



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 Comrade,

Our approach on 80th Foundation Day

We, UCO Bank Employees Association (UCBEA), formerly United Commercial Bank Employees Association, is celebrating its 80th Foundation Day today, on 13th August 2025. Our August Association started its journey on 13th August 1946, just one year before India attained its independence in 1947.

That was a period of a country-wide upsurge among bank employees in general for organising trade unions in different banks as instruments of struggle for better life. UCO Bank employees did not lag behind and formed its first trade union in the city of Kolkata as "The United Commercial Bank Ltd. Employees' Association." After nationalization of the Bank, the name was changed as "United Commercial Bank Employees Association." It was one of the participating Unions in the foundation conference of All India Bank Employees Association in 1946.

Being the first and foremost trade union in UCO Bank, it took upon itself the task of unionising the employees in different places and succeeded in developing a network of units throughout the Eastern and North-Eastern States, i.e. undivided Bengal, Bihar, Orissa, erstwhile undivided Assam (which comprised the present States of Assam, Meghalaya, Nagaland, Mizoram, Manipur & Arunachal Pradesh) and Tripura as also in Goa in the West and some centres like Pune, Kolhapur, Nagpur in Maharashtra. Subsequently, as and when branches were opened by the Bank in Sikkim, the Association lost no time in forming its units there too.

In the meantime, employees' unions in the Bank came into existence in other parts of the country as well. As the largest and oldest among them, UCBEA played a pivotal role to bring them under one all-India platform, leading to formation of All India United Commercial Bank Employees Federation in March 1963 with headquarter at Kolkata and Com. S R Bal was the first General Secretary of the Federation. Within a short span of time, the Federation, by its sustained efforts and well-coordinated struggles, succeeded in settlement of long pending nine years' bonus disputes as well as a negotiated Promotion Policy agreement for the first time in the history of the Bank. But we witnessed undemocratic atmosphere within the organizations and faced disaffiliation. These unforeseen developments created an unavoidable situation when it had no other alternative but to associate itself in the process of formation of Bank Employees Federation of India in the year 1982 to uphold the cause of the Bank employees and their glorious heritage of struggle. Since then it has been functioning as a major unit of BEFI.

[P.T.O.]

UCBEA glorified its role in pre-nationalisation era and also in nationalized era. Bank's branches grew and our membership grew up to a certain time. A series of glorious struggle was experienced by its leaders and members of UCBEA. Then throughout nineties of last century Bank witnessed crisis with consecutive loss over a decade. We played our role along with our members in support of the revival process and plan.

Bank again faced a crisis from 2016 to 2020 and again our members rose to the occasion to contribute their best. Now that UCO Bank has crossed the business limit of five lakh crore and yielded highest Net Profit where positive contribution of workforce is praiseworthy.

Now that central government is pursuing a policy to disown the historic role of the public sector institutions including Banks. The drive for privatization and virtual dismantling of public sector banks are part of the design of ruling combination. We must stand solidly and unitedly against this uncalled for design on this day. In our bank we are in the struggle with our demands of adequate recruitment in award staff cadres, absorption of casual employees and opposing engagement of contractual workers, apprentices etc.

Our determined struggles and movement in defence of the employees' issues have added to its laurel many achievements to advance the cause of the employees. It continues to pursue these issues at the Bank level with relentless efforts on its own as well as jointly with other unions, as warranted by circumstances. But the bank management, to weaken the employees' united bargaining power, took recourse to divide and rule policy to fracture and reduce the negotiating ability of workforce by adopting a dubious Industrial Relations Policy. Thus the Association is now faced with a new challenge at the Bank level, apart from the serious offensives emanating from the pernicious neo-liberal globalisation policy pursued by the Central Government at the behest of World Capitalism. Attacks are mounting on every section of working people including Bank employees. Despite all the hurdles, UCBEA is growing and marching ahead. Hence the need of the hour is to strengthen the united struggle of the working community, irrespective of trade union affiliations.

We should apprise the members as to how in our Bank, disunity have been created by management among the ranks of members and leaders under the cover of so-called new IR/MR Policy. So far our experience is very bitter and things did not move well, at all in desired direction. We witnessed that from the desk of different departments, some adhoc decisions are thrust upon the employees. Now all the unions are seriously concerned over the passive attack. UFUBWF have been formed and we are striving to forge unity among its constituents so that we can combat the situation jointly.

As a militant unit of BEFI, UCBEA is not lagging behind in playing its role in this ongoing struggle in the country. On the historic occasion of 80th Foundation Day, UCBEA renews its pledge to carry forward the movement, be it under the banner of BEFI, UFBU or any other broad based platform of the working masses against the common dangers unleashed by the Government of our country.

We already advised our State Committees to celebrate the historic occasion, throughout the year starting with 13th of this month in a befitting manner. We trust it would be a success.

With warm greetings,

Comradely yours



(Manojit Banerjee)
President



(Prakash Chandra Ray)
General Secretary