



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

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Date: 04-07-2025

To All Office Bearers/ Working Committee Members / State Units/Members

Dear Comrades,

APEX LEVEL GR MEETING HELD ON 03.07.2025 AT HEAD OFFICE

As informed to you earlier the Apex level GR meeting was held with the Head Office management on 3rd July, 2025. The Management team was led by Shri. Rajesh Nagar, Chief General Manager along with Sri Ghanshyam Parmar, General Manager, Sri Jaiswal, DGM Sri SK Jha, DGM, Sri Narendra Karn & Sri Abhijit Mitra, CMs and Sri Surinder, Officer (NEGO cell). Our team was represented by Com K.Vijhayan, Chairman, Com C M Patel Vice Chairman, Com R A Sharma President, Com. Partha Chanda, General Secretary and Com. Alkesh Rajveer Deputy General Secretary.

We would like to inform you in brief upon the major areas of discussion as under:

At the outset Sri Rajesh Nagar, CGM welcomed the representatives of AIUCBEF and wished a lively, positive discussion.

On behalf of Federation, the General Secretary while thanking the management for calling this meeting, pointed out clearly the sorry state of affairs prevailing in the zones on HR front. He said that the reason of listing more than 250 issues for discussion in this GR is because of non-implementation of the agreed matters in State GR meetings. It has

become a regular feature that howsoever issues are settled and minutised in State level GRs those are not implemented. He expressed our strong apprehension that a tacit move may be on at the Zones to dilute the gravity and importance of the State level GR machinery thereby turning the spirit of board approved IR policy a redundant one.

Top management should treat this trend seriously and if it is not addressed may lead to massive grievances warranting a situation of discontentment and unrest.

Management noted this observation seriously and it was told that some Training programmes will be initiated for Zonal Heads & their HR departments.

Then started the discussions.

WE APPEND BELOW THE OUTCOME OF THE DISCUSSIONS ON THE COMMON MATTERS OF INTEREST:

1. Fresh Recruitment and Substitute for Drop outs: Details are being worked and Indent will be placed shortly to IBPS. Regarding sub staff recruitment no decision has been arrived as yet. The matter needs to be followed up further.

2. Policy Committee meeting: It was decided to hold a meeting of the Policy Committee at the earliest to discuss matters relating to the issues as follows:

A. Basis for Minimum Manpower requirement

B. Request transfer and deployment policy,

C. Officiating in BH and ABH positions keeping in view our demand for officiating allowance even for single day or payment of over time for late sitting during officiating period and views on duties and responsibilities. This issue was discussed in this meeting but required to be deliberated further in Policy Committee.

D. Special allowance posts -Timely Notification for Filling up the vacancies both in Clerical and sub staff cadre. Relieving there on and need for fixing the time line etc.,

E. Improvement in Closing allowance scheme: Agreed to consider our demand for quantum increase in the allowance

F. Introduction of Petrol Reimbursement Scheme: Management' s response will be given after assessing the schemes existing in other banks. Please recall our letter addressed to MD, ED & CGM intimating them about the prevalent schemes in other banks.

G. Interstate Request transfer: As against our demand for Considering all requests up to the 2022 recruitment batch, Management indicated their willingness to consider up to 2021 batch including those omitted in the earlier batches.

H. Relieving of all those transferred under request and posted in functional allowance posts: Though Management remained non-committal, our suggestion to take stock of the totality of the situation and decide plan of action was agreed to be considered.

I. Functioning of Zonal level HRMs - Delay in disposal of TA bills, LFC encashments, Compassionate appointment requests, staff loans, grant of increments, NOC requests for

passport, etc. It has been agreed by the management to issue again an ADVISORY to all Zonal Offices for timely disposal of such matters.

Zonal Level GR Meetings: Proper advisory/guidelines for making the meetings meaningful by taking timely actions on the decisions arrived at such meetings:

For both the above, Management informed that they are already considering organising a workshop or training programme to make HRM effective.

After completing the discussions on the above COMMON NATURE of issues we took up the important issues one by one STATE WISE.

We are not burdening this circular with pages by reporting on each issue. But for the knowledge of our State leadership, we will be sending by what's app upon the responses of the Zonal Level management sent to HO through ATR. We will also state our reactions that was placed to HO management.

Please inform our members accordingly.

With greetings

Yours comradely

A handwritten signature in black ink, appearing to be 'Partha Chanda', written over a light blue grid background.

Partha Chanda
General Secretary