



ALL INDIA UCO BANK EMPLOYEES FEDERATION

(AFFILIATED TO AIBEA) REG. NO. 3489/CNI

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Dear Comrades,

**Subject: WORKING COMMITTEE MEETING OF AIUCBEF AT NAGPUR
MEETING HELD IN THE BACKDROP OF ALL INDIA AGITATION UNLEASHED BY AIBEA
ACTION PROGRAMMES TAKEN ON PROLONGED STRUGGLE TO MEET THE GOAL**

The first working Committee of our Federation was held at Nagpur on 12th & 13th September, 2023. The meeting was held in the background of the CLARION CALL given by AIBEA for a prolonged and intense struggle to achieve the demand of ADEQUATE RECRUITMENT and STOPPAGE OF OUTSOURCING in the banking industry. Our Nagpur unit who came forward in a short notice deserves all praises for providing us a wonderful ambience in a venue, far away from the madding crowd of the city giving us quality time and opportunity to focus on the happenings and problems prevailing in our Bank and in the light of that to plan our Action Programmes to successfully steer the five-month long Agitational programme culminating in series of STRIKES and STRIKES.

The meeting was attended by sixty-five (65) working committee members & special invitees from the length and breadth of the country. Meeting was chaired by a Presidium with Com. Ram Avatar Sharma, Com. Patel, Com. Antani and Com. P.D.Singh and guided by Com.K.Vijayan, Chairman of our Federation.

On 12 TH SEPTEMBER, 2023 :

The meeting commenced with a welcome address by Com.C.Iyer , President of our Nagpur, the host unit. Meeting at the outset observed two minute silence in respectful memories of our departed leaders of the industry, our members, common people who died in Manipur ethnic violence, who died in the fatal accident of Coromondal Express in Odisha , devastating earthquake at Morocco and other important personalities from different walks of life.

Welcoming the members, Com. K.Vijayan explained the situation under which the meeting is called and expressed his confidence that the meeting, being held in the background of decisions taken by the CC of AIBEA, will devote its time and energy in preparing a road map for effective implementation of the calls given by AIBEA.

General Secretary, at the outset while thanking the Nagpur unit for the excellent arrangements made for two days brainstorming session also profusely thanked on behalf of the Working Committee the Reception Committee of the Diamond Jubilee Conference and the entire TEAM BENGAL for organising such a eventful, meaningful and successful All India Conference at Kolkata which has witnessed the emergence of a large number of young comrades participating enthusiastically, taking part in activities and deliberations and coming forward to share the responsibilities of running the Union at all levels.

In his hour-long speech while placing a note to the working Committee, Com. General Secretary dealt on the crises being faced by the nation today in both socio - political and economic arena. Quickly he dealt upon the issues of the banking industry, the major threat of PRIVATISATION, OUTSOURCING, CONTRACTUALISATION and the continuous theft of national wealth by the big business magnates in the name of NPA and also obtaining huge percentage of HAIRCUT in the Resolution process.

He briefed the house on the performance of our bank by giving some relevant data and placed a comparative report on certain core areas in respect to some peer banks. Our main area of concern is the meagre percentage of market share in respect to CASA deposits and lacking specially in specifying competitive business products which will attract the customers and the unusual delay in disposal process. Disappointingly, due to decline in Operating Profit we were denied of PLI. But due to intervention of Federation employees were granted a cash reward of Rs 2000 as an acknowledgment of their contributions towards this record net profit.

ON AIBEA's PROGRAMMES ON AGITATION VIS A VIS OUR BANK: While explaining at length the CLARION CALL of AIBEA raised from the CC meeting of Guwahati, he described the appalling conditions prevailing in all banks with specific reference to our bank where continuous depletion of strength in Clerical and subordinate cadre has left the bank with a Clerk to Officer to Sub staff ratio to 1: 2.08: 0.57. This precarious situation has resulted in unbearable workload upon the Clerical staff and gradual replacement of subordinate cadre by engaging Casual employees without any guarantee of recruitment. In last few years we were continuously fighting this approach of management and for the FY 22-23 we could add another 160 Clerical staff through second indent due to our country wide agitation culminating in two-day DHARNA at Head Office. But we could not achieve full replenishment against attritions and natural wastages. On the other hand, promotions to officer's scale were continuing with natural erosion in Clerical strength.

We have time and again through series of letters demanded proper assessment of Clerical requirement based on frontline activities, business processes, footfall, implementation of Govt programs, Sale and outreach activities etc. but though assured yet not finalized. Now a new jargon has been invented by the topmost management in the name of COST TO INCOME RATIO and in the name of curtailing cost they have only chosen RECRUITMENT to be the casualty. Even indents for the drop outs have not been called for from the IBPS. We have already written two letters no. 11/2023 and 12/2023 and submitted to the MD in an office bearer level deputation demanding immediate indenting against drop out vacancies for FY 22-23 and to place indent for FY 24-25.

Silence is the natural answer from them. Hence as Federation we were gearing up for intensifying our Struggles at our bank level. Thanks to AIBEA to launch these massive, widespread protracted agitational programmes. The programmes were informed and explained to the working Committee and advised them to hold General/ Cluster level meetings at their respective places and condition the minds of our members to prepare them for long drawn STRUGGLE AND SACRIFICE.

