



## **ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION**

**CENTRAL OFFICE**

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GS 3/102/19

5<sup>th</sup> February, 2019

To,

All Office Bearers & units and Members,

Dear Comrades,

### **Sub: Outcome of Central IRM Meeting held on 5<sup>th</sup> February 2019**

The IRM Meeting with the Central Management was held today at Bank's Central Office Mumbai.

On behalf of the Association Com R Manjunath President, Com Pronab Bhattacharjee Vice President, Com J G Kunder Organising Secretary, Com P K Maheshwari, Com Sanjiv Dalal, Com Naresh Kharbhandha, Com Devan Khare and Com T Kumar our Assistant Secretaries along with the undersigned attended the Meeting. For the Management, General Manager (HR) , DGM (ER), DGM (HR) AGM (HR), CM (ER) & Manager (ER) attended.

The Meeting began with the welcoming of the participants by Manager (ER) that was followed by the opening address from General Manager (HR). In his address General Manager (HR) conveyed that the Association is in discussion with the Management formally and informally at all available fora and through mutual dialogue resolving the issues. Despite this the IRM Meeting gives an opportunity for both the sides to review, discuss and decide to find solutions to the issues on hands. He appreciated the role of the Association and also conveyed that Bank has been continuously in profits during the year. He also pointed out that Bank has restored the Staff welfare Measures that were kept in abeyance as per its assurance and improved the Furniture loan & House Repair loan besides modifying the Staff Conveyance Loan at the request of the Association.

In response the General Secretary drew the attention of the Management to the positive & proactive role played by the Association for last 5 decades that has helped the Bank in developing and shaping it to a respectable position in the Industry. He

also conveyed that the Association has been taking up all the issues affecting the employees with responsibility and seriousness to pursue the same.

Thereafter the issues taken up by us were taken up for discussions.

During the course of the Meeting General Manager (DIT) and DGM (PBOD0 AGM (Service Branch) along with the Official from DIT also attended the Meeting to exclusively discuss the issues submitted by us on CTS grids and Implementation of Finacle 10. The exclusive discussions were able to appreciate our concerns and also made us aware of the steps that are being initiated by the Bank to address CTS issues and implement Finacle 10.

The Executive Director Shri R K Verma also addressed the IRM Meeting. In his address he explained the finer points of Bank's Q 3 results and its financial position. While conveying the constraints for the Bank's subdued credit growth for want of capital he explained as to how the Bank by improving CASA deposits and fine tuning the monitoring and recovery processes could maintain its profits besides containing the NPA Ratios. He expressed that Bank is expecting to register better results in the coming days and requested the Association to continue its cooperation.

In response we thanked the Management for restoring welfare measures and improving staff loan facilities but requested the Management to avoid unilateralism. We also pointed out the discussions held with the Association on the issue of recruitment of FTHK/ Peon, the outcome so far and urged for an early resolution. We also requested that during the centenary year Bank should consider the suggestions of the Association and initiate steps to implement at least few of them. While assuring our cooperation to the Bank in its development agenda we also sought for considering special insurance scheme coverage for employees on the lines of scheme approved by Bank of Baroda. In response the management conveyed that there is no unilateralism and explained the position for Association to correct its misunderstanding and apprehension if any but assured to positively examine the issues referred by the Association.

In the IRM Meeting the Management was positive and appreciated our concerns behind the issues raised by us. The important outcome is as under;

- 1) Staff welfare committee Meeting will be conducted after allocation of funds after the end of financial year.

- 2) Bank will review its present arrangements of cash remittances through outsourced cash vans and fine tune the checks & balances, Procedures followed, effective Delivery to meet Branch Needs and improve the overall Efficiency.
- 3) Bank is following up with DFS to implement Supreme Court Verdict on pension related issues pertaining to retired employees and is hopeful of finding an early solution.
- 4) Club performance Scheme will be reviewed to consider Associations Suggestions.
- 5) After implementation of Finacle 10 PBOD will review the discontinuation Cash Confirmation Menu in Utkarsh Branches.
- 6) Further discussions will be held to address the Issue of FTHK/ Peon Recruitment on the lines of Associations suggestions.
- 7) Higher Assignment and Promotion policy will be amended shortly as per discussions had with the Association in Small Committee and full-fledged meeting.
- 8) Association to submit its proposal on alternate scheme of Medical reimbursement to Retirees and Bank will examine the same.
- 9) Association to submit list of pending relieving of employees 1) inter State Transfers, 2) higher Assignment 3) Request Transfers 4) spouse Ground Transfers 5) Promotions to officer cadre and 6) reversion from promotion and Bank will take steps to relieve them.
- 10) Association's request for evaluating parameters to assess the liability of earning member of the deceased employees' family to decide the eligibility of the family for compassionate appointment will be forwarded to IBA to know their views.
- 11) Digital Banking is reviewing the Associations suggestions on Alternate Channels' working and its efficiency level.

- 12) In all 21 issues relating CTS grids were discussed and management agreed to initiate steps to address the same shortly by taking up with the vendor.
- 13) Finacle 10 implementation was discussed and the outcome will be conveyed through separate circular.
- 14) Special Assistant Vacancies will be filled up after amending the Higher assignment Policy.
- 15) Both the promotion processes will be held shortly in April 2019 as per minutes exchanged.
- 16) New guidelines as per discussion had in the IRM Meeting will be issued for availing reimbursement under UBIREMAS.
- 17) Bank will examine the suggestions of the Association on Campaign Schemes.
- 18) Our suggestions to improve and modify digital Transfer Dairy as per policy in force will be done. All our units should submit their issues if any.
- 19) Our suggestions to improve Staff over Draft facility will be considered favourably.
- 20) Our suggestions to revisit classification branches, amendments to transfer policy, Nomination of Recruitments with proper notice period, availment of Holiday Homes as second / Subsequent availers will be considered positively.

We request our units to explain the outcome to employees. The minutes will be circulated shortly.

Yours Comradely,



(N. Shankar)  
General Secretary



