



UNITED BANK OF INDIA EMPLOYEES' UNION

Regd. No. 14874

11, Hemanta Basu Sarani, (4th Floor), Kolkata - 700 001

Phone : 2248-8163, Fax No. : (033) 2231-9014

Circular No. UBIEU/CEC/17/2015

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To All Members

Sub: Independent campaign movement in our Bank

Dear Comrades,

We would like to draw your attention to our Circular No UBIEU/CEC/15/2015 dated 23.06.2015. In the said Circular we reported about our All India Office Bearer Meeting held at Bhubaneswar on 14th June 2015. We want to reiterate that the Meeting decided to launch campaign movement on the long pending problems faced by the employees of our Bank.

The award staff Unions of our Bank, almost for a decade, have been demanding for ascertaining the basis of manpower assessment. In 2007, on the eve of all India Strike in our bank at the call of 4 award staff Unions, the bank management was compelled to enter into a tripartite understanding for ascertaining the basis of manpower assessment in consultation with Unions before finalising the manpower. It did not take long for the bank management to volte face. The management unilaterally declared required manpower twice on 16.08.2010 & 31.12.2012 respectively. At the intervention of RLC (Central), Kolkata, though the management started discussion in this regard with the award staff Unions, it stopped in the midway.

Our Bank seems to be adamant in implementing the recommendations of Khandelwal Committee in so far as ratio of officer to clerk and sub staff is concerned. Branches are suffering badly due to acute shortage of award staff in particular. The bank finally decided to recruit 500 SWO as against 700 probationary officers. The bank, five months ago, decided to recruit 200 subordinate staff; but no step in this direction has been taken till date. Needless to mention, this number is far less than the requirement at the moment. We are of the firm opinion that by recruiting 500 SWO and 200 sub staff no material change would take place so far as customer service is concerned. We also think that the canteen workers, irrespective of number of employees in a branch/office, should be given chance to be recruited as sub staff.

Many branches are running without permanent sweepers for years together. In absence of sub staff, the sweepers are being utilised by the branch managements to work in place of sub staff against payment of a paltry sum. For the last one decade we have been demanding for creation of Sweeper-cum-Sub-Staff post and conversion of

all the PTS employees as the same to put an end to such inhuman exploitation. In January 2014, management taking cognizance of the need at the ground level came out with a draft proposal for conversion of all Sweepers into full time Sweeper-cum-Sub-Staff with effect from 1st April 2014. But due to reasons best known to the management, such conversion of PTS could not be materialised as yet. We have already taken up this issue with the apex management including our MD & CEO.

In the industry level 8th Bipartite Settlement, the Unions agreed to allow outsourcing in IT related jobs where in-house infrastructure is not available. But to our utter dismay, we observe that in hundreds of our branches which are running without SWO or Sub staff, local managements are engaging outsiders including retired employees for day to day work in bank premises in blatant violation of the Bipartite provisions as also Bank's guidelines. Fully aware of the situation the HO management is sitting tight only by issuing circulars disallowing such activities practised rampant at branch level. All this is leading to spurt in frauds and sadly enough, sometimes innocent employees are unknowingly getting involved in such fraudulent acts and subjected to penal action for no fault of their own.

The management also appears to be indifferent to various issues pertaining to the award staff employees, particularly in the matter of transfer and posting. A lot of transfer orders on optional grounds are pending for execution. Some of these orders had been issued as far back as in November 2013. Even in a meeting of 4 award staff Unions with the General Manager (HR) held last week, we did not get any assurance regarding tentative date of implementation of these pending orders. The orders were issued as per vacancy position as at March 2014. Thereafter, many vacancies have been generated due to promotion and natural losses. But the management seems to be in no mood of issuing fresh option orders, though a great many employees are languishing for transfer. For inter-Region & inter-State orders NOC is being sought for from the transferee Regions which quite obviously is not being given. Even for compassionate spouse and medical grounds where conditional NOC is given, orders are not being issued. Needless to mention that there is no provision of NOC in the extant policy of option transfer. The management is wilfully violating the Govt. guidelines in regard to posting of female employees. It is also a routine affair that whenever SWOs are promoted, they are released forthwith with no consideration for reliever. In such cases, sometimes permanently posted employees are sent on deputation for release of such promotee officers. Besides, for last few years no transfer order was issued for sub staff employees in spite of several vacancies in existence. The canteen boys recruited as sub staff and posted to different states outside their linguistic areas are yet to be repatriated. Thus the award staff employees are discriminated against by the management shamelessly.

We further observe with concern that in many branches several SWOs are

provided with much higher work class beyond their jurisdiction and that too without any office order and the remuneration they are entitled to. In some cases, employees are not paid any higher allowance despite valid office orders. Many Head Cashiers and Daftaries are victims of such deprivations. In several single sub staff branches the only sub staff performing the job of Daftary years after years are not confirmed. In fine, managements in different tiers refuse to abide by the Bank's policy guidelines meticulously.

Last but not the least, we feel perturbed with the performance of the bank. After publication of the annual result for the FY 2014-15 our concern is increased all the more. The bank miserably failed to improve its performance in many important financial parameters. The centre of concern is of course the huge Non Performing Assets (NPA). Though the percentage of GNPA has been reduced to some extent, it is still much above the national average. In the last FY 2014-15, fresh slippage has been to the tune of Rs 4087 crore. The bank has restructured advances of Rs 10168 crore. The bank made a cash recovery of Rs 1236 crore which is not up to the mark in the given situation. Our MD & CEO has remarked in the press that as far as recovery is concerned the easy pick up has been done. We are also aware that a big percentage of bad debts are attributed to the big defaulters. But our bank seems to be concentrating more on publicity than on meaningful recovery. We, on our behalf, expressed our willingness to extend our cooperation to NPA recovery for the interest of the institution notwithstanding the fact that the employees in the branches are too hard pressed. We are continuously suggesting to form negotiating forum at different tiers with representatives from all Unions/Associations operating in our Bank. But the management is practically showing no interest to take the unions into confidence on this count.

The office bearers stationed at Kolkata, as entrusted by the all India Office Bearers' meeting, have decided to launch a vigorous campaign movement on the following issues. Tri-lingual posters are being printed to highlight our demands. Phase-wise programme with time schedule will be decided shortly. All the Region/State Committees are advised to endeavour hard to popularise our following demands among all sections of the employees in a bid to rally them behind.

Demands:

- ***Needbased Manpower Assessment***
- ***Filling up of all vacancies of Sweepers***
- ***Adequate recruitment of Sub Staff & SWO***
- ***Creation of Sweeper cum Sub staff post***

Absorption of all Canteen workers as Sub staff

Implementation of all transfer orders

Recovery of dues from big defaulters

Form Negotiating Forum with all unions at different tiers.

Stop discrimination against award staff

Stop outsourcing violating Bipartite Settlement

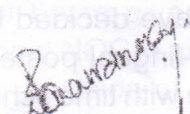
Stop deprivation of higher allowance to award staff

Our leadership is equally realising the importance of joint movement on common issues and working hard to form joint movement. In our bank we have been able to make significant breakthrough on many issues jointly. In May this year, we wrote a joint letter to MD & CEO expressing our concern over health of the bank. Recently, we have again discussed among ourselves and decided to carry forward this effort further. The HR matters which are causing difficulties for the common employees are also being discussed. We believe, independent movement is nothing but complementary to joint movement. We sincerely believe that this phase of our independent movement also will pave the way for a new phase of joint movement on common issues which is, of course, the need of the hour.

On to successful campaign movement.

With warm greetings,

Yours comradely,



(Debasish Basu Chaudhury)
General Secretary