

## PROTEST MANAGEMENT's ATTITUDE OF NEGLECT, DEMAND ATTENTION TO WORKMEN GRIEVANCES

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Members are aware that our Federation has been expressing concern over the attitude and approach of the Management at the top when it comes to the question of implementing various understandings or resolving the grievances by taking timely steps

Both the HRM and PSD have failed to live to the expectations of the work force and they don't seem to feel that the departments are in place exclusively to deal with the matters / grievances / complaints of the work force. We have tried our best to impress upon the top management approaching the EDs, MD and the officials of both the departments the need for timely attention to various matters pertaining to the workmen which are pending for long. Even understandings arrived at in the previous meetings are not translated into action. Regular Apex level meetings are not in sight. Certain sensitive issues like Compassionate appointments to the families of the deceased, Request for premature retirement on grounds of critical illness, Request for voluntary retirement on medical grounds are remaining unresponded for pretty long time. Substaff promotions pertaining to last year, staff welfare measures for the current year, recruitment of peons, issues of daily wagers are put in cold storage, demands for adequate supply of Clerical hands, and our demands for improvements /changes in certain policy matters including promotion policy, Petrol reimbursement scheme etc are faced with uncertainty with no sign of being with in the consideration zone. There are issues of individual nature not drawing the attention of the management. In sum and substance, there is attitude of Total Neglect from the side of the management. We employed all means - visiting Head office trying to meet those who matter including the Executive Director-I. Of course our efforts to meet Number -1 - MD did not materialise as his availability in Headquarters is always uncertain. Our discussions with the departments only secured assurances but not results. Finally we from Federation, decided to submit a memorandum expressing our displeasure and concern over the Attitude of Neglect. However the said memorandum could be delivered to him only yesterday (20/06/2016) by COM. Partha Chanda and COM Sanat Gosh. In the brief discussions between them and MD, an impression is given that MD was unaware of such issues remaining unattended and all that he could tell our functionaries was that he would be free to meet us in the second week of July. No concrete steps were spelt out by him. In view of the above explained situation we have come to a conclusive view that neither our concern for the Bank nor our concern over the attitude of Neglect would be addressed by the top management without any show down -that is to say a collective organisational action from our side. Accordingly, Pending appropriate steps to be decided when we meet in Jaipur, we call upon our units to observe the under mentioned programs. 1. Deputation of Office-bearers ( unit level) to Zonal Heads and submission of the memorandum to the MD through the ZM. This should be completed immediately upon receipt of this communication, in any case before 27/06/2016. 2. Telegram to CEO & MD as under "Please refer to the memorandum submitted to you on 20/6/2016 by our ALL INDIA UCO BANK EMPLOYEES FEDERATION on the 'Attitude of Neglect' of the top management towards various long pending issues pertaining to workman staff. Demand your immediate intervention and steps to resolve the pending issues /demands to avoid any undesirable situation in the IR FRONT in the Bank". - Unit Name , Place This should be carried out on a common date - on 30/6/2016 Units are called upon to create awareness among our members about the steps unleashed by our Federation and prepare them for any eventuality. Units will come with feed back and preparedness of our ranks to discuss in the working committee in Jaipur to enable us to chalk out our further course of action. Please take this as a prime and important task before us and make it a total success.