



UNION BANK EMPLOYEES' UNION - TAMILNADU

(Affiliated to AIBEA & AIUBEA)

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Dear Comrades,

Outcome of Central IR Meeting held on 7th April 2018

We append herewith the text of All India Union Bank Employees Association circular on the outcome of the developments in the Central Industrial Relations Meeting held at Mumbai on 7th April 2018. We are happy to inform you that Com.T.Kumar, Secretary of our Union participated in the meeting as the Assistant Secretary of AIUBEA.

“The IRM Meeting was held on 7th April 2018 at Bank's Central Office in Mumbai. This is the first meeting after our 10th conference held in February 2018. Prior to the IRM Meeting the office bearers met in Union office on 6th April. The meeting took stock of the developments subsequent to our conference with regard to Industry, our Bank & its business, promotion processes conducted, organization and the steps initiated to implement the decisions of the conference. While reviewing the developments in organization, our units and their working the meeting also decided to initiate certain steps to consolidate our movement by mobilizing new recruits and galvanizing young and women employees through conventions to be held shortly. The approach of the Bank towards issues taken up by us, Bank's new initiatives and the emerging situation arising out of industry level issues were also discussed by the meeting and accordingly it strategized our approach for next day IRM Meeting.

The IRM Meeting began with the welcome of members from Senior Manager (ER). From Management side GM (HR) , DGM (ER) , AGM (HR) and CM (ER) attended the meeting. On behalf of the Association 1) Com R Manjunath President 2) Com Pronab Bhattacharjee Vice President 3) Com J G Kunder Organising Secretary 4) Com Sanjiv Dalal Assistant Secretary 5) Com P K Maheshwari Assistant Secretary 6) Com T Kumar Assistant Secretary 7) Com Naresh Kharbanda Assistant Secretary 8) Com Devendra Khare Assistant Secretary and 9) Com Pooja Mulye Treasurer and the undersigned attended.

In his opening remarks GM (HR) briefly informed the members on Bank's position, its business performances, the satisfactory adequate core CAR for future expansion, conduct of promotion processes and appreciated our Association's role and

cooperation in all matters. In response we highlighted 1) the need for sensitizing the Field level functionaries to timely implement the agreed policies without any violations and deviations 2) Mechanism to monitor the attitude and approach of RO& NRO level management in dealing with our units' issues at respective IRMs 3) settling our issue of Recruitment of Sub-staff by adhering to tripartite settlement before RLC © Mumbai. 4) non holding of higher assignment processes in many states to fill vacancies attracting special allowance in clerical cadre 5) non filling up of Daftary Vacancies & 6) proactive approach to employees' issues to create a congenial atmosphere to further the progress of the Bank in challenging circumstances .

The GM (HR) appreciated our views and concerns and agreed to initiate necessary steps to address above issues. Thereafter the issues submitted by us were discussed under cordial environment. The important outcome is as under:

- 1) The Overtime claim of employees for the demonetization period is under verification and the same will be paid shortly.
- 2) Instructions to pay overtime to eligible employees for working for extended working hours on 31st March 2018 will be issued.
- 3) Our proposals for amending the promotion & Higher Assignment Policies will be taken up shortly.
- 4) Details from other Banks are sought to ascertain the position so as to settle the payment of Gratuity to Deposit Collectors.
- 5) The improvement in Home Repair Loan , Furniture loan and Conveyance loan will be taken up with the top management.
- 6) Staff welfare committee Meeting will be held shortly. Our proposal to continue all the welfare schemes for 2018-19 is under active consideration of top management. 50% health insurance premium to family pensioners drawing pension up to Rs 10000 for 2017-18 will be released shortly.
- 7) The issue of sanction of bereavement leave will be taken up with top management.
- 8) RO and NRO will be instructed to carry out & complete pending higher assignment processes and keep the end vacancies ready for posting the new recruits to relieve them. For states like UP the FGM/ NRO will be advised to relieve the employees on a common date.
- 9) Digitization of Transfer Dairy for Award Staffs will be completed by 31st May 2018. Similarly the on line higher assignment process will also be made available across the Bank for all states after seeing the experience of on line process being in progress in Lucknow zone.

