



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

Dear Comrades,

STATE LEVEL GR MEETINGS OF PUNJAB, HARYANA & JAMMU KASHMIR HELD AT JALANDHAR, KARNAL & CHANDIGARH.

For the last three days there were hectic rounds of GR meetings at Jalandhar zonal office on 24.11.2025 for the state of Jammu & Kashmir, at Karnal Zonal Office on 25.11.2025 for Haryana state and lastly on 26.11.2025 at Chandigarh Nodal Zonal Office for the entire state of Punjab covering three zones of Chandigarh, Jalandhar and Ludhiana.

We are pleased to report to you that all the three State level GR meetings were totally successful and have gone a long way in creating an organisational impact in these three zones. It was worthwhile to note that In all the GR meetings the list of issues were very less ,which manifests the strength and commitment of our North Zone team under the leadership of Com R K Bhagat, President and Com H S Veer, General Secretary in dealing employees issues on day to day basis and ability to get those redressed.

A. 24th November, 2025: GR Meeting at Jalandhar zone.

The day will be ever written in the annals of our Federation because after the introduction of IR POLICY in the bank in 2013, this was for the first time we could achieve the status of holding GR Meeting for the state of Jammu and Kashmir at Jalandhar zone. Due to the exemplary leadership qualities of our local leadership along with Com. Anil Sotra, presently Joint General Secretary of UCBEU (NZ) and for his deep commitment and enduring vision, our union is representing the majority workmen in the state of J&K.

This GR Meeting which was held as per schedule at the Jalandhar ZO was represented from management's side by Sri Rahul Ranjan, AGM & ZH, Sri Jai Bhushan Bharmoriya, Dy ZH and Sri Rakesh Kumar, HR Manager of ZO, Jalandhar.

Our union was represented by Com. R. K. Bhagat, President, Com. H. S. Veer, General Secretary, Com N K Khanna Joint General Secretary and Com. Anil Sotra, Joint General Secretary of UCBEU (NZ) along with the presence of Com. Partha Chanda, General Secretary of AIUCBEF.

At the outset the Zonal Head presented the financial picture of the zone along with the challenges ahead of us. Focus naturally has been set on CASA growth and upon Retail & Recovery. He was pleased to share that Jalandhar zone has achieved all targets and even surpassed in many parameters. With words of appreciation for our members, he further appealed to us to call upon our members to come forward for garnering CASA deposits and provide best customer service in branches.

Immediately after his conclusion the General Secretary, AIUCBEF also responded positively and advised our unit to call upon our members and staff at large to put all efforts in mobilising CASA and to involve ourselves in cross selling of products by appealing to customers at the counters.

He also apprised the management about the historic role played by our Federation whenever our beloved institution called for it. Thereafter the issues were taken up although there were not many pending.

Broadly the issues were as follows:

- 1 . Release of notifications for SCSA & SCSA (CASH) and Daftary. To this management reacted positively and assured to notify the vacancies very soon.
- 2 . Problems of Cash van, its parking and remittance problems were discussed. After giving a patient hearing, the management assured us to solve the problems very shortly.
- 3 . No toilet at Shastrinagar branch The real problems were put forth by the ZH and also narrated the steps already initiated with the School and local administration for a permanent solution. It is expected that within a few months the problem may be solved.
- 4 . Requirement of Note sorting machines in a few branches where cash receipt is high.. The concern was appreciated by the management and informed that already the purchase process is on and will be delivered in a phased manner according to cash receipt volumes.
- 5 . Few problems of our members pertaining to their inability to apply for TA Bill on HRMS portal due to technological snag, increase of powers to CSAs during probation period, consideration of few transfer cases etc were raised and elaborately discussed and solutions arrived at. Management has already taken up with the appropriate authorities for removing the HRMS related hassles and excepting emergent exigencies powers will not be increased during probation. Other individual issues were discussed and assured of early settlement.

The entire negotiations were held in a very cordial atmosphere and we praise the Zonal management for their ready responses and exhibition of positive gestures. The meeting ended with the satisfaction of both parties.

B. On 25th November, 2025: GR MEETING AT KARNAL ZO.

Here also the meeting started on time as per schedule.

The management team was represented by Sri Abhishek Singh, AGM & ZH, Karnal, Sri Avinash Pandey, CM & Dy. ZH & Sri Varinder Singh Kamboj, HR Manager of ZO, Karnal.

