



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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GS 3/144 / 18

26th October 2018.

To,
All Office Bearers & units and Members:

Dear Comrades,

Sub: **Outcome of IRM Meeting with Bank management on 25th October 18.**

IRM meeting with the Bank was held on 25th October 2018. Management was represented by GM (HR), DGM (ER), DGM (HR), CM (ER) & Manager (ER). On behalf of our Association Com R Manjunath President, Com J G Kunder Organizing Secretary, Com P K Maheshwari Assistant Secretary, Com R N Shah Assistant Secretary, Com Ajay Kumar Singh Assistant Secretary, Com M G Tate Assistant Secretary Com Ravi Yadav Assistant Secretary & Com Ramesh Rao Assistant Secretary along with the undersigned attended the meeting.

The Meeting began with the opening address from GM (HR). In his address GM (HR) conveyed that the IRM meeting gives opportunities to discuss issues affecting employees, review policies and find solutions to address the issues. He also noted that the Association in addition to raising HR Issues is also raising operational issues and other matters relating to various business verticals set up by the bank and requested the Association to take up such issues directly with the verticals. He expressed that Association & Management should build up mechanisms and means to increase the confidence level between both the sides to understand each others' views and concerns to avoid disappointments and embarrassment.

In response General Secretary conveyed the role played by the Association in maintaining healthy industrial relations in the Bank, its efforts to address the Bank's concerns on vital issues and evolving various policies to pursue the Bank's goals. He also placed that the Association has always been responsive and responsible in playing its role so as to address common concerns.

Thereafter the issues submitted by us were taken up for discussion. In all 72 issues were discussed and the meeting has attempted to find solutions to majority of the issues. The outcome of the Meeting on vital issues is as under:

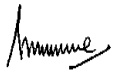
- 1) The improvement to Home repair Loan, Furniture loan, removal of internal ceiling in Staff Vehicle Loan Scheme and Sanction of bereavement leave will be taken up positively before appropriate authorities and forum.
- 2) Further discussions will be held in continuation to small committee meeting held to address issues connected to implementation of Tripartite settlement before RLC C Mumbai & Recruitment of Sub Staff in the Bank
- 3) Staff welfare Meeting will be held shortly to decide on issues raised by the Association.
- 4) Digitalization of transfer dairy is under final stage. Will be made available live shortly. Initially for some time the manual & digital Dairies to be run parallel. All NROs will be advised to convey the transfer dairy number to employees who applied and registered in the Dairy.
- 5) On line higher assignment process is now held in many states and shortly it will be made independent of manual process
- 6) The issues raised by us relating to New Cash counting Machines, Cash Recycler Machines Cash Remittances, Cash Confirmation Menu & Utkarsh Project will be taken up with PBOD for redresses.
- 7) Similarly separate meeting will be held with DIT and Digital Banking division to discuss the issues on CTS grids, Finacle 10 and alternate channels raised by us for finding solutions.
- 8) Necessary instructions to release DRF immediately on the death of an employee will be given by Central Office.
- 9) Our suggestions on revisiting & improving training will be taken up. All promoted officers and clerks will be given training immediately on promotion as a policy. Our suggestions on improving the Club Performance recognition will also be positively taken up.
- 10) As discussed & decided in the Small Committee meeting steps will be initiated to convert the understandings in to settlement shortly.
- 11) Promotions against refusals under Sub staff to Clerks promotion will be released shortly.
- 12) Man Power assessment to be made will be shared with the Association.
- 13) Our suggestions to improve UBIREMAS and for alternate Medical Insurance Scheme for retirees in line the SBI scheme will be positively reviewed. Association is requested to submit its comprehensive proposal.

- 14) Necessary instructions from Central Office to relieve employees holding transfer orders will be issued to all RO/ NRO.
- 15) Our suggestions to decide parameters to evaluate independent members' liability to include in calculation to arrive at the need of the deceased family for compassionate appointments will be taken up with IBA.
- 16) Mark list of unsuccessful candidates under both the promotion processes held recently is loaded in Union Parivar for view of concerned employee under his ID.
- 17) Our suggestions to improve bilateralism between Association and Management had been well received by the Management for active implementation.
- 18) Bank has placed our suggestions on Bank's Centenary year Celebrations before the committee constituted by it for consideration and implementation.
- 19) Bank will try to explore Group Life Insurance cover for employees as per our suggestions.
- 20) Views of Association on PSB sector reforms, EIP Meeting and Business Development Meeting will be taken up with the concerned departments for doing the needful.

The minutes once signed will be circulated by us. We request our units to explain the outcome to the employees.

With Warm Regards,

Yours Comradely,



(N. Shankar)
General Secretary



Reproduced by:
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To: All Units:
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