

Circular No.22/2026

22.07.2026

To All Members

Dear Comrades,

Sub : Apex Level Grievance Redressal Meeting held on 17.07.2026

The Apex Level Grievance Redressal meeting with the Management of UCO Bank and our Association was held on 17.07.2026 at Head Office-1. The meeting was attended by the undersigned along with Com. Manojit Banerjee (President), Com. Narendra Kumar Nayak (Deputy General Secretary), Com. Joydeep Das (Deputy General Secretary), Com. Rajesh Dey (Assistant General Secretary) on behalf of our Association. From the Management side Chief General Manager & General Manager (HRM, PSD, Training and OL), Deputy General Manager (HRM), Deputy General Manager (PSD) and four other Executives attended the meeting.

At the outset, General Manager (HRM) apprised the present day scenario of the Bank and stressed the need of business growth. He appealed for our cooperation for achieving the business target of our Bank for this financial year. Chief General Manager also addressed the meeting and took part in the discussion.

The undersigned also assured full cooperation regarding Bank's achievements and customer service as per our service condition. We expressed our thanks for holding Apex Level GR meeting and hope that a meaningful discussion would take place and implementation of agreed issues should be taken care of by the management.

The undersigned draws the attention of the management that the majority union in our Bank, as of now, is having membership below 50% of the total award staff and UCBEA is not lagging far behind. So we should also be included in the discussion in the policy matters. Then we placed our suggestion to review of GR/IR mechanism such as (a) Any union having membership strength of 25% should be considered for negotiation on policy matters (there is a DFS Circular presently says a majority union can be identified if such union is having 25% strength) (b) At least one annual GR meeting at other Zones particularly In Agartala zone and over and above holding half yearly GR meeting at Capital Zonal Offices at present, to thrash out problems which can be addressed at Zonal Level. We requested management to arrange separate GR meeting for some sensitive Zones. Management's response in this regard is that, although it is a policy matter, they may explore the possibility of holding GR at the other Zones particularly in Agartala.

We have taken up the issues of adequate recruitment in non-subordinate & subordinate cadres and expressed our feelings that present indent to IBPS for clerical cadre is inadequate and be reviewed. It is very much required to minimize deteriorating work life balance due to acute shortage of staff. Management assured us of attaining at least two non-subordinate staff per branch in near future.

We raised the issue relating to absorption of casual/temporary sweepers/workers including canteen boys in general and the casual workers engaged before 31.03.2012 and also till today. During discussion of the issue we reiterated our views and suggestions which were placed before our MD & CEO earlier – i) Pay them the minimum wages in the first place, ii) Grant them a temporary status with PF, Bonus & ESI facilities as per the Central Govt., iii) Absorb them in a phased manner, iv) Start recruitment in new vacancies by fixing a cutoff date instead of engaging new casual workers in new vacancies. The Management assured us the payment of minimum wages as per Govt. notifications. They are also considering a proposal to extend them a temporary status on a contractual basis. Here we remind them that there were a consensus reached, in the year 2011, 2012 and 2013, between management and the unions that absorption of casual peons and sweepers would be considered by the Bank. On providing temporary status our view is that, it can be done as an interim measure, pending absorption as a permanent staff, but with some conditions as they should be given minimum wages as per central government rates with facilities of ESI, PF and Bonus and no one should be left out those are working as casual employee.

[P.T.O.]

Other major issues which were discussed –

i) Perquisite Tax consequent upon Supreme Court verdict – We have submitted various suggestions and communications to examine and consider how Bank can afford to make good the burden of taxation on the employees and requested to update and share information, if any. It is a common issue involving all the employees of the Bank. Management assured that they are seriously thinking over it.

ii) Fixation of basic including two graduation increments in the salary of newly joined CSA, either through IBPS or on compassionate ground, be made automatically as the minimum qualification of CSA is now graduate. After DV, in the appointment letter this point should be incorporated. Anomalies in the fitment of newly joined ex-servicemen also to be removed. Management told that it is already in the process of implementation in HRMS and it will be fully operational shortly.

iii) Our grievances was on violation of Leave Rule – a) PL is not being credited after completion of 11 months of service for new recruits as per provision as laid down in Clause-13.17 of Bipartite Settlement dated 19.10.1966.)B. Sick leave is not being granted on pro-rata basis during the first calendar year of service as per provision as laid down in Clause-V(iii) of the Settlement dated 08.11.1973 (Settlement on 'Other Issues'). Management agreed and assured that from now onwards PL & Sick Leave will be credited accordingly for new recruits in their first year.

iv) Anomalies in Promotion Policy 2024 – some areas of concern – a) As per the Clause No.4.6.4 of Part-IV wherein the eligibility :- minimum service period is mentioned 1 year for selection to be a SCSA (Cash), but newly entrants, in many cases, are compelled to keep cash keys of 'Cash Vault' and discharge all the duties of SCSA (Cash) from the date of joining. We demanded removal of the said clause. B) As per the Clause No.4.6.6. of Part-IV about the relieving of selected employee for the post of Special Pay within 90 days will depend on the discretion of Zonal Head. It is a new feature added which is against the interest of award staff. We demand a review of the same. Management assured that it will be taken care of during the revision of PPS.

v) Seniority List : Yearly seniority list to be published for both subordinate and non-subordinate cadres as per provision in the Promotion Policy Settlement dated 05.11.2024, Clause No.4.6.2(c). Management assured to publish and provide the seniority list from the next financial year.

vi) Officiating in place of ABH should be paid day-wise as per provision in Clause No.5.1 of PPS 2024. There is no scope in HRMS module to put the details of officiating claim in place of ABH. Management expressed a considerate view to resolve the issue.

vii) Notification of functional allowance bearing posts in subordinate & non-subordinate cadre is pending for long in many states. Management assured that Capital Zones shall be advised to follow policy guidelines.

viii) We observed that in several States, Zonal Offices are acting beyond the guideline of transfer, deployment, displacement, Deputation and posting etc. on which we raised issues to micro level where employees are suffered due to violation of policies. Prevailing policy of Bank should not be override or ignore at any cost. The seniority in service is the main criteria for accommodating a request transfer of a workman from one branch to other, within a Zone or outside the Zone, as the case may be. Inter-state transfer cases in which transfer case have been permitted by the Head Office the transferees should be relieved and nobody should be detained in any cases. We put forward many examples in different States in this regard where they are not relieved. Management assured to take care of the issues on case to case basis.

ix) Regarding non-forwarding of request transfer applications, pertaining to inter-state & intra-state cases, particularly in Bihar state. Management agreed to issue advisory to all Zonal Offices asking them not to hold any of the applications at their end.

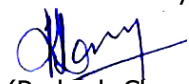
Apart from these, many individual issues of different States were also raised and discussed involving compassionate appointment, officiating, transfer and relieving etc. Amicable resolution of many of them could be reached by the intervention of CGM and GM(HRM).

At the end, DGM (HRM) thanked the participants in the meeting and assured that all out efforts would be made to implement the agreed issues. Undersigned on behalf of our organization reciprocated with thanks.

With warm greetings,

Comradely yours,

Yours faithfully,



(Prakash Chandra Ray)
General Secretary