



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

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Circular No. AIUCBEF/ 121/2023-2026

Date: 07/08/2026

Circular to All Members,

**Sub: GOLD LOAN- OUR DEMAND VIS -A VIS MANAGEMENT STAND
ACTION PLAN - ACT DECISIVELY! ACT WITH DETERMINATION**

Dear Comrades,

Units are aware that as against our demand for relieving the Senior CSAs/ CSAs required to act as Senior CSAs, from the responsibility of being custodian of SAFE VAULT OF GOLD ORNAMENTS, bank though repeatedly assured to revisit the policy and procedures and consider our demand, had however come out with a revised Master Circular on 30th March ,2026 , reiterating the earlier procedures, continuing to make the Senior CSAs responsible for holding the keys of Safe Vault of gold ornaments and their duties involving signing of certain documents like Annexure D, vouching safe for the number of items of ornaments put in the pockets.

In the meetings held, at Apex level GR and IR Policy Committee Meeting, on 15 th July,2026, the issue and the demand was raised by us. We gained an impression that the entire team of HRM was fully convinced of our demand backed by the undermentioned situation ...

- Most branches are functioning with single clerical staff, may be Senior CSA or CSA or even SpICSA,
- Most branches aggressively pursuing the portfolio of Gold Loan and increasing activities,
- The available single clerical staff sitting on the counter has to handle multiple transactions and respond to the demands of the customers,

- The clerical staff are being exposed to risk when they are compelled to bypass the laid down procedures with regard to Gold loan,
- Possible disruption in regular counter services in case they are to strictly adhere to operational guidelines prescribed in the Master circular

But authority of the Retail deptt, HO who was present during the said discussion countered it, if not declining by saying that there cannot be too many custodians, meaning thereby our Clerical staff are to take the responsibilities.

Disappointed by this, we reiterated our demand and placed a note of caution to the Management that we would be left with no option except to advise our members to ensure that they strictly adhere to each and every clause of the prescribed operational guidelines even if it consequently affects the regular counter service/ customer service, in case the Management fails to see reasons into our demand within a month.

As is the tradition of a responsible trade union in safeguarding the interest of the Bank and our own workforce, we do not want the Management to treat our above 'note of caution' as an empty threat and having waited patiently for more than two years, we are constrained to come to a conclusion that we need to take our demand to its logical end. Thus, we have decided to initiate our action programme with a hope that the Management would understand the practical difficulties and we like to advise our units as under:

1. **Units to submit the enclosed letter** - notice of our action- to all the Zonal Heads duly taking the print out in their union Letter head explaining our view points to ZMs and requesting him/her to take up with HO, bringing to their knowledge about what we intend to do. This should be uniformly done on **17th AUGUST 2026 by all the units.**
2. Similar letter, a draft to be prepared by Federation will be sent to you to be served to branch heads on **31st August 2026**
3. Units to circulate this among our branch units to prepare them for implementation **from a date** that would be decided by Federation in due course.
4. Based on the ground level response / feedback, ensuing working committee at Shimla will take further decisions.

It is needless to say that the issue is very sensitive considering the consequential impact on the branch functioning, we need to remain confident and courageous as we are only following the Bank guidelines and no one can be subjected to any penal action. But we need to handle the situation in a calm and composed manner without hurting any individual or causing strain in relationship between the staff in different cadres. We have our views and claim with strong reasons and logic. Our efforts are not to hurt the Bank, not to offend any of our colleagues, not to disrespect the authorities, and finally not to be discourteous to our esteemed customers. Thus, every unit has a greater responsibility to handle the situation with more maturity, more understanding, more patience and of course with courage and confidence.

Let us go ahead, let us be determined, let us be well organised to chart and lead the movement in a result - oriented manner.

Yours Comradely,

A handwritten signature in black ink, appearing to be 'Partha Chanda', written on a light-colored, textured background.

(Partha Chanda)
General Secretary