



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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GS 3/105/ 16

30th March 2016.

To All units and Members,

Dear Comrades,

Sub: **Outcome of Small Committee Meeting**

While discussing in the IRM Meetings held with the Bank's corporate Management it was decided that the following issues raised by us and repeatedly figuring in the IRMS will be discussed in the small committee.

- 1) Filling up of Daftary Vacancy in One Sub- Staff Branch where FTHK/ Peon alone is there and Designating FTHK/ Peon as Daftary.
- 2) Identification of Daftary in all Administrative offices and filling up the same.
- 3) Formulation of Man Power Planning Policy for Sub- Staff in Branches/ offices based on certain Parameters to be mutually agreed.
- 4) Amendments to Promotion Policy of Clerks to Officers.
- 5) Conversion of all SWO- A as SWO-B.
- 6) Non adherences to settlement with regard to identified Head Cashier Vacancies in Specialized Branches say IFB & NRI.
- 7) Restoration of IRM Policy as per Minutes with AIUBEA and withdrawal of Unilateral Guidelines.

Accordingly the subcommittee meeting was held on 29th March 2016 at Bank's Central Office Mumbai. While Management was represented by GM (HR), DGM (IR), and CM-IR our Association was represented by Com A Chidambaram President, Com J G Kunder Organising Secretary, Com P K Tewari Assistant Secretary, Com M H Maharaul Assistant Secretary, Com Pooja Mulye Treasurer and the undersigned. The outcome of the meeting issue wise is as under:

- a) Bank has been filling up the identified Daftary vacancies in all branches and also designating the eligible sub-staff except in branches where only one FTHK/ Peon is available. But officiating arrangement is being extended in these branches and accordingly CO has given directions. After thorough discussions it was decided to fill up Daftary vacancies in these one Sub- staff branches also by suitably designating the only FTHK/ Peon available with proper instructions.
- b) One Daftary vacancy will be identified in all FGMO/ RO/ Zonal Audit Office/ Zonal Vigilance Cell and Staff Training Centers. For the creation of Daftary Vacancy in departments of Central Office the parameters will be decided shortly to arrive at number of vacancies.
- c) On the issue of Man Power Planning for Sub-staff requirement in Branches & Offices both the sides exchanged views and information besides having thorough discussions. Looking to the ongoing recruitment process of FTHK/ Peon being under way in many Regional Offices and for want of certain branch wise additional details it was decided to collect all details and resolve the issue by May 2016.
- d) We proposed certain improvements as amendments to Promotion policy that are relating to interview process and posting of promoted officers. Discussions took place and management while agreeing to our proposals expressed their need with regard to increased

opportunity in terms of vacancies under Merit Channel. It also requested the Association to consider their Proposals also. After exchange of views it was decided to review the promotion policy in totality and decide amendments before the commencement of next process.

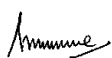
- e) The issue of conversion of all SWO A as SWO B was discussed. The rationale and justification behind our demand was explained to the management. We also pointed out as to how such rationalization will help the Management to enable the employees to have enhanced job role with lesser administrative difficulties. Management while agreeing to our views wanted Association to agree for enhanced passing powers for SWO B for which we did not agree. However finally it was agreed to collect more details and place the matter before the top Management to decide in the matter. However our units should ensure that SWO B vacancies crystallized as on 27th April 2010 & as per minutes with AIUBEA is maintained in their states/Region and filled up regularly when ever the same become vacant.
- f) Bank has explained that as per decision of its top Management Bank had fine-tuned its business model and accordingly will not extend cash related services to its clients in IFB Branch and other specialized branch such as NRI. Hence Bank wants to discontinue the cash department in these branches and requested the Association to allow it to shift the Head Cashier Vacancies of these branches to some other Branches. Bank also requested the Association to amend the higher assignment policy suitably. We shall do the needful shortly.
- g) Bank has recently given unilateral guidelines in violation to IRM policy that was decided as per minutes with AIUBEA and was in vogue. We have explained our concerns towards such unilateral approach of the Bank Management. Our concerns have been well received by the Management and it had sought some more time to do the needful in the matter.

The Management also raised certain issues from their side. These were 1) rationalization of Special Assistant Vacancies/ Deciding increased Business Mix for identification of Special Assistant Vacancies 2) amendment to promotion policy to decide effective date of promotion of Sub- Staff as SWO A on getting promotion on becoming Graduate 3) restarting the appraisal system for clerical staff. We while conveying that we are prepared to discuss the issue no 1 and 2 we expressed our concerns and disagreement to issue no 3.

The outcome of small committee meeting should be explained to the employees. Despite our pursuance and best efforts certain vital issues such as Man Power Policy for Sub Staffs& conversion of SWO A as SWO B are awaiting resolutions. We shall further pursue these issues. In the mean while we request our units to explain the outcome to employees. We are planning to convene our CC meeting and the date and venue are being finalized coinciding with full fledged IRM meeting that will fall after the publication of Bank's audited financials in May. We shall convey the same in due course.

With Regards,

Yours Comradely,



(N. Shankar)
General Secretary

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