

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 Comrades,

Subject : A Rare Achievement

Under the leadership of the UCO Bank Employees' Association for eight decades, bank employees have been consistently working actively and from the forefront in UCO Bank, banking industry and with in various democratic, secular movements.

From this struggling experience, our organization has taught us that from the field of struggle, workers and employees have to realize their due demands! They have to fight for maintaining their rights and to create new materials too, if needed, for future generations which must be added. And we all know that all we are partners, soldiers of the struggle.

Meetings, marches, dharnas, strikes, etc., in every actions, which are elements of struggles, our members are actively participating. These elements of fights are always fresh and alive.

Apart from this, we have to take up the constitutional provisions as weapons while fighting against the various exploitations and deprivations of the state apparatus, misappropriation of Laws and regulations by the management as well as State.

We have to use various sections like Industrial Dispute Act, Labour Act etc. From the Labour Court to the Supreme Court, we have to consistently fight to establish and enforce the rightful claims of employees. This is also one of the elements of struggle.

Centrally and our various state committees have continued this struggle from the past and in present, in the Labour Court and in the court. Somewhere the fight has been extended, somewhere we have won. Even there, this victory was prolonged due to unfair role played by the authorities. But our fight did not stop.

Recently we have witnessed one unprecedented victory. Through the initiative of our West Bengal and Sikkim State Committee, essence of justice revealed. It is a stimulating event for the employees to get their just demands and in this process, the Central Committee has played its due role like as ever.

In the end of eighties, in 1989, due to sustained struggle, a historic agreement had been signed for absorption of casual sub-staff in phase manner, who had worked for 240 days or more between 1986 and 1989. More than thousands of casual sub staffs were absorbed throughout India. In West Bengal, except for a few for technical issues, almost all panelled employees were absorbed into the payroll of the bank by 2004.

[P.T.O.]

Some of those employees, who were absorbed, raised a pertinent point at the time of their retirement in the matter of Gratuity payments. They raised that as an employer, bank didn't calculate their temporary period of service for the calculation of gratuity as per Gratuity Act which bank couldn't. Two of them, Com. Ajit Kumar Mondal & Com. Dhruva Majumdar, requested our Association to stand with them for obtaining justice.

Our Association took the issue seriously and requested management for implement the Act. But Bank did not play due role. We had to go to the office of Assistant Labour Commissioner, Raniganj, Durgapore as they were working there. The cases are delicate and compound in nature, which requires a lot of documents and time along with never ending stamina. Our leaderships took the challenge and persuade tooth and nail. With individual ability to stick, Com Ashok Panigrahi inspired everyone, Com. Kamal Chatterjee took the vibrant role of academic assistance, Com. Sugata Chaudhuri and other leaders assisted with their best. State Committee cooperated with their ability. It continued for more than 3 years.

After a long and fruitful battle, an order for payment of gratuity for those days to the employees, was instructed by the ALC. Bank has been communicated accordingly.

Comrades, it is a tremendous and unique first time victory and a rare achievement in our Bank as well as banking industry. We hope that Bank will play their proper role to credit their dues at earliest.

This success is the product of our leadership's individual and collective functioning. We need to convey the message to all employees, to our members, that our job is to stand by all employees to play a role in realizing their just demands. UCBEA continues to do this with its legacy of struggle and will continue to do so in the future.

With warm greetings,

Comradely yours,



(Dhisankar Sengupta)
General Secretary