

UNITED FORUM OF UCO BANK WORKFORCE

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UFUBW/ Circular/ 01

Date : 19.02.2024

Dear Comrades,

We the Unions/ Association - ALL INDIA UCO BANK OFFICERS' FEDERATION (AIBOC), ALL INDIA UCO BANK EMPLOYEES' FEDERATION (AIBEA) & UCO BANK EMPLOYEES' ASSOCIATION (BEFI) - representing more than 90% of the Workforce, held a meeting at Kolkata on 5th February, 2024.

Meeting was presided by Com. K. Vijayan, Chairman of AIUCBEF. Necessity of the above meeting was arising out of our concern over.

- the deteriorating Industrial Relations in the Bank,
- absence of timely response from the HRM to the concerns of Employees and Officers & Less-than meaningful functioning of HRM both at Zonal & at Apex level,
- concerns over the disturbing work life balance
- treating Unions/ Associations as aliens as far as the Bank's health is concerned
- need for improvement in inter-personnel relationship in the field.

In the above background, leaders representing the above organisations met and deliberated about the above said concerns, sharing their experience in the recent months.

After threadbare discussions it was unanimously decided to ..

- ✓ name the forum as UNITED FORUM OF UCO BANK WORKFORCE in order to manifest our endeavour to address concerns of all section of employees and Officers including those who matter in the bank.
- ✓ to ensure that proper awareness is created among the workforce, so as to give them much needed confidence & rebuild their morale at this time, when everyone is nursing anguish and pain on various counts.
- ✓ to chalk out programmes appropriate to meet the situation befittingly.
- ✓ as a first step towards achieving the objectives and purpose A joint memorandum detailing there in as to how we feel about the disturbing conditions (@) prevailing in the Bank affecting the morale of the workforce. Such a memorandum will be submitted to the MD & CEO in a deputation by the principal representatives of the Constituent unions/ associations.
- ✓ to hold the next meeting of the forum immediately after the above meeting with the MD & CEO and chalk out further course of actions
- ✓ Com. Sandeep Chowbey, General Secretary of AIUCBOF to be the Convenor of the forum.

(@) it is felt that the memorandum should underline the under mentioned concerns.

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In the IR front:

Management both at Apex and at Zonal level have been displaying a sense of neglect over their commitment given in the IR & MR Policy rendering it of little use.

Not showing inclination to hold Periodical meetings until and unless the unions/ associations pursue with them.

Lack of seriousness in dealing with the agenda in the meetings if convened.

Failure to honour commitments given in such meetings or timely steps to translate the understandings into action defeating the very purpose of such meetings.

Disregarding bilateral understandings and absence of Bilateral Spirit. Unions/ Associations are treated with contempt.

HR orientation of Top Management:

It is a matter of grave concern that this vital department which for its very name has to function, fails to make its presence felt at all levels or manifest its meaningful existence. The desired functioning and performance of any department of the Bank depends on the management perception about the department and road map set by Top Management for the department to function. HRM department deals with the human resources of the Bank, the most important capital and asset of the Bank. Hence, HRM department should function impartially strictly adhering to Bank's policy guidelines. HRM department, both at the apex level and zonal levels, should not be allowed to come under outside influence to disturb the work-environment and demotivate the majority work-force. HRM department should be allowed to apply its independent jurisprudence without being influenced by any quarter, carry the entire work-force and participating Trade Unions to enable employees to achieve aims, objects and various targets and parameters set by Bank.

As regards Work life Balance:

Officers are the worst affected by the treatment meted out to them by their higher-ups. In most of the offices irrespective of the gender, they are perforce to stay till late in the night and are pressurised to work on holidays. They are not even spared when at home with disturbing orders through phone and WhatsApp. There are increasing instances of leave being denied even for genuine ground. What is more even they are subjected to harassment when leave is necessitated by sickness of self or old-age parents or small kids. They are abused when they could not meet the unrealistic expectations of their higher-ups.

Similarly, the workmen staff to bear the brunt of such pains when they are compelled as an offshoot of the pain inflicted upon the officers. Branch heads are taken to task for granting leave to staff or permitting them to leave office after their working hours. There are instances of complaints from woman employees who are put up with such situations when they are to take treatment or to their children.

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Concern on Bank:

Meeting was of the view that Bank has not been able to muster comfortable operation profit which call for prudent banking with healthy business model. Bank off late take excuse that it is due to increasing cost on the staff side - increase in staff cost. Increase in income, curb on wasteful expenditure, motivation to staff for their deeper involvement, supply of needed manpower to all branches to ensure complaint less customer service, marketing of Bank products in preference to third party products , mobilise profitable business , improvement in functions of Technology fixing problems timely are the need of the hour for making the Balance sheet healthy. While Management has given a good bye to the involvement of the unions/associations who have played a key role in time of crises of the Bank, they believe in keeping the unions/associations at a distance if not in the dark disrespecting their views/ suggestions.

Inter personnel Relationship:

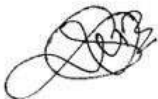
It is most important that in Day-to-Day functioning of the branches there should be proper and healthy relations among the all section of work force. However there appears to be strain in most branches due to reason of shortage of manpower, work load, officials being kept under pressure all times by their higherups coupled with pressure from customers and malfunctioning of technology tools. Thus, there is greater need to remove the gaps and create an atmosphere of cordiality. This is possible when there is over all change in the attitude of the Management towards the staff.

Thus, with a sense of clarity as what to do and in which way and at what time was well codified in the meeting.

With overwhelming confidence in all our ranks and their understanding of the situation and the need for such coordinated efforts from the unions/ associations, we are sure that we will move together as one force to combat with the situation, present and emerging one, only with an aim to ensure that interest of the work force is well protected, morale of our people rise high and they work in conducive environment towards making the Bank more vibrant one.

Awake, arise and add strength to our joint movement. With warm greetings,

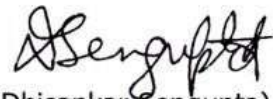
Comradely yours,



(Sandeep Chowbey)
General Secretary
All India UCO Bank
Officers' Federation
(AIUCBOF)
& Convener



(Partha Chanda)
General Secretary
All India UCO Bank
Employees' Federation
(AIUCBEF)



(Dhisankar Sengupta)
General Secretary
UCO Bank Employees' Association
(UCBEA)