

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.05/2025

22.01.2025

To All Members

Dear Comrades,

Agitational Programme on common issues Office Bearers meeting of BEFI

We reproduce hereunder the full text of Circulars No.04/2025 & 05/2025 dated 18.01.2025 & 20.01.2025 respectively, issued by General Secretary, Bank Employees Federation of India, for your information and necessary compliance.

With warm greetings,

Comradely yours,

(Prakash Chandra Ray)
General Secretary

Full text of BEFI Circular No.04/2025 dated 18.01.2025

Quote

A meeting of the Office Bearers of BEFI was held today at Amritsar. Detail Circular on the meeting will be issued shortly. Some recent developments have prompted us to issue this Circular on urgent basis regarding the captioned subject which was taken up in the aforesaid Meeting.

We have been continuously on campaign movement on several issues pertaining to the banking industry and its stakeholders. Very recently, we observed All India Demand Days on Recruitment, Outsourcing, Work life balance, Customer service, Increasing rate of interests on retail deposits, Loot and plunder of bank's money and many other important issues.

It was also felt that on some common issues it is high time that agitational programme is launched jointly in the banking industry with escalating the movement to action programme like strike, if necessary. During the last few months, several discussions took place with number of constituents of UFBU apart from a meeting of the United Forum of Bank Unions on 11 Dec 2024.

After detailed discussion on all relevant matters, the OB meeting decided to continue our own campaign movement on relevant issues as well as forging joint movement in the banking industry on already identified common issues as below:

- **Adequate recruitment in all cadres;**
- **Implementation of 5-day Banking week;**
- **Settlement of pending Residual Issues;**
- **Withdraw recent Govt guidelines on PLI in violation of 8th Joint Note;**
- **Stop micromanagement of PSBs;**
- **Ensure safety of Bank staff/officer against public assault of customers;**
- **Fill up workman/officer directors posts in PSBs;**
- **Amendment of Gratuity Act at par with Govt employees along with IT exemption.**

Some more issues may be added subject to consultation with other Associations. The OB meeting also decided to follow up the matter with other constituents of UFBU to reach a final decision to launch immediate programme. Considering the historical role played by UFBU in the past three decades, the OB meeting felt that United Forum of Bank Unions must remain in the forefront of agitation programme.

Unquote

[P.T.O.]

Full text of BEFI Circular No.05/2025 dated 20.01.2025

Quote

A meeting of the Office Bearers of BEFI was held at Amritsar, Punjab on 18th Jan 2025. Since formation of BEFI more than four decades ago, this is the first occasion a national level meeting of BEFI was held in Punjab – the land of warriors, freedom fighters and with rich cultural heritage. The young and senior comrades of BEFI, Punjab organised the OB meeting along with many organisational programme with great enthusiasm even in an adverse weather conditions with severe cold and unusual fog lowering visibility to a large extent. We congratulate BEFI – Punjab for such wonderful arrangement.

The OB meeting was preceded by a general body meeting of BEFI, Punjab on the evening of 17th instant where a large assembly was present including from some adjacent districts. On 17th, during daytime, the 12 available Office Bearers of BEFI from different states along with the comrades of the State visited branches of several banks which instilled great confidence to all officers and workmen of the branches cutting across union affiliation, some of whom attended the meeting in the evening.

The OB meeting was presided over by Com S S Anil, President of our Federation. At the outset, silence was observed in memories of Dr Manmohan Singh, former Prime Minister; Prof Amiya Kumar Bagchi, outstanding economist; Com Anil Dutta, ex-GC Member of BEFI; Com K M Tiwari, veteran leader of working class movement; Shyam Benegal, eminent film maker; M T Vasudevan Nair, eminent author and film maker; G N Saibaba, social activist for the marginalised people. Homage was paid to the innocent Palestinians and hapless victims of accidents as well as natural calamities.

The meeting discussed many important issues where the Office Bearers expressed their views and put forward valuable suggestions based on which several decisions were taken. Already, a Circular on Agitation Programme on common issues from Amritsar itself has been issued (No 04/2025 dated 18.01.2025). Most of the discussions and decisions are mentioned herein below. There will be more communication to be issued to all concerned in due course on some other matters dealt in the meeting.

