

UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)

[Affiliated to Bank Employees Federation of India]

10, B.T. M. Sarani, 3rd Floor, Kolkata-700001



Tel : 033-44557316 / 44557317

E-mail : ucobea1426@mail.com

Website : www.ucbea.in

Circular No.09/2024

26th February, 2024

To All Members

Dear Comrades,

23rd All India Conference

23rd All India Conference of our Association was held amidst great enthusiasm from 24th to 25th February 2024 in the historic city of Patliputra (Patna) named as Com. Hrushikesh Mohanty Nagar. The venue was named after Com. Ravi Ahuja Hall [Youth Hostel, Fraser Road, Patna]. The Stage & Podium were named after Com. Dayal Chandra Dey and Com. Subir Kumar Dey respectively. They were all our beloved leaders, expired during the intervening period, whose memories were unforgettable to us. We paid our respectful homage to them in this Conference.

After about fourteen years our Bihar State Committee took the responsibility to hold it again for the third time. The Reception Committee had made elaborate arrangement to hold the Conference in a befitting manner. Delegates & Observers from all over the country were well received by the members of the Reception Committee at railway stations and airport and they were accommodated in various hotels for their comfortable stay.

In the morning of 24th, the outgoing CEC met at the venue and approved the General Secretary's Draft Report and Audited Statement of Accounts (2021-22 and 2022-23) along with some proposals for amendment of Constitution & Rules of the Association placed duly as per provisions therein.

Before the CEC meeting Delegates & Observers were provided with 1) Book containing Draft Report of General Secretary. 2) Book containing Audited Statement of Accounts 3) A booklet containing eight Resolutions, history of our 78 years glorious journey, list of previous General Secretaries & Presidents since 1946, gist of Circulars issued by the Association, gist of letters to the management in between 22nd & 23rd All India Conference.

The 23rd All India Conference commenced with the hoisting of our Association's flag by Com. Prakash Chandra Ray, the outgoing President of our Association followed by paying floral tribute in the martyrs' column by Office Bearers, members of CEC & other leaders of our Association, including Convener of Women Sub-committee. The Inaugurator Com. Debasish Basu Choudhury, General Secretary, BEFI, eminent Educationist Prof. R B P Sing, former Vice Chancellor, Patna University, Com. Manjul Kumar Das, Chairman of Reception Committee, Com. Rabi Kumar, Secretary of Reception Committee, Com. B Prasad, Secretary of host Unit also paid floral tributes to the martyrs' column along with leaders of numerous fraternal organizations and dignitaries amidst thunderous slogans.

The Inaugural Session was presided over by Com. Prakash Chandra Ray, outgoing President of the Association. More than 300 comrades participated in the most coveted Inaugural Session. Com. Debasish Basu Choudhury, General Secretary, Bank Employees Federation of India, inaugurated the Conference. In his inaugural address he elaborately discussed on the present economic scenario of the country, attacks of Central Government on farmers, trade unions, banking industry and our task independently and jointly. He also discussed the development and final stage of 12th Bipartite Settlement. He dealt with various subjects including conspiracy of privatization and further merger of public sector banks, the threat of outsourcing of jobs. He demanded for more recruitment in the Industry, scraping of New Pension Scheme. He appealed to the House to remain vigilant against the onslaughts of the Government at the Centre and to carry forward the path of struggle.

Com. Manjul Kumar Das, Chairman of Reception Committee and eminent Trade Union leader greeted all Delegates and Observers. He discussed the developments of trade union movement of different countries, the aggressive character of the capitalism and fight back by the people of the nations. He told

that bank employees' movement in our country cannot be alienated from the peoples movement and BEFI is playing a historic role for achieving the demands of the bankmen.

Chief Guest Prof. R B P Singh, the noted educationist, former Vice Chancellor, Patna University, dealt with various Committees recommendations and said that the number of people below the poverty line is increasing every year. He emphasized on the deep crisis of capitalism and its effect on Indian economy by which lacs of people have already lost their jobs. He requested for developing the relationship with customer in banking industry which is the primary way, open to the employees is to unite and fight against the atrocious policies of the Central Government which are seriously undermining the people's interest. He assured his all out cooperation to the movement of the bank employees led by BEFI.

Guest of honour Mr. Manish Kumar, General Manager (HRM, PSD, Training & OL) of UCO Bank wished the success of the Conference and described the improvement and new services, schemes of the Bank. He appreciated the role of our Association and called for more cooperation.

Special Guest, Mr. Debasish Nayek, Deputy General Manager & Zonal Head, Patna Zonal Office and Mr. S. P. Kachhap, Assistant General Manager and Deputy Zonal Head of Patna Zonal office, UCO Bank also greeted the Conference.

Com. Ranjan Raj, Vice President of BEFI, Secretary of Bihar-Bank Employees Federation, Com. Rahul, Secretary of AIBOC-Bihar State Committee also greeted the Conference.

The Reception Committee felicitated, with delicacy and mementos, all the dignitaries attended the Inaugural Session.

Com. Prakash Chandra Ray, President, greeted them with thanks.

After the end of the Inaugural Session, the special session for women comrades of UCBEA started. 30 comrades including 17 delegates & observers from all over India attended the session. Com. Kumkum Dutta, one of the Conveners of All India Women Sub-Committee, UCBEA presented the discussion paper with proposals of task ahead and scenario of the women employees in the bank as well as industry. 25 members participated in the discussion and enriched the discussion paper and proposals. The outgoing General Secretary Com. Dhisankar Sengupta informed about the organization's active role in those works and assured for further necessary cooperation for them. Outgoing President Com. Prakash Chandra Ray thanked everyone and said that all the elements of the discussions are exemplary.

In the Delegate Session on the same day the outgoing General Secretary Com. Dhisankar Sengupta proposed a Presidium comprising the outgoing President, the Working President, the Senior Vice President and other Vice Presidents and also a Steering Committee comprising other office bearers which was duly approved by the house. He also proposed the names of the Credential Committee and Minutes Committee. Outgoing President Com. Prakash Chandra Ray placed condolence resolution. The House observed two minutes silence in memory of our departed leaders, members, distinguished personalities and the martyrs who have laid down their lives to keep the unity and integrity of our nation and for the cause of democracy, socialism and social justice.

At the call of Presidium, Com. Dhisankar Sengupta, outgoing General Secretary, placed the Draft Report and Com. Malay Kumar Banerjee, outgoing Assistant Treasurer placed the Audited Statement of Accounts for the years 2021-22 and 2022-23 to the House. Com. Sengupta analysed the present situation of global economy and crisis along with the political scenario and conflicts of imperialist forces, the growing aggression of right-wing politics, Situation of wars, unrest at Gaza, conflict of Israel-Palestine, not obeying the UNO Resolution, heinous role USA, NATO, role developments of socialist camp along the fighting movement of workers, farmers etc in different countries. He also mentioned the role of our present Government with neighboring countries which is a deviation from our previous friendly relationship. He described the economic situations of the country. He also criticized the role of govt. on privatisation, disinvestment and curtailment of social security. He expressed solidarity and congratulation on historical struggle of farmers. He narrated the move of common people for communal harmony against heinous roars of all fundamentalist forces and fascist forces. He placed the pictures of struggle of working class, movements of youth, student and women and role of workers and peoples and their

resistance against oppressions. He called our members to think about their choice for workers and farmers friendly government in the eve of coming election. He categorically placed the present situation of banking industry specially mentioning about bad loans, cyber threats, outsourcing and attacks of central govt. He also explained our Bank's strengths and weakness. He clarified that the need of the hour is to unite and struggle under the banner of UFBU.

Com. Dhisankar Sengupta mentioned about clearance of compassionate appointments, inter-state transfers like issues. He elaborately discussed as to how our organization is growing in different states all over the country during this period wherein he expressed his hope for a better future of UCBEA with the new generation comrades. He praised all members and State committee for successful implementation of programme of badge wearings, submission of memorandums on demand for adequate recruitments, absorption and minimum wages of casual employees. He elaborately dealt with the condition of our Bank and task ahead, position of the organization and review of overall situation prevailing around us. He firmly expressed that collective functioning is the strength of past Central Committee. He significantly described the struggle and commitment of different State Committees with the guidance of Central Executive Committee against managements attack as well as for the benefit of workmen. He conferred the credit of our success to all members and leaders where he stressed that not a single issue was untouched by Central office. He recalled many micro level issues all over the India where HO and ZOs have accepted our logic and explanation on policy matters in favour of employees as a whole. Simultaneously he stressed on the prevailing pressure of workloads, stress faced by employees, issues unresolved till now and hope for immediate resolution of such issues by incoming Committee. He analysed that all Unions are facing a state of fractured and dictated bilateralism departing from a state of negotiated bilateralism in UCO Bank where our stand is clear and we always in favour of negotiated bilateralism with participation of all.

Thereafter, Presidium invited delegates and observers for their deliberation on the Draft Report of General Secretary and Audited Statement of Accounts. Altogether 55 Delegates & Observers including 4 women Delegates participated in the discussion on both the days i.e. 24th & 25th February 2024. The significant features of the deliberations are criticism and self criticism, the fundamental treasures of democracy of our Association. While supporting the placed Draft Report of General Secretary, they highlighted various aspects of international and national situation, socio-economic problems, communal harmony, banks condition, arrear payment, non-credit of additional sick leaves, officiating allowances, issues related to transfer, relieving, issues pertaining to ex-servicemen, problems relating to Mediclaim Settlement and the problems faced by the women employees etc. They also highlighted various issues, the expectation of joint movement under the banner of UFBU, the condition of our Bank and task ahead, successes in resolving issues along with the issues still unresolved, shortage of workmen staff in different branches. The speakers also gave special thanks to our Bihar State Committee for their magnificent arrangement in holding the conference.

After that, the outgoing General Secretary, Com. Dhisankar Sengupta summed up and replied comprehensively on points/issues raised by the participants. He called upon the House that only organisational strength and united struggle, involving the masses, can resist the offensives of the Govt.-Banker combine. He appealed all the delegates to work with more cohesiveness and to dedicate more time for our beloved Association. He emphasized the need to further strengthen the activities of the central office also.

The Conference unanimously and enthusiastically adopted the General Secretary's Draft Report and the Audited Statement of Accounts for the years 2021-22 and 2022-23.

Constitution Amendment

The proposal for three amendments on Constitution was placed in the house on different Rules after approval of Central Executive Committee, and were unanimously adopted by the house. It was also decided that all the amendments would be sent to the Registrar of Trade Unions office for their approval as per rule. All the amendments will be informed to our members in due time.

Resolutions

The Conference unanimously adopted 8 resolutions –

- 1) DEMANDING IMMEDIATE RECRUITMENT AND OPPOSING OUTSOURCING OF JOBS IN SUBORDINATE CADRE AND ENGAGEMENT OF APPRENTICES IN NON-SUBORDINATE CADRE.
- 2) REGULARISATION / ABSORPTION OF ALL TEMPORARY/CASUAL EMPLOYEES IN BANK AND ENSURE PAYMENT OF MINIMUM WAGES PENDING ABSORPTION.
- 3) OPPOSE PRIVATISATION OF PSBs, BANKING REFORM, ECONOMIC POLICY OF CENTRAL GOVERNMENT AND DEMAND FOR NATIONALISATION OF ALL BANKS IN THE INDUSTRY.
- 4) PLEDGE FOR COMMUNAL HARMONY AND AGAINST ALL COMMUNAL POLARISATION, ATTACKS ON DALITS AND WOMEN.
- 5) WITHDRAW NPS INTRODUCE DEFINED PENSION FOR ALL.
- 6) IMPROVE PAY FIXATION OF EX-SERVICEMEN & PROMOTEE SUB-STAFF IN BANK.
- 7) ON ATTACKS IN THE NAME OF NEW LABOUR/WAGE CODE.
- 8) SOLIDARITY ON MOVEMENTS OF FARMERS, WORKERS AS A WHOLE INCLUDING MOVEMENT OF EMPLOYEES OF GRAMIN BANK, COOPERATIVE BANKS, PRIVATE BANKS, NABARD ETC.

Greetings

The Conference highly acknowledged the greetings of Bank Employees Federation of India, All India UCO Bank Employees Federation, All India UCO Bank Officers' Federation UCO Bank Officers' Association (Bihar), UCO Bank Staff Union (West Bengal) and different greetings messages from our former leaders and members.

Reception Committee arranged cultural functions for the delegates & observers on 24th February 2024 after the Delegate Session at 8-00 P.M., which were highly appreciated.

Credential Committee

On behalf of Credential Committee, Com. Neeraj Agarwal, outgoing Assistant General Secretary, placed the detail report of the credential forms submitted by the delegates. After checking the credential forms submitted, we found that :

Presence of delegates & Observers:

Delegates were 85% and observers were 15%. Among them 88% were male and 12 % were female.

Joining in the Bank:

5% Delegates & Observers have joined the Bank prior to 1980, 33% have joined between 1980 to 1995 14% have joined between 1996 to 2010 while 48% have joined after 2011.

Age Profile:

6% Delegates & Observers were under 30 years of age. 32% Delegates & Observers between 31 to 40 years, 31% were 41 to 50 years, 20% were 51 to 60 years 11% were 61 to 75 years,

All India Conference attended :

i) 1st conference – 21% ii) 2nd conference – 20% iii) 3rd conference – 11% iv) 4th conference –9% v) 5th conference – 6% vi) 6th conference – 5% vii) 7th conference – 4% viii) 8th conference – 5% ix) 9th conference – 4% x) 10th conference – 7% xi) 11th conference – 6% xii) More than 12th – 2%.

Designation in the Bank :

i) HKP 4% ii) Peon 11% iii) SWO-A 41% iv) SWO-B 3% v) Head Cashier 13% vi) Spl. Asst 28%.

Out of the Total delegates/observers attended in the conference, Pension Optee- 32% & NPS- 68%

Educational qualification :

i) Under Graduate 20% ii) Graduate 51% iii) Post Graduate 12% iv) BTech 7% v) M Tech 4% vi) MBA 5% vii) Other 1%.

Users of Social network/media :

Face Book – 43%, WhatsApp – 55%, Others – 14%, E-mail – 58%

Position held in Apex Union:

BEFI – 14, State BEF – 39,

The junior-most among delegate & Observers was Himashree Bhattacharyya from NESCO and senior-most among delegate & Observers was Com. B Prasad from Bihar.

Resolution on Honorary Members Adopted

1] Duly proposed and seconded by the Steering Committee, the following members were unanimously elected as Honorary members for the coming term for inclusion in the office bearers :

Com. Prakash Chandra Ray (Odisha), Com. Dhisankar Sengupta (West Bengal), Com. Ajay Chatterjee (Bihar), Com. Ashok Panigrahi (West Bengal), Com. Sanjay Kudesia (MP & CG), Com. Badri Pd. Verma (U.P.), Com. Dibakar Burman (NESCO) & Com. Prateep Pal (West Bengal & Sikkim).

2] Subsequently the 23rd All India Conference resolved that Com. Siddhartha Kr. Bhattacharjee (West Bengal) will be included in CEC as per provision of the Constitution as Honorary Member.

3] The 23rd All India Conference resolved that an office-bearer or a member of the Central Executive Committee elected in this All India Conference will continue to hold office in the same capacity even after retirement from Bank's service as Honorary Member of the Association till conclusion of the next All India Conference.

Advisers

It is also resolved and passed by the Conference unanimously to utilize the services of (1) Com. Ashoke Ghosh (2) Com. Joydeb Dasgupta and (3) Com. Kamal Kumar Chatterjee as Advisers for their rich and profound contribution to the Association.

Central Executive Committee

The following office bearers and members of the Central Executive Committee were duly elected by the Conference for the next term.

Office Bearers

President	Com. Manojit Banerjee	West Bengal & Sikkim
Working Presidents	Com. Ajay Chatterjee	Bihar
	Com. Sanjay Kudesia	Madhya Pradesh & Chhattisgarh
Vice Presidents	Com. Dhisankar Sengupta	West Bengal & Sikkim
	Com. Ashok Kumar Panigrahi	West Bengal & Sikkim
	Com. R. K. Singh	Uttar Pradesh
	Com. Jitender Sharma	Himachal Pradesh
	Com. Aman Deep Singh	Punjab
	Com. David Chakraborty	West Bengal & Sikkim
General Secretary	Com. Prakash Chandra Ray	Odisha
Deputy General Secretaries	Com. Shyam Renwal	Madhya Pradesh & Chhattisgarh
	Com. Badri Prasad Verma	Uttar Pradesh
	Com. Dibakar Barman	NESCO
	Com. Narendra Nayak	Odisha
	Com. Joydeep Das	West Bengal & Sikkim

Asstt. General Secretaries	Com. Sanjeeb Jain Com. Mutum Anand Meetei Com. Niraj Agarwal Com. Neeraj Kumar Singh Com. Rajesh Dey Com. Ravi Kumar Com. Sunil Pandita	Rajasthan NESCO Uttarakhand Jharkhand West Bengal & Sikkim Bihar Delhi
Treasurer	Com. Prateep Pal	West Bengal & Sikkim
Assistant Treasurer	Com. Moumita Ghosh	West Bengal & Sikkim

Central Executive Committee Members

Com. Ashok Tewari	Bihar
Com. Rajni Kant	Bihar
Com. Bir Bahadur Singh	Bihar
Com. Sanjay Parida	Odisha
Com. Srikant Das	Odisha
Com. Amrit Mahapatra	Odisha
Com. C. S. Chaturvedi	Uttar Pradesh
Com. Dharamvir Singh	Uttar Pradesh
Com. S. K. Nathani	Uttar Pradesh
Com. Rajesh Tomar	Uttarakhand
Com. Rahul Sharma	Himachal Pradesh
Com. Manoj Kashyap	Himachal Pradesh
Com. Anil Sotra	Jammu & Kashmir
Com. Manu Prasad	Kerala
Com. Himangshu Das	NESCO
Com. Amit Ghosh	NESCO
Com. Bitu Kumar	NESCO
Com. Kanhaiya Barnwal	Jharkhand
Com. Avinash Dhameja	Madhya Pradesh & Chhattisgarh
Com. Amit Agarwal	Rajasthan
Com. Shekhar Suman	Delhi
Com. Nikhil Tageja	Delhi
Com. Siddhartha Kr. Bhattacharjee	West Bengal & Sikkim
Com. Mriganka Bhattacharyya	West Bengal & Sikkim
Com. Samir Chowdhury	West Bengal & Sikkim
Com. Kumkum Dutta	West Bengal & Sikkim
Com. Partha Sarathi Ghosh	West Bengal & Sikkim
Com. Sanjay Mahato	West Bengal & Sikkim
Com. Sayak Das	West Bengal & Sikkim
Com. Arnab Sarkar	West Bengal & Sikkim
Com. Debabrata Mishra	West Bengal & Sikkim
Com. Priyanka Roy	West Bengal & Sikkim
Com. Tapas Pradhan	West Bengal & Sikkim
Com. Utpal Adak	West Bengal & Sikkim
Com. Paramjot Singh	Punjab
[to be filled up]	Gujarat
Com. Barun Kumar Sinha	Tripura
Com. Kapil	Haryana
Com. Kiran Kumar	Andhra Pradesh & Telengana
Com. Girish Jagannath	Karnataka
Com. V P Mathivanan	Tamil Nadu

Advisers

Com. Ashoke Ghosh	West Bengal & Sikkim
Com. Joydeb Dasgupta	West Bengal & Sikkim
Com. Kamal Kr. Chatterjee	West Bengal & Sikkim

Permanent Invitee for Office Bearer Meeting

Com. B Prasad	Bihar
Com. R . K. Hira	Madhya Pradesh & Chhattisgarh
Com. P. K. Das	Odisha
Com. P N Mishra	Uttar Pradesh
Com. Sugata Chaudhury	West Bengal & Sikkim
Com. Bibhas Das Mahapatra	West Bengal & Sikkim
Com. Siba Prasad Chakraborty	Tripura
Com. D. K. Sahu	Madhya Pradesh & Chhattisgarh
Com. Malay Kumar Banerjee	West Bengal & Sikkim
Com. Biswanath Chatterjee	West Bengal & Sikkim
Com. Saileswar Ghosh	West Bengal & Sikkim
Com. Amar Nath Verma	Haryana
Com. K. G. Murali	Kerala

Special Invitee for Central Committee Meeting

Com. Mahesh Phatak	Maharashtra
Com. Jiban Chakraborty	West Bengal & Sikkim
Com. Malay Bhaumik	West Bengal & Sikkim
Com. Parimal Sen	NESCO
Com. Pradip Kr. Sarma	NESCO
Com. Goverdhan Sharma	Madhya Pradesh & Chhattisgarh
Com. Shilpa Rathore	Madhya Pradesh & Chhattisgarh
Com. Apurva Dekate	Madhya Pradesh & Chhattisgarh
Com. Awadhesh Kumar Yadav	Bihar
Com. R P Sharma	Uttarakhand
Com. Janardan Singh	Utter Pradesh
Com. M L Trivedi	Utter Pradesh
Com. Devendra Kumar	Uttar Pradesh
Com. Ashish Kumar Sharma	Uttar Pradesh
Com. Debasish Basu	West Bengal & Sikkim
Com. Amitava Bhattacharya	West Bengal & Sikkim
Com. Sankar Mustafi	West Bengal & Sikkim
Com. Tarun Das	West Bengal & Sikkim
Com. Dinabandhu Samanta	West Bengal & Sikkim
Com. Madhusudan Daw	West Bengal & Sikkim
Com. Priyanka Chatterjee	West Bengal & Sikkim
Com. Tapash Dey	West Bengal & Sikkim
Com. Ankush Mahajan	Jammu & Kashmir
Com. P S Rathore	Gujarat

On behalf of our Association, we congratulate the Bihar State Committee and all their members, members of the Reception Committee and volunteers for their tireless work round the clock for the success of the 23rd All India Conference. Food, accommodation and transportation provided by the host unit were highly appreciated by all the delegates & leaders. We also congratulate the mass organizations and leadership of bank-wise units for their overwhelming support and efforts to make the Conference a grand success.

With warm greetings,

Comradely yours,



(Prakash Chandra Ray)
General Secretary