

OFFICE BEARERS MEETING AT HYDERABAD

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For Members only Dear Comrades,

OFFICEBEARERS MEETING AT HYDERABAD

We reproduce hereunder the contents of Circular dated 29/04/2013 issued by Com. C .M. Patel, General Secretary, AIUCBEF, on the above subject for information of our Members. A Special Meeting of the Officebearers of the Federation was held at Hyderabad on 28 th April,2013. Com.K.Vijhayan, President was in the chair. Meeting commenced with welcome address by Com.K.S.Prakash Rao, President of Host unit. President, Com.K.Vijhayan explained the background in which the meeting is called for. Com. C. M. Patel, General Secretary then placed a detail report on the agenda of Bank's decision to put in place a New Industrial Relations Policy for workmen and Management Relationship Policy for Officers. Recalling the IR climate that prevailed when All India UCO Bank Employees' Federation was the sole Apex level Representative union of Workmen in 1960 s and 1970s, he listed out various disturbing trends in the IR front ever since the birth of a union inimical to AIBEA IN late 70s came into existence. He listed out various instances that vitiated IR CLIMATE in the bank, when the then Bank Management during 1980s adopted inconsistent IR policy, only to appease the minority unions due to various compulsions. For nearly 15 years, Administration lost control of the situation as a result Bank's health too suffered seriously. Federation with unquestionable majority had been demanding appropriate recognition to the Majority Union, as prevailing in all other Public Sector Institutions particularly Banks. General Secretary further added that Though the successive managements did Recognise the reality, yet failed to put in place proper policy. Considering the Bank's uncomfortable position, Federation was left with little option except to ensure conducive climate for the Administration to pay its undecided attention in Steering the Bank in the path of progress, and thus did not pursue the demand for quite some time. Thus, Our Federation can boast itself for having played consistently a Pro-active role in not only Revival process but also in pursuit of making our Bank a vibrant one for all times to come. With "time to time changes" in the Top Management and their approach towards various issues concerning the work force, necessity of giving a Re-Look into the entire IR Machinery was felt at all levels. Changes in the Management at the top from time to time sometimes created wide gap between the "Words "and "Actions". Conclusion arrived at on certain issues with one regime, were sought to be negated by the other. Priorities of unions too underwent changes thus creating dependence on every union irrespective of their numerical strength to settle a particular issue. Thus the interest of the members, many times could not be taken care of to our satisfaction. In the above back ground Management first framed an IR policy for Officers and Workmen and placed before the Board in the middle of 2011. As the Management's approach was one of confusing, our representative on the Board was to strain his every nerve to impress upon the Board and the Administration the need for a comprehensive, cohesive, consistent and effective IR policy. Thus the Policy was being debated for nearly 19 months in various meetings of the Board and finally Board gave its consent in February to a Policy designed, broadly keeping in view the fundamentals being followed in all Public Sector Banks. Highlighting the features of the new Policy as per which, Our Federation's long felt Desire could be Realised. Com. General Secretary expressed his happiness over the role played by Com. Ram Avtar Sharma and subsequently Com. Partha Chanda, our representatives on the Board who acted as per the guidance of our Federation and contributed their might in giving shape to the NEW IR POLICY. Important and Significant provisions of THE NEW POLICY ***ALL INDIA UCO BANK EMPLOYEES ' FEDERATION enjoying continuously the Majority Character ever since it came into existence in 1963** IS ACCORDED DUE RECOGNITION AND ALL POLICY MATTERS WOULD BE DISCUSSED AND DECIDED ONLY WITH THE FEDERATION AND NO OTHER UNION WILL BE ENTITLED TO THIS. THUS OUR FEDERATION WOULD BE THE **SOLE BARGAINING POWER** AS FAR AS DECIDING THE SERVICE CONDITIONS OF THE WORKMEN IN THE BANK. * ALL THE UNITS OF THE FEDERATION IRRESPECTIVE OF

