Employees' movement as well as the position of Banking Industry. He stressed on the subject of Central Government's policies of Privatisation of PSBs, Reforms etc along with struggles of Bank employees including coming countrywide Bank strike on 27<sup>th</sup> June. He also narrated the role BEFI in this crisis period, coming XIIth BPS, Charter of Demands. He welcomed specially the young leaders of the meeting and described the struggling tradition and leadership of UCBEA.

After that an interaction session was held with Com Debasis Basu Choudhury with our CEC members on various subjects such as Charter of Demands, strike movement, BEFI inclusion in BPS etc.

[P.T.O.]

Then members of the Committee discussed in threadbare the development on issues of the employees within the bank including the present scenario of the bank as well as Banking Industry. The leaders expressed their opinion about their experiences and views on the submission General Secretary.. The Committee members further discussed different serious issues such as –

- A] Regular state-level GR meeting.
- B] Absorption of temporary sweepers, peons, canteen boys, personal drivers.
- C] Pending absorption minimum wage should be paid to all temporary/casual workers.
- D] Recruitment in subordinate and non-subordinate cadres.
- E] Fixation of stagnation increment.
- F] Fixation of ex-servicemen fitment.
- G] Non-payment of revised family pension, additional sick leave, officiating arrear.
- H] Payment of proper remuneration for work beyond office hour and in holidays as per BPS etc.
- I] Notification of all functional allowance bearing posts of award staff.
- J] Immediate solution of problems related to migration from Finacle-7 to Finacle-10.
- K] Violation of maker-checker concept (also in locker updation, ATM Card hot-listing etc.) in 'P' level & 'V' level transaction.
- L] Some cases of inter-state transfers are also pending.
- M] Appointment of Armed Guards.
- N] Introduction of self financed Mediclaim top-up policy.
- O] Problems pertaining to TA Bill centralized at Zonal Offices.
- P] Problems pertaining to LFC and Leave Encashment centralized at Head Office.
- Q] Non-payment of temporary officiating allowance.
- R] Some cases of violation of posting and selection.
- S] Relieving of employees selected in functional allowance bearing posts.
- T] Link problem in branches particularly in rural branches.

Besides above, other important and individual issues have been discussed. Pending cases of compassionate appointment was also raised for discussion. The meeting also expressed concern over the attitude of management at different levels to violate the laid down policies and norms in different matters and resolved to continue to oppose all such violations with all seriousness.

The Committee discussed on organisational development and threadbare discussion took place in respect of each State. A blueprint for organisational development was discussed and following decisions were taken:-

- 1] To hold Conference where Conference could not be held during last two years to revamp the organization latest by November 2022.
- 2] To hold State Committee meeting in regular intervals.
- 3] To arrange for regular general meeting to enthuse and educate the members and reach out dormant members.
- 4] To explain the employees how negotiated bilateralism is replaced by dictated bilateralism which was predicted by us in the year 2013 and 2014 and is evident from the fact that there is no negotiating union in the bank as of now.
- 5] To prepare list of G.R. Issues and demand for meeting with the management.
- 6] To undertake branch visit in regular intervals.
- 7) Proposals of Sub-Committee for modification in PPS 2019 as decided in Kolkata-based Office Bearers' Meeting, was also discussed. It was decided that after some amendment as per opinions of meeting it would be placed to the management at earliest.
- 8) Proposals of Sub-Committee for problems faced in DIT related issues and regarding Finacle-10 as decided in Kolkata-based Office Bearers' Meeting, was also discussed. It was decided that after some amendment as per opinions of meeting it would be placed to the management at earliest.

**[P.T.O.]**

The enthusiasm of the State Committees and their dedicated work to increase the number of members of the organization was discussed and it was also decided the action would be continued, even for new recruits, till we achieve our desired goal.

A few more issues were also discussed at the Central Committee meeting.

- a] We discussed on Funds of the organization. Dues, if any, should be paid at earliest.
- b] Use and control of Social media within the organisation and use of our own email for organisational communication.
- c] Activities and future programme of women Sub Committee
- d] Rebuild of our website.
- e] Trust or Welfare Fund of our Association
- f] As per the direction of 22<sup>nd</sup> All India Conference, this meeting announced our General Council. List of names members of General Council will be circulated within a short period.

It was also decided that on above matters Kolkata Based office bearers will take suitable steps to comply also with discussion other Office Bearers whenever is required.

BEFI related matters were discussed thoroughly, viz.

