



UNION BANK EMPLOYEES' UNION - TAMILNADU

(Affiliated to AIBEA & AIUBEA)

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Circular No:108:2023

19.03.2023

Dear Comrades,

Employee Relations Meetings – Minutes

You may be aware that Employee Relations Meetings (earlier Industrial Relations Meetings) are being held from 1988, to help the issues of employees getting sorted out across the table between the Management and Unions. Such meetings are held on a quarterly basis at Regional Offices, Field General Manager's Offices and Central Office and it is a tool in the hands of the employees to getting their issues resolved.

As ER Meetings are held on an ongoing basis, **members may send their issues to the Regional level functionaries so that, it can be included in the next meeting.** We enclose the minutes of the meetings held at Regional Offices and Field General Manager's Office, Chennai during the this quarter, for your information and record. The details and participants are given hereunder:

Meeting at Tirupur on 12.01.2023:

Representing Management:	Representing Union:
1. Sri. P.M.Senthilkumar, Regional Head	1. Com. N.T.A.Selvaraj, Vice Chairman
2. Sri. Yuva Raja Baluchamy, Dy RH	2. Com. M.Sridhar, President
3. Sri. A.Karthikeyan, Chief Manager (P&D)	3. Com. A.Chidambaram , General Secretary
4. Sri. C.S.Madhan, Senior Manager (HR)	4. Com. K.Damaodaran, Secretary
	5. Com. B.Radhakrishnan, Joint Secretary
	6. Com. M.Gopalakrishnan, Asst Secretary

Meeting at Coimbatore on 01.02.2023:

Representing Management:	Representing Union:
1. Sri. Renjith Swaminathan, Regional Head	1. Com. M.Sridhar, President
2. Sri. G.Raveendran, Deputy Regional Head	2. Com. M.Sankareswaran, Working President
3. Smt. A.Evangeline Dhivyaa, Senior Manager (HR)	3. Com. A.Chidambaram , General Secretary
4. Smt. K.Marimuthu, SC/ST Representative	4. Com. C.Murali, Secretary
	5. Com. N.Senthil Kumar, Joint Secretary
	6. Com. V.Sivakumar, Asst Secretary

Meeting at Chennai North on 10.02.2023:

Representing Management:	Representing Union:
1. Sri. C.Prabu, Regional Head	1. Com. M.Sankareswaran, Working President
2. Sri. R.Srinivasan, Deputy Regional Head	2. Com. B.Nagarajan, Vice President
3. Smt. Punitha Balasundaram, HR Head	3. Com. A.Chidambaram , General Secretary
4. Com. Subatra, SC/ST Rep	4. Com. E.Nagendran, Deputy General Secretary
	5. Com. V.Vetrivel, Secretary
	6. Com. R.Ganadasan, Asst Secretary

Meeting at Tirupur on 22.02.2023:

Representing Management:	Representing Union:
1. Sri. P.M.Senthilkumar, Regional Head	1. Com. N.T.A.Selvaraj, Vice Chairman
2. Sri. A.Karthikeyan, Chief Manager (P&D)	2. Com. M.Sridhar, President
3. Sri. C.S.Madhan, Senior Manager (HR)	3. Com. A.Chidambaram , General Secretary
	4. Com. K.Damaodaran, Secretary
	5. Com. P.G.Ravikumar, Asst Secretary
	6. Com. S.Shywin James, Asst Secretary

Meeting at Salem on 01.03.2023:

Representing Management:	Representing Union:
1. Sri. M.Chelladurai, Regional Head	1. Com. M.Sridhar, President
2. Sri. D.Prince, Deputy Regional Head	2. Com. A.Chidambaram , General Secretary
3. Smt. C.N.Shanthi Sudha, Senior Manager	3. Com. R.Vinoth Rajkumar, Organising Secretary
4. Sri. A.Gokul, Manager (HR)	4. Com. M.Kalaimamani, Secretary
5. Sri. S.Ambika, SC/ST Rep	5. Com. L.Venkatasubramanian, Joint Secretary
	6. Com. R.Sivagnavel, Joint Secretary

Meeting at Tiruchirapalli on 03.03.2023:

Representing Management:	Representing Union:
1. Sri. Conjeti Sudhir, Regional Head	1. Com. M.Sridhar, President
2. Sri. M.R.Maniam, Deputy Regional Head	2. Com. J.Mohan, Vice President
3. Smt. R.Gowri, Manager (HR)	3. Com. A.Chidambaram , General Secretary
4. Sri. P.Manonmani, SC/ST Rep	4. Com. V.Sivanandam, Orgn Secretary
	5. Com. S.Ponnambalam, Secretary
	6. Com. S.Manoharan, Joint Secretary

Meeting at Chennai West on 04.03.2023:

Representing Management:	Representing Union:
1. Ms. R.Jasmine, Regional Head	1. Com. C.Nagesh Kumar, Vice President
2. Mr. G.Vijayalayan, Deputy Regional Head	2. Com. A.Chidambaram , General Secretary
3. Ms. S.Malathi, Officer (HR)	3. Com E.Nagendran, Deputy General Secretary
4. Mr. V.Vinoth Kumar, SC/ST Rep.,	4. Com. R.Arun Kumar, Secretary
	5. Com. J.Kothandapani, Joint Secretary
	6. Com. C.Sundaram, Asst Secretary

Meeting at Chennai South on 06.03.2023:

Representing Management:	Representing Union:
1. Sri. N.Chezhian, Regional Head	1. Com. A.Balamurugan, Vice President
2. Sri. M.Jeyakumar, Deputy Regional Head	2. Com. A.Chidambaram , General Secretary
3. Smt. P.Kruthika, Manager (HR)	3. Com E.Nagendran, Deputy General Secretary
4. Sri. Pragadeeshwaran, SC/ST Rep	4. Com. V.Elavarasan, Secretary
	5. Com. S.Aarthy, Asst Secretary
	6. Com. D.Rajeshkumar, Asst Secretary

Meeting at Field General Manager's Office, Chennai on 13.03.2023:

Representing Management:	Representing Union:
1. Sri.R.Viswesvaran, Field General Manager	1. Com. N.T.A.Selvaraj, Vice Chairman
2. Sri. G.Murugan, Deputy Zonal Head	2. Com. M.Sridhar, President
3. Sri. PDV. Sarma, Deputy Zonal Head	3. Com. A.Chidambaram , General Secretary
4. Sri. G.V.Prasanna Kumar, Chief Manager (Operations)	4. Com. E.Nagendran, Deputy General Secretary
5. Sri. S.Dinesh, Chief Manager (HR)	5. Com. S.Manikandan, Secretary
6. Mrs. M.Bharathi, SC/ST Rep	6. Com. C.Murali, Secretary
	7. Com. K.Dhamodaran, Secretary
	8. Com. V.Elavarasan, Secretary
	9. Com. S.Ponnambalam, Secretary
	10. Com. R.Arunkumar, Secretary

Meeting at Madurai on 14.03.2023:

Representing Management:	Representing Union:
1. Sri. P.Ramnath Diwakar, Regional Head	1. Com. M.Sridhar, President
2. Sri. J.Jeya Paul, Deputy Regional Head	2. Com. A.Chidambaram , General Secretary

3. Smt. V.Karkuzhali, Manager (HR)	3. Com. T.Kumar, Organizing Secretary
4. Smt. V.Lakshmi Pradeepa, SC/ST Rep.	4. Com. S.Manikandan, Secretary
	5. Com. B.Jeyakumar, Joint Secretary
	6. Com. R.Abitha, Asst Secretary

With greetings,

Yours comradely,


(A.CHIDAMBARAM)
 General Secretary

(Govt. of India Undertaking)
Regional Office - Tiruppur

Place : Tiruppur

Date : 12/01/2023

Minutes of the Quarterly Regional Level Employee Relations Meeting for Quarter ending December 2022, held at Regional Office, Tiruppur with Union Bank Employees' Union (Tamilnadu) on 12th January, 2023

Management		UBEU (TN)	
Shri. P M Senthil Kumar	Regional Head	Shri. N.T.A.Selvaraaj	Vice Chairman
Shri. Yuva Raja Baluchamy	Deputy Regional Head	Shri. M.Sridhar	President
Shri. Karthikeyan A	Chief Manager P & D	Shri. A.Chidambaram	General Secretary
Shri. Madhan C S	Senior Manager(HR)	Shri. K.Damodaran	Secretary
		Shri. B.Radhakrishnan	Joint Secretary
		Shri. M.Gopalakrishnan	Assistant Secretary

NO.	ISSUES	UNDERSTANDING
1.	Every Branch should be provided with a minimum of two Clerks, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff. 1. Maravamangalam 2. Dharmapatti	Matter has been taken up with FGMO for providing enough staff.
2.	Relieving of all the employees holding Transfer/ Higher Assignment orders. 1. Mr.J.Nisanth, 808451, Karatholuvu to Chatrapatti. 2. Mr.V.Manipandi, 808442, Chatrapatti to Dharmapatti	Based on availability of substitute, we will relieve the staff.