Our union was represented by Com. R. K. Bhagat, President, Com. H. S. Veer, General Secretary, Com Satvir Singh, in presence of Com. Jagdish Anand Joint General Secretary of and Com. Ashok Ghartan, AGS of UCBEU-NZ along with Com. K. Vijhayan, Chairman and Com. Partha Chanda, General Secretary, AIUCBEF.

Here also the list of issues was not much showing our regular persuasions and strong foundation of mutual respect with the management.

At the outset Sri Abhishek Singh, ZH presented the picture of the zone and its achievements in different aspects. It was equally a pleasure to know that the zone has achieved its given targets and is continuously working on further progress. In this regard the ZH made an appeal to us for calling upon our members for more CASA mobilisation and complaint free customer service which they are already providing.

In reply the General Secretary of Federation accepted the appeal with all seriousness and advised our NZ unit to call upon our members and staff at large to come forward for putting efforts to garner more CASA deposits, cross selling of our bank products and best of customer service. He also appreciated the employee - friendly attitude of the Zonal management while dealing with their issues.

After the pleasantries were over the meeting formally took up the issues in chronological order.

Broadly the nature of issues were as follows:

- 1 . Restoration of Increments, release of Stagnation increments pertaining to some individual cases. All these cases were heard patiently and elaborately discussed to arrive at solutions. Wherever HO intervention is required that will be expedited as assured.
- 2 . Relieving of Selected SCSA & SCSA (CASH) incumbents. Management apprised of certain manpower related difficulties but also assured to look into case-to-case basis for relieving without affecting branch functioning.
- 3 . Notification of SCSA, SCSA-Cash and senior office assistant (Daftary) vacancies. This was agreed immediately and shortly the process will be completed.
- 4 . Pending verification of transfer cases. This was also agreed upon.
- 5 . Few cases of transfers were also discussed and possible solutions were deliberated to find out reasonable and rational solutions.
6. Arrears on increment . Assured to be looked into
- 7 . Issues of employees working in the branches under NCR region.

This matter was discussed at length. ZH had on previous occasions taken up in writing with the New Delhi ZO but all efforts of Karnal ZO went in vain. We also informed him that time and again the Federation had taken up this issue at the Apex GR Meeting. HO had also sent their Advisories to New Delhi ZO so that employees are not put to sufferings. But still nothing is being done at New Delhi level.

We have also told him that again we will take up this matter at appropriate level and sought his support in escalating the matter for redressal of these long pending problems.

- 8 . Few other matters of individual nature were also discussed and satisfactory results assured.

Mostly the issues reported by us have already been resolved by the management in the meantime.

The entire GR meeting was held in a most cordial manner and the responses of the management were really positive and approach was result - oriented.

C. ON 26th November, 2025 ... GR MEETING HELD AT CHANDIGARH FOR ENTIRE PUNJAB STATE

The meeting was held at the Nodal Zonal Office at Chandigarh.

The management side was represented by Ms Milan Dubey, DGM & ZH, Sri R. P. Rajput, AGM & Dy ZH, Mrs Kumari Sonika, HR Manager from Chandigarh Zone. Present on VC were Sri Jay Bhushan Bharmoriya, CM & Dy ZH, Jalandhar and Sri Abhishek Sarneik, HR Manager, Ludhiana Zone.

Our organization was represented by Com. R. K. Bhagat, President, Com. H. S. Veer, General Secretary, Com. Bhavishya Limba, AGS of UCBEU (NZ) apart from Com. K. Vijhayan Chairman and Com. Partha Chanda, General secretary from AIUCBEF.

At the outset the HR Manager of Chandigarh zone welcomed the participants and thereafter Ms Milan Dubey, ZH in her brief address pointed out the achievements as well as the challenges in front of the zone. The achievements are definitely praiseworthy and the challenges remain as in other zones such as Retail, MSME and of course CASA & Recovery. She highlighted the areas where through concerted efforts meaningful achievements have come and yet lot more to be done. She also appealed to us for sensitising our members for putting little more efforts for CASA mobilisation, cross selling of products etc while acknowledging the commendable role played by the front-line employees.

