



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

10, BTM SARANI, 2nd Floor, KOLKATA - 700001

REGD OFFICE : CHENNAI(UCO Bank, 328, Thambu Chetty Street, Chennai-600001)

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Ref No. GMHRM & PSD/AIUCBEF/16/23-26

Dated :22/09/2023

TO
The General Manager
Human Resource Management,
Personnel Service Department, Training & OL.
UCO BANK
10. BTM Sarani.
KOLKATA-700001

Dear Sir,

Re: Denial of Leave to Employees



In the course of discussions in our working committee held at Nagpur on 12th and 13th September,2023 we were reported by most of our state units about increasing incidents of denial of leave to the employees , thus defeating the very purpose of the provisions of Bipartite Settlement -enabling employees to avail leave in case of personal/ domestic exigencies and necessities.

You are aware that as per provisions of Bipartite Settlement employees are entitled to avail casual leave up to 12 days in a year with prior intimation to the Branch head.

Normally employees avail casual leave in unforeseen circumstances and for any sudden sickness besides some domestic compulsions. But the reports are so disturbing that such requests are very casually declined and concerned employees are subjected to loss of pay besides being threatened to treat this as unauthorised absence and consequent disciplinary action.

As per leave rules casual leave can be availed without supporting medical certificate up to 4 days. Requests from employees on sick ground, when they fall sick, are simply declined and treated as unauthorised.

The very purpose of providing such a facility to the employees is to provide moral support to them when they suffer from one or the other ailments.

Request from Woman employees for grant of sick leave either for self-sickness or on the grounds of their children (up to age of 8) falling sick are subjected to harassment. Even sick leave with supportive medical certificate from authorised medical practitioners are not accepted by some branches. Besides many such complaints, it is all the more painful to learn that a woman employee who has conceived after treatment for infertility was advised total bedrest and when she applied leave with supporting medical certificate the same was not only declined but it's being treated as unauthorised one with a show cause having been issued to her. Pondicherry main branch AGM is very adamant in his stand despite reported advice by the Zonal office, Chennai. Thus a woman employee is subjected to harassment, intimidation and mental agony during this crucial period of saving her pregnancy.

There are such complaints from several branches all over India and employees are finding it difficult to put up with such a painful treatment. This kind of situation is due to acute shortage of staff and particularly in single clerk branches. Leave facility is provided for in Bipartite Settlement with a view to help and support the employees at times of need and exigencies. If, under the pretext of staff shortage such requests are declined the very purpose of providing such a facility gets defeated. No employee can be expected to work at the cost of his/her health or family obligations.

Thus we are compelled to state that this kind of attitude and approach of the Branch heads is unacceptable to us and we are afraid that this will result in defiance if not revolt from the affected employees besides would disturb industrial harmony.

As we foresee increasing tension in the branches due to the inability or failure of the Management in providing adequate staff in clerical and Sub staff, we urge you to send proper advisory to the Branch heads and Zonal heads so as to ensure that no genuine leave application of any employee is declined. Similarly

employees are not put to any hardship or intimidation on this count. Let there be human approach and a conducive working atmosphere in branches.

We hope that your office will take necessary and immediate steps to arrest the undesirable trend.

Thanking you,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Partha Chanda', written over a horizontal line.

Partha Chanda

General Secretary