	3. Mr.J.Muthusundarapandi, 760716, Dharmapatti to Kottampatti 4. Mr.J.Madan Kumar, 799443, Dharapuram to Kulithalai 5. Mr.T.M.Stalin, 752246, Tirupur to Trichy Station 6. Mr.S.Sathish Kumar, 752246, Tirupur to Salem Station 7. Ms.Surya Muthukumaran, 808524, Avinashi to Coimbatore 8. Ms.Kavitha Sakthivel, 732111, Kangeyam to Kangeyam Road Branch.	Will be relieved shortly.
3.	Establishing a Currency Chest in Tirupur Region. Several Branches are having huge cash holding. Several UB Branches are having less insurance coverage compared to eAB and eCB Branches. Present status.	Being under process and advertisement for building already published.
4.	Please provide separate Cash Safe and Jewel Safe to the branches, wherever it is not available. Present status. Chathrapatti Branch needs one more Jewel Safe.	Already issued purchase order for all branches as per their requirement. We ensure to provide sufficient cash safe/jewel safe to needy branches.
5.	Establishing a Medical Clinic at Regional Office, Tirupur as provided in the Staff Welfare Schemes. Present status.	Already identified the doctor. Set up will be done shortly.
6.	The following branches need fake note deducting or sorting machines. 1. Tirupur SME 2. Palani 3. Dharmapatti	Wherever request has been placed, we have provided immediately.
7.	The following branches needs scanner. 1. Chathrapatti 2. Karatholuvu 3. Oddanchatram 4. V.Mettupatti	Matter has been already taken up with ZCC, Chennai
8.	In some of the Branches, cashiers are forced to authorize cash transactions against Bipartite provision.	Will be looked into.
9.	Sivagangai Branch (UB) needs additional systems. ATM machine to be replaced.	Matter will be placed before digital department, central office
10.	Cash remittance norms are not followed at Tirupur eCB and A.Velgangudi Branches.	Will sensitize the branches

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11.	Non-payment of JAIB arrears to Sri.RM.Sornanathan, SWO-A, Veerapandi Br.	Necessary changes have been made in Parivar for payment of Jaib arrears
12.	Penal interest is continued to be charged in the staff OD account of Sri.S.Jeyaprabhu, Special Assistant, 716678, Seeplakottai, despite submitting all the papers.	Matter will be taken up with the appropriate authority
13.	Clerical staff are forced to verify clearing cheques using officer ID at Tirupur eCB Branch.	Will sensitize the branches.
14.	ATM machines to be replaced in Sankarapuram and Malampaty Branches.	Matter will be placed before digital department, central office
15.	Since frequent connectivity issues are there, Malampatty branch needs second lease line.	BSNL network restored, P O has been issued to Airtel for secondary connection
16.	PCs should be replaced in Seppalakottai branch since all are ten years old.	Wherever request has been placed, we have provided immediately.
17.	The attitude of Pallapatti Manager is very rough and rude and the image of the branch is spoiled.	Matter will be looked into.


Shri. P M Senthil Kumar
 Regional Head


Shri N.T.A.Selvaraj
 Vice Chairman


Shri. Yuva Raja Baluchamy
 Deputy Regional Head


Shri M.Sridhar
 President


Shri. Karthikeyan A
 Chief Manager


Shri. A.Chidambaram
 General Secretary


Shri. Madhan C S
 Senior Manager (HR)
 (SC/ST representative)


Shri. K.Damodaran
 Secretary


Shri. B.Radhakrishnan
 Joint Secretary


Shri. M.Gopalakrishnan
 Assistant Secretary

MINUTES OF THE QUARTERLY REGIONAL LEVEL EMPLOYEE RELATIONS MEETING HELD ON 01.02.2023 WITH UNION BANK EMPLOYEES' UNION - TAMIL NADU AT REGIONAL OFFICE COIMBATORE

The quarterly Regional Level Employee Relations meeting with the representatives of Union Bank Employees' Union -T.N. for the quarter ending March was held at Regional Office, Coimbatore on 01.02.2023.

Representing Management:

1. Shri Renjith Swaminathan
Regional Head
2. Shri Raveendran G
Deputy Regional Head
3. Smt A Evangeline Dhivyaa
Senior Manager (HR)
4. Shri Marimuthu K
(SC/ST Representative)

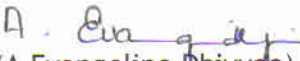
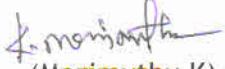
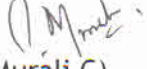
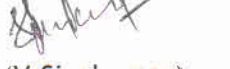
Representing Association:

- 1 Shri M Sridhar
President
- 2 Shri M Sankareswaran
Working President
- 3 Shri A Chidambaram
General Secretary
- 4 Shri Murali C
Secretary
- 5 Shri N Senthil Kumar
Joint Secretary
- 6 Shri V Sivakumar
Assistant Secretary

Sl. No.	ISSUES	UNDERSTANDINGS.
1.	Every Branch should be provided with a minimum of two Clerk, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff. Kaliapuram Branch is having only one clerk.	Substaff /clerical staff will be posted as and when fresh allotment is received from FGMO/NRO
2.	Relieving of all the employees holding Transfer/ Higher Assignment orders. 4. Sri.A.Chandran, 364683, Somanur Branch to Somanur II.	Shri. A.Chandran has submitted request for VRS which has been processed and forwarded to FGMO, Chennai for approval.
3	Establishing a Medical Clinic at Regional Office, Coimbatore as provided in the Staff Welfare Schemes.	Advertisement was placed. Since no proper response was received, other options are being looked into.
4.	Cut and soiled notes are accumulating in the branches. As currency chest accepts cash in bundles, the cut/soiled notes in the branches may be consolidated in one branch and remitted in the currency chest. This is an area potential risk.	Will be looked into and resolved soon.

[Signature]

	Further, there is no proper guidelines to the Branches about the Adjudication Authority for Cut-notes and branches are accumulating cut-notes and paying full value for all the notes. RO should give appropriate guidelines.	Proper guidelines will be given to branches.
5	Please provide Recycling ATM Machine in all city Branches	Matter will be looked into.
6	Please arrange new ATM near Trichy Road area as there is no ATM available in IFB branch.	Will be arranged at the earliest.
7	Valparai and Avalappampatti Branches require sufficient chairs for staff members.	Will be looked into and resolved at the earliest.
8	Please explore the possibility of distributing TASMAL accounts among all the branches.	Matter will be taken up with appropriate authority.

<u>Representing Management:</u>	<u>Representing Association</u>
 (Renjith Swaminathan) Regional Head	 (M Sridhar) President
 (G Raveendran) Deputy Regional Head	 (M Sankareswaran) Working President
 (A Evangelina Dhivyaa) Senior Manager-HR	 (A Chidambaram) General Secretary
 (Marimuthu K) SC/ST representative	 (Murali C) Secretary
	 (N Senthil Kumar) Joint Secretary
	 (V Sivakumar) Joint Secretary

REGIONAL OFFICE, CHENNAI NORTH
NO.139, PRAKASAM ROAD, BROADWAY, CHENNAI-600 108
HUMAN RESOURCES DEPARTMENT

Minutes of the Quarterly Regional Level ER Meeting held at Regional Office, Chennai North with Union Bank Employees' Union (Tamil Nadu) on 10.02.2023 for the quarter ending March 2023.

MEMBERS ATTENDED

MANAGEMENT REPRESENTATIVES	UBEU (TN) REPRESENTATIVES:
1. Sri.C.Prabu Regional Head	1. Sri. M.Sankareswaran Working President
2. Sri.R.Srinivasan Deputy Regional Head	2. Sri. B. Nagarajan Vice President
3. Smt.Punitha Balasundaram HR Head	3. Sri. A.Chidambaram General Secretary
4. Smt.Subatra, SC/ST Representative	4. Sri. E.Nagendran Deputy General Secretary
	5. Sri. V.Vetrivel Secretary
	6. Sri. R.Ganadasan Asst.Secretary

S.No	ISSUES	MANAGEMENT RESPONSE
1.	Every Branch should be provided with a minimum of two Clerks, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff.	In our region all the branches are provided with two clerical staff. With regard to Peon & HK re deployment will be done.
2.	Special Assistant vacancy from Service centre to be shifted to G T Branch.	The same has been accepted in the ER meeting held on 05.09.2022. Recommendation will be sent to FGMO for orders.





