ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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GS 3/106/ 16 30th April 2016

To All units and Members,

Dear Comrades,

Sub: **Outcome of IRM Meeting held on 29th March 2016**

The quarterly IRM Meeting with the Bank's Central Management was held yesterday at Mumbai. Association was represented by Com A Chidambaram President, Com R B Saraiya Vice President, Com J G Kunder Organising Secretary Com B C Nigam Assistant Secretary, Com S P Rathi Assistant Secretary, Com P K Tewari Assistant Secretary, Com Ramesh Rao Assistant Secretary, Com Pronab Bhattacharjee, Asst Secretary, Com Pooja Mulye Treasurer and the undersigned. From Management side GM (HR), DGM (IR), AGM (IR) & CM (IR) attended the meeting.

After welcoming the members present in the meeting, GM (HR) initiated the discussions with his address to members conveying developments in the Bank since the last meeting.

He informed that the Bank has 1) taken steps to redress the grievances of employees on an ongoing process 2) introduced HR portal and Shared Service center for quick disposal of employees' claims 3) issued directions to field functionaries to proactively address the issues of employees and to hold small committee meeting to discuss and decide on issues raised by the Association and under reference. He also conveyed about the recruitment process under progress in which around 1500 SWO A / Clerk will be joining the Bank by June 2016, the outcome of Business plan meeting held recently and the expectations of the Bank in the new emerging challenging situation.

In response we expressed that 1) agreed policies are violated and or belatedly implemented 2) Bank has been able to show better results compare to other peers in the industry and to maintain its growth sustainability Bank has to involve all section of employees 3) the lack of commitment from the Bank to complete the process of recruitment of FTHK/ Peon 4) our concerns over liberal outsourcing and a need for evolving a mechanism at Central Office to ensure timely implementation of settlements and policies. Our views were taken note by the management and the meeting discussed all the issues submitted by us.

The outcome of the meeting with regard to certain vital issues is under :

1) It was agreed to complete the on going recruitment process of FTHK/Peon by June 2016 and after which steps will be taken to identify the vacancies and get approval for release of waitlisted candidates with in the specified agreed time line. So far 40 Regions have completed the process and efforts are underway to complete the process in remaining vacancies.
2) The promotion to eligible employees from the empanelled waitlist under sub staff to clerical promotion process to fill up vacancies on account of refusal.
3) Bank will issue guidelines for Payment of Bonus for 2014-15 as per amended Bonus Act and release the same shortly.
4) Bank's Central Office will issue Instructions to pay Overtime to eligible employees who worked beyond stipulated working hours as per RBI directions to carry out government business transactions on 30th& 31st March 2016.
5) Bank will reiterate its directions to maintain and fill up all SWO B vacancies as of 27th April 2010.
6) Bank will take up the issue of extending loan to employees against tax saver time deposits with the concerned department for doing the needful.
7) Detailed clarification circular on conversion of union Home Loan, commercial housing loan and housing loan availed from other financial institutions will be issued as clarifications to FAQ.
8) Bank's Central Office has issued directions to all FGMO/ NRO to
    a. hold higher assignment process and fill up all Special Assistant, Head Cashier and SWO B vacancies
    b. issue request transfer orders to eligible employees as per transfer dairy and
    c. keep the list of end vacancy to fill up the same through new recruits who will be joining by 15th June 2016.

9) Bank has released pension arrears to 72 eligible employees who served as scale wages employees during their career in the Bank by reckoning their length of service as per 10th BP Settlement provision. It was agreed to seek IBA's clarification on the point raised by the Association with regard to payment of arrears to all employees including those retired after 1st Nov 2012.

10) Bank agreed with our views on lack of uniformity in implementing

    a. fitment on promotions,

    b. fixation of Pay scales to exservice men on joining the services of the Bank and

    c. Punishments imposed and will centralize these processes through shared service Center.

11) Clarifications will be issued to include stamp duty and registration cost in the house cost to decide eligibility of staff housing loan to be availed by the employee.

12) Tripartite Meeting with Association, TPA/Insurance Co and the Bank Management to sort out the issues arising out of implementation of insurance linked hospitalization Scheme.

13) Bank has agreed to frame guidelines/Policy for availing assistance under Buffer Policy on the lines of suggestions of the Association by May end subject to approval of the Board. Similarly it was agreed that Bank's Exgratia Scheme for reimbursement of hospitalization expenses over and above buffer policy will also be extended.

14) The issues taken up in Small Committee and under discussion will continue to be discussed to arrive at solutions. Another small committee meeting will be held shortly to hold further discussions.

15) Agreed to hold higher assignment process through system/ Union Pariwar. Bank has initiated steps to hold the process by July 16.

16) Bank is working out the Man Power requirement through module designed through consultant and the same will be shared with the Association.

17) Finacle training for Hearing Impaired employees will be held shortly.

18) Agreed to hold meeting with the Association to address the issues and concerns arising out of implementation of Utkarsh Project and other Business Process reengineering to be under taken.

19) Agreed to link the transfer dairy to Union Pariwar to enable employees to choose appropriate branch and apply. Steps are under progress.

20) Bank has taken steps to address the raised by the Association in the earlier IRM Meeting and the same will be maintained on an ongoing basis.

21) Agreed to review the compassionate appointment scheme to improve the same as per our suggestions and take it up with the Board for approval.

22) RABD had already issued the circular and addressed the issue raised by the Association with regard to payment of fees to jewel appraiser.

23) Staff Housing Loan scheme will be reviewed to improve

    a. relaxation of requirement of 5 years residual service for availing staff housing loan and extended repayment schedule up to 70 years of age and

    b. Interest rate as per RBI scheme subject to board approval.

We request our units to explain the outcome of the meeting to employees. The minutes are being finalized and the same will be issued as staff circular shortly by the Bank. In the mean while our units should take all steps to mobilize more and more employees under our banner to increase our strength. Meetings should be held to explain the truth that it is AIUBEA that is the majority and recognized union in our Bank and it is AIUBEA that decides and shapes the service conditions of employees in Union Bank.

With warm Regards,

Yours Comradely,

(N. Shankar)
General Secretary