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Serial No.



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

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

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Ref No. AIUCBEF/GM & HRM /133/23- 26

Dated 01/11/2025

The Chief General Manager
HRM, PSD, OL & Training
Head Office

Dear Sir,

Sub: Long Pending State GR meetings

We are constrained to bring to your notice that many zones are seen to be reluctant and not serious enough to hold the State level GR meetings as stipulated in the Board approved IR POLICY of the bank. Moreover, it is also our experience that wherever meetings have been held was due to either our union's persuasion or upon advisory of Head Office, HRM department. This, according to us is not a healthy trend in establishing a meaningful industrial relation in the bank.

The following zones where State GR meetings have become overdue are as follows:

- 1 . Raipur (more than 3 years)
- 2 . Hyderabad
- 3 . Shimla
- 4 . Chandigarh
- 5 . Karnal

Other zones have called the meetings in the last half of the year. Chennai has fixed recently and Mumbai has sent information to hold very soon.

But the major disturbing feature of the GR meetings as being witnessed by us is that the Zonal managements are absolutely reluctant to implement the agreed matters of the meeting which we have time and again reported to you.

Such an evasive attitude towards settlement of employee's issues/ grievances is actually weakening the spirit and the objective of the IR POLICY of the bank. As a result of which the grievances of the employees are mounting as well as of the unions and Federations.

These apparently amateurish and irresponsible approach is glaringly noticed in Bihar, Delhi and Ahmedabad zones where not a single issue agreed upon have seen the light of the day.

Delhi zone has set an example of even fabricating the MINUTES itself going far beyond what had been agreed. Few Zonal Managers have made themselves inaccessible to union General Secretaries resulting in total collapse of the IR machinery of the said zones. Bihar, Delhi, Ahmedabad, Hyderabad etc are live examples of such arrogance and blatant expression of contempt towards workman union.

In this backdrop, a situation is fast emerging where long suppression of rights and respect may erupt in a volcanic manner which we sincerely want to avoid in the greater interest of our beloved organization.

Thanking you

Yours sincerely



Partha Chanda
General Secretary