3.	Appointment of Bank's Doctor at RO North as provided in Staff Welfare Measures.	As per Central Office instruction, paper notification was given for inviting application for the post of Doctor unfortunately we didn't get any response.
4.	Passbook Kiosk not working in many branches (Chennai Main, Perambur eCB, Sowcarpet eAB, Valasaravakkam eAB).	The AMC was not renewed by the Central Office. Hence we are awaiting for further instruction from Central Office.
5.	Relieving of the following employees holding Transfer/ Higher Assignment orders. - Ms. M Ezhil, 542324, SWO-A, Ayanavaram to Purasavakkam (Reliever Ms. Vijaya kumar from Triplicane reported 2 weeks back) - Mr. S Immanuel, 445363, HC, Ennore to Tiruvottiyur (i) Ms. V Kumudha, 463246, HC, Madhavaram (Tanuvas) to Moolakadai (ii) Mr. D Lakshminarayanan, 642054, HC, Moolakadai to Perambur (iii) Mr. V Loganathan, 660568 HC, Perambur to Ambattur (iv) Mr. K Sekaran, 352114 HC, Ambattur to Senthil Nagar - Mr. Parthasarathy, 772916 HC, Shenoy nagar to Kellys - Mr. K Gopinath, 632246 SWO-A, Kilpauk to Sowcarpet	Relieved on 10.02.2023 The mentioned branches are unable to relieve the clerical staff due to promotion of clerical staff /non posting/non joining of substitute in their place. Once substitute joins they will be relived.









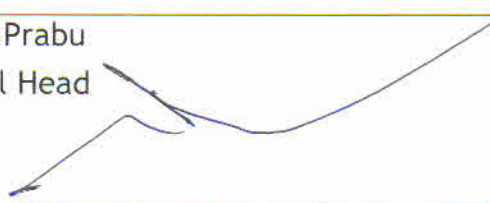
	6. Ms.Bishaka Ghosh,691428, SWO-B , Shenoy nagar to Mogappair 7. Ms.P Bhuvaneshwari,396950 SWO-A, Mount road to SSI Gindy 8. Ms.A Kamarnisha,639045 SWO-B, Valasaravakkam to Virugambakkam.	
6.	Transfer Order to be issued for 657211 C Sivanandam Armed Guard from Sowcarpet, e-AB (805122) to Currency Chest North (584142). He is on deputation to Currency Chest North for the past 2 years.	Issuing of transfer orders to award staff will be done by FGMO only, hence the same may be recommended to FGMO for orders.
7.	Shortage of Bio metric Devices in Sowcarpet (e-AB), Ambattur (e-CB)	Few devices are available in PnD Dept, required branches may contact RO.
8.	Requirement of Cash sorting machines in Valasaravakkam e-AB, Tirutani, Peddanagapoondi, Villivakkam e-AB	Peddanagapoondi has given request for sorting machine on 01.02.2023. other three branches have not intended for sorting machine.
9.	Cut and soiled noted are accumulating in branches. As currency chest accepts cash in bundle, the cut / soiled notes in the branches may be collected in one branch once in three months and remitted to currency chest. This is an area potential risk. Please give direction to the branches to effectively handle cut-notes and adjudicate the same.	Branches are advised to send cut & soiled notes making a section of 100 pieces along with issuable currency to Currency chest.
10.	Please positively consider the sabbatical leave application of Ms.A.Agalya, SWO-A, 756797, Avadi Branch for taking care of her child.	Branch is advised to forward along with Branch head's recommendation.








SIGNATURES:

1. Sri.C.Prabu Regional Head 	1. Sri. M.Sankareswaran Working President 
2. Sri.R.Srinivasan Deputy Regional Head 	2. Sri. B. Nagarajan Vice President 
3. Smt.Punitha Balasundaram HR Head 	3. Sri. A.Chidambaram General Secretary 
4. Smt. Subatra SC/ST Representative 	4. Sri. E.Nagendran Deputy General Secretary 
	5. Sri. V.Vetrivel Secretary 
	6. Sri. R.Ganadasan Asst.Secretary 

Place : Tiruppur

Date : 22/02/2023

Minutes of the Quarterly Regional Level Employee Relations Meeting for Quarter ending March 2023, held at Regional Office, Tiruppur with Union Bank Employees' Union (Tamilnadu) on 22nd February, 2023.

Management		UBEU (TN)	
Shri. P M Senthil Kumar	Regional Head	Shri. N.T.A.Selvaraaj	Vice Chairman
Shri. Karthikeyan A	Chief Manager P & D	Shri. M.Sridhar	President
Shri. Madhan C S	Senior Manager (HR)	Shri. A.Chidambaram	General Secretary
		Shri. K.Damodaran	Secretary
		Shri. P G Ravikumar	Assistant Secretary
		Shri. Shywin James S	Assistant Secretary

NO.	ISSUES	UNDERSTANDING
1.	Every Branch should be provided with a minimum of two Clerks, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff. 1. Maravamangalam 2. Dharmapatti 3. Siluvathur	Matter has been taken up with FGMO for providing enough staff.
2.	Relieving of all the employees holding Transfer/ Higher Assignment orders. 1. J Madhankumar- 799443, Dharapuram to Kulithalai. 2. T M Stalin - 752246, Kulithalai to Trichy station	SL No. 1 to 4, Based on availability of substitute, we will relieve the staff.

	3. S Sathishkumar - 752246, Tirupur to Salem station 4. Suryamuthukumaran - 808524 Avinashi to Coimbatore 5. Kavitha Sakthivel- 732111, Kangeyam to Kangeyam Road branch	Already relieved and reported to Kangeyam Road
3.	Establishing a Currency Chest in Tirupur Region. Several Branches are having huge cash holding. Several UB Branches are having less insurance coverage compared to eAB and eCB Branches.	Being under process and advertisement for building already published.
4.	Chathrapatti branch needs one more jewel safe	Already issued purchase order for all branches as per their requirement. We ensure to provide sufficient cash safe/jewel safe to chattrapatti and needy branches.
5.	Establishing a Medical Clinic at Regional Office, Tirupur as provided in the Staff Welfare Schemes. Present status.	Already identified the doctor. Set up will be done shortly.
6.	The following branches needs scanner. 1. Chathrapatti 2. Karatholuvu 3. Oddanchatram 4. V.Mettupatti	Will be provided immediately.
7.	Penal interest is continued to be charged in the staff OD account of Sri S Jayaprabhu, 716678 of Seepalakottai despite submitting all the papers	It has been already informed the concerned staff as well as branch to take up the matter with the PN D dept.
8.	ATM machines to be replaced in Sankarapuram and Malampatty branch	Matter has been already taken up with digital department, central office

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9.	Sivagangai Branch(UBI) needs additional systems. ATM to be replaced	Matter has been already taken up with digital department, central office
10.	The attitude of Avinashi Branch Manager is very rude and most of the customers are moving to other banks	We will advise the branch manager accordingly.
11.	Accumalated old records in Pallapatty branch should be replaced and Branch also needs AC	Suitable instruction will be given to branches for disposing of Old items. AC's will be provide as per requirement.
12.	Karur UBI Branch needs the following 1 One more Locker 2 Cash counting machine (Standing) 3 AMC for shorting machine	Necessary arrangements will be made to supply locker, cash counting machine and AMC for shorting machine.


Shri. P M Senthil Kumar
Regional Head


Shri N.T.A.Selvaraj
Vice Chairman

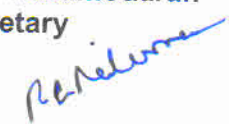

Shri. Karthikeyan A
Chief Manager

Shri M.Sridhar
President


Shri. A.Chidambaram
General Secretary


Shri. Madhan C S
Senior Manager (HR)
(SC/ST representative)


Shri. K.Damodaran
Secretary


Shri. P G Ravikumar
Assistant Secretary


Shri. Shywin James S
Assistant Secretary



MINUTES OF THE QUARTERLY REGIONAL LEVEL ER MEETING HELD AT REGIONAL OFFICE SALEM WITH UNION BANK EMPLOYEES' UNION - TAMIL NADU ON 01.03.2023 FOR QUARTER MAR 2023

The quarterly ER Meeting with the representatives of Union Bank Employees' Union -TN for the quarter ending MAR 2023 was held at Regional office Salem on 01.03.2023.

