



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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GS 1/165/18

20th July 2018.

Shri Rajkiran Rai G.
Managing Director and CEO,
Union Bank of India,
Central Office,
Mumbai

Dear Sir,

Sub: Our Bank's Centenary Celebrations

Our Bank will be entering its centenary year of its glorious existence on 11th November 18 and for next whole year till 10th November 19 it will be celebrating its Centenary year. For any institution, the centenary year is a special movement and for our bank it is very special since from a Small Bank started by few traders, it had marched ahead in the last 100 years to emerge as a big sized bank with more than 7.00 lakhs crores of business.

During its journey Union Bank withered many challenges including a run on it, maintained its market share, served the society with innovative products and services and in turn our country and its economy. Success followed the Bank on all its initiatives to inspire and motivate it to serve the people with utmost sincerity to reach the 5th position among public sector Banks.

So our Bank has the right and also the honour and privilege to celebrate its centenary year in the most befitting manner to tell the financial world that it will continue its onward journey with renewed commitment to serve the people to add more glory and pride to its existence.

In the Bank's journey so far in reaching its present position, our Association has also played a vital role in deciding the Bank's policies and shaping them through our participation & contributions and the same is acknowledged and appreciated by the workforce as well as Bank management in all forums.

So when our bank is planning and preparing to celebrate its centenary year, we thought it fit to furnish our suggestions. Accordingly our suggestions are as under:

- 1) Create a centenary year special logo with Bank's logo and use it throughout the centenary year in all its communications, website, programme and function.
- 2) Interview top 100 customers of the Bank across the country to know and share their experience, views, feelings expectations and suggestions over our services and products and use them as our strength to convey our potential.
- 3) Design a special Centenary Cash Deposit certificate for the tenure of 100 months with higher yield to attract our customers.
- 4) Introduce Special SB and loan products in general to improve the Bank's CASA deposits and especially for senior citizens.

- 5) Special Financial products like financing the supply chain etc to mark our specialisation in MSME financing can be explored.
- 6) Provide a platform for entrepreneurs, tech innovators and professionals to pitch their ideas and attract financial and mentorship support from union bank.
- 7) Hold programmes to announce our renewed commitment to contribute to serve the society to achieve the ambition of sustainable development and growth.
- 8) Give the society with centenary library, park, and school at different cities in Bank's name.
- 9) Conduct exhibitions showing the course of the Bank's journey of last 100 years and how it had contributed to the development of the society.
- 10) Consider providing scholarship to students pursuing banking on local/ regional and national level.
- 11) Special essay and write-up competition for staff members to test their skill and knowledge level to mark the centenary year.
- 12) Bring in Best HR Practices to create the best Industrial relations by proactively considering all the issues raised by us and pertaining to A) Holding Sub Staff Recruitment Process as per amended Recruitment Policy to address violations observed in implementing the settlement before RLC (c) Mumbai B) restoring all staff welfare measures and C) Considering the amendments to promotion & Higher Assignment policies as suggested by us.

We hope that your office will receive our above suggestions in the right perspectives and initiate steps to implement the same.

On this occasion Bank should also acknowledge and appreciate the contributions of its workforce present and past that enabled the Bank to reach the present position. Hence we request your office to consider following suggestions to reward the workforce.

- a) All the staff members should be granted with minimum centenary year bonus.
- b) All the retired employees should be granted with minimum centenary ex-gratia.

The above will be fitting to the occasion since our bank is definite to turn around and post good results by March 19 with profits. The quantum of bonus and ex-gratia can be decided mutually during our discussions. We hope that Bank under your leadership will decide suitably to meet the expectations of the employees.

Thanking you,

Yours Truly,



(N. SHANKAR)
General Secretary.

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