



ALL INDIA UCO BANK EMPLOYEES FEDERATION

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

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Circular No. AIUCBEF/ 133/2023-2026

Date: 14/09/2026

Circular to All Members,

Sub: WORKING COMMITTEE MEETING HELD AT SHIMLA ON 10th & 11th SEPTEMBER, 2026

Dear Comrades,

It is with pride and pleasure that we wish to inform you of the proceedings and outcome of our All India Working Committee meeting hosted by our Himachal Pradesh unit (HPUCBEU) at Shimla for two days from 10th to 11th September.

Barring two state units, this Working Committee was attended by all state units, including the entire team of office bearers and representatives from all other states.

The meeting, along with the stay and other logistics for the participants, was arranged excellently and meticulously by the host unit under the leadership of Com. Narinder Verma, Com. Ankur Rohal, Com. Gulshan Dogra, Com. Vikash Verma and a fleet of young, energetic Gen Next leaders of HPUCBEU. The meeting hall was nicely decorated with a digital backdrop and neat displays of banners on the walls.

We have no sufficient adjectives in our vocabulary that can truly manifest our deep sense of appreciation and gratitude for the TEAM H.P., who worked tirelessly for a few days to make this Meeting a grand success.

DAY 1: 10th SEPTEMBER, 2026

According to the schedule, the Working Committee started sharply at 10 AM with the Welcome Address of Com. Ankur Rohal, General Secretary of HPUCBEU. While

welcoming the entire India to the QUEEN CITY OF HILLS, at a time when the bank employees of the country are on a nationwide strike on the 11th, agitating against the retrograde actions of the Govt., he wished the meeting to take serious note of the prevailing situation in the industry and expressed his hope that, after fruitful deliberations for two days, this Working Committee meeting would adopt some meaningful decisions in the interest of our bank and employees. With utmost humility, he sought forgiveness for any unintentional lapses on their part as a host.

After his speech, the Presidium comprising Com. Ramavatar Sharma, President; Com. Raj Kumar Bhagat and Com. Sirish Nalgundwar, Vice Presidents; Com. Alikesh Rajvir, DGS; and Com. H.S. Veer initiated the proceedings of the Working Committee as per the Agendas. This Working Committee meeting missed the presence of our beloved Chairman, Com. K. Vijhayan, who had undergone eye surgery a fortnight ago and had been advised by the doctor to avoid travelling, which might invite infections and cause complications. But we requested him to prepare and send a video speech on our priorities and programmes, which would be played during the concluding session. The minutes of the last Working Committee meeting at Lucknow and the following office bearers' meetings were placed and adopted unanimously.

The Statement of Accounts during the period under review was placed by Com. Mithun Kundu, Treasurer, which was also adopted unanimously. Thereafter, the P.F. and Pension Trustees, Com. Piyush Awasthy and Com. Pratik Sinha Roy, placed their reports on the positions of these two funds and apprised the House of the roles being duly played by them as Trustees representing the workmen of the bank.

After completing these agendas, the President called upon the General Secretary to place the Report on the activities of the Federation, along with an analytical study of the present situation and conditions prevailing in the industry and our bank.

Com. Partha Chanda, General Secretary, thereafter, while placing his detailed report, emphasised the following areas where the leadership of the Federation needs to understand, critically analyse and introspect, with a focus on Organisation.

AREAS OF CONCERN AS PRESENTED IN THE G.S. REPORT:

1. INTERNATIONAL SITUATION: Present dictatorial attitude by the USA exhibited in the Middle East and parts of the world. Oil crisis and unilateral tariff impositions. Rise of right-wing political forces in different countries.

2. NATIONAL SITUATION: Role of the present Govt. at the Centre. Curbing of democratic rights. Paper leaks and youth and student protests. Unabated price rise of essential commodities. Falsified GDP growth. Massive unemployment. Joblessness.

Electoral reforms and allegations of manipulative practices thereof. Rise of communal hatred and rampant exhibition of money and muscle power to win elections. Repressive measures on democratic movements.

3. BANKING INDUSTRY: Performance of PSBs is on a growing trend. But net profit is getting affected due to huge provisioning. High percentage of HAIRCUT in NCLT settlements. Motive of privatisation. Efforts towards another round of consolidation/merger of PSBs. Govt. exercises its power in curbing the number of recruitments. Contractualisation and outsourcing are on the increase. Random intervention of the Govt. in the administrative functioning of banks, vitiating the autonomy granted to banks. Recent directives to satisfy a minority union attached to the Govt., even at the cost of violation of the IR Code.