THEIR NUMERICAL STRENGTH IN THE STATES/ CIRCLES/ZONES WILL BE ENTITLED TO REPRESENT IN THE GRIVANCE REDRESSAL MEETINGS TO BE HELD AT CIRCLE LEVEL, where as other unions will be allowed to represent in the meeting only if they - their state units - have membership at the circle level 10% Or more of the Workmen staff. Thus in some circles the minority unions may not be able to keep their relevance any more. A General Secretary, Congratulated the entire ranks and affiliated units for having continued to display their high sense of Loyalty to AIBEA and AIUCBEF due to which only our Representatives have been on the Board of the Bank, PF Trust, Pension Trust and now AIUCBEF would be the ONLY TRADE UNION THAT WOULD DECIDE THE BETTERMENT OF THE INTEREST OF THE WORKMENSTAFF IN THE BANK. However he also placed a word of caution over the attempts of the minority unions in misleading the employees. A Then, the unit wise assessment of the total situation was placed by the Officebearers. Members hailed the New IR policy but wanted the Leadership to take up with the management with regard to continuing the Zonal Level IR meetings, Increase in Number of Participants in the Apex and Circle level meetings etc. Members also felt that Management should take consistent steps and implement the policy without FEAR or FAVOUR. A Com. Ram Babu, Secretary of AIBEA, General Secretary of APBEA, spared some time and guided the meeting. Besides giving updates on 10th Bipartite he also apprised the meeting the challenges before Bank Employees movement. Com. Ram Babu congratulated our Federation on New IR policy and lauded the manner in which we dealt with the situation. He wanted all our units to work hard to ensure that the document of New IR Policy is translated into organisational advantage. A Representing AIBOA, its Senior Vice President Com. Rajan Chandorkar who attended the meeting as special invitee, drew the attention of the meeting to the situation that may arise, particularly for the Officers organisation under the banner of AIBOA, on account of the Management's Relationship Policy. He expressed his concern over the design and desire of the other officers' organisation in weakening AIBOA units under the guise of majority using new policy. He wanted AIUCBEF to continue to stand by them in promoting and protecting the interest of the Officers community at large and those under the banner of AIBOA. A Both the President and General Secretary assured to take needed steps in ensuring the proper implementation of the Policy. They also assured that views expressed by the members would be appropriately taken up with the Management. They also added that AIUCBEF would continue to endeavor itself in discharging its Parental Responsibility towards the Officers Community under the Banner of AIBOA, notwithstanding their numerical strength and the possible impact of the New Policy - Management Relations Policy framed for Officers. A The meeting then adopted a Resolution hailing the New IR Policy and placed on record its deep sense of appreciation to the Leadership for all the Prudence shown during this crucial period when the New Policy was being debated and the role played by Com. Ram Avtar Sharma and Com. Partha Chanda our representatives who ably dealt the issue in the Board. A The meeting also adopted another Resolution placing on record its deep sense of gratitude and appreciation to the UCO Bank Staff Union , its Leadership and all its members for hosting the GRAND FINALE of GOLDEN JUBILEE CELEBRATIONS at Kolkata in an. Excellent manner and making the even a memorable and marvelous one. A The meeting also AUTHORISED the President and General Secretary to chalk out strategies when needed to counter the move of the Minority Unions and also the inadequacies if any seen in the implementation of the New IR Policy. A Similarly, the meeting while taking stock of the situation in respect of the Pending Issues on which the Management assured to take time bound steps, advised the President and General Secretary to take steps that deem necessary in case the Management fails to HONOUR their commitments within the timeframe set in the Small committee meeting held on 11/3/2013. A The meeting expressed its gratitude, thanks and appreciation to the ANDHRAPRADESH unit for having hosted the meeting, making all arrangements at a very short notice. A With vote of thanks to the Chair, the meeting came to an end. A We will be issuing another communication with regard to decisions taken in the meeting INRESPECT of certain other matters, particularly the Organisation. A A A A A With Greetings, A A A Yours comradely, A A A A Inder Paul A President A A A A A A A A A A Ps: 9th Bipartite Dearness Allowance -A 26 SlabsA moreA from May-2013

	2001	1960
Consumer Price Index	D.A. Slabs	221
5044.52	Average Points	5082.57
New Slabs	561	223
Last Average	4976.00	5090.18
535	224	5113.00
		Old Slabs

