

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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To All Members

Dear Comrades,

Our Central Executive Committee meeting held at Kolkata on 21st & 22nd January, 2023

On 30th & 31st January 2023, our Central Executive Committee meeting was held at K P Ghosh Memorial Hall, Kolkata with the active initiative of our West Bengal & Sikkim State Committee. Amidst enthusiasm, 57 members from across the country attended the meeting.

President of our All India Body, Com. Prakash Chandra Ray, Chaired the meeting along with the Presidium constituted with Working President, Senior Vice President and Vice Presidents.

At the outset, the meeting observed one minute's silence in memory of Com. Dayal Chandra Dey, member of the Central Executive Committee of UCBEA, Vice President of West Bengal & Sikkim State Committee of UCBEA. His untimely death has created immense vacuum in our organisation as well as in his family. During the period Com. T. K. Lakshminarayan, Ex-President of UCO Bank Employees' Association, Karnataka State Committee and also an ex-member of Bank Employees Federation-Karnataka also passed away. Legendary football player Edson Arantes do Nascimento better known by his nickname Pele, who won three times World Cup for his country Brazil, termed as all time great footballer of the world also breathed his last during the period. The Committee also remembered the leaders and the workers of the democratic movement all over the world who lost their lives in the hands of terrorists, divisive forces and the goons.

Agenda No.1 - Confirmation of the Minutes of the last CEC meeting held on 11 & 12 June 2022 at Kolkata. Com. Manojit Banerjee placed the Minutes and requested members to place their views on the Minutes. The Minutes has been confirmed during the meeting by the house.

Agenda No.2 – Our task in present situation, was taken up and President advised General Secretary to place it.

The General Secretary reported the condition and financial position of our Bank as well as country with objective analysis. He also informed about the state of affairs and attitude on united movement in our Bank on common issues of employees and Bank's health vis-à-vis observation of other Associations in the present scenario.

He reported the house that time to time we communicated our legitimate views and demands through dialogue and letters to the management including our MD & CEO on various important matters with our demand viz. adequate recruitment in subordinate & non-subordinate cadre, absorption of casual/temporary employees. He informed that UCBEA also demanded for minimum wage of such casual/temporary workers, fair IR policy, immediate settlement of issues of the employees. The undersigned also informed the house about the discussion of our last Apex level GR Meeting. During the last Apex Level GR meeting, Association raised the issues of pending TA Bills, LFC etc in different Zone We also placed our grievances for not conducting the State level GR meeting and reluctant attitude of the State Capital Zonal Offices in the matter of notification for functional allowance bearing posts. General Secretary reported that we have witnessed that the management issued an advisory to all employees to raise their issues in HRMS. Management circulated two advisories to all Zonal Managers of State Capital Zonal Offices for conducting State Level GR Meeting and release of notification for the functional allowance bearing posts. We emphasized for accommodation of inter-state request transfer applications in proper way and according to the policy. During the period, a considerable number of inter-state request transfers were accommodated. The Association is continuing to pursue remaining cases.

[P.T.O.]

Issues of the employees are 1) Absorption of temporary/casual employees, peons, sweepers and canteen boys, 2) Payment of minimum wage to casual/temporary employees, 3) Sub-staff recruitment, 4) Adequate clerical recruitment, 5) Hassle free Finacle system, 6) Smooth IR machinery at all levels, 7] Introduction of Fuel Allowance, 8) Proper implementation of existing policies, 9) Immediate settlement of all pending issues of 11th BPS, 10) Easy, hassle-free, smooth and sympathetic views for compassionate appointment and revision of the scheme for compassionate appointment to make it more favourable to the families of the deceased employees.

General Secretary, in other agenda, said that we would develop our own independent movement /programme according to the situation and need of the hour. But simultaneously we should try to develop the joint movement, programme with other organization in our Bank, particularly with the other award staff organizations on the basis of mutual understanding and dignity. He informed the house that sometimes we have been approached by other organisations to build up Joint Movement and where our view points as well as stand is clear that we are always in favour of joint movement without compromising the dignity of our beloved organization.

He congratulated the State leaderships for their initiative in revamping and rebuilding the organization.

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

On the Agenda No. 2, seventeen speakers presented their views on the overall situation of the bank and our task. They opined and accepted the suggestion of the General Secretary specially in the matter of independent movement/programme along with joint movement in respect of our demands.

