

# 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.16/2025

26.05.2025

## **To All Members**

Dear Comrades,

**Re: Request for initiating process of absorption of casual workers working in bank.**

We reproduce hereunder the full text of our letter dated 23.05.2025 addressed to the Managing Director & CEO of our Bank by our General Secretary on the captioned subject for your information.

With warm greetings,

Comradely yours,

(Joydeep Das)

Dy. General Secretary

## **Full text of our letter dated 23.05.2025 addressed the MD & CEO of UCO Bank**

### **Quote**

We invite your attention to the subject cited above and submit to you the following in connection with the same.

Sir, in the year 2011, 2012 & 2013, there were consensus reached between management and unions that absorption of casual peons and sweepers would be considered by the Bank.

Thereafter, Bank again went on loss and we were assured that once Bank recover its position, matter would be considered favourably.

Now, as there is no virtual recruitment in subordinate cadre, Branches/Offices are forced to engage daily wagers and as of today about 2200 branches/offices do not have permanent staffs in subordinate cadre.

In informal discussion, all executives agree that Branch/Offices are dependent on daily wagers, but no one comes forward to even guarantee minimum wage for such daily wagers. In result numbers of grievances are raised with respective Labour Commissioner of different regions.

Sir, you will further appreciate that as a public institution we cannot continue with this unfair practice of engaging and continuing with casual workers for decades. A large number of such workmen completed even two decades of casual service, at place in own name, at place in different names. Branches are also resorting to unfair practice of debiting Office Account or otherwise, without debiting 'Salary and Wage' under 'Working Expense' account to obviate accountability.

Recently a letter was also issued by GAD asking the Zones to provide the cost incurred in the process. We thought that Bank is contemplating to consider their case favourably. But the said circular is recalled by HO.

In view of what is submitted above on this long pending issue of casual workers, we urge upon your good office to please direct our HRM department to take a positive approach over this issue.

We suggest the following for your consideration.

- 1) Bank may pay them the minimum wages in the first place.
- 2) Grant them a temporary status with P.F. & ESI facilities as desired by Central Government.
- 3) Absorb them in a phased manner.
- 4) Start recruitment in new vacancies by fixing a cut off date instead of engaging new casual workers in new vacancies after that cut-off date.

We trust you will favourably intervene on this long pending issue.

With regards,

Yours faithfully,

Sd/-

(Prakash Chandra Ray)

General Secretary

**Unquote**