

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,

CEC Meeting of our Association held at Bhubaneswar on 26th & 27th April 2025

The Central Executive Committee (CEC) meeting of our Association was held at Bhubaneswar, the capital city of Odisha, on 26th & 27th April 2025. It was our 3rd CEC meeting after 23rd All India Conference. Prior to the CEC meeting, an Office Bearers' meeting was held to discuss and confirm the Agenda Note, provided by the General Secretary, for placing in the CEC meeting. Office Bearers discussed at length on organisational developments in States, on issues resolved, pending issues and our future task. Discussions on some proposals were also held. The Agenda Note was unanimously approved with addition and alteration for placing before the CEC.

After conclusion of the Office Bearers' meeting CEC meeting started and the Presidium formed consisting of President Com. Manojit Banerjee, both the Working Presidents Com. Ajay Chatterjee, Com. Sanjay Kudesia, and Vice Presidents Com. Dhisankar Sengupta, Com. Jitender Sharma and Com. David Chakraborty.

At the outset, one minute silence was observed in memory of the victims at Pahelgam attacks by terrorist, Ex-General Secretary Com. Anindya Basu, Com. Sitaram Yechuri, leader of toiling masses, leaders and workers of democratic and trade union movement all over the world, people and soldiers who lost their lives in the hands of terrorist and divisive forces and people who were killed in multiple train accidents and natural calamities throughout India during this period. We bow our head and pay respectful homage to Tilottama who was raped and killed at her workplace and demand for JUSTICE. We also condemn the brutal attack by terrorists at Pahelgam.

After that Agenda No.1 regarding **Confirmation of Minutes of last CEC meeting dated 9th & 10th August 2024 at Kolkata** was taken up, which was unanimously approved by the House.

General Secretary Com. Prakash Chandra Ray placed the Agenda on **Organisation and our Task Ahead**, clubbing together, before the House at the call of President.

While narrating on the Agenda, General Secretary informed the House about the organizational meetings held after the last CEC Meeting held at Kolkata during August, 2025. The Apex Level Grievance Redressal meeting with the management of UCO Bank and our organization was held on 9th December, 2024 at Head Office-I (10, Brabourne Road, Kolkata). We demanded for adequate recruitment in subordinate and non-subordinate cadres without any further delay. In the matter of the recruitment of clerical cadre, they informed that they have already placed their indent and also assured for more after discussion with the competent authority as per need and assessment. Now we observed that from IBPS, name of 384 candidates has been sent to UCO Bank. But we strongly feel that the number is not adequate at all. We have been informed that only about 70% attended the scheduled DV. So we will have to demand to the management for sending indent from reserve list of IBPS immediately. We demanded for release of pending compassionate appointments and also cases of premature retirement on health ground under the new scheme. Management informed us that they are regularly disposing of all such cases. However in respect of some pending cases we are pursuing in the matter. We also raised our voice and demanded for providing the copy of calculation sheet to the families of the deceased employees whose application for compassionate appointment were rejected for maintaining transparency. Management assured to look into the matter with positive spirit. We demanded for end of all temporary posting and deputations and raised that in some cases such temporary posting is continuing for more than stipulated period. Management reacted and assured to correct the position by suitable instruction. We have pointed out some anomalies in the salary viz. for payment of officiating, graduation increment, PQP etc. Management assured to examine and to do the needful on case to case basis. Cases of pending inter-state transfers, fixation of stagnation increments, fixation of ex-servicemen fitment, fitment on promotion, pending officiating arrears, pending additional leave, non-credit of sick leave as per provision in the 12th BPS, non-payment of revised pension/family pension etc. of employees were raised categorically. Some cases have been already released between the period of our date of submission of GR issues and the date of meeting of GR. Other issues are accepted by the management with serious note and assured for immediate redressal.

