

UCO BANK EMPLOYEES' ASSOCIATION



(Registration No.795 & Registered under Indian Trade Union's Act)



[Affiliated to Bank Employees Federation of India]

10, B.T. M. Sarani, 3rd Floor, Kolkata-700001

Tel : 033-44557316

Fax: 033-22341426

E-mail: ucobea1426@gmail.com

Circular No. 22/ 2023

Date: 06/08/2023

To all members

Dear Comrade,

Our approach and our programme

UCO Bank Employees Association (UCBEA), formerly United Commercial Bank Employees Association, will be celebrating its 78th Foundation Day on 13th August 2023. It started its journey on 13th August 1946, just one year before India attained its independence in 1947.

UCO Bank Employees Association (UCBEA), formerly United Commercial Bank Employees Association, will be celebrating its 78th Foundation Day on 13th August 2023. It started its journey on 13th August 1946, just one year before India attained its independence in 1947.

That was a period of a country-wide upsurge among bank employees in general for organising trade unions in different banks as instruments of struggle for better life. UCO Bank employees did not lag behind and formed its first trade union in the city of Kolkata as "The United Commercial Bank Ltd. Employees' Association." After nationalization of the Bank, the name was changed as "United Commercial Bank Employees Association." It was one of the participating Unions in the foundation conference of All India Bank Employees Association in 1946.

Being the first and foremost trade union in UCO Bank, it took upon itself the task of unionising the employees in different places and succeeded in developing a network of units throughout the Eastern and North-Eastern States, i.e. undivided Bengal, Bihar, Orissa, erstwhile undivided Assam (which comprised the present States of Assam, Meghalaya, Nagaland, Mizoram, Manipur & Arunachal Pradesh) and Tripura as also in Goa in the West and some centres like Pune, Kolhapur, Nagpur in Maharashtra. Subsequently, as and when branches were opened by the Bank in Sikkim, the Association lost no time in forming its units there too.

In the meantime, employees' unions in the Bank came into existence in other parts of the country as well. As the largest and oldest among them, UCBEA played a pivotal role to bring them under one all-India platform, leading to formation of All India United Commercial Bank Employees Federation in March 1963 with headquarter at Kolkata. Within a short span of time, the Federation, by its sustained efforts and well-coordinated struggles, succeeded in settlement of long pending nine years' bonus disputes as well as a negotiated promotion

....2

....2....

policy agreement for the first time in the history of the Bank. But we witnessed undemocratic atmosphere within the organizations and faced disaffiliation. These unforeseen developments created an unavoidable situation when it had no other alternative but to associate itself in the process of formation of Bank Employees Federation of India in the year 1982 to uphold the cause of the Bank employees and their glorious heritage of struggle. Since then it has been functioning as a major unit of BEFI.

We glorified our role in pre-nationalisation era and also in nationalized era. Our branches grew, our membership grew up to a certain time. A series of glorious struggle was experienced by its leaders and members. Then throughout nineties of last century Bank witnessed crisis with consecutive loss over a decade. We played our role along with our members in support of the revival process.

Bank again faced a crisis from 2016 to 2020 and again our members raised to the occasion to contribute their best. Now our Bank has crossed the business limit of Four Lakh crore and yielded highest Net Profit where positive contribution of our members along with others is praiseworthy.

Now that central government is pursuing a policy to corner the public sector institutions including Banks. The drive for privatization and virtual dismantling of public sector banks are part of the design of ruling combination. We must stand solidly and unitedly against this uncalled for design on this day. In our bank we are in the struggle with our demands of adequate recruitment in award staff cadres, absorption of casual employees and opposing engagement of contractual workers, apprentices etc.

Our determined struggles and movement in defence of the employees' issues have added to its laurel many achievements to advance the cause of the employees. It continues to pursue these issues at the Bank level with relentless efforts on its own as well as jointly with other unions, as warranted by circumstances. But the bank management, to weaken the employees' united bargaining power, took recourse to divide and rule policy to curtail our negotiating status by adopting a dubious Industrial Relations Policy. Thus the Association is now faced with a new challenge at the Bank level, apart from the serious offensives emanating from the pernicious neo-liberal globalisation policy pursued by the Central Government at the behest of World Capitalism. Attacks are mounting on every section of working people including Bank employees. Despite of all the hurdles UCBEA is growing and marching ahead. Hence the need of the hour is to strengthen the united battle of the working class, irrespective of trade union affiliations.

We should apprise the members as to how in our Bank, disunity have been created by management among the ranks of members and leaders under the cover of so-called new IR/MR Policy. So far our experience is very bitter and things did not move well at all in desired direction. We witnessed that from the desk of different departments, some adhoc decisions, not adherence of the guidelines are doing regularly. Now all the unions are seriously concerned over the passive attack. UFUBU have been formed and we are striving to forge unity among its constituents so that we can combat the situation jointly.

As a militant unit of BEFI, UCBEA is not lagging behind in playing its role in this ongoing struggle in the country. On the historic occasion of its 78th Foundation Day, UCBEA renews its pledge to carry forward the movement, be it under the banner of BEFI, UFBU or any

...3

...3....

other broad based platform of the working masses against the common dangers unleashed by the Government of our country.

We advise our State Committees to celebrate the historic occasion, throughout the year starting with 13th of this month in a befitting manner.

All we know that this year's 13th August is Sunday. Celebrating 78th foundation day on 13th instant may not be possible in different places. So, we have decided to observe the occasion in different ways. We suggest our state committees as well our members at branch level to hold the following programme :

1) Weeklong badge wearing programme from 11th August to 18th August 2023, where it will be possible, either every day or on a specific day within the week as per the directive of respective State Unit.(printed Badges will be sent to you soon. A digital badge will also be sent for circulation among members, if printed badges are not reached within the period.)

2) To hold a General Meeting at least at state capital, hoisting of flag of the Association, where possible, on that day or any other day within the week, after office hour at a suitable place.

3) If any State Committee fails to hold the meeting on 13th, they can hold it on subsequent day within the week.

4) At buildings of Head Office, we would like to request WB & Sikkim State Committee to decorate gates befittingly to celebrate the august occasion.

5) We have already requested Reception Committee of 11th National Conference of Bank Employees Federation of India to arrange for us a suitable place within the Conference area for hoisting our flag to celebrate our 78th Foundation Day before 09-00 A.M. or before start off the Conference Session. We hope All India President will hoist our beloved flag on the Foundation Day befittingly in front of leaders of all over India of the banking industry.

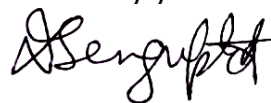
6) During the period towards 79th Foundation Day, we will publish a souvenir on history of our glorious journey.

7) We would like to launch the upgraded version of UCBEA's Website on 13th August or any suitable date within the week befittingly.

The members attending the General Meeting/programmes should be appraised of the glorious existence of our organization.

With warm greetings,

Comradely yours



(Dhisankar Sengupta)

General Secretary