



Association of Officers of UCO Bank
(Registered under the Indian Trade Unions Act, 1926)
Affiliated to All India Federation of UCO Bank Officers (AIFUCBO)
An Affiliate of All India Bank Officers Association (AIBOA)

Circular No. 107/2018-21

February 22nd, 2020

TO ALL THE MEMBERS

Ref: Regular Requisitioning of Services of the Officers on Sundays and Holidays by Zonal Heads & threats of Salary stoppage in case of any defiance

We reproduce hereunder the full text of letter no. AIBOA/HRM/2019-20/51 dated February 22, 2020 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers addressed to General Manager, HRM, Head Office on the captioned subject for information of all concerned.

Comradely Yours,

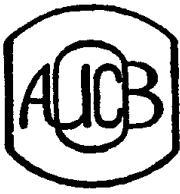
Yours truly,

Ajoy Kumar Mondal
General Secretary

Quote

You know very well that the entire banking industry is on agitational path on the call of UFBU due to inordinate delay in long overdue wage settlement and service related issues. We being a constituent of UFBU are bound to follow the agitational programme in our Bank also. At present we all unions are following work to Rule & withdrawal of extra cooperation. We have, however, advised our members that the Day end activity should be completed before they leave the branch. We are aware that our Bank is currently under PCA and we on regular basis discuss this Agenda in all our Organizational Meetings calling upon our Members to work sincerely as per plan given by our worthy MD Sir, for coming out of this stigma and revive the reputation of our Bank. We are giving our best during the entire year even by late sitting & working on holidays without any compensation. Any corporate call given has been followed without if & buts. Recently, works done by the entire staff either for NPA recovery or financing under UCO Carnival has been appreciated by respected MD Sir in his letter addressed to staff.

But, we have been regularly receiving disturbing information from our members that in most of the Zones, Zonal Heads are routinely calling Officers for duties on Sundays and Holidays. They are giving the threats of Salary stoppage and initiating disciplinary action for not obeying their instructions. They even direct their ZIT to not allow Day End before 9.00 PM for non completing the CKYC work. **Even some Zones are instructing the DIT, Head Office to hold on the Day End of all branches in the Zone till 9.00 PM.** Sir, you are very well aware that CKYC is pending since long and there is acute shortage of staff in almost every branch. The available staff is over



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busy in attending lot of corporate calls. Almost every working day is being declared as Login Day for one task or the other by various departments of Bank. CKYC work has been facing lot of problems / hurdles at branch level i.e. net work problems, mobile app problems, non availability of old records etc. Head Office as well as Zonal Offices have not followed it seriously in past but suddenly came out with threats of salary stoppage & holidays working.

Sir, looking to the present situation of Bank & agitation programme given by UFBA, we want to follow a middle path in our bank. In the name of Lok Adalat, we are already scarifying one holiday every month for which no compensatory off is given to Officers in spite of provision for the same existing in our Bank. We are sorry to say that Officers are being now exploited by Management even in Nationalised Banks like Pvt. Bank's Management. We have many times experienced that on many occasions there is virtually no urgent work requirements but still Officers are directed to attend office on every weekly holiday - the reason remaining unknown but it seems that many Executives get sadistic please in harassing Officers.

Sir, it is not only a clear cut violation of Labour Laws which specifies for weekly off but also against the best practices of HR Policy of PSBs. Besides large number of Lady Officers too are asked to sit late which endangers their security and disturbs their family life balance.

We strongly feel that best Participative Management Practices shall pave the way for enhanced performance by our officers. Calling Officers on duties on holidays on regular basis not only de- motivates and de-moralise the work force but gradually reduces their performance. Requisitioning Officers for duties on holidays should be only in case of exigencies rather than a routine practice. Moreover, sanction of Mandatory Leave as per Policy Guidelines should be strictly ensured as the same is currently being unofficially denied through verbal communications.

Sir, the Officers are suffering acute mental agony due to deprivation of family space and social disconnect combined with deterioration of health conditions leading to serious consequences for young officers brigade of our Bank. Sir, it is the duty of the Management to take care of its Human Resource. A healthy, stress free and tension free employee is an asset for any Organization.

We earnestly request you to personally intervene in the matter and sensitize all the Executives of our Bank to engage with officers of the Bank through humane touch so that UCO TEAM can jointly celebrate removal of PCA Stigma in near future under your able leadership.

In the meantime please bear with us till UFBU agitational programme is in force as none of our member will sit late on working days and won't attend to work on Sunday/Holiday except attending Lok Adalats.

Unquote