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We demanded that regular BDC Meeting should be held at all levels. We also demanded work class power should be properly capped as per the provision of 12th BPS. We also pointed out work class power is not getting reduced after completion of officiating period. Management assured us of looking into the matter. We also placed our agony on the matter DIT related problems faced by the employees which also required for hassle free customer services. Management assured for holding a separate meeting with DIT along with OSD and PSD if necessary. General Secretary also discussed State-wise issues and we mentioned some cases of irregularities by different Zonal Offices in the matter of non-relieving of selected functional allowance bearing posts holders, order of transfer/deputation beyond the rule and guideline of the Head Office, working period of the HKP and its re-designation, non-acceptance of transfer application, pending compassionate appointments, delayed reimbursement of TA bills, lesser payment of LFC etc., where management assured for immediate interference as per Bank's norms. We requested management to arrange separate GR meeting in Agartala Zonal Office comprising the issues of employees of States of Tripura, Manipur and Mizoram. He also mentioned about some clauses of PPS 2024 which are detrimental to the interest of the workmen staff.

Now in the 2nd week of March 2025, Management requested for submission of issues for next Apex level GR Meeting. We requested all our State Committees to provide their issues for submitting the list of issues to the Management. We did so and would like to add more issues after this meeting.

During the period, in continuation with our independent functioning for solving issues, we tried to develop united movement in our bank as per decision of last All India Conference which were elaborately discussed and accepted in the last CEC Meeting.

Undersigned explained in detail the condition of our organisation with a brief report on state-wise information of our Association regarding State Committee meetings, State level GR Meeting, Branch visits, pending subscriptions, collection of donations/ levy to protect organizational discipline, move to increase membership strength, etc. Pending issues were also of utmost importance to our organisation. General Secretary expressed our concern on absorption of casual sweepers, workers, notification of functional allowance bearing posts, recruitment of staffs in clerical & subordinate cadres. He also expressed our concern on relieving issues, officiating, violation in the matter of transfers, deputation, posting, IT related issues, unlawful target fixing etc. along with management's de-motivational role, on compassionate appointments, **terminal issues like pension** etc. All are being taken up by us through communication and discussion for proper action of the management. Besides this, the undersigned explained the condition of the Bank and it's business growth and for which our role is also praiseworthy. To increase our strength, in every sphere including membership, implementation of programme etc., he suggested to form a Core Committee of leadership from CEC and others as per necessity. Names would be finalized after his next visit to Kolkata.

General Secretary requested all leaders to observe our 80th Foundation Day on 13th August 2025 all over India along with observing 80th Anniversary throughout the year in befitting ways. To make this occasion a grand success he feel that there must be various events to be organised by our Central Committee as well as State Committees like cultural programme, sports, seminar, blood donation camp, release of poster & badge, social work, felicitation etc. on that day or during the period from 13.08.2025 to 12.08.2026. Even in during our next 24th All India Conference, scheduled to be held in and around February 2026 along with State Conferences going to be held during the period mentioned, we can observe the 80th Anniversary with various programmes. We need to accommodate our members, ex-members and others in all programmes with proper planning.

To monitor the celebration programmes General Secretary suggested formation of the following Centralised Sub-Committee under the Convenorship of Com. Dhisankar Sengupta. Other members of the Sub-Committee are Com. Ashok Kumar Panigrahi, Com. David Chakraborty, Com. Joydeep Das, Com. Prateep Pal, Com. Moumita Ghosh and Com. Sidhartha Kumar Bhattacharjee, Com. President and Com. General Secretary will be present in discussion/meetings of the Sub-Committee to finalise everything. This Sub-Committee may discuss with other leaders, if needed. All Office Bearers, CEC members are requested to advice/assist the sub-committee. State Committees can also give suggestions for successful implementation of the event through General Secretary.

Further General Secretary submitted that one **"FUND FOR UCBEAN BENEFIT" (FFUB)** would be formed. He suggested names of members of a preparatory Committee which would finalize everything before the next CEC Meeting. The names of the members of the preparatory committee as proposed by the General Secretary are:

Com. Joydeb Dasgupta, Com. Kamal Chatterjee, Com. Monojit Banerjee, Com. Prakash Chandra Ray, Com. Ajay Chatterjee, Com. Sanjoy Kudesia, Com. Dhisankar Sengupta, Com. David Chakraborty, Com. Aman Deep Singh, Com. Jaydeep Das, Com. Dibakar Barman, Com. Sanjeev Jain and Com. Prateep Pal.