4. UCO BANK: OUR BANK: Performance satisfying. Overall growth in all parameters. Considerable growth in MSME advances. But CASA is on the very low side. Cost-to-income ratio is high. Number of recruitments is not encouraging. Huge number of vacancies remain unfilled. No Substaff recruitment in the last one decade. Increase in per-employee business and profit does not commensurate with recruitment. Grievance redressal mechanism is poor at various Zones. Knowledge crisis at the middle tier of management is affecting business targets as well as mitigation mechanisms on the employees' front.

5. MAJOR ISSUES RAISED IN IR / GR MEETINGS: Increase in Clerical Recruitment. Initiation of the process of Substaff recruitment, citing the example of BOB. Minimum Staffing Pattern. Minimum Wages to Daily Wage employees as per the Minimum Wage Act. Officiating in place of ABH when it is less than 4 days. Substantial increase in Closing Allowance, Non-residential Training and Local Conveyance payments, payment towards farewell functions (at retirement) at branches, etc. Timely settlement of TA/DA bills. Ex-Servicemen employees' fitment anomaly. Issues of employees working in Delhi NCR. Step-motherly attitude of Delhi ZO. Tax on perquisites for absorption by the bank, like many other PSBs.

Some of these are already under process, and the remaining few need further discussion.

6. ISSUES SETTLED: Distribution of IBPS vacancies and indent sent accordingly to IBPS, aligning with the release of permitted inter-state request transfer cases. HBL facility extended to Ex-Servicemen employees after confirmation, not to wait for up to 2 years. Mandatory field on HRMS for PMJBY/PMSBY removed and Skip Option again restored. Inter-State Transfer cases released. The next lot will be released soon. Promotions from Substaff to Clerical cadre to be released soon. Release of Graduation channel twice a year. Many individual cases which could not be solved at Zonal levels were taken up in Apex GR and settled.

7. REPORTING ON AIBEA CONFERENCE AND LEADERSHIP DEVELOPMENT PROGRAMMES.

8. ORGANISATION: Major focus was given to this subject. The objective and purpose of strengthening the organisation were elaborately explained. Our visibility and

respectability have increased due to our constructive approaches. Need for more follow-up on members' issues. Constant touch with Zonal Offices needs to be maintained. Regular contact with our members and also all workmen employees needs to be further expanded. More consolidation and improvement in our numerical strength should be our priority.

With this detailed presentation and observations, the General Secretary placed his report before the House, followed by deliberations by Working Committee members. All state units participated in the discussions, which were rich, lively, encouraging and thoughtful. The deliberations went on until late evening, and the session for the day was adjourned by the Presidium.

DAY 2: 11th SEPTEMBER, 2026

The session started sharply at 10 AM. The deliberations continued on the second day for some time and, before the summarisation by the General Secretary, the video speech of Com. Vijhayan was played on the digital screen.

Com. Vijhayan, who has hardly ever missed any such organisational meeting in his entire career, was also eager to communicate with the Committee. He delivered a long 45-minute speech full of energy and spirit and focused on the tasks ahead of us. He explained the gamut of present-day challenges, the mindset of this Govt. at the Centre, the role of a particular trade union pampered and promoted by the Govt., the menace of Merger, and the change in attitude of management. In this situation, he explained how the Federation is working tirelessly to protect and enhance the rights of employees. He suggested some action programmes on issues like Gold Loan, etc., for carrying out. He spoke elaborately on Organisation and called upon all to strengthen and expand our organisation, as none other than AIBEA can secure justice and provide all safety in service life. His was an enthusing speech, heard by the entire House with rapt attention.

Thereafter, Com. General Secretary delivered his concluding speech, where he replied to the following issues which were raised by the various speakers:

- A.** Threat of Merger of banks and our role
- B.** Inadequate Staff leading to increasing work pressure.
- C.** Gold Loan and Role of Head Cashiers (SENIOR CSAs)
- D.** Arbitrary deduction of TA/DA and Diem Allowance.
- E.** Daily Wagers and Substaff Issue.
- F.** Relieving issues.
- G.** Women-related circular and a few more facilities for incorporation.
- H.** Training to Substaff in the local language.
- I.** Level of questions being set by IBPS in the Promotion Test for Substaff.

