

UNITED FORUM OF UCO BANK WORKFORCE

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The Managing Director & CEO
UCO Bank
Head Office
Kolkata
Date :

Respected Sir,

Subject: Bank's Advertisement on Engagement of Apprentices aimed at to contractualise the perennial and permanent jobs.

At the outset we firmly lodge our protest and opposition on the contemplated scheme of engaging apprentices. We also convey our displeasure & disapproval over the attitude of the management for ignoring the reality, staff shortage and need for regular recruitment at all level. In our view such a step of engaging apprentices for a limited period in an institution like ours will prove to be detrimental to the interest of the Bank in the long run.

From the contents of the advertisement we observe that Bank has decided to engage apprentices in different states. Most intriguing factor is that Bank has decided to engage apprentices to use them as directly or indirectly in the perennial jobs of Bank for limited period violating the recruitment policy. This could be further seen from advertisement that they will be trained by the Bank's cost but would not be utilised permanently.

Thus, the advertisement has generated unrest among the employees and we are constrained to take a stand against the scheme as well as we are opposed to any form of contractual job and out sourcing of regular jobs. More so, these apprentices have no future as there is no provision for their regular appointment in the Bank, a grave injustice to the educated in employed youth.

It is pertinent to recall that Bank has already engaged a huge number of Business Correspondents and it is our experience that in many branches BCs are entrusted with front office work in counters by sharing the password of the permanent staff. Similarly it is our experience in the past that LBY agents were forced to post the transactions relating to the accounts mobilized by them.

We are constrained to mention that all these practices are against the provision of Bipartite Settlement, regulation, governing the services of employees as a whole.

We understand that several branches suffering and starving for want of clerical staff as well as subordinate staff, such practices are forced upon them. We have been taking up repeatedly with the top management for more Recruitment in clerical cadre and recruitment/ absorption of Daily wagers in subordinate cadre.

In this background, we look at the policy on engagement of Apprentices as yet another design to replace or abolish all perennial jobs. We are therefore constrained to place our opposition and resentment to the policy and urge you to stop further action.

Similarly we also wish to impress upon you the need for providing permanent clerical and sub staff and also regularisation of daily wagers and through Recruitment.

We hope that you will understand our anxiety and concern, halt further steps in the above prices and unleash steps to ensure filling up of all permanent vacancies in clerical and subordinate cadres through regular recruitment.

In this regard, it is pertinent to remind you that in the past our demand for a meeting with the high level team of Management for explaining our views and concerns has not been given its due importance. But we find that our approach has not been considered as a responsible one to respect bilateral spirit and industrial relationship.

Now this United Forum of UCO Bank Workforce (Forum of Unions and Associations in UCO Bank) urge upon you to immediately intervene and discuss with the representatives of the Forum on the subject issue for the best interest of the Bank and without escalating the matter further and avoid industrial unrest at this crucial juncture.

We hope it will be considered prudently.

Yours faithfully,



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



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



(Prakash Chandra Ray)
General Secretary
UCO Bank Employees' Association
(UCBEA)