Representing Management:

1. Shri. Chelladurai M
Regional Head
2. Shri D Prince
Dy Regional Head
3. Ms N C Shanthi Sudha
Senior Manager
4. Mr A Gokul
Manager (HR)
5. Ms S Ambika
SC/ST Representative

Representing Association:

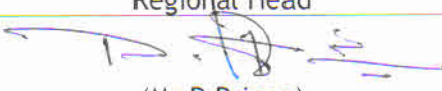
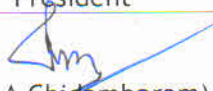
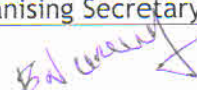
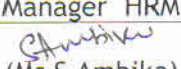
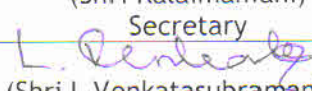
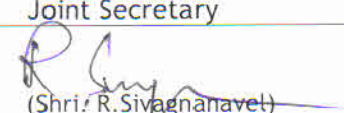
1. Shri M Sridhar
President
2. Shri A Chidambaram
General Secretary
3. Shri Vinothraj Kumar R
Organising Secretary
4. Shri Kalaimamani
Secretary
5. Shri L Venkatasubramaniam
Joint Secretary
6. Shri. R.Sivagnanavel
Joint Secretary

Sl. No.	ISSUES OF ASSOCIATION	MANAGEMENTS REPLY
1.	Every Branch should be provided with a minimum of two clerks, one peon and one House keeper. Please provide sufficient staff wherever the number is less : Single Clerk Branches: 1. Gobichettipalayam- 824844 2. Ernapuram 3. Kuppunoor	Concern of the association is noted. Already matter taken up with FGMO office.
2.	Please complete the process of Higher Assignment of SWO-B and Daftary at any earlier date.	Once we receive instructions from FGMO, the same shall be done.
3.	Relieving of all the employees holding Transfer/ Higher Assignment orders : 1. Ms.J. Sindhu, 788699, SWO-A, Five Roads, Salem to Tiruppur, SME. (Long pending) 2. Sri. A.Vignesh, 758572, SA, Attur to Jaffarabad 3. Ms. N.Nithya, 702978, SWO-A, Konamoolai to Avinashi 4. Ms. C.Priyadharshini, 760165, HC, Namakkal (902021) to Ramanathapurampudur Inter-state Relieving:	Regarding relieving of Ms J Sindhu ,the same shall be looked into immediately. Relieving of other staffs mentioned (2-6), the same shall be done as and when we receive substitute for the same.

	5. G.Ananda Krishnan, 812337, SWO-A, Namakkal (902021) to Arattu Puzha Station, RO Kollam 6. P.Rajalakshmi, 774465, SWO-A, Hosur (904864) to Bengaluru Station, FGMO Bengaluru											
4	Concerted efforts should be taken to establish as Currency Chest in Salem Region. Cut and soiled notes are accumulated in branches. Pooling branches are identified for collecting cut and soiled cash for onward remittance to Currency Chests. Please expedite the process.	Matter is already in process.										
5	Establishing a Medical Clinic at Regional Office, Salem as provided in the Staff Welfare Schemes.	Exploring all the possibilities for setting Medical clinic at the earliest.										
6	The following branches Passbook printing Kiosk not working and often getting out of service. 1. Attur 2. Keeripatty 3. Veerappampalayam-Erode 4. Mugasianumanpalli 5. Erode Main 6. Kudamalai	Branches shall ensure to get the Passbook printing Kiosk repaired as and when required. Suitable instructions shall be sent to respective branches.										
7	The following branches Chairs and Furnitures are not in good condition 1. Krishnagiri (55870) 2. Uthangarai 3. Seelanaickepatty 4. Vembadithalam 5. Kudamalai 6. Salem Main	Matter is already under process.										
8	The following branches need to replace loose counting machine 1. Anthiyur 2. Konamoolai 3. Tiruchengode (16802) 4. Chinnatirupathi	Suitable instructions shall be sent to respective branches.										
9	The following branches need to replace token machine 1. Erode Main 2. Vembadithalam 3. Kudamalai .	Suitable instructions shall be sent to respective branches.										
10	Please explore the possibility of distributing TASMACH accounts among all the branches.	Matter will be examined.										
11	Sports and Cultural events for the FY 2021-22 has not been conducted and for FY 2022-23 is also due. So conduct both years Sports and Cultural events at earliest. Form a committee for Sports and Cultural to conduct periodically without any delay.	Concern of the Association is noted. Committee will be formed by including representatives of Award staff & officers association.										
12	As per the inter-office circular HRD 12309/2020 Dated 20.10.2020 status quo should be maintained, ie., Monthly wages is being paid to Temporary Substaff and PTS in e-Cb and e-AB. Post amalgamation, for few months, only daily wage was paid to them. Kindly credit the difference of salary. (After September quarter ER Meeting, Branches were instructed to provide Salary difference, among 11 branches, 10 branches paid, Erode Main yet to pay) <table><tr><th>S no</th><th>Name</th><th>Desig</th><th>Branch</th><th>Difference in Salary</th></tr><tr><td>1</td><td>Aravindh P</td><td>TSS</td><td>Erode Main Branch</td><td>3,18,070/-</td></tr></table>	S no	Name	Desig	Branch	Difference in Salary	1	Aravindh P	TSS	Erode Main Branch	3,18,070/-	Matter shall be taken care immediately.
S no	Name	Desig	Branch	Difference in Salary								
1	Aravindh P	TSS	Erode Main Branch	3,18,070/-								

13	Branch level staff meetings should be conducted every month to improve customer service and to have better understanding between Staff members in the Branch.	Already instructions are in place regarding conducting of customer service meeting. the same shall be reiterated.
14	Please provide separate Cash Safe and Jewel safe to the branches, wherever it is not available.	Matter will under process.
15	In eCB branches passbook printer is not available with counter clerk, it is placed inside cashier cabin.	Matter will be looked into.
16	In eAB Branches, Cash Payment vouchers are not put in sealed cover and kept in Safe Room. It is stitched and kept along with normal vouchers and Challans.	Concern of the association is noted. Branches will be instructed in this regard.
17	Anthiyur Branch Cash cabin door and cash drawer locks are not functioning. Cash held inside the cash cabin is at risk. Locks replacement needed.	Matter will be looked into.

SIGNED AT SALEM: ER MEETING HELD ON 01.03.2023

<u>Representing Management:</u>	<u>Representing Association</u>
 (Mr M Chelladurai) Regional Head	 (Shri M Sridhar) President
 (Mr D Prince) Dy. Regional Head	 (Shri A Chidambaram) General Secretary
 (Ms N C Shanthi sudha) Senior Manager	 (Shri Vinothraj Kumar R) Organising Secretary
 (Mr A Gokul) Manager HRM	 (Shri Kalaimamani) Secretary
 (Ms S Ambika) SC/ST Representative	 (Shri L Venkatasubramaniam) Joint Secretary
	 (Shri R. Sivagnanavel) Joint Secretary

REGIONAL OFFICE, "ANANDA GRAND", No. 11B/2 & B/3, 2nd Floor, Shastri Road, Thillai Nagar, Tiruchirapalli 620018

मानव संसाधन विभाग Human Resources Department

Minutes of the Quarterly Regional Level Employee Relations Meeting held at Regional Office, Tiruchirapalli with Union Bank Employees Union (Tamilnadu) on 3rd March'2023 pertaining to March'2023 Quarter

Representing Management:	Representing Union:
1. Sri.Conjeti Sudhir, Regional Head	1. Sri. M.Sridhar President
2. Sri.M R Maniam, Dy.Regional Head	2. .Sri. J.Mohan Vice president
3.Smt. R.Gowri, Manager (HRM)	3 Sri. A.Chidambaram General Secretary
4.Smt,P.Manonmani,SC/ST Representative	4. Sri. V.Sivanandham Organizing Secretary
	5. Sri. S.Ponnambalam Secretary
	6. Sri.S.Manoharan Joint Secretary

Review of issues pertaining to previous meeting held on 21-09-2022.

