

# 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.14/2023

23.06.2023

## **To All Members**

Dear Comrades,

### **UFBU Meeting & Meeting with IBA**

We reproduce hereunder the full text of Circular No.26/2023 dated 22.06.2023, issued by General Secretary, Bank Employees Federation of India, on the above subject, for your information.

A UFBU meeting was held on 21<sup>st</sup> June 2023 in Mumbai, attended by representatives of all 9 constituents. From BEFI, Com. Debasish Basu Chaudhury, General Secretary along with Com. Vijay Aroskar, Secretary of BEFI and Com. Prashant Kadam, President of Canara Bank Staff Union attended the meeting.

In the later part of that day, a meeting was held between IBA and UFBU to discuss "Changes/Improvement in Medical Insurance Scheme and making it cost effective". The General Secretary of BEFI, Com. Debasish Basu Chaudhury, attended this meeting.

With warm greetings,

Comradely yours,

(Dhisankar Sengupta)  
General Secretary

## **Full Text of Circular No.26/2023 of BEFI dt. 22.06.2023**

### **Quote**

A UFBU meeting was held on 21<sup>st</sup> June 2023 in Mumbai, attended by representatives of all 9 constituents. The UFBU meeting was attended by the undersigned along with Com. Vijay Aroskar, Secretary of BEFI and Com. Prashant Kadam, President of Canara Bank Staff Union.

In the later part of the day a meeting was held between IBA and UFBU to discuss "Changes/Improvement in Medical Insurance Scheme and making it cost effective". The undersigned attended the meeting with IBA on behalf of BEFI.

### **UFBU meeting**

The meeting expressed deep anguish over inordinate delay in settlement of sensitive demands related with deferment of strike call on 30-31 Jan 2023 like 5-day banking week, Pension updation, negotiation for 12<sup>th</sup> BPS etc. Despite UFBU agreed to increase working hours by 40 minutes a day in Feb 2023 for 5-day week, the issue is yet to be solved. There has not been any significant progress in the matter of pension updation. Though the IBA expressed intention to discuss the matter of NPS to OPS during the 12<sup>th</sup> bipartite settlement, the matter gained special attention after a number of state governments decided to roll back the scheme in its respective states. Since we are in the eighth month since expiry of 11<sup>th</sup> BPS, the delay in commencement of the negotiation has also been criticised.

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

Some of the constituents took up the issue of recruitment, particularly of SWO, Subordinate staff, Sweeper whose inadequacies are creating lot of problems in the branches/offices including adverse effect on customer service. Most of the banks are not recruiting Subordinate staff and Sweepers. All the jobs related with these section of employees are being done by casual workers. Number of business correspondents are also on the rise. A common view of resorting to agitational programme was expressed by all constituents. There were suggestions for improvement of functioning of the state level UFBU.

The UFBU decided to take up the issues in the meeting with IBA and resolved to have one more meeting of UFBU very shortly to decide about agitational programme based on the response of IBA.

### **Meeting with IBA**

The meeting discussed about improvement of medical insurance scheme vis-à-vis making it cost effective. Discussion took place on various suggestions of UFBU like composite bidding for serving and retired employees; working out of minimum base policy with defined risk coverage - premium cost to be borne by the banks; cap on reimbursement for specified treatments; graded bed charges; methods where GST will not be applicable. These proposals will be examined by IBA in due course.

IBA suggested to consider for introduction of bank wise quotations with industry level uniform policies for the retirees and serving employees involving more insurance companies as bidders where premium amounts may be favourable. Some of the banks, alternatively, may decide for reimbursement of hospitalization expenses without taking a policy coverage. This suggestion of IBA requires further discussion within UFBU.

IBA's attention was drawn to several problems, faced both by serving employees and retirees, causing due to attitudes of most of the TPA's in matter of claim settlement. Introduction of penalty clause for delayed settlement was again taken up in the meeting. IBA was impressed upon by UFBU to take up the problems with the insurance company for redressal. Continuous disputes over submission of original bill was taken up by UFBU in the meeting. IBA assured to examine in evolving a separate system allowing the insurers to submit claim in HRMS with uploading the original documents subsequently authenticated by the bank officials.

The pending issues viz. 5-day banking week, Pension updation, commencement of negotiation for 12<sup>th</sup> BPS, adequate recruitment etc. was taken up. IBA gave an indication that the negotiation for 12<sup>th</sup> BPS may start next month. Serious discussion is necessary within UFBU to take decision regarding response of IBA on other issues.

### **Unquote**