



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

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TO ALL MEMBERS

Dear Comrades,

RE : State Level GR meetings at Chandigarh ZO and Karnal ZO and Mass meeting at Karnal, Haryana

The State level GR meeting for Punjab state and Chandigarh was scheduled on 7th September 2024 at Chandigarh Z.O. The meeting was represented by Sri Alok, DGM, ZH, Chandigarh along with Dy Zonal Head, Jullundur and other officials of HRM, ZO, Chandigarh from management side and from Union side it was represented by Com. Ram Avatar Sharma, President, AIUCBEF, Com. Partha Chanda, General Secretary, AIUCBEF and Com. HS Veer, General Secretary, UCBEU(NZ) , Com. Raj Kumar Bhagat, President, UCBEU(NZ) and Com. Bhabisya Limba, Asstt Secretary.

The meeting started as scheduled in a very cordial atmosphere. At the outset the Zonal Head Sri Alok welcomed our Union and Federation leadership at this GR meeting. He wished that all the issues be discussed in a cordial ambience and assured management's aim to resolve them within their limits. On behalf of UNION, the Federation General Secretary thanked the Zonal Head for calling this meeting and giving the opportunity for an open minded discussion and assured to support him for logical conclusion.

Thereafter the issues were placed one after one and discussed in a very healthy manner. Our union was prepared with all logical arguments and positive suggestions which helped the management team also to arrive at reasonable conclusions. Like all other zones the major problem centred around Manpower shortage and along with it the corollary problems of Transfer, Relieving etc.

The matters were taken up by management seriously and steps to be taken were also assured. They agreed to issue Notifications for Special Functional Allowance bearing posts in both Clerical and subordinate cadre complying with the forthcoming seniority list. Other individual matters were also taken up and positive decisions arrived. At the end the Zonal Head called for our support to hold Town Hall meetings with Award Staff members for sensitising them in the matters related to smooth functioning and mobilising business. We assured him of all support in his endeavour and reiterated our commitment towards banks growth. Next day on 8th September a Mass meeting was convened for Haryana comrades where large number of our members including good number of lady comrades and retired employees attended the meeting held at Karnal Club, the oldest and a heritage Club of Karnal.

Com. Veer could not remain present in the meeting and also on the subsequent day due to his Mother's health getting suddenly deteriorated. The meeting was initiated by Com. Raj Kumar Bhagat, President and in his brief speech he highlighted the way in which UCBEU(NZ) is functioning and gaining strength day after day.

The first speaker was Com. Ram Avatar Sharma, President of Federation. In his brief speech he detailed upon the problems being faced by employees on regular basis in the branches mostly because of staff shortage and Finacle related problems. He suggested few steps to be undertaken by employees to overcome this situation and impressed upon the need to stick to Bipartite guidelines on working hours and key holding related matters. After him the last speaker was Com. Partha Chanda, General Secretary, Federation. In his long address he started with remembering the contributions of Com. Krishan Lal and Com. Harish Babuta in building this mighty organization in the states of Punjab, Haryana and J& K. He greeted all members coming from far flung corners of the state and particularly welcomed the retired comrades under the leadership of Com. Ashok Kapoor, a veteran of our movement and comrade-in-arms of Com. Krishanlal. Thereafter he spoke at length on the policies and prescriptions of this Central Govt in regard to banking industry. Due to rise in the strength of the Opposition forces in Parliament the Govt is not daring to bring the bill on Privatisation, but they have not relinquished the idea of it. Merger proposals are being floated to test the psyche of bank employees. He explained the financial position of our bank and stressed upon the need to come forward to help our beloved institution in garnering CASA and other Retail advances. At the same time, he held that the top management is ignoring the problem of acute shortage of staff. He referred to our persistent fight on this issue and how we achieved higher numbers for recruitment in the last year through agitation and struggles. We are committed to this cause and will not rest till the Indent is sent to IBPS for this Financial year also. He referred to our discussions held in the last Apex IR Policy meeting where we dealt on Minimum Staffing Pattern in branches and recruitment thereof. A brief reporting on the meeting was also given by him. Clarifications on 12th BPS particularly on Duties and few other matters were given. Our stand and efforts taken to ameliorate the problems of Daily Wagers, Engagement of Apprentices etc were also explained. Lastly, he elaborated upon the need of strengthening our union in NZ further in order to ensure more and more achievements for workman cadre and gather strength to resist any sort of management's intentions to attack the fundamental rights of our employees. Citing different instances in other states he said that an urge has been created among new generation employees to join AIBEA after experiencing the developments occurring within and outside. There is a dire need of creating the position of pre 1980 when all award staff was under the only umbrella of AIBEA. **NO TO DIVISIONISM. CALL TO UNITE UNDER THE OLDEST AND TESTED BANNER OF AIBEA...** Should be

our Theme in the coming days as he opined. After his speech Com. Jojit, DGS gave his vote of thanks and concluded the General Meeting,

On 9 th September, the State level GR meeting for Haryana was fixed at Karnal Zonal Office. The management team was represented by Sri Abhishek Singh, Zonal Head, Karnal along with the officials of the HRM deptt and our Union was represented by Com. Ram Avatar Sharma, Com. Partha Chanda, Com. Raj Kumar Bhagat, Com. Satvir Singh, Com. Khurana and Com. Ashok. The meeting started little late due to VC meeting of the Zonal Head with Head Office. The meeting as expected was held in a most cordial atmosphere and the approach of the Zonal Head was all along very positive.

Issues were taken up one by one and were responded very positively by the entire team of Zonal management. Most of the issues were pertaining to transfer and relieving which of course are related to manpower shortage. But inspite of the practical difficulties the assurances given by the Zonal Head was really positive. We also assured of similar reciprocal support to management in finding out solutions to these issues. Notifications for Functional Allowance bearing posts in both clerical and subordinate cadre was assured to be notified in October itself. Problems of Delhi NCR branches were also discussed at length. The Zonal Head also said that he had already taken up the pending issues of the staff of those branches by way of writing a letter to Zonal Head of New Delhi. We also reported him about the discussions held with the Head Office management in this matter on 4th September during the Apex level IR Policy meeting. He assured of his further persuasion with New Delhi zone whereas we also assured him of our persuasion at Head Office level. Both the sides expected of an early solution of these issues which are practically neglected by the New Delhi zonal office.

The meeting ended with the Zonal Head once again appreciating the role of our organization in Punjab & Haryana for their continuous display of commitment and support for banks growth. From our side we also reiterated our full support towards development of our beloved institution. The meeting ended with placing thanks to the Zonal Head by our Federation for conducting the meeting so meaningfully.

In fine, the entire visit of Punjab, Haryana and Chandigarh by the Federation leadership was extremely meaningful and purposeful from the point of view of strengthening our organization in this region. From the extensive interactions held with our young comrades held during these few days, we believe that our organization will gain more life and vigour in the days to come in entire Northern Zone.

Federation appreciates our State unit UCBEU(NZ) for excellent manifestation of unity, strength and judicious functioning of the organization.

With warm greetings,

Yours comradely



Partha Chanda
General Secretary

GR Meeting at Chandigarh



Mass meeting at Karnal, Haryana





GR Meeting at Karnal