Previously it was decided that we will take one time action for financial help to casual employees, temporary employees etc. (deceased family) from the organization, who were expired/affected by COVID. We need information on the matter along with suggestions. He requested all State Committees to send names and details of such Comrades, if any.

General Secretary informed the house about our 2nd All India Women Convention, hosted by UCBEA- MP & CG State Committee, was held in Bhopal on 14th December, 2024. A colourful procession of women employee of UCBEA was held, which culminated at the Convention Venue, named Tilottama Auditorium at Bhopal City (renamed as Anindya Basu Nagar). The Convention unanimously elected a 23 member of All India Women Sub-Committee with Joint Conveners as i) Com. Kumkum Dutta [WB & Sikkim] ii) Com. Shilpa Rathore [MP & CG] for the next term.

He placed our views on **various problems regarding DIT faced by employees while in operation for rendering customer service etc.**

He expressed our concern in the matter of incorporation of our Association in discussion on Policy Matters pertaining to Workmen Staff in UCO Bank citing Judgments of Hon'ble Supreme Court and demand for exploring ramifications thereon on industrial relation climates and demanded strongly that it is desirable that Bank should obtain our opinion in all policy matters before finalizing. He discussed on '**Non-compliance of Bank's guidelines by different Zonal Offices in the matter of different issues/claims of employees**'.

General Secretary placed our future programme independently as well as jointly on the demands of adequate recruitment, absorption of casual/temporary employees, minimum wage to casual/temporary employees, non-functioning of Zonal Offices, pending arrears, reluctant attitude on compassionate appointment, payment of terminal benefits, release of pension etc. He suggested to chalk out our future course of action on the matter like Dharna, Demonstration, pen down and all types of avenue to strike management to proper resolve of issues.

He narrated the position of **Joint Movement**, as per the directives of last All India conference, UFUBWF (United Forum of UCO Bank Work Force), revived and different discussion was held among leadership of three unions. UNITED FORUM /WORKFORCE, of three (3) major unions have written two letters to MD & CEO and also discussed with him in person when we met him on 31st December, 2024. MD though was sympathetic with the demand yet remained noncommittal citing certain technical and practical difficulties. During the period we placed our joint communications to MD & CEO, We placed our request **for Employer's Assumption of Tax Burden on Perquisites Under Section 17(2) of the Income Tax Act, 1961. Request for Consideration of TDS Absorption on Perquisite Value of Loans.**

On the matter Industry he placed that BEFI organized **National Workshop exclusively on the subject of the temporary workers of the banking industry as** since the advent of new economic policy in our country, we're coming across increasing trend of deployment of more and more temporary/contractual workers in the banking industry, outsourcing of permanent jobs, where our leaders were present. He also narrated that **All India Demand Day on 19 Dec 2024 at the call of BEFI** was observed throughout the country against the Loot and Plunder by some corporate tycoons by wearing badges. We also observed **All India Demand Day on 21st January 2025** throughout the country against the onslaught of the Central Government by wearing badges. We also took part in other various programme of Insustry called by BEFI/UFBU.

He informed the house that during the period UFBU decided for Strike action in Banking Industry. The UFBU met on 11 Dec 2024 at Chennai and identified issues for agitation programme.

Subsequently, a meeting of all constituent unions was held on virtual mode and finalised agitation programme including multiple day strike. **Two days Country wide Bank Strike was declared on 24-25 March 2025 at the call of UFBU. Several Agitational Programme had been taken where we participated but at the conciliation meeting IBA/DFS placed their views for review on which Strike was deferred.**

He informed the House on General Strike slated on 20 May 2025, as per the decision of the National Convention of Workers held on 18 March 2025 at Delhi.

