

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.18/2024

05.07.2024

To All Members

Dear Comrades,

Joint protest letter to MD & CEO of UFUBW against Bank's advertisement on Engagement of Apprentices

The representatives of three Unions viz. UCBEA, AIUCBEF & AIUCBOF, on behalf of the United Forum of UCO Bank Workforce, met our MD & CEO on 04.07.2024 and handed over a joint letter against the move of engagement of Apprentices in our Bank. MD & CEO opined that it is not the choice of Bank but being pushed up by DFS, Govt. of India with repeated reminders. He expressed his inability to withdraw the said circular. During the process of discussion, he assured us that the Bank will place indent before IBPS for recruitment of clerks for the year 2024-25 after assessment of vacancies. He also assured that management will also look into the process of recruitment in subordinate cadre.

We appended below the Joint Circular issued by the Convenor of United Forum of UCO Bank Workforce and the Joint Protest letter addressed to MD & CEO dated 04.07.2024 for your information.

With Warm Greetings,

Comradely yours,

(Prakash Chandra Roy)
General Secretary

Full Text of Circular No.UFUBW/02/2024-25 of UFUBW dt. 05.07.2024

U F U B W	UNITED FORUM OF UCO BANK WORKFORCE (AIUCBOF- AIUCBEF – UCBEA) Office Address: 2, India Exchange Place, 1 st Floor, Room No.10 & 12, Kolkata- 700 001 E-mail: aiucbof12@gmail.com Telephone: 033 22310327
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Circular No. UFUBW/02/2024-25

July 05, 2024

To

All Workforce of UCO Bank

Dear Comrade,

Sub: **Submission of Letter of Protest to MD & CEO of UCO Bank on Bank's Advertisement on Engagement of Apprentices aimed at to contractualise the perennial and permanent jobs**

On behalf of UNITED FORUM OF UCO BANK WORKFORCE, we the three (3) constituent Unions/Associations i.e. AIUCBOF, AIUCBEF and UCBEA met the MD & CEO of UCO BANK and submitted our letter of protest on Bank's Advertisement in regard to Engagement of Apprentices in the bank. While giving a patient hearing to our arguments MD in his reply told us that it is not the choice of bank but being pushed up by DFS, GOI with repeated reminders. He expressed his helplessness to withdraw the said circular. In this context we conveyed our serious reservation towards engagement of Apprentices in perennial nature of jobs and said that there is element of high risk in this process which bank should not ignore. We harped on Recruitment which can only solve the problem of acute shortage of manpower. To which he agreed to send the indent from our bank after making assessments. We also emphasized the need for recruitment of Subordinate staff which he agreed to look into. We will keep a watchful eye upon the developments in this matter and take appropriate action according to the need of the situation.

In this connection, please note that the constituents of UNITED FORUM OF UCO BANK WORKFORCE is scheduled to meet at Kolkata on July 11, 2024 to decide further course of action, which will be followed by submission of Memorandum to MD & CEO on deteriorating service conditions of workforce and neglecting bilateralism and Trade Unions.

[P.T.O.]

We enclose a copy of our letter of protest dated 04.07.2024 for your perusal.

We will keep you informed of further developments in this regard.

With Warm greetings,

Thanking you,

Comradely yours,

Sd/-

Sandeep Chowbey
Convenor

Joint protest letter to MD & CEO on 04.07.2024

Place: Kolkata

Date: 04.07.2024

The Managing Director & CEO
UCO Bank, Head Office
Kolkata

Respected Sir,

Subject: **Bank's Advertisement on Engagement of Apprentices aimed at to contractualise the perennial and permanent jobs**

At the outset, we firmly lodge our protest and opposition on the contemplated scheme of engaging apprentices. We also convey our displeasure & disapproval over the attitude of the management for ignoring the reality, staff shortage and need for regular recruitment at all level. In our view such a step of engaging apprentices for a limited period in an institution like ours will prove to be detrimental to the interest of the Bank in the long run.

From the contents of the advertisement we observe that Bank has decided to engage apprentices in different states. Most intriguing factor is that Bank has decided to engage apprentices to use them as directly or indirectly in the perennial jobs of Bank for limited period violating the recruitment policy. This could be further seen from advertisement that they will be trained by the Bank's cost but would not be utilised permanently.

Thus, the advertisement has generated unrest among the employees and we are constrained to take a stand against the scheme 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, a grave injustice to the educated in employed youth.

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, regulation, governing the services of employees as a whole.

We understand that 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 of Daily wagers in subordinate cadre.

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 you to stop further action.

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

We hope that you will understand our anxiety and concern, halt further steps in the above prices and unleash steps to ensure filling up of all permanent vacancies in clerical and subordinate cadre through regular recruitment.

In this regard, it is pertinent to remind you that in the past our demand for a meeting with the high level team of Management for explaining our views and concerns has not been given its due importance.

But now we find that our approach has not been considered as a responsible one to respect bilateral spirit and industrial relationship. Hence we feel the necessity your immediate & meaningful intervention to avoid possible industrial unrest.

We hope it will be considered prudently.

Thanking you,

Sd/-
Sandeep Chowbey
General Secretary
AIUCBOF

Yours faithfully,

Sd/-
Partha Chanda
General Secretary
AIUCBEF

Sd/-
Prakash Chandra Ray
General Secretary
UCBEA