NO	ISSUES	UNDERSTANDING
1.	Every branch should be provided with minimum of two clerks, one peon and one Housekeeper. Wherever the number is less, kindly provide sufficient staff and ensure minimum three clerks in rationalized branches. Single clerk Branches 1.Neyveli, 2.Thaluthalai and 3.Melur	We have placed our indent to FGMO for posting 42 clerks to our Region for the FY 2023-24

REGIONAL OFFICE, "ANANDA GRAND", No. 11B/2 & B/3, 2nd Floor, Shastri Road, Thillai Nagar, Tiruchirapalli 620018

मानव संसाधन विभाग Human Resources Department

NO	ISSUES	UNDERSTANDING
2	Please establish a medical clinic at Regional Office, Trichy as provided in Staff Welfare Scheme of the Bank. Kindly make tie-up arrangements with Diagnostic centers at Trichy and other possible places for health check-up of staff members.	We are taking all possible steps to set up the Clinic and making tie ups with the Diagnostics Center.
3	Relieving of all the employees who are holding Transfer/Higher assignment orders. 1.Sri.R.Rajasekar, 772774, Perambalur to Keerambur 2.Sri.G.Kanagaraj, 427287, Currency Chest to W.B.Road 3.Sri.V.Nagarajan, 711995, Papanasam to Palayampatti 4.Sri.K.Saravanakumar,775364,Pudukottai to Nagapattinam	1. Will be relieved shortly. 2. Will be relieved on reporting of a Clerk from Tirupur Region. 3. Will be relieved on posting of a suitable Substitute 4. Will be relieved shortly
4	As per Central Office instructions, every branch has to be provided with scanning machine to participate in CTS clearing. However, some of the branches are not provided with the machines. This overburdens other branches.	10 CTS machines have been procured and distributed to Branches. The Institution ID will be created in a day or two. Will ensure that the CTS scanning machines function in all branches by this month end.
5	Infrastructural issues: 1. CCTV in cash counter is not working properly at Karaiyur. 2. Safe room handle bar broken at Thuvakudi Branch. At Pattukottai Branch the ceiling of the banking hall often falls down. Employees working at risk. Seepage during rainy seasons.	Presently the CCTV in cash counter is Working We will once again advise the Branch to take up the matter with the Vendor. Tender has been invited for doing repair Works and tender will be opened on 17.03.2018 work will be completed before month end

REGIONAL OFFICE, "ANANDA GRAND", No. 11B/2 & B/3, 2nd Floor, Shastri Road, Thillai Nagar, Tiruchirapalli 620018

मानव संसाधन विभाग Human Resources Department

NO	ISSUES	UNDERSTANDING
6	After rationalization, the workload has increased at Pattukottai Branch. Branch is having 5 TSMAC accounts and heavy cash. The employees in the counter are unable to complete the routine work. But the branch is using one clerk exclusively for advance.	Recently we have posted a promote officer to the Branch and it will be bettered.
7	Branches like Kumbakonam, Karaikal and Thiruvarur are having huge cash beyond their limits. Please increase the cash holding limit and make necessary arrangements for disposal of cash.	Cash holding limits are being re worked and branches are advised to go for remittance wherever the limit exceeds. Currency Chest regularly picking up cash.
8	Present status of opening of six new branches in the Region.	We will explore possibility of opening new Branches in the next Financial year
9	Inverter facility to be provided for Thuvakudi branch. Backup of UPS not adequate for Power shutdown days	We will advise the Branch to submit the quotation for purchase of Invertor. However, we have provided new UPS batteries to the Branch.
10	Sufficient Manpower not provided to Gold loan point Branches as per Central office Ins. Cir.03469:2022.	We have placed our indent to FGMO for posting 16 officers exclusively for UGLP Brar of our Region.
11	As per the inter office circular number HRD 12309/2020 Dated 20.10.2020 status quo should be maintained.,i.e monthly wages is being paid to Temporary sub staff and PTS in eCB and eAB branches. After amalgamation, for few months, only daily wages was paid to them. Kindly credit the	Will have advised the concerned Branches for payment of the difference amount as per eligibility



REGIONAL OFFICE, "ANANDA GRAND", No. 11B/2 & B/3, 2nd Floor, Shastri Road, Thillai Nagar,
Tiruchirapalli 620018

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NO	ISSUES	UNDESTANDING
	difference of salary to them for the particular period. Details are listed below 1. M.Seyamala Gowri - Salai Road, Trichy 2. H.Mohammed Hanifa - KK Nagar, Trichy 3. N.Palkannu - KK Nagar, Trichy 4. S.Latha - Moovalur 5. K.Vijayalakshmi - Sakkottai 6. G.Gnanavel - Elurpatti 7. G.Muthukumar - Thiruvarur 8. V.Sarathkumar - Kallakurichi 9. S.Maharani - Kallakurichi 10. K.Prakash - Neyveli 11. K.Mariammal - Neyveli	
13	As per the inter office circular number HRD 12309/2020 Dated 20.10.2020 status quo should be maintained and its clearly mentioned casual workers shall not be removed from the service. But after amalgamation, Two persons were removed from Thiruverumbur and Salai Road. Kindly reinstate them. 1. A.Senthilkumar - Salai Road, Trichy 2. D.Kanchana Devi - Thiruverumbur, Trichy	Will be looked into.

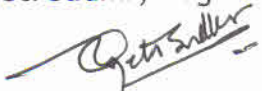
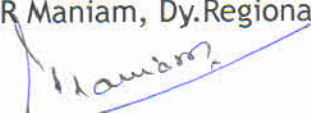
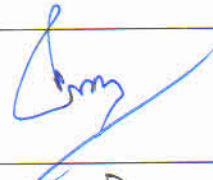
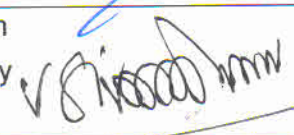
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REGIONAL OFFICE, "ANANDA GRAND", No. 11B/2 & B/3, 2nd Floor, Shastri Road, Thillai Nagar, Tiruchirapalli 620018

मानव संसाधन विभाग Human Resources Department

New Issues

NO	ISSUES	UNDERSTANDING
1.	There is no Fan facility in Padalur branch. Air Conditioned facility to be provided.	A/C has been approved. Will be Installed Shortly.

Representing Management:	Representing Union:
1. Sri.Conjeti Sudhir, Regional Head 	1. Sri. M.Sridhar President 
2. Sri.M R Maniam, Dy.Regional Head 	2. Sri. J.Mohan Vice president 
3.Smt. R.Gowri, Manager (HRM) 	3.Sri. A.Chidambaram General Secretary 
4.Smt,P.Manonmani,SC/ST Representative 	4. Sri. V.Sivanandam Organizing Secretary 
	5.Sri. S.Ponnambalam Secretary 
	6.Sri.S.Manoharan Joint Secretary 

Minutes of the Quarterly Regional Level Employee Relations Meeting held at Regional Office, Chennai West with Union Bank Employees' Union (Tamil Nadu) on 4th March 2023 pertaining to March 2023 Quarter.

Representing Management:		Representing Union:
1. Ms. SAHAYA RANI, JASMINE AROCKIA Regional Head		1. Sri. C. Nagesh Kumar Vice President
2. Mr. VIJAYALAYAN, G Deputy Regional Head		2. Sri. A. Chidambaram General Secretary
3. Ms. Malathi S HR Officer		3. Sri. E. Nagendran Depute General Secretary
4. Mr. Vinoth Kumar SC/ST Observer		4. Sri. R. Arun Kumar Secretary
		5. Sri. J. Kothandapani Joint Secretary
		6. Sri. C. Sundaram Asst Secretary
NO.	ISSUES	UNDERSTANDING
1.	Every Branch should be provided with a minimum of two Clerks, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff.	At Present, transfer of award staff employees falls on FGMO Delegation. However, we have analysed the manpower of our region and the same was already submitted to FGMO and Central office.
2.	Please complete the process of Higher Assignment of SWO-B and Daftary at any early date	Will be taken up with competent authority for completing the process.
3.	Branch Level Staff Meeting should be held every month to improve customer service and to have better understanding between staff members in the Branch.	As per Central office instructions/Circular, Branches are conducting staff meeting on every Friday.
4.	Relieving of all the employees holding Transfer/ Higher Assignment orders. 1. Ms. Sukithasri.K 390348: Holding order Chromepet ubi to Mount Road.	Forwarded her Modification request letter to FGMO on 03.01.2023 and Will request the reply from FGMO on priority.
5.	Date of Confirmation not updated in	Confirmation Process of 2020 Batch has been