- 10) Instructions to pay Minimum wages as specified by CLC Delhi to contractual employees will be issued to field functionaries.
- 11) Removing the rate ceiling on petrol will be taken up for redress.
- 12) PBOD will be requested to address the issues 1) provision of new Cash counting and Fake note detecting machines that count mixed notes of different denominations and give details of notes counted & 2) Cash Vans .
- 13) Suitable instructions to avoid extension of officiating in place of officers where more than 1 officer is available and also pay officiating allowance to clerical employees whose ID level are being upgraded.
- 14) Our Proposal to take only dependent family members' income to decide compassionate appointments will be referred to IBA for clarification.
- 15) Karaikal Branch will be allowed to deposit the cash with Currency Chest in Madurai.
- 16) Branches will be advised to realign the housing loan instalment after adjustment of principle amount to recover interest as per terms of sanction.
- 17) Mark sheets to unsuccessful candidates in the promotion processes will be loaded in union Parivar to allow the concerned employees to see the same.
- 18) Up-to-date Pension, Gratuity and PF rules will be circulated among the employees and also will be loaded along with promotion and higher assignment policies in UBI Net under new initiative of HR Aap ke Saath.
- 19) Meeting with TPA, UIIC and Broker K M Dastur will be held in last week of April to sort out issues raised by the Association.
- 20) Our proposal of reviewing the process of claiming of cleaning material allowance and reimbursement will be positively considered by the Bank.
- 21) Our concerns on the cross selling of other products will be conveyed to the top management through concerned department.
- 22) Instructions will be given to sanction petrol reimbursement to award Staffs immediately on completion of probationary period and also to confirm the employees on completion of probation without any delay.
- 23) Recent supreme court judgments on pension issues will be implemented very shortly.
- 24) Man power assessment formula will be worked out by capturing all activities and work load.

We request our units to hold meetings and explain the outcome of the IRM Meeting to employees and mobilize them more and more under our banner. We have also

ensured the initiation of promotion processes and our units should hold coaching classes to help the employees. We shall also follow up with the Bank to conclude other issues. As usual Minority union will mislead the employees and our units should appropriately give reply to expose them.

The IRM Minutes will be circulated shortly.”

Transfer Policy:

Recently Government of India has given some guidelines with regard to the transfer of women employees in Banks. In this connection, we append herewith the text of the latter of All India Union Bank Employees Association addressed to the Management :

“Bank has a settlement entered with the Association on transfer of award Staffs and the same has been in vogue for last more than last 3 decades. The settlement is registered under ID Act. The Transfer Policy regulates the interstate & intrastate transfers of employees through maintenance of transfer dairy and by giving suitable preferences to separation of spouse ground transfers for women employees. The policy is serving the interest of the Bank as well as the employees’ and is time tested over a period of more than 32 years. Besides this policy, the Bank also has an arrangement of Joint Consultative Committee (JCC) with the Association where in transfers on genuine health & other serious grounds are considered outside the transfer policy. Even today the transfer policy as well as JCC place our Bank ahead of all peers in the industry in the area of regulated transfers and is regarded as the best in the industry.

Our attention is drawn to the Government guidelines advising the Banks on transfer of women employees and the latest being the one from Finance Ministry dated 6th April 2018. Since our existing policy on transfer already takes care of the concerns conveyed in the government guidelines, there is no need for the Bank to make a separate policy for transfer of women employees that will result in conflict of settlement on transfer policy with the Association.

However there is a need to revisit the Bank’s recruitment policy and its present policy of posting new recruits. We feel that the same may be discussed with the Association to find solutions to address certain issues but without altering the transfer policy. For this the concerned department may hold discussions with the Association to redress the issues.

We hope your office will note our above submissions in the right perspective and do the needful.”

Professional Dress Code:

Recently, Management has issued a circular detailing the dress code applicable to the entire workforce of the Bank. We append herewith the text of the letter of All India Union Bank Employees Association on the subject :

“Our attention is drawn to staff Circular No 6791 dated 10th April 2018 advising the staff members to follow certain dress codes specified there in the circular.

At the outset we do not understand the need for such instructions from the Bank since we observe that till now all the employees have been coming to the Bank in a well dressed manner befitting to the image of our Bank. Despite the above still Bank can expect its employees to come to work / office in a presentable manner.

However, Bank giving directions for wearing certain specific dresses will not go well with the workforce of the Bank that is comparatively young. The T Shirts and Jeans have no more remained as a casual outfit but accepted as smart & presentable attire in modern new emerging India. Many of the CEOs and top executives of leading Companies come to office in such modern outfit to present themselves as personalities with younger outlook. You are aware that nearly 45% of our Bank's work force is very young and they would naturally like to wear modern dress that is presentable. This also enables our Bank to get identified as a Bank for next generation customers. Besides in central and northern India the traditional attire in the form of pyjama and kurta is still considered to be attire for offices and public places.

Under the above circumstances restricting employees to come in formals will not only dampen the enthusiasm and spirit of our work force but will be amounting to infringement of basic right. We do agree that our employees should be in a neat and presentable manner befitting to the image of the Bank but of the opinion that the same can be ensured without prescribing any dress code.

Hence we feel that the Bank's instructions contained in the said staff circular can only be of suggestive in nature but cannot be mandatory.

We request you to make note of our submissions in the right perspective.”

With Greetings,

Yours Comradely,

(A.CHIDAMBARAM)

General Secretary