



ALL INDIA UCO BANK EMPLOYEES FEDERATION

(Affiliated to AIBEA) REG. NO. 3489/CNE

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CIRCULAR TO ALL UNITS

18/05/2016

Dear Comrades,

We give under certain important updates for the information and benefit of our comrades. The undersigned and President, as decided in the informal meeting of the office bearers held at Delhi on 25th April held discussions with the Leaders of All India UCO BANK OFFICERS Federation at Kolkata yesterday (17th). COM.PARTHA CHANDA, Secretary and COM, Sanat Gosh, Joint Secretary of our Federation too accompanied us in the discussions. In the discussions three key issues were focused. Bank 's Health, Manpower shortage and the Management's present approach on various matters, particularly in the Restructuring of the Administrative set up.

Keeping in view the Financial results, published on 13 TH May, meeting took note of the undermentioned points.

Business has come down sharply from 366000 cr to 344000 cr.,

Operation profit has come down from 4800 (plus) cr to 3600 cr,

Net loss is shown at 2799 cr,

Gross NPA has risen to more than 15%,

Similarly meeting noted that the management has arbitrarily slashed down the number both in Clerical (from 2500 to 1410) and officers (700) recruitment.

Management's unilateral approach on the Restructure of the Administrative set up - Closing down a couple of Circle offices and few Zonal Offices.

After thread bare discussions, meeting was of the view that.

- Bank is confronted with a big challenge in the back ground of government's move towards consolidation and the situation calls upon the Administration to introspect so as to re- work strategies to combat the situation and equally responsibility is cast upon the work force to close ranks to play much higher role in meeting and braving the challenge.
- Management needs to be told that branches cannot be put under constant pressure by deprivation of needed manpower and development, customer service, morale of the work force, Recovery of NPA etc would be causality if the needed man power support is not given.
- Present restructure proposals are no way helpful to the Bank, neither would save any cost. Further many zonal officers would find it un-manageable if the number of branches **under** their control goes beyond 40 or 50. Similarly closure of some Circle offices is also

not a prudent move. Instead the tier of Circle offices can be abolished to bring Zonal Offices directly under the control of HO.

The meeting decided to unleash certain programmes jointly to draw the attention of the top management to our view points and demands. As a first step a joint memorandum - high lighting our views and our demands -would be submitted to the MD& CEO by the Apex body of both the organizations (AIUCBEF & AIUCBOF) before the end of this month. Depending on the response further programmes would be unleashed.

STAFF WELFARE FUND: UNITS ARE AWARE that on 7th May a joint letter from both the unions (AIUCBEF& AIUCBOF) demanding allocation of funds-necessary to continue the important existing staff welfare schemes - as we apprehended that such fund might not be made available when the Balance sheet was finalised in case the Bank had to show Net loss. It is to be understood that as per government's guidelines 3% of the NET PROFIT can be apportioned for staff welfare measures. We now learn that Bank had allotted 10cr to the Staff welfare fund, which we hope would be adequate enough to continue many of the existing schemes. This has been made possible due to timely steps taken by us.

More information's.....

- **As** MD was away from Kolkata we could not meet him
- We, however met Shri. Charan Singh, Executive Director and conveyed our concern over the Bank's health as well as our disappointment over non-resolution of many of the issues pertaining to workmen staff.
- As the General Manager and Deputy General Manager HRM too were away from Kolkata, we could not deal with the issues resting with them for solution.

In the mean while We learn that...

- HRM department is planning to hold meetings of Grievance Redressal Committee and Policy committee by the first or second week of June,
- Steps are under way to implement the CGIT orders with regard to LBY Agents-may be completed latest by middle of June,

With greetings,
Comradely yours,

C.M.Patel
General Secretary