

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 New Delhi on 22nd & 23rd July 2023

The Central Executive Committee meeting of our Association was recently held at New Delhi on 22nd & 23rd of July 2023.

Delhi State Committee of UCBEA, under the able and experienced leadership of their State Secretary, Com Harish Miglani, along with new jubilant leaderships, organized the meeting with pomp and grandeur. All arrangements were excellent and there was overwhelming participation of the members of Central Committee from across the country.

President Com. Prakash Ray presided over the meeting. Besides Com. Ajay Chatterjee, Working President, Com. R. K Hira, Senior Vice President and other Vice Presidents namely Com. R K Singh, Com. Prateep Paul, Com. Amandeep Singh were in the presidium.

At the outset, two minutes' silence was observed in memory of the departed leaders of our Association namely Com. Hrushikesh Mahanti, Com. Sanjay Kumar Saha, Com. Subir Kumar Dey, Com. Gajendra Sason, our other departed members and in memory of those who sacrificed their lives for the cause of democratic and working class movement as well as for the country. The house also paid tribute to the innocent citizen killed in ongoing disturbances in Manipur.

Homage was also paid in memories of people who lost their lives in natural calamities, accidents etc.

After confirmation of the Minutes in Agenda 1, submitted by Com Manojit Banerjee, rest agenda pertaining to organisation, joint movement, Bank's related issues and meetings as well as our issues were taken up. General Secretary placed all the agenda clubbing into one, from agenda paper, already circulated among the leaders.

At the outset, General Secretary informed the house about the organizational meetings held after the last CEC meeting – 1) One Core Committee meeting, 2) Two Kolkata-based Office Bearers' meeting, 3) One Virtual Office Bearers' meeting of CEC. In these meetings we had several discussions among ourselves on different issues related to our members in particular as well as the Bank and award staff employees.

During his deliberation, General Secretary informed the house about the Apex level GR meeting held on 24.02.2023 and its outcome where we successfully reached in proper conclusion in favour of award staff employees, most of the cases, as per list submitted.

He briefed the house about the Staff Welfare Committee meeting held on 22.06.2023 where new MD & CEO joined. He also informed the house about the meeting and the programme taken by the management on digital HR Transformation.

[P.T.O.]

During this period, we have taken our independent programme along with joint movement with all constituents of UFUBU on the matter of adequate recruitment in all cadres, absorption of casual/temporary employees, reintroduction of old IR machinery. The meeting held on 28.03.2023 where all General Secretaries & Presidents of all constituents were present for preparing a joint programme/movement on the day when our Hon'ble President, Smt. Droupodi Murmu was felicitated by our Bank at Kolkata. We raised our protest and resentment about media reporting on outsourcing of job and against management circular on engagement of Apprentices.

He 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, membership strength etc. Pending issues were also of utmost importance to our organisation. He expressed our concern on absorption of casual sweepers & casual workers, notification of functional allowance bearing posts, recruitment of staff in clerical & subordinate cadres. He also expressed our concern on relieving issues, officiating, violation in the matter of transfer, deputation, posting etc. along with management's de-motivated role on compassionate appointments, terminal issues like pension etc. All were to be taken up for proper comply. Besides this, the undersigned explained the condition of the Bank and its grown up business and for which our role is also praiseworthy. He also expressed concern on the large corporate NPA. He congratulated all on the celebration of 55th Bank Nationalization Year. He also requested leaders who were elected delegates/observers from respective state level conference/convention to attend All India National Conference of BEFI going to be held from 12th to 14th August 2023 at Chennai.

He requested all leaders to observe our 78th foundation Day on 13th August 2023 all over India in befitting way, if possible, including flag hoisting at least in front of all capital Z.O., including Badge Wearing from 11th August to 16th August 2023. He congratulated all, for successful implementation programme of Badge Wearing on 21st July 2023. He also requested all to do the needful to make successful implementation of future events like postering, submission of memorandum etc.

General Secretary placed our future programme independently as well as jointly, whenever it is needed, on demand of adequate recruitment, absorption of casual/temporary employees, minimum wage to casual/temporary employees, non-functioning of Zonal Offices, pending arrears of 11th BPs, reluctant attitude on compassionate appointment, terminal benefits, pension release etc.

General Secretary also placed before the house a written proposal of Com. Joydeb Dasgupta, Convener of One Man Committee for the formation of a Trust as per decision of the last All India Conference. General Secretary proposed that Core Committee would be entrusted with formulation of Rules & Regulations, Registration etc. to form the Trust.

He placed his proposal for our next All INDIA CONFERENCE, to be held on 24th -25th February 2024. He welcomed leaders of different State Committees to submit their proposal to hoist it at their states either or it would be held at Kolkata. He also gave some suggestions regarding delegate fees, conference donation, increase of subscription etc. He also suggested that All India Women Convention would be held before All India Conference.

Following comrades took part in deliberation on the agenda –

Com. P K Das (Odisha), Com. Nikhil Tajeja (Delhi), Com. SLD Sharma (Delhi), Com. Dibakar Barman (NESCO), Com. K G Madhusudhanan (Kerala), Com. Narendra Nayak (Odisha), Com. Harish Miglani (Delhi), Com. Sanjay Kudesia (Madhya Pradesh), Com. B Prasad (Bihar), Com. B P Verma (Uttar Pradesh), Com. R K Hira (Madhya Pradesh), Com. A N Verma (Haryana), Com. Bir Bahadur Singh (Bihar), Com. Tirthal Trivedi (Gujarat), Com. Girish Jagannath (Karnataka), Com. Amit Ghosh (NESCO), Com. Joydeep Das (West Bengal), Com. Ankush Mahajan (Jammu & Kashmir), Com. Mutum Anand Meitei (NESCO), Com. Moumita Ghosh (West Bengal), Com. Goverdhan Sharma (Madhya Pradesh), Com. Kumkum Dutta (West Bengal), Com. Anil Sotra (Jammu & Kashmir), Com. S K Nathani (Uttar Pradesh), Com. Radhika (Gujarat), Com. Ravi Deo Chandra (Jharkhand) and Com. Mriganka Bhattacharyya (West Bengal).