In response the General Secretary, AIUCBEF replied in most positive terms and on spot advised our brilliant and militant NZ unit to call upon our members and employees at large to rededicate for our institution and put all our resources at command to muster CASA, hassle-free customer service and inculcate the culture of cross selling of our products remaining in the front line. ZH appreciated our instant response and we apprised her that in spite of acute clerical shortages, we will rise to the occasion for the sake of our beloved bank.

Thereafter the meeting started taking up the issues zone wise.

CHANDIGARH ZONE :

Issues here were broadly of the following nature:

- 1 . Notification of SCSA & SCSA(CASH) for Punjab seniority region... Pending since long .. Demands resolution of the litigation in the interest of many senior CSAs. The zonal management also assured us that proper decisive steps will be taken by the administration to come out of the impasse.
- 2 . Notification of Sr office assistant (Daftari) posts in Chandigarh centre - wise. Assurance was given that shortly the process will be completed in all three zones.
- 3 . Relieving of selected functional post holders... Will be looked into on a case to case basis after ascertaining the present manpower position of the branch.
- 4 . Issuance of Transfer orders immediately after Permitted. ... The matter was discussed. Justifications for our demand was placed logically.... Management agreed that TOs are given at the time of release but will look into it.
- 5 . Verification pending for inter state transfers...

Matter was explained and thereafter management informed that verification of inter state transfers is updated and will remain the same .

6 . Problems in a few cases on sanction of Diem Allowance...

Matter was cleared, quoting bipartite provisions.

7 . Few individual cases pertaining to Advancement of Stagnation increment , release of Annual Increment etc.... Matters will be looked into and worked out positively.

8 . Relieving of Inter state transfer.... Management was committal and assured that those will be taken up along with either from promoted substaff or fresh recruitment. .

9. Case of old Mediclaim matter with earlier TPA. We took up with the ZO and ascertained that documents have been re-sent and already from the table took up with the earlier TPA, HITPA. Same case discussed in the meeting on the issues of Jalandhar Zone . Matters being quite old may need some time for settlement. Our efforts will continue

With this ended the GR meeting of Chandigarh zone.

JALANDHAR ZONE:

After Chandigarh the meeting took up the issues of Jalandhar zone.

As told earlier there were hardly any issue for the Jalandhar zone proving once again our organisation's regular follow up of members' problems.

1 . Case of old Mediclaim matter with earlier TPA discussed earlier at the time of discussion on Chandigarh zone issues .

2 . Advancement of Stagnation Increment.. Individual case... Assured to be taken up with HO

3 . Few cases of inter zone & intra zone transfers awaiting verification and clearance there on.. It was agreed to look into on a case to case basis but verification will not be stopped.

Majorly these were the issues of Jalandhar zone.

LUDHIANA ZONE:

Ludhiana is a new zone created after reorganization of Zones by the Head Office. Few branches from Jalandhar and Chandigarh have been etched out to form this zone basically for the purpose of better control, monitoring and focused business growth of the bank.

So issues here are clubbed up for natural reasons demanding intervention of two zones in some cases.

1 . Release of long pending stagnation increment to an employee Impacting his / her terminal benefits.. Raised in last GR too

Assurance given that shortly the calculations will be worked out and the needful be done.

2. Issuance of explanation letter to clerical staff in a few branches for not fulfilling the target. We opposed it and demanded immediate withdrawal as it contravenes bipartite and our service rules.... Matter will be resolved as assured.

3 . Few cases of subordinate cadre transfers... Assured to be looked into.

3.Assured that Increment arrears will be paid shortly

4 . Relieving of transfer cases.

Management assured that matters be dealt on case to case basis ascertaining the existing manpower position and arrangements for relievers thereof.

With this the GR meeting of Punjab state comprising three zones were concluded in a very healthy, cordial and positive atmosphere.

In all the three zones it is heartening to observe the very constructive and employee - friendly attitude of the local management. At the same time, we applaud our NZ leadership for moving in a matured and disciplined way and being able to handle all odd situations in a perfectly organised manner. At all centres we received warm reception from local comrades who were eager to meet us and know about recent developments.

Federation is highly satisfied with the outcomes of the above GR meetings and wish that our progress in NZ continues uninterruptedly with the same vigour and maturity.

With warm greetings

Yours comradely



Partha Chanda
General Secretary

GR Meeting at Jalandhar zone for J& K



GR Meeting at Karnal on Haryana state



GR Meeting at Chandigarh ZO for Punjab state