STATUS OF OUR ISSUES: Few months back after the Conference Inter State transfer cases upto March, 2019 was completed. Now with our persuasion such Cases for entire 2019 have been completed and released. Beneficiaries have received the Orders on their own HRMS. Compassionate appointments, Community Certificate cases of TN, few state level unsettled affairs, Suspension of one Comrade of Gujarat on a lame plea etc. could be settled at the intervention of Federation. But still the Pension payable to employees who joined between 1993-95 is still pending. Meanwhile Board approved the Engagement of Apprentice Policy. We reacted immediately and along with UCBEA we lodged our written protest. The Act is of 1961 and previously also there were Circulars to this extent. But in present context of management's policy of not to Recruit and Outsource, we could not view it casually and hence may be due to our serious protest no official development in this matter has been observed on the part of bank.

SOCIAL MEDIA TEAM: Special mention was made on the commendable job being done by our SOCIAL MEDIA team involving nearly 70 young bright comrades who are engaged on daily basis to campaign, propagate the activities of AIBEA, AIUCBEF and other matters pertaining to the industry wise movements among our members as well as within rival camps. These comrades are our hopes for a bright future of our Federation. All our units should involve more and more youth force in these social media activities which will be a learning school for them in UNION movement.

After the conclusion of General Secretary, President called upon each state to place their views on these agendas. Accordingly, 25 speakers spoke on their daily experiences and citing different sordid incidents occurring in branches due to non-availability of clerks.

The major issues raised were broadly:

1. LEAVES NOT BEING SANCTIONED IN MANY CASES
2. ADDITIONAL SICK LEAVE IN SOME CASES UNSETTLED
3. FITMENT OF EX SERVICEMEN PENDING
4. ANOMALY IN PL CREDIT
5. MINIMUM WAGES NOT GIVEN TO CASUAL EMPLOYEES
6. IN SOME STATES BONUS NOT BEING GIVEN TO CASUAL STAFF
7. PROBLEMS IN ENTERTAINING REQUEST TRANSFERS , FUNCTIONAL ALLOWANCE APPLICATIONS FOR BRANCHES IN NCR , DELHI
8. WORK PRESSURE AND IN MANY PLACES NON COOPERATION BY OFFICERS
9. TARGETS GIVEN TO CLERICAL STAFF AND THREATS GIVEN FOR NON COMPLIANCE
10. INORDINATE DELAY IN TA BILL SANCTION . DELAY IN OFFICIATING SANCTION
11. OUTSOURCING OF CASH MANAGEMENT
12. INCREMENT NOT AVAILABLE IN HRMS
13. After completion of the deliberations, our PF and Pension Trustee placed the respective Balance Sheets and informed the house upon the Fund positions and interests there on. Few queries which came from members in this regard were answered by them.

Com.P.D.Singh, Com.Antani and Com.C.M.Patel spoke and impressed upon the units to prepare our rank and file to take the battle to its logical end.

The meeting was adjourned till 13th morning and to resume at 9.30 AM.

After the conclusion of first day's meeting, the Office bearers met in the same hall to formulate the action programmes to be taken in addition to the AIBEAs programme and separately on the bank specific issues which are agitating the minds of our employees. The decisions which were taken after threadbare discussion by office bearers were reported to the working committee next day for their approval. It was proposed to co opt the General Secretaries of H.P & U.P as Permanent Invitee to OFFICE BEARER of FEDERATION. It was also proposed to co opt one lady Comrade in team of office bearers. It was also informed and ratified that 3/4 letters on major concerning issues will be submitted to the top management.

13TH SEPTEMBER, 2023:

The meeting on the second day started with the reply of the GS. He replied on issue to issue basis raised by our members in their deliberations . On the matters of non sanction of Leave , anomalies in crediting PL , on cross selling of products, change in HRMS for increment and SL , Delay in settling TA bill , it has been decided to write to management Units are requested to remain vigil on the implementation of HO circular in regard to Constitution of Grievance redressal Committee at Zonal levels and by way of letter demand for State level GR meetings wherever it is due.

All other state / branch related issues were replied by GS to the satisfaction of the members.

As per the proposal of the office bearers it was decided to coopt Com. Narinder Verma G S OF HIMACHAL PRADESH UNIT & Com Aswini Misra G S OF UP& UK Unit as Permanent Invitees to office bearers. Com. Priyanka Lole wcm from Nagpur will be coopted as Assistant Secretary in Federation.

Committee was apprised of the decisions taken by the office bearers with regard to steps needed to be taken by the units to implement the calls of AIBEA.

All the above were unanimously approved by the committee.

Statement of income & expenditure of 16th Triennial Conference was placed to committee and the same has been taken on record.

After this, mementos were handed over to 14 young comrades who participated in the ARTICLE COMPETITION organised by AIUCBEF on the Independence Day.

The 1st, 2nd & 3rd positions were won by Com. Jaikishan of T.N, Com. Chayan Mondal of W.B and jointly by Com. Tanumoy Paul & Shahina Khatun. All the participants were felicitated with medals. The Federation wishes that in the coming days more youth will be inspired to take part in such intellectual exercises which enriches them in leadership building.

One duty on behalf of the Reception Committee of the 16th All India Conference could not be completed due to paucity of time. That was felicitating the then office bearers with a Bengal specialty COTTON Saree. That was handed over to all office bearers of the erstwhile Committee.

At the end the vote of thanks was delivered by Com. R.A. Sharma, President of Federation amidst loud cheers and standing ovation was given to the Nagpur Unit. With this the meeting was concluded.

With greetings to all.



Partha Chanda
General Secretary

***** END OF CIRCULAR *****