- a) Charter of Demands for XIIth Bipartite Settlement, BEFI prepared a Draft and invited suggestions.
- b) BEFI strongly reacted on the action of IBA on the discussion of Medical Insurance where BEFI was not invited. we also strongly demanded inclusion of BEFI in the discussion.
- c) A meeting of 9 constituents of UFBU including BEFI was held on 8<sup>th</sup> June 2022 at Mumbai where decision of countrywide Bank Strike on 27.06.2022 has been taken there.

Issues are –

- **Introduction of 5 Days Bank – all Saturdays and Sundays to be holidays.**
- **Updation of Pension.**
- **Scrap NPS – restore DA linked Pension scheme.**
- **Resolve pending residual issues.**
- **Extend wage revision in CSB Bank and DBS Bank.**

On 2<sup>nd</sup> day Morning an office bearers' meeting was held. All had thoroughly discussed some organisational points including about our future course of action, distribution of allotment of duties. Some major points of lacuna of management in relating to the settlement of issues of employees were discussed. We discussed some other issues specially the manning of sales force, new branches in the light of staff shortage etc.

In reply to the discussion undersigned placed his sincere thanks to all for their open mind discussion, criticisms and suggestions. He thanked all Kolkata Based leaders for their whole hearted support for functioning of Central Office. He suggested for movement and action programme in the light of the coming Apex level GR meeting, if positive responses would not be found from the management for proper settlement of issues.

After that other three agenda was taken and discussion started. Altogether, during these two days' Session, 27 CEC Members and Office Bearers were participated in the discussion with free mind set for development of the organisation, non-settlement of issues at Zonal Level as well as HO level, day to day performance, more improvement of Central Office functioning as well as State level functioning etc.

**[P.T.O.]**

Com. Joydeb Dasgupta, our Adviser, explained the difficulty of the situation because of the policies pursued by Government as well as Bank. Com. Kamal Kr. Chatterjee described the present perspective along with the subjective and objective condition of the surroundings. He also expressed our view points which were percolated to MD & CEO, GM (HRM). He advised to start of campaign movement for settlement of our issues.

Other speakers were Com. B. Prasad, Com. Sanjay Kudesia Com. R K Hira, Com. Ajay Chatterjee, Com. Dibakar Barman, Com. Badri Prasad Verma, Com. Amar Nath Verma, Com. R K Singh, Com. R K Sarma, Com. Mutum Anan Meetej, Com. Aman Deep Singh, Com. Partha Chatterjee, Com. Niraj Agarwal, Com. D. K. Sahu, Com. Prateep Paul, Com. P. K. Das, Com. Goverdhan Sharma, Com. Mahesh Pathak, Com. Anita Beck, Com. Amrit Mahapatra, Com. Rajesh Tomar, Com. Amit Ghosh, Com. Niraj Kumar Singh, Com. Nikhil Tajeja, Com. Kumkum Dutta, Com. Saileswar Ghosh, Com. Tirthal Trivedi, Com. Kiran Kumar, Com. Girish Jagannath.

Our President, Com. Prakash Chandra Roy, explained in detail the present condition. He emphatically stated that unless we all collectively function for bringing about development of our organisation, it may not be possible for one or two leaders to take care of all the subject and issues confronting us. He further advised the State Committees for improving their organisational function keeping in view the development in the country, in the economy and in the industry. Regarding action programme, it was decided that Kolkata office bearers will take suitable steps to comply with through discussion with other Office Bearers whenever is required.

Over Bank's Condition– there was detailed discussion by the leaders from across the country.

The Audited Statement of Accounts for the Financial Year 2021-22 was unanimously passed by the House, including expenditure of 22<sup>nd</sup> All India Conference incurred by our Madhya Pradesh & Chhattisgarh State Committee.

It was decided by the CEC Members in the meeting unanimously that Vacant Post of Vice President due to sad demise of Late Com. Ravi Kiran Ahuja would be filled up by Kolkata based Office Bearers after discussion with HP state Committee after their State Conference.

It was decided by the CEC Members in the meeting unanimously that Vacant Post of CEC member will be filled by the cooption of Com. Mridul Dabla from Rajasthan.

It was decided by the CEC Members in the meeting unanimously that following comrades are also selected as Special Invitees for Central Committee Meeting-

- 1] Com. Janardan Singh from Utter Pradesh
- 2] Com. Sankar Mustafi from West Bengal
- 3] Com. M L Trivedi from Utter Pradesh
- 4] Com. P K Rathore from Gujarat

The Central Executive Committee meeting ended with a vote of thanks to the Chair.

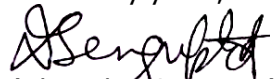
Comrades, our duty is to go ahead with consistent campaign against the odds prevailing around us.

**UCBEA Long Live.**

**BEFI Long Live.**

With warm greetings,

Comradely yours,



(Dhisankar Sengupta)  
General Secretary