



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

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From: All Office Bearers/ Working Committee Members / State Units/Members,

STAFF WELFARE COMMITTEE MEETING HELD ON 24TH JUNE, 2026 AT HEAD OFFICE

By now, all of you have been informed of the major decisions and highlights emerging from the Staff Welfare Committee (SWC) Meeting held today through our WhatsApp groups. We now place before our members a brief account of the proceedings of the meeting held on 24th June, 2026 in the Conference Room, 8th Floor, Head Office.

The meeting was initiated and steered by Sri Rajesh Nagar, CGM, HRM & PSD, OL & Training.

Management Representatives

The management side was represented by:

- * Sri R. K. Saboo, Acting MD & CEO (through Video Conference)
- * Sri V. K. Kambli, Executive Director-II
- * Sri Parmar, General Manager, HRM & PSD
- * Sri S. K. Jha, Deputy General Manager, PSD
- * Sri Suman Kumar, Deputy General Manager, PSD
- * Sri Sumit Khandelwal, General Manager
- * Smt. Ruchi Mishra, Chief Manager, PSD
- * Other senior officials from the Personnel Services Department.

Representatives of the Unions

1. Com. Partha Chanda, General Secretary, AIUCBEF
2. Com. Akash Bakshi, President, AIUCBOF
3. Com. Akshay Kumar, General Secretary, AIFUCBO
4. Com. Prakash Roy, General Secretary, UCBEA
5. Com. Subhash Sarkar, Retirees' Union
6. Com. Soumen Mukherjee, Pensioners' Association

At the outset, Sri R. K. Saboo, Acting MD & CEO, addressed the gathering. He highlighted the remarkable achievements of our Bank and elaborated upon the area-specific growth parameters. He expressed confidence that all UCOites, working collectively, would successfully achieve the business target of ₹6.75 lakh crore during the current financial year.

Thereafter, Sri V. K. Kambli, Executive Director-II, in his address, acknowledged the commendable contribution made by both workmen and officers in elevating the Bank to its present position. He observed that in several operational parameters, UCO Bank today occupies either the top position or ranks among the leading banks in the industry. He appreciated the constructive role played by employees and unions and called upon all to take further initiatives at the branch level to improve productivity and business growth.

Responding to the management's observations, the union representatives, beginning with Com. Partha Chanda, General Secretary, AIUCBEF, appreciated the consistent growth and performance of the Bank during the last few years. All speakers highlighted the positive and constructive role played by the unions in motivating employees and creating a growth-oriented work culture. The representatives reiterated their commitment towards the Bank's continued growth while simultaneously emphasizing the urgent need for adequate manpower at branches to support business expansion.

Subsequently, the meeting took up the agenda items of the **Staff Welfare Committee** one by one.

STAFF WELFARE FUND – 2026-27

- * Total Corpus: ₹25.00 Crore
- * Corpus for In-service Employees: ₹19.75 Crore
- * Corpus for Retirees: ₹6.25 Crore

ALLOCATIONS FOR IN-SERVICE EMPLOYEES

1. UCO Diamond Scholarship & Prize

Allocation: ₹3.00 Lakh

The names of these two schemes have been changed. The revised nomenclature will be communicated through the Bank's circular.

2. UCO Tribute (Funeral Expenses)

Allocation: ₹10.00 Lakh

The allocation has been made considering last year's utilization of ₹7.40 lakh.

3. Health Check-up

Allocation increased from ₹3.25 Crore to ₹3.40 Crore.

4. Eye Check-up and Spectacles

Allocation: ₹1.69 Crore

The allocation has been based on last year's utilization of ₹1.22 crore.

5. Assistance for Physically and Mentally Challenged Children

Allocation retained at ₹2.00 Lakh, despite the utilization of approximately ₹21,000 during the previous year.

6. Canteen Subsidy

Allocation: ₹6.30 Crore

Based on last year's utilization of ₹6.15 crore.

* Benefit: ₹250 per employee per month

* Disbursement: Through HRMS

Earlier, this facility was available only to Head Office employees. The unions further demanded direct credit to employees' accounts, which remains under consideration.

7. Cleansing Expenses

Allocation: ₹3.10 Crore

Based on last year's utilization of ₹3.00 crore.

* Benefit: ₹750 per employee

* Proposed mode: Through HRMS

The unions demanded direct credit to employees' accounts. The Bank responded positively, and the proposal is under active consideration.

8. Holiday Homes

At present, the Bank operates holiday homes at 23 centres.

The unions demanded:

- * Opening of new holiday homes at Kerala and Deoghar
- * A separate meeting for rationalization and expansion of holiday home facilities

The management agreed to hold a separate discussion on this issue.

9. UCO Wellness Scheme (New Scheme)

A new welfare initiative titled "UCO Wellness" has been introduced.

- * Allocation: ₹1.26 Crore
- * Benefit: ₹600 per employee per annum
- * Disbursement through HRMS

BENEFITS FOR RETIREES

1. UCO Tribute (Funeral Expenses)

Allocation increased from ₹80 lakh to ₹1 crore, considering last year's utilization of ₹98.40 lakh.

2. Health Assistance

- * Existing assistance of ₹1,900 per retiree to continue.
- * Corpus allocated: ₹4.70 Crore

The unions requested enhancement of the assistance amount to at least ₹2,000. The management informed that the matter would be examined after detailed financial assessment.

3. Holiday Home Facilities

The unions demanded that retirees may also be allowed:

- * Two rooms
- * For a period of three days

on the same lines as serving employees. The management agreed to examine the proposal and discuss it further in the proposed meeting on holiday homes.

CONCLUSION

In brief, these are the major deliberations and decisions emerging from today's Staff Welfare Committee Meeting.

We are confident that the positive initiatives undertaken jointly by the management and the unions will further strengthen employee welfare and be widely appreciated by all sections of our members and retirees.

IMPORTANT NOTE

Funeral Assistance under UCO Tribute shall continue throughout the year irrespective of budget allocation and shall not be restricted by exhaustion of the allocated amount.

We request all units to reproduce this circular and disseminate the information among all our members.

With warm greetings,
Yours Comradely,

Partha Chanda

A handwritten signature in black ink, appearing to read 'Partha Chanda', is written over a horizontal line. The signature is stylized and cursive.

General Secretary