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	union parivar for 2020 and 2022 batch.	completed and the same will be updated on or before 05.03.2023. For 2022 Batch, we are yet to receive Police Verification letters. Whereever police verification received, the process will be completed.
6.	CCTV camera required inside safe& outside the premises of Sathuvachari Branch	Made arrangement for replacement of existing system with 16 channel CCTV on Monday (06.03.2023)
7.	Please provide separate Cash Safe and Jewel Safe to the branches, wherever it is not available.	Order placed and the same will be supplied by 3 rd week of March 2023.
8.	Please explore the possibility of distributing TASMAL accounts among all the branches. Suggestion : Guduvancherry branch having more TASMAL accounts if possible distribute the account to our Maraimalai Nagar branch since Maraimalai Nagar branch getting cash on regular basis from Guduvancherry branch.	Suggestions accepted. Will work for the possibilities.
9.	Sanction of new AC to Mambakkam branch is delaying (application date 31/05/2022), in which customers and staffs getting affected due to suffocation which creates bad opinion about branch and bank among customers.	Requested for latest application from the Branch & will be completed in March 2023.
10.	Regarding Domiciliary claim of Mr. D Sekar 448198, Application submitted on month of November got approved message on 15 th Dec 2022 from HITPA but claimed amount not received.	Taken up with HITPA, due to technical issues, the amount is not credited to the account of staff. Will take up with Central office/NEFT cell.
11.	Over time not paid to Mr. M K Venkatesh 652436, Padur Branch worked on 12/11/2022 and 13/11/2022.	Taken up with Central office and requested the Branch to send the information for placing the note.
12.	PL and SL not credited for the 2022 to Ms. Jannathul Firdouse, 778768 and	SL and PL has been credited in Jan 2023 for the both the employees (Referred). For 2021,



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	Ms. Harini, 657047 Pammal branch.	Will take up with Union Parivar team and needful will be done.
13.	Establishing a Medical Clinic at Regional Office, Chennai West as provided in the Staff Welfare Schemes.	Taken up with FGMO Office to have a common Clinic Facility.
14.	Present status of opening of new branches and rationalization of existing branches in the region.	Rationalization of Kancheepuram 3 has been done with Kancheepuram 1 Branch.
Representing Management:		Representing Union:
	1. Ms. SAHAYA RANI, JASMINE AROCKIA Regional Head	1. Sri. C. Nagesh Kumar Vice President
	2. Mr. VIJAYALAYAN, G. Deputy Regional Head	2. Sri. A. Chidambaram General Secretary
	3. Ms. Malathi S HR Officer	3. Sri. E. Nagendran Deputy General Secretary
	4. Mr. Vinoth Kumar SC/ST Observer	4. Sri. R. Arun Kumar Secretary
		5. Sri. J. Kothandapani Joint Secretary
		6. Sri. C. Sundaram Asst Secretary



DEPARTMENT OF HUMAN RESOURCES, REGIONAL OFFICE CHENNAI SOUTH
38, 39 Whites Road, Chennai-600 014

Minutes of the Regional Level IR Machinery Meeting for Quarter ending March 2023, held at
Regional Office, Chennai South with UBEU (TN)
on 06th March, 2023.

Management		UBIEU (TN)	
Shri.N Chezhian	Regional Head	1. Sri. A Balamurugan	Vice President
Shri.M.Jeyakumar	Dy.Regional Head	2. Sri. A.Chidambaram	General Secretary
Ms.Kruthika P	Manager (HR)	3. Sri. E Nagendran	Deputy General Secretary
Mr Pragadeeshwaran	SC/ST Representative	4. Sri. V.Elavarasan	Secretary
		5. Smt. Aarthi S	Asst Secretary
		6.Sri. D Rajesh Kumar	Asst Secretary

S.No	IR ISSUES	MANAGEMENT STAND
1.	Every Branch should be provided with a minimum two Clerk, one Peon and one Housekeeper. 1. Thiruvannamalai 2	Post transfer staff have been posted as per requirement. 1.Substitute staff have been indented.
2.	Relieving of all the employees who are holding Transfer/ Higher Assignment orders with suitable substitutes.	Taken up with FGMO for substitutes
3.	Present position of the compassionate appointments: a)Late Mr Rabindranath Sait, 704509	a) Papers submitted to CO for due process
4.	Establishing Medical Clinic at Regional Office, South.	No satisfactory responses to advertisement. However access to doctors under clinic tie up is under negotiation.
5.	Mr. Devadoss, Special Assistant, Thakkolam branch has refused the promotion to Officers cadre due to his health issues. He belongs to PWD category. He could not manage at Thakkolam and needs transfer to Chennai on humanitarian grounds.	Leave regularisation of 5 months pending. Movement will be considered on merit basis.
6.	1.Chetpet 33320 - after merger, business has been increased and union gold point also operating in the premises. No sufficient space to handle the crowd. Needs to be shifted to a new premises. Took up in the last ER	New premises are being scouted for wherever possible.

Phone No: 044-28523104

E-Mail:cb8804pad@unionbankofindia.bank



DEPARTMENT OF HUMAN RESOURCES, REGIONAL OFFICE CHENNAI SOUTH
38, 39 Whites Road, Chennai-600 014

	meeting. Present position. 2.Dusi branch doesn't have proper ventilation, no ac, chairs are very old. Mail sent by the branch regarding this issues. Discussed in September ER for shifting to new premissis. Present position. 3.Thiruvannmiyur branch is a merged entity and need to be shifted to new premises due to shortage of space. In Thiruvannmiyur branch at a time only one person can go inside the strong room. Due to less space, customers are forced to close the locker and move to other banks. It is affecting our business. With untidy ambience in our branch, our bank image getting spoiled.	
7.	Mr.S.Raja, 352830, SA, Sowcarpet Branch availed a Staff Housing Loan of Rs.4,50,000/- in 1999 and liquidated the principal amount. As per the scheme after liquidation of principal amount no interest should be charged on the accumulated interest. However, in his case, interest is continuously charged. He has represented the matter on 17.08.2021 and the Triplicane Branch also gave a detailed note on 19.11.2021 under reference No.35720:STF: HL:01. Matter taken up in the last September/ December ER Meetings. Matter is pending.	Issue resolved


Shri. N. Chezian
Regional Head


Shri. M. Jeyakumar
Dy. Regional Head


Ms. Kruthika P
Manager (HR)


Mr. Pragadeeshwaran
SC/ST Representative


Shri. A. Balamurugan
Vice President


Shri. A. Chidambaram
General Secretary


Shri. E. Nagendran
Deputy General Secretary


Shri. Elavarasan V
Secretary



DEPARTMENT OF HUMAN RESOURCES, REGIONAL OFFICE CHENNAI SOUTH
38, 39 Whites Road, Chennai-600 014



Smt. Aarthi S
Asst Secretary



Sri D Rajesh Kumar
Asst Secretary

HUMAN RESOURCES DEPARTMENT

Minutes of the Regional Level Employee Relations Meeting for March Quarter 2023, held at Regional Office, Madurai with UBEU (TN) on 14.03.2023

Management		Representing Union	
Shri. Ramnath Diwakar P	Regional Head	1. Sri. M.Sridhar	President
Shri. Jeya Paul J	Dy. Regional Head	2. Sri. A. Chidambaram	General Secretary
Smt. Karkuzhali V	Manager (HR)	3. Sri. T. Kumar	Organizing Secretary
Smt. Lakshmi Pradeepa V	SC/ST Representative	4. Sri. S. Manikandan	Secretary
		5. Sri. B. Jeyakumar	Joint Secretary
		6. Ms. R. Abitha	Assistant Secretary