J. HPV Vaccination for spouse too, to be demanded.

K. Lead generation in HRMS. Problem with Deposit A/cs for uploading on HRMS.

L. Training problems in Maharashtra during Ganapathi festival.

M. Delhi NCR issues.

These were the issues/queries/concerns raised by our WCMs during their deliberations. All the queries were replied to by the General Secretary. Further, he elaborated on the matters with references to the context.

He reiterated that presently the Federation is the only organisation that enjoys the trust and respect of the management and all sections of employees. It has been made possible only due to our constructive vision and mature approaches on different matters pertaining to employees and relating to the bank and its growth.

Today, we have ensured regular holding of GR meetings in the states. Though the organisation does not depend upon one GR every 6 months to settle our issues, these GR meetings provide a space for broader discussions and exchange of views and ideas, apart from obtaining commitments from the management on settlements. It also gives us opportunities for further persuasion and interaction, making us more and more visible in front of management and the workforce.

He laid particular emphasis on further strengthening our state-wise organisations. The slogan which was raised by a few speakers, that **FOR A STRONG FEDERATION WE NEED TO HAVE STRONG STATE UNIONS**, was also endorsed by him and explained with clarity. His speech was extremely motivating, and the entire House got energised for rededicating itself towards revamping our organisation wherever felt necessary.

The following action programmes were adopted unanimously by the House.

ACTION PROGRAMME:

DECISION NO. 1:

The meeting took stock of our agitation on the GOLD LOAN issue. At the call of the Federation, the undermentioned three programmes were undertaken and executed successfully.

A. On 17th August, all state units submitted a Memorandum to the Zonal Heads, reiterating our stand vindicated in the memorandum.

B. On 18th August, the same Memorandum was submitted by the Office Bearers of the Federation to MD & CEO (I/C), ED 2, CGM (HRM) & GM (Retail).

C. On 3rd September, a letter enclosing the above-mentioned Memorandum was submitted to all Branch Heads throughout the country.

Now, it has been decided to step into our 4th Phase of agitation.

D. SCSA (Cash) & CSAs to submit a letter to the Branch Head intimating that they will act as one of the Custodians for Gold Loan, if ordered, but will perform STRICTLY AS PER THE PROVISIONS OF THE MASTER CIRCULAR RELEASED BY H.O. Our members will not be responsible for any sort of dislocation or disruption of smooth routine and customer

service. THIS PROGRAMME WILL BE INTIMATED TO THE BRANCH HEAD BY WAY OF A LETTER UNIFORMLY THROUGHOUT THE COUNTRY, STARTING ACCORDINGLY ON AND FROM 25th SEPTEMBER, 2026.

This proposal was accepted unanimously.

DECISION NO. 2:

A Resolution is being taken and will be sent to management as an expression of collective concern of the Federation over the delay in arriving at a decisive and assured conclusion on the following issues:

- A.** Minimum Staffing Pattern.
- B.** Minimum Wages to Daily Wagers as per the Minimum Wages Act.
- C.** Exemption of Tax on Perquisites and absorption by the bank.
- D.** Adequate number of recruitment of CSAs in the next exercise.
- E.** Initiation of Substaff Recruitment, taking special consideration of the daily wagers.
- F.** Graduate Substaff Promotion as per policy (twice a year).
- G.** Compensation for Officiating in BH/ABH even if it is less than 4 days in a month.
- H.** Concerns related to NCR branches.
- I.** Filling up of all functional allowance posts and consideration of request transfers well before the release of IBPS recruitment.

The resolution will be suitably worded and submitted to top management.

This proposal was also unanimously accepted.

DECISION NO. 3:

A. A special resolution will be taken to convey our heartfelt greetings to HPUCBEU for the excellent arrangements made for the success of this Working Committee meeting. With the declaration of the above programmes and once again greeting the host unit for their impeccable arrangements and hospitality, the speech of the General Secretary was completed amidst applause.

With the concluding speech and vote of thanks from the President, the two-day session of the Working Committee was concluded. The House gave a standing ovation to the host unit, and thunderous slogans roared inside the hall, making everyone electrified.

With warm greetings,

Yours Comradely,



(Partha Chanda)
General Secretary

FEW SNAPSHOTS







