

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.15/2023

05.07.2023

To All Members

Dear Comrades,

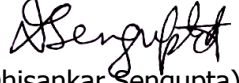
Engagement of Apprentice

We reproduce hereunder the full text of the joint letter of UCBEA & AIUCBEF, dated 05.07.2023, addressed to Managing Director & CEO, in respect of Engagement of Apprentice in the Bank. The issue having multifarious ramification, consequences within our Bank as well as in the industry and needs to be followed up further through some programmes. Efforts are on to take jointly by both the workmen Unions. This is for your information and circulation.

We solicit active cooperation from you.

With warm greetings,

Comradely yours,


(Dhisankar Sengupta)
General Secretary

Full Text of Joint Letter addressed to MD & CEO dated 05.07.2023

Quote

Date : 5th July,2023

The Managing Director & CEO
UCO Bank
Head Office, Kolkata

Respected Sir,

Subject : Engagement of Apprentices

We request your reference to a circular issued by General Manager (HRM, PSD, Training & OL) under the caption 'Policy on Engagement of Apprentice under Apprentice Act 1961', Ref. No. CHO/PMG/06/2023-24 dated 26.06.2023.

From the contents of the above circular we observe that Bank has decided to engage apprentices in the field of marketing, loan processing mobilisation of deposits, particularly CASA, cross selling of insurance products, limited teller etc.

Most intriguing factor is that Bank has decided to engage apprentices to use them as clerical staff directly or indirectly looking to the role and responsibility defined in the said circular. This could be further seen from para-4 that they will be trained by the Bank on the lines that are in place for Clerical Staff. Even the minimum and maximum age limit is fixed as that of clerical staff.

Thus, the policy has generated unrest among the employees and we are constrained to take a view against the policy as well as we are opposed to any form of contractual job and out sourcing of regular jobs. More so, these apprentices have no future as there is no provision for their regular appointment in the Bank.

[P.T.O.]

It is pertinent to recall that Bank has already engaged a huge number of Business Correspondents and it is our experience that in many branches BCs are entrusted with front office work in counters by sharing the password of the permanent staff. Similarly it is our experience in the past that LBY agents were forced to post the transactions relating to the accounts mobilized by them.

We are constrained to mention that all these practices are against the provision of Bipartite Settlement governing the services of workmen in the industry. Our experience with daily wagers who are engaged in permanent vacancies of sub staff is very bitter and such casual workers were forced to do the jobs of clerical staff like passbook entries, printing of statements, clearing related transactions, cash related work etc. when the daily minimum wage as fixed by government is not paid in large number of branches and offices. Without resolving this issue a new front is being opened up against the interest of the employees as well as such section of employees who are exploited and underpaid and not brought under any codified service condition.

All these are arising out of necessity due to acute shortage of staff in branches and Branch Heads in their anxiety to serve the customers and complete day today transactions are left with no option except to indulge in such undesirable and unfair labour practices. Many times branches are exposed to risk and customers too suffer by loss of their money.

In the background of several branches suffering and starving for want of clerical staff as well as subordinate staff, such practices are forced upon them. We have been taking up repeatedly with the top management for more Recruitment in clerical cadre and recruitment/ absorption in subordinate cadres.

It was observed that there existed a gap of about 3000 between existing and minimum requirement in n clerical cadre. Thereafter, nearly 200 branches were opened and business too increased appreciably. Besides, more than 500 clerical staff were promoted and hundreds on natural exit took place. Thus the crisis is further deepened causing increased concern.

In this background, we look at the policy on engagement of Apprentices as yet another design to replace or abolish all perennial jobs. We are therefore constrained to place our opposition and resentment to the policy and urge to stop further action on the said policy.

Similarly we also wish to impress upon you the need for providing permanent sub staff by regularisation of daily wagers and through Recruitment.

We hope that you will understand and appreciate our anxiety and concern and unleash steps to ensure filling up of all permanent vacancies in clerical and subordinate cadre.

In this regard, we urge upon you, if we are given an opportunity, we can place our views in person to you or General Manager (HRM, PSD, Training & OL), to express and explain the areas of concern affecting the working relationship with the branch and employees as a whole.

Thanking you,

Yours faithfully,

Sd/-
(Partha Chanda)
General Secretary
AIUCBEF

Sd/-
(Dhisankar Sengupta)
General Secretary
UCBEA

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