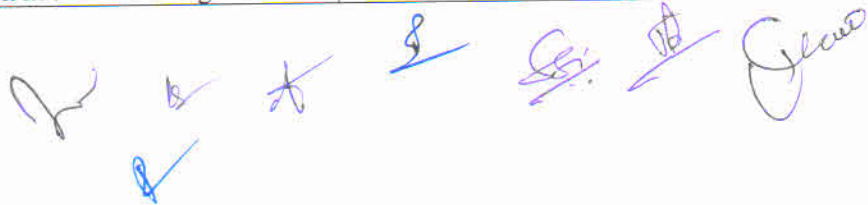
NO.	ISSUES	UNDERSTANDING
1.	Every Branch should be provided with a minimum of two Clerks, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff.	All Branches in Madurai Region have been provided with a minimum of two clerks. In case of Housekeeper/Peon the requirement has been identified and indent has placed with FGMO for onward recommendation to Central Office
2.	Sufficient Bio-metric devices are not available at Palayamkottai and Madurai Bye-pass road Branches, which affects customer service.	5 biometric devices have been provided to Palayamkottai Branch on 10.03.2023. No indent has been received from Madurai Bypass Branch till date.
3.	Replace all passbook printer kiosk which are not in working condition. In Rameswaram branch, even after regular follow-up by the branch, the issue is not solved.	Issue of Rameswaram Branch will be taken up and resolved at the earliest. In case of replacing the passbook printer kiosk machines, the matter shall be looked into on case to case basis. However, it is also suggested that counter staff should sensitize the customers about the Bank's digital products.
4.	Provide Cash counting cum sorting machine to all the TASMAC collection branches in our region. Explore the possibility of diverting some TASMAC accounts to other branches to reduce the workload.	Section note counting machines and mixed value counting cum sorting machines are being provided by RO as per the indent received from Branches. Sorting machine requirement details have been provided to Central Office and is under process. Diversion of funds of TASMAC accounts shall be discussed upon.
5.	Establishing a Medical Clinic at Regional Office, Madurai as provided in the Staff Welfare Schemes	A doctor has been selected to be engaged as the medical practitioner at RO. The Medical clinic will

HUMAN RESOURCES DEPARTMENT

		be setup soon.
6.	Present status of opening of new branches and rationalization of existing branches in the region.	Survey has been completed in the following places 1. Melur 2. Sattur 3. Colachel 4. Valliyur The following Branches are in the process of rationalization 1. Ramanathapuram III with Ramanathapuram I
7.	Continue the forex department at Tuticorin branch, which is a pre-requisite for any forex business in a town like Tuticorin with import/export. All the banks in Tuticorin are having forex facility except Union Bank of India.	The license of Tuticorin Forex Branch is not cancelled. The Forex transactions are being done at Madurai Main Branch
8.	Cash holding Limit need to be revised. In many eUB branches cash holding Limit is lower than eCB and eAB branches.	Revised cash holding limits have been sent for approval to FGMO.
9.	Uninterrupted ATM service to be provided in our region like ATMs of other banks to have a competitive edge. Most of the ATMs are closed after 10.00 PM due to security risk.	Presently ATMs are kept open based on the hits and recommendation of Branch Heads.
10.	Daftary allowance to be paid to FTHK/P Mrs.Kaliammal, Tuticorin Branch from 01.10.2021 as the branch is not provided with any Daftary and she is performing the duties.	Daftary allowance will be paid to the employee as per her eligibility.
11.	Please recommend for the Transfer of Mr. Samuvel, Daftary, from Nambuthalai to Veerapandi branch on health grounds.	Transfer shall be recommended
12.	In Ramanathapuram branch, toilet has been closed by the Premises Owner. The staff are using public toilet which is far away from the branch. There is no water supply. Employees are facing health issues. Steps needs to be taken on war footing. Bank should reimburse the entire medical expenses of the employees and treat their absence as special leave.	The Ramanathapuram premises issue will be taken up and resolved immediately.
13.	Provision of additional cash counter in Marthandam branch as three branches were rationalized into one Branch and customers are forced wait for a long time to remit cash. Due to this some of the customers are leaving the bank.	Additional cash counter provision has been done. Working order given and work is in process.

HUMAN RESOURCES DEPARTMENT

14.	Terminal benefits for the following employees are not received. 1. Mr. M. Subburaj, Headcashier, Tirupparankundram branch. 2. Mr. Chandrasekaran, Headcashier, Peraiyur branch.	Terminal benefits papers are pending for forwarding due to non receipt of manual vigilance clearance from Central Office. We are following up for the same.
15.	Ms.Jeyasudha, Melapalayam branch requested to unfreeze her CIF ID, matter pending for a long time. Once it was resolved. Again the system created the problem. Despite several remainders and follow-up, her 11 th Bipartite arrears not paid. As she is presently working at Madurai Region, it is the responsibility of Madurai Region to make the payment before any change in her Region.	The issue of CIF has already been taken up with FGMO. The payment of arrear will be made at the earliest.
16.	Please make necessary modifications in the housing loan account of Ms.Alagumathi, Tirupparankundram branch. Account wrongly opened by branch in finacle in a different category. Account Number – 360206810060202.	The Branch will be instructed to take up the issue with concerned department at RO.
17.	Posting of a SWO-A, one Peon and one Housekeeper at our Tiruchendur Branch at an early date.	The matter will be taken up with FGMO.
18.	As per Government of India guidelines and as per Central Office directions, no Trade Union issues to be discussed in the meeting with Welfare Associations. We request you to allow one observer from our union in those meetings.	The discussion with welfare associations are being held as per the laid down guidelines. However, the same shall be insisted during meetings. The request for allowing observer from Union may not be feasible.



ZONAL ER MEETING HELD ON 13.03.2023 AT 12.00 HRS AT FGMO CHENNAI BETWEEN THE MANAGEMENT AND UNION BANK EMPLOYEES UNION - TN

The Zonal level ER meeting with the representatives of Union Bank Employees Union -TAMILNADU held at Chennai on 13.03.2023. The following persons attended the meeting:

Management Representatives	Union Representatives
Shri Viswesvaran R Field General Manager	1. Sri. N.T.A.Selvaraaj Vice Chairman
Shri.G.Murugan Dy.Zonal Head	2. Sri. M.Sridhar President
Shri.PDV Sarma Dy.Zonal Head	3. Sri. A.Chidambaram General Secretary
Shri.G V Prasanna kumar Chief Manager (Operations)	4. Sri. E.Nagendran Deputy General Secretary
Shri.S.Dinesh Chief Manager (HR)	5. Sri. S.Manikandan Secretary
Mrs.M.Bharathi SC/ST Management Representative	6. Sri. C.Murali Secretary
	7. Sri. K.Dhamodaran Secretary
	8. Sri. V.Elavarasan Secretary
	9. Sri. S.Ponnambalam Secretary
	10. Sri. R.Arunkumar Secretary

S. No	Issues	Understanding
1	Every Branch should be provided with a minimum of two Clerks, one Peon and one Housekeeper. Wherever the number is less, please provide sufficient staff.	On the basis of requirement / availability of the Clerical Staff / Substaff, posting will be made.
2	Please complete the process of Higher Assignment of Special Assistants, Head Cashiers, SWO-Bs and Daftary at an early date. Please start the process immediately. So that it can be completed before the reporting of IBPS candidates.	Vacancies arrived. The Same will be initiated upon receipt of clearance from CO.
3	Relieving of all the employees holding Transfer/Higher Assignment orders. 1. Ms.K.Sukithasri, 390348, SWO-B, Chrompet to Mount Road. Substitute already provided. RO, Chennai West is taking the plea that her representation is pending at FGMO and she will not be relieved. She is in that area for more than 12 years and preventing others an opportunity to work in that area. 2. Ms.P.Bhuvaneswari, 396950, SWO-A, Mount Road to Guindy SSI. 3. Ms.Jagannathan Lavanya, 615612, SWO-A, Guindy SSI to Tambaram 4. Mr.D.Ramuvel, PWD, SWO-B, 621169, Tambaram to Selaiyur 5. Ms.V.Kumutha, 462246, HC, Madhavaram to Moolakadai 6. Mr.N.D.Lakshminarayanan, 642054, HC, Moolakadai to Perambur eAB. 7. Mr.V.Loganathan, 660568, HC, Perambur to Ambattur. 8. Mr.K.Sekaran, 352114, HC, Ambattur to Senthil Nagar. 9. Ms.B.Kalpana, 628538, SWO-B, Palavakkam to Guindy SSI. 10. Ms.Mavi Metalda, PWD, 413075, Guindy SSI to Pammal. 11. Mr.P.Franklin, 688677, SWO-A, RO, South to T.Nagar eCB. 12. Mr.Parthasarathy, 772916, Shenoy Nagar to Kellys corner. 13. Mr.V.Nagarajan, 711995, HC, Papanasam to Palayampatti.	Clerical promotees posted to the required Branches to enable the relieving of employees. We shall arrange for relieving wherever substitute is posted in the end vacancy.

[Handwritten signatures]

	14. Mr.E.Kameshwaran, 718515, HC, Arakkonam eAB to Arakkonam UB. 15. Ms.S.Sowmiya, 758523, HC, Tirupattur UB to Tirupattur eAB 16. Mr.V.Palani, 656453, HC, Tiruvannamalai eAB to Vengikkal 17. Mr.N.Nithya, 702978, SWO-A, Konamoolai to Avinashi 18. Ms.Surya Muthukumaran, 808524, SWO-A, Avinashi to Coimbatore 19. Mr.J.Mathankumar, 779434, SWO-A, Dharapuram to Kulithalai 20. Mr.N.Stalin, 757602, SWO-A, Tirupur RO/Kulithalai to Tiruchirapalli Chest 21. Mr.G.Kanagaraj, 427287, Tiruchirapalli Chest to Tiruchirapalli WB Road. 22. Mr.R.Rajasekar, 772774, SWO-A, Perambalur to Keerambur. 23. Ms.K.Suseela, 331380, SWO-B, Nungambakkam to Ashok Nagar 24. Ms.A.Kamarunisha, 639045, SWO-B, Valasaravakkam to Virugambakkam 25. Ms.M.Malathy, 502345, HC, Indira Nagar to Besant Nagar 26. Mr.K.Saravanakumar, HC, 775364, Pudukottai to Nagapattinam 27. Mr.A.Vignesh, 758572, HC, Attur to Jaffarabad 28. Ms.I.Sahaya Vidhya, SWO-A, Keelakattalai to Guindy eAB. 29. Ms.J.Sinthu, 788699, SWO-A, Five Roads, Salem to Tirupur 30. Mr.S.Sathishkumar, 752246, SWO-A, Tirupur to Salem Five Roads. 31. Ms.C.Priyadharshini, 760165, Namakkal to Ramanathapuram Pudur. 32. Mr.G.Ananda Krishnan, 812337, SWO-A, Namakkal to Arattu Puzha Ms.P.Rajalakshmi, 774465, SWO-A, Hosur to Bengaluru Station.	
4	Establishing a Currency Chest in Tirupur & Salem Regions. Branches are holding huge cash. Several branches do not have sufficient insurance cover. Present status.	Tiruppur- Since there was no response from landlords for our advertisement. The RO has initiated second time tender process. Salem - awaiting for Salem Municipal approval.

5	Establishing a Medical Clinic at all Regional Offices, as provided in the Staff Welfare Schemes. As on date, no Regional office is having the facility. Present status of response from Central Office for enhancing the remuneration.	No positive response from qualified doctors. We have also requested to CO for increase in remuneration.
6	Management is focusing on improving the Gold Loan business. However, the present system in several branches are not conducive for improving the business. Even in Gold Loan Points no exclusive officers are not posted. There is delay in redemption of Gold. Several branches give the jewels only in the evening. In some branches, number of loans are restricted as they don't have sufficient staff in the branch. Providing second appraiser alone will not improve the business. TAT is very important for improving the Gold Business. Over and above the limit fixed by the bank, several branches insist the Appraisers to discount the weight by another 10%. This reduces the loan amount and customers are going to other banks. Some branches are indulging in taking over Gold Loans from other banks. In such cases, the Cashiers should not be put into any additional risk.	Regional offices will be advised accordingly as per the provisions of Gold Loan Policy
7	We rightly understand the intention of the Management to improve CASA to reduce cost of funds. However, there is no robustest system in place, which hampers reaching the goal. Account opening in DMS takes minimum one week. It is regrettable to note that customers are asked to go to browsing centres to open the bank account at their cost. Passbook printing is a herculean task for the customers. Kiosks are not working. Even internal machines are not properly printing the entries. Several banks are opening accounts immediately and provide cheque books, Debit Cards/Credit Cards immediately. These issues needs to addressed.	Matter to be taken up with CO
8	Please define the Stations as per our understanding in Digital Transfer Diary, well before the process of Higher Assignment starts. Even now, several Stations are missing in the Diary.	We have already sent the revised station list to incorporate in Union Parivar to Central Office HRM Dept.
9	As per the Policy provisions, Head Cashiers are posted in newly opened branches in a new Station by inviting applications. All along Bank was following the system of inviting applications from the SWO-As and Subordinate Staff/House Keepers. The senior most applicant was posted there. This is the existing custom and practice. We request the	As per provision, Head Cashier has already been posted. SWO-A/ SS will be posted as per the directions of CO in due course.



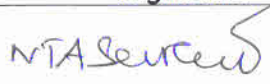

	management to continue with the same system to fill up the vacancies in the newly opened branches.	
10	All the posts of Computer Terminal Operators of UB as on 01.05.2010 were converted into SWO-B. In eCB all the clerical employees joined the bank prior to 01.04.2010 were designated as SWO-B. In eAB, every branch has got a post of Head Cashier and one post of SWO-B. Based on this data, we request you to fill up the SWO-B vacancies. In the meantime, officiating allowance should be paid to all the eligible employees working in the branches.	We have arrived the vacancy position of SWO-B. upon receipt of CO instructions will be initiated the process of filling up.
11	All the Peons working in eCB are drawing Daftary Allowance and performing the duties of the Daftary. However, they are not designated as Daftary. As we have to conduct the process of filling up of Daftary vacancies, we may consider them as Daftaries for this purpose	The same will be taken up with CO for their necessary approval for filling up the vacancies of Daftary at the identified branches.
12	Ms.J.Jeya Sudha, SWO-A, 676947, Melapalayam Branch is yet to get her 11 th Bipartite arrears. Once again, her account is shown as NPA. Taken up in the last ER Meeting and agreed to pay the arrears from FGMO.	RO Madurai, will be advised suitably to make the payment, as per her eligibility at the earliest
13	As per Government and Central Office directions, the welfare associations should not discuss Trade Union issues in the forums with the management. Despite directions from FGMO, Chennai, discussions are happening in Regional Offices. In some meetings, certain matters are agreed by the Management contrary to the Policy on the subject	Instructions already in place.
14	Mr.Arputharama Kanthasamy, 704507, SWO-A, Pollachi Branch was issued with transfer orders to Tenkasi, where he has not requested. His order to be modified to Adayakarungulam. Mr.R.Mupudathi, 675731, SWO-A, Tenkasi is issued with transfer orders to Kabaliparai against norms. Order to be cancelled.	The matter will be examined and necessary orders will be issued, if require.
15	Mr.M.Prithiv, 784633, SWO-A, Neelangarai Branch has requested for Coimbatore Station. However, he was issued with transfer order to Naickenpalayam, which is not part of Coimbatore Station. His order to be modified to Coimbatore Station.	The matter will be examined and necessary orders will be issued, if require.

16	Our Vaduganthangal Branch is provided with one Special Assistant and one SWO-A. Even though Konavattam Branch is provided with three officers, One Special Assistant, One Head Cashier and One SWO-A, the Special Assistant from Vaduganthangal is deputed for the last several months to Konavattam. Vaduganthangal Branch suffers with a single SWO-A, which is affecting the customer service and business of the Branch. Further, the SWO-A could not avail any leave	As an interim measures, posting was done as per the ALC directions.
17	Contrary to the directions, some Regional Offices are insisting the spouse of the employees to be co-applicant for Staff Housing Loans.	The RO's will be advised suitably.
18	Sri.Raja Simhan, 502284, SWO-A, Pandalgudi while working in Chennai Station as Head Cashier was promoted to Officer's cadre. On reversion, he is supposed to be posted in Chennai Station. However, he was given some temporary transfer/posting at Pandalgudi Branch. Now, he is continuing as a permanent staff of Pandalgudi Branch without any transfer order and the same is not as per the norms. Further, all the pending transfer requests will be deleted once a clerk became officer. Based on that transfer request no transfer can be effected. Allowing such thing will erode the credibility of the system.	The issue will be examined.

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**MINUTES OF ZONAL ER MEETING HELD ON 13.03.2023 AT 12.00 HRS AT FGMO CHENNAI BETWEEN THE MANAGEMENT AND
UNION BANK UNION EMPLOYEES UNION - TN**

Management Representatives	Signature	Union Representatives	Signature
Shri Viswesvaran R Field General Manager		1. Sri. N.T.A.Selvaraj Vice Chairman	
Shri.G.Murugan Dy.Zonal Head		2. Sri. M.Sridhar President	
Shri.PDV Sarma Dy.Zonal Head		3. Sri. A.Chidambaram General Secretary	
Shri.G V Prasanna kumar Chief Manager (Operations)		4. Sri. E.Nagendran Deputy General Secretary	
Shri.S.Dinesh Chief Manager (HR)		5. Sri. S.Manikandan Secretary	
Mrs.M.Bharathi SC/ST Management Representative		6. Sri. C.Murali Secretary	
		7. Sri. K.Dhamodaran Secretary	
		8. Sri. V.Elavarasan Secretary	
		9. Sri. S.Ponnambalam Secretary	
		10. Sri. R.Arunkumar Secretary	