



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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To All Office Bearers/ Working Committee Members / State Units/Members

Dear Comrades,

STATE GR MEETING FOR BIHAR STATE HELD AT PATNA

The State level GR meeting for Bihar was earlier fixed on 05th July with which it was planned to hold the MASS GENERAL MEETING on 6th July at Patna. But due to sudden finalization of the Zonal Head Conference at Indore this meeting had to be rescheduled and thereby held today on 10th July at Patna Zonal Office.

The meeting started as per time at 10.30 AM at the Conference Hall of ZO, Patna.

On behalf of management the GR meeting was attended by Sri Motilal Bhanoth, ZM, Patna (Nodal Zonal Head) along with Sri Rahul Ranjan, HR head and Smt. Khushboo, Manager of HR deptt. The Zonal Manager of Bhagalpur and his Deputy Zonal Head Sri Rajkumar and Sri Amarjit Singh as well as the Zonal Manager and Deputy Zonal head of Begusarai Zone, Sri S.P Kacchap and Sri Ved Prakash were present in this meeting on VIRTUAL MODE.

On behalf of BSUCBEA, Com. P. D. Singh, General Secretary, Com. Mubarak Hussain, President and Com. Rajinder Prasad, Treasurer were present along with Com. Ramavatar Sharma, President and Com. Partha Chanda, General Secretary of AIUCBEF.

The meeting started with the welcome address of Sri Bhanoth, ZM..While highlighting the zone's performance he expressed that equal importance should be given in solving the problems of our employees which is the motto of his zonal team.

From our side Com. P. D. Singh and Com. Partha Chanda emphasised the need for strengthening the HR machinery of the Zonal Offices to take care of the issues/ grievances of the employees. The approach needs a change and the GR meetings should be a meaningful one, not to be held in a ritualistic manner. They emphasised that an aggrieved or a depressed or a frustrated employee can't render best possible services for his institution.

These statements were appreciated by the ZM and other officials.

Then at the outset the meeting took up the COMMON ISSUES like:

- 1 . Release of notifications for Functional allowance bearing posts in both Clerical and Subordinate cadre.
- 2 . Minimum wages to Daily wagers as per the RLC decision conveyed to bank.
- 3 . Effecting Request Transfer exercise and arrangements for Relieving them as per PPS and / or HO ADVISORY.
- 4 . Lady toilets in those branches where there is no such separate facility.
- 5 . Violation / Contravention of HO Advisory in case of posting IBPS candidates and release of Selected Functional Allowance post holders and Transferees as replacements.
- 6 . Rejection of leaves to be assigned with rational reasons.
- 7 . Expediting the Compassionate appointment cases, TA BILL, LFC and Staff Housing loan cases which in many cases are delayed without any rhyme or reason.
- 8 . No Late Sitting principally as management should follow Bipartite Settlement in this matter. If at all employees are required to function late after the office hours, they should be compensated accordingly.

After completion of the above COMMON ISSUES for all zones, we came down to address the grievances of employees taken up zone wise.

The individual issues were taken up one after one zone physically and virtually.

The matters there even relate to as follows:

- 1 . Non release after being selected in Functional allowance posts even after 2 years
- 2 . Non release even after request transfer being permitted.
- 3 . These above two phenomena are adding to mounting grievances and huge domestic and medical problems for the incumbents.
- 4 . Other individual issues related to TA bill, LFC etc.

All the issues were taken with all seriousness by the management. Although on issues like relieving they remained non - committal due to reasons of non-availability of sufficient replacements from IBPS and all belonging to single clerk branches. But still all the three (3) Zonal heads assured to work out certain cases where severe medical crises are there in family or where there is more than one clerk.

5 . Other issues like reasoning on rejection of leave, late sitting, denial of leave were assured to be looked into with positive tone.

The meeting went off smoothly and interactions were focused on finding ways and means to find solutions to these problems.

Management also expressed that for transfers and relievings they will try to work out comprehensively with a holistic approach. Matter will be further discussed with union.

The meeting ended with a vote of thanks from Sri Rahul Ranjan, HR Manager, ZO.

Comrades, we are aware of the predicaments in getting adequate manpower and hence we are all fighting at the Industry level under the banner of UFBU by calling STRIKES on Recruitment. If we all remain committed to the cause we will definitely come out with victory.

With warm greetings

Yours comradely

A handwritten signature in black ink, appearing to read 'Partha', with a long horizontal line extending from the end of the signature.

Partha Chanda
General Secretary