[P.T.O.]

CEC members from Himachal Pradesh, Uttarakhand and Rajasthan could not attend the meet due to natural hindrance.

During the CEC meeting, an Office Bearers meeting was held on 23rd July morning at the same venue where all Office Bearers, present in the CEC meeting, attended along with Com. B Prasad, to discuss organizational development points.

During the discussion in CEC meeting, all CEC members including Office Bearers, emphasized for the development of our organization and the achievement of the body of the Central Executive Committee where employees are benefited. They expressed that they also very much concern about the reluctant and apathetic attitude of Zonal Offices particularly in HRM Dept. which caused demotivation. They also placed their views with positive mindset in support of the proposals of General Secretary in the matter of forthcoming programmes, all India Conference etc. They also spoke on all the issues involved. A lively discussion took place where they also expressed the necessity to strengthen the functioning of the organisation at central as well as at the state level. Com. B Prasad announced, open heartedly, in response to the proposal of General Secretary, that Patna will be the venue of our next All India Conference. He assured the house that on 24th & 25th February 2024, 23rd All India Conference of UCO Bank Employees' Association will be held befittingly.

General Secretary summed up all the issues in general and explained the situation prevailing before the Association in particular. He emphasized that the need of the hour is to organize movement as well as strengthen the organization. During his deliberation, Com. Sanjay Kudesia placed a proposal for hosting All India Women Convention at Bhopal from MP & CG State Committee in the month of August 2023, if possible. General Secretary accepted the proposal of Com. B Prasad in the matter of venue, Patna, for 23rd All India Conference and suggestions of other comrades in the matter of Delegate Fees collection etc. He also accepted the proposal of Com. Sanjay Kudesia subject to further discussion in the matter of date and month and other related elements within the Kolkata-based Office Bearers' along with other leaders according to the necessity. He thanked for their support and approval of the CEC members on his proposal placed in the discussion note. He praised the Delhi State Committee for their tremendous effort for successful holding of this CEC meeting.

Com. Ajay Chatterjee, Working President and Com. Prakash Ray, President also expressed their views on the agenda and supported the proposals, suggestions of General Secretary in all the matter raised in the CEC meeting. He also thanked the Delhi State Committee for their wonderful arrangement.

Decisions :

1] After his deliberation, Com. Prakash Ray, President, announced the decision of the house in respect of our future programme, independently and jointly as mooted by the General Secretary, was accepted unanimously.

2] Com. Prakash Ray declared that as per the suggestion of Com. Joydeb Dasgupta, as well as General Secretary in the matter of formation of Trust, Core Committee will sit and finalise the scheme and rules and regulation of the Trust. It should be registered and General Secretary with the help of Core Committee members will do the needful.

3] Com. Prakash Ray declared that –

a) Next All India Conference, i.e. 23rd All India Conference of UCO Bank Employees' Association will be held on 24th & 25th February 2024 at Patna where Bihar State Committee of UCBEA will take the responsibility, as host, for the successful implementation of the decision with the assistance and under the direction of General Secretary and CEC.

b) It is also decided that Delegate/Participation Fees will be Rs.2000/- per head.

[P.T.O.]

- c) It is also decided that for the successful implementation of the Conference, every member will donate Rs.200/- which will be collected by the respective State Committees and will send to the Central Committee at least one month before the Conference.
- d) It is also decided that during the period, State Conference of State Units will be held where Conference is due as per our rules & regulations. State Secretaries should have maintain regular contact with the General Secretary and central office for necessary coordination.
- e) Due subscription should be paid without any delay at least upto 31st December 2023 properly.
- f) Delegate should be elected either from the State Conference or from the State Convention as per rules and regulations under advice/instruction of General Secretary as well as central office.
- g) It is also decided in the house that an amendment proposal will be placed in the next Conference regarding revision of subscription as below:
For Non-subordinate staff members – it will be Rs.100/- per month.
For Subordinate staff members – it will be Rs.50/- per month.
(As per the rules & regulations, it will be mooted at the 23rd All India Conference, which would be implemented as per decision of the Conference House accordingly under the guideline of our rules & regulations subject to accepted/approved by the Registrar of Trade Unions.)
- h) All India Women Sub-Committee Convention will be held at Bhopal. Date and month will be finalized later on after the discussion among General Secretary and other leaders.

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

Comrade, let us march –

- With our independent movement/programme schedule as per the communication of the central office for the benefit and betterment of award staff in our Bank.
- With our joint movement/programme, whenever it is needed, as per the communication of the central office.
- With our strong organizational ability at the state-level for doing the needful for our members.
- On to the 23rd All India Conference going to be held at Patna, Bihar on 24th & 25th February 2024 to convert our beloved Association to a new height.

We solicit participation, cooperation and proper action from our all beloved members.

With warm greetings,

Comradely yours,



(Dhisankar Sengupta)
General Secretary