Review of independent programme: A review was made on the independent programme since last CC meeting at Lucknow. While initiatives taken by our Units and Affiliates were appreciated; it was felt that more endeavour is to be taken in the coming days for involvement of more members in all such independent programme. It is also advised that all the State Federations should issue Circular in vernacular on independent programme.

Extended GC Meeting of BEFI: It was already communicated that an Extended meeting of the General Council of BEFI will be held on 1-2 March 2025 at Patna. Apart from the GC Members elected from our 11th National Conference, the meeting will be attended by the members of the All India Women Sub Committee along with Presidents and General Secretaries of State Federations (Units) and bank level All India Federations/Unions (Affiliates). Focus of the meeting will be Organisation. The OB meeting finalised the Questionnaire Format on details to be sought from the Units and Affiliates for discussion on Organisation in the extended GC meeting.

BEFI News: Since Jan 2023 to Dec 2024, as per decision of the appropriate Committee, our Journal was being sent to the subscribers directly. Though the issues were sent by BEFI News Sub Committee to the subscribers at their furnished address, but due to some reasons or other many subscribers complained of non-receipt of the issues. This prompted the Office Bearers to review the earlier decision of renewing the subscribership. After discussion, the OB meeting decided to revert to the old process of sending the issues to State Federations for onward despatch to the recipients. The number of BEFI News for respective State Federations also finalised.

Trade Union Workshop: The OB meeting expressed satisfaction over the conduction of the Youth Summit held at Bengaluru in Nov 2024. It was felt that such Summit may be held with 2-year interval. The meeting emphasised on continuation of T. U. Workshop for our young activists on regular basis by the Units and Affiliates appropriately. The OB meeting decided to hold two Trade Union Workshops centrally within next one year - one for Hindi speaking states and the other for North Eastern States preferably in New Delhi and Guwahati respectively. A Sub Committee has been formed for the purpose with Comrades Ranjan Raj, Pradip Kumar Sarma, Harirao S, Manodip Ghosh, Bhanwar Lal Karwasra and Com S S Anil as Convener.

Solidarity programme on CSB Bank: The employees of CSB Bank are on agitation path on long pending issues at the call of CSB Staff Federation, our affiliate. Series of Dharna Programme is being organized by CSBSF. It was decided that every State Federation will organise a demonstration on any of the Dharna-day to express solidarity to the movement. We are informed that a mass convention will take place at Thrissur on 20 Feb 2025 where a struggle aid committee will be formed for this movement. A massive blockade will be organised in March 2025. The OB meeting called upon all State Federations to organise demonstrative programme in solidarity in respective states on **20 Feb 2025**.

International Women's Day: In the circumstances of increasing atrocities on women in the country, the OB meeting decided to observe Demand Day for Women on the occasion of the International Women's Day 2025. It was further decided that badge wearing throughout the country will be held on **7th March 2025** as International Women's Day this year falls on second Saturday. All the Units and Affiliates are advised to observe International Women's Day 2025 by holding Gate Meetings, , Seminars, Cultural activities between 7th and 31st March 2025 mobilizing the members.

Demand Day on Social security: With continued attack on social security as fall out of neo-liberal economic policy, the OB meeting decided to observe All India Demand Day on social security on **18 February 2025** with demands inter alia, Discontinuation of NPS; Defined and non-contributory Pension for all; Improved and Uniform pension scheme for Cooperative banking sector; Revision of pension as per BEPR 1995; Improvement of existing pension scheme; Ex-gratia for the pensioners of private banks; Extension of social security to temporary workers; Ensure work-life balance for all.

Protest Day against casualisation of bank's job: The OB meeting, with great concern, noted the alarming proportion of casualisation of perennial jobs of the banking industry and phenomenal increase of temporary worker. The meeting decided to continue its struggle against casualisation apart from demanding for recruitment in permanent nature. The meeting decided to observe All India Protest Day against casualisation on 23 April 2025 with demands inter alia, Adequate permanent recruitment; No casualisation – No outsourcing; Absorption of temporary workers engaged in permanent vacancies; Stop exploitation of business correspondents; Payment of Bonus to casual workers as per rule; Social security to all temporary workers; Apprentices to be regularised; No retrenchment of contractual workers.

CC meeting: The OB meeting has decided that a meeting of the Central Committee will be held on fourth week of May 2025. The place and other details will be communicated in due course subject to finalisation by the Host Unit within few days.

Unquote