On the Agenda No. 3 & 4, thirteen comrades expressed their views and opinion on organization with their view points in the backdrop of improvement in the organizational programme in all levels. They have accepted the suggestion of General Secretary placed in the meeting on the Agenda No.3 & 4. Some comrades mooted their suggestions for development of the organization. General Secretary told that BEFI earnestly requested all its constituents including us to do the needful for successful implementation of all the programmes including the strike programme befittingly. They also urge us to do the needful for building up UFBU in bank level. So from this august house we have to chalk out our initiatives to honour the request of BEFI as well as UFBU. The undersigned stressed that we must do our best for success of the strike dated 30th & 31st January 2023.

The speakers who deliberated in all the Agenda, were Com. Badri Prasad Verma, Com. Dibakar Barman, Com. Narendra Nayak, Com. Ajay Chatterjee, Com. Sanjay Parida, Com. Saileswar Ghosh, Com. B. Prasad, Com. Partha Chatterjee, Com. P K Das, Com. Nikhil Tajeja, Com. Bir Bahadur Singh, Com. Brijesh, Com. Mutum Anan Meetei, Com. Joydeep Das, Com. Kumkum Dutta, Com. Amit Ghosh, Com. David Chakraborty, Com. Sanjay Kudesia, Com. R K Hira, Com. Kamal Chatterjee, Com. Anil Sotra, Com. Zahoor Ahmed Beigh, Com. Prateep Pal, Com. Tirthal Trivedi, Com. Tarun Das and Com. Amar Nath Verma.

The every speech of the CEC members revealed their determination and sense of responsibilities in the matter of development of the organization. Discussions were lively with information, knowledge blended with emotion. They have also spoken about the forthcoming All India Bank Strike called by UFBU on 30th & 31st January 2023.

This CEC meeting decided to unleash intensive campaign programme to highlight the issues of the employees and attack on them by GOI & Bank combined. Following issues are listed: 1] Immediate absorption of all casual/temporary employees as agreed previously by the management. 2] Taking up the issue of immediate recruitment in subordinate cadre on priority basis as large number of branches are running without any permanent sub-staff and demand for adequate number of recruitment in clerical cadre. 3] Minimum wage should be paid to any temporary employee even for one day work in Bank. 4] Demand for fuel bill for award staff. 5] Immediate settlement of DIT related problems which are being faced by the front level staffs.

[P.T.O.]

General Secretary proposed for a seminar on our Foundation Day i.e. on 13.08.2023 in memory of our great departed leaders who laid the foundation of UCBEA firmly. The undersigned also requested all State Secretaries to convene such type of seminar in memory of their late State Secretaries and Presidents at their suitable time and date in consultation with General Secretary or central office. General Secretary suggested for Trade Union Education Camp specially in respect of – a) Disciplinary matters b) Technical problems of Finacle c) Our attitude to the customers and for building up independent movement/programme on employees issues along with joint movement/programme.

For further development of our organization, he suggested to set up some intra-organizational forum with important leaders and a decision was taken accordingly which will be conveyed to leaders by suitable mechanism. It was further decided that All India Women Sub-Committee Convention should be held preferably before our next CEC meeting. Any other matters related to employees, will be taken up within our organizational structure at present.

Com. Prakash Chandra Roy, our President, in his speech explained in detail the present scenario. He emphatically stated that it is our duty to function collectively for the development of the Association. We know that it may not be possible for one or two leaders to take care of all the subject and issues confronting us. He summed up that the suggestions of General Secretary were placed and accepted by house in this meeting, should be observed. Regarding action programme, it was decided that Kolkata-based office bearers will take suitable steps to comply through discussion with other Office Bearers as suggested by General Secretary and required for the benefit of the organisation. He thanked all volunteers and leaders who dedicatedly helped the organization for success of this meeting.

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

Comrade, need of the hour is to understand the gravity of the situation and to act firmly and calmly with goals set, by us, before us.

We trust we would be able to carry forward the message of the Central Executive Committee meeting and remain ready with all preparedness to respond to the demand of the situation.

UCBEA Long Live.

BEFI Long Live.

With warm greetings,

Comradely yours,



(Dhisankar Sengupta)
General Secretary