Following comrades took part in deliberation on the agenda –

Com. Dikshant Thakur, Com. Tirthal Trivedi, Com. Manu Prasad, Com. Ravi Deo Chandra, Com. Goverdhan Sharma, Com. Amit Ghosh. Com. Sunil Nathani, Com. Anita Beck, Com. Sanjoy Mahato, Com. Srikanta Dash, Com Ravi Kumar, Com. Shilpa Rathore, Com. Sanjay Parida, Com. Kumkum Datta, Com. Kanhaiya Kumar Barnwal, Com. Radhika , Com. Apurva Dekate, Com. Avinash Dhameja, Com Sayak Das, Com. Utpal Adak, Com. P K Das, Com. Amrit Mahapatra, Com. Tarun Das, Com Dibakar Burman, Com. Biswanath Chatterjee, Com. Mutum Anand Meitei, Com Rahul Sharma, Com. Prateep Pal, Com. David Chakraborty, Com. D K Sahoo, Com. Jaydeep Das, Com. Sanjay Kudesia, Com. B. Prasad, Com. Ajay Chatterjee, Com. Dhisankar Sengupta.

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Discussions were lively and had full of logical with pragmatic views for development of organization along with proper suggestions. All were serious about Bank and concern about the casual attitude of a section of management on issues of employees. They also placed the report of organizational functioning of areas, state wise, Zone wise.

During the discussion in CEC meeting, all CEC members including Office Bearers emphasized the need for the development of our organization and they also talked on achievements. They expressed that they are also very much concerned about the reluctant and apathetic attitude of Zonal Offices particularly in HRM Dept. which caused de-motivation. They also placed their views with positive mindset in support of the proposals of General Secretary in the matter of forthcoming programmes etc. They placed their expectation of more activeness of Central Office. They also spoke on all the issues involved including legal issues. A lively discussion took place where they also expressed the necessity to strengthen the functioning of the organization at the state level. House unanimously accepted all the suggestion of General Secretary. President while summing up the meeting he requested all to move with dedication and with acquiring knowledge. He hoped that our golden journey will be celebrated befittingly. He declared the other decisions of the house on the deliberations, suggestions of General Secretary -

1] In respect of our future programme, independently and jointly as mooted by the General Secretary, also accepted unanimously. All State Committees are advised to prepare the committees for successful implementation of all programmes to strike the management.

2] To celebrate 80th Foundation day and 80th Anniversary of UCBEA, a Sub Committee which has been proposed by the General Secretary is accepted by the house unanimously. All Office Bearers and CEC members are requested to advice/assist them. They and State Committees also can give suggestions for successful implementation of the event through General Secretary.

3] Conferences of the State Committees to be held during the year 2025 & 2026, including 24th All India Conference, scheduled to be held in 2026, be treated as 80th Anniversary Conference.

4] President declared that the names suggested by the General Secretary for the preparatory committee for the purpose of formation of **"FUND FOR UCBEAN BENEFIT" (FFUB)** is accepted unanimously.

5] A Core Committee will be formed to combat the emergent situation, attacks, legal issues etc. as per suggestion of the House and the General Secretary is entrusted to do the needful after discussion with others, if necessary.

6] One time action for financial help to casual employees, temporary employees etc. (deceased family) from the organization, who were expired/affected by COVID. We need information on the matter along with suggestions. He requested all State Committees to send names and details of such Comrades, if they find.

7] Decisions have been taken that all State Committees will hold Meetings and ensure Branch visits, interaction with members regularly. Due subscription should be paid without any delay at least up to June 2025 properly and henceforth regularly. State Committees, who have not yet submitted the names for the All India Women Sub-Committee, are requested to send the names immediately.

Com. Narendra Nayak moved the vote of thanks to the Presidium for their splendid job to complete the CEC meeting fruitfully.

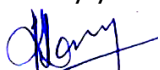
Comrade, need of the hour is to understand the gravity of the situation and to act firmly and calmly with goals set before us. We trust, we would be able to carry forward the message of the Central Executive Committee meeting and remain ready with all preparedness to respond to the demand of the situation. Let us march –

- **March on to Strike Programme on 20th May 2025 befittingly and actively.**
- With our independent movement/programme schedule, as per the communication of the central office for the benefit and betterment of award staffs in our Bank.
- With our joint movement/programme, as per the communication of the central office.
- With our strong organizational ability at the state-level for doing the needful for our members.
- To reach each and every member of UCBEA as well as workmen of the Bank through our different tier of organisaiton i.e. we have to reach the unreached in our 80th Anniversary year.

With warm greetings,

Long Live UCBEA
Long Live BEFI

Comradely yours,



(Prakash Chandra Ray)
General Secretary