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**Circular No. 113/2018-21**

**April 4<sup>th</sup>, 2020**

**TO ALL THE MEMBERS**

**Ref: Unprecedented situation due to lockdown - Need to protect & insulate employees**

We reproduce hereunder the full text of letter UCO Bank UFBU, West Bengal addressed to General Manager, HRM & PSD, Head Office of our Bank on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

**Ajoy Kumar Mondal**  
**General Secretary**

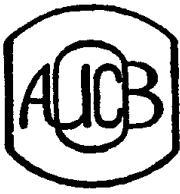
**Quