

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.21/2024

25.07.2024

To All Members

Dear Comrades,

On Joint Movement

We reproduce hereunder the full text of Circular No. UFUBW/03/2024-25 dated 15.07.2024, signed by three General Secretaries of AIUCBOF, AIUCBEF & UCBEA under the banner of United Forum of UCO Bank Workforce (AIUCBOF-AIUCBEF-UCBEA), for your information and necessary action.

We solicit your cooperation.

With Warm Greetings,

Comradely yours,

(Prakash Chandra Roy)

General Secretary

Full Text of Circular No.UFUBW/03/2024-25 dt. 15.07.2024

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| U F U B W | UNITED FORUM OF UCO BANK WORKFORCE (AIUCBOF- AIUCBEF – UCBEA) Office Address: 2, India Exchange Place, 1st Floor, Room No.10 & 12, Kolkata- 700 001 E-mail : aiucbof12@gmail.com, Telephone: 033 22310327 |
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Circular No. UFUBW/03/2024-25

Date: 15.07.2024

Dear Comrades,

We, the Unions/ Associations - ALL INDIA UCO BANK OFFICERS' FEDERATION (AIBOC), ALL INDIAUCO BANK EMPLOYEES' FEDERATION (AIBEA) & UCO BANK EMPLOYEES' ASSOCIATION (BEFI) – under the banner UFUBW, held yet another meeting at Kolkata on 11th July, 2024 at the office of UCO Bank Employees' Association.

Meeting was presided over by Com. Dipankar Mitra of AIUCBOF. 12 comrades participated representing the three Unions. During the discussion following concerns were raised –

- There is wide-spread de-motivation escalating at a rapid pace among the workforce,
- Bank's advertisement on Engagement of Apprentices aimed at to contractualise the perennial and permanent jobs,
- A section of officers are complaining about uncalled for behaviour from controlling offices. Policies for officers are changed at the whims of the Bank and without negotiating.

[P.T.O.]

- Branches are short of staff and Bank is not taking initiative to recruit staff in all cadres particularly in clerical and subordinate cadres.
- De-regulated working hours in branches/offices compelling to sit late and work on Holidays on regular basis causing health hazards and disturbing family and social lives vis-à-vis non- payment of Financial Compensation for late sitting and working on holidays.
- The branches in most cases are opened and closed by casual workers and most of them neither get minimum wage nor minimum statutory leave as per provision of law.
- Apex Level Performance Review meeting or Business Development meeting should be held with all Unions at Apex level and at all Zonal Level should be undertaken.
- Uncalled for and unwarranted outsourcing resulting into increased business risk and chance of fraud. Bank should restrict its Outsourcing Policy strictly in terms of Bipartite Settlement and Joint Note.
- Declining of Leave/LFC/Sabbatical Leave of Officers and Clerks on flimsy grounds, non-compliance of overtime for working in holidays etc.
- Holding of GR & IR Meetings at Regular Intervals as per MR & IR Policy.
- Activating fruitful and proper HR Machinery at all levels.

It was also pointed out that unnecessary expenditures are being incurred in the name of renovation, modernisation etc.

After a threadbare discussion it was unanimously decided –

1. All the three General Secretaries will take the necessary initiative for the formation of State level UFUBWs within 31st July 2024.
2. A Joint Memorandum to be submitted to MD & CEO be prepared by elaborating our broad issues decided earlier along with necessary additional points discussed in today's meeting within 31st July 2024.
3. By the 2nd week of August 2024, a delegation of United Forum of UCO Bank Workforce led by all the three General Secretaries will meet MD & CEO on the said issues enumerated in the said Memorandum.

Awake, arise and add strength to our joint movement. With warm greetings,

Comradely yours,



(Sandeep Chowbey)
General Secretary
All India UCO Bank
Officers' Federation
(AIUCBOF)
& Convener



(Partha Chanda)
General Secretary
All India UCO Bank
Employees' Federation
(AIUCBEF)



(Prakash Chandra Ray)
General Secretary
UCO Bank Employees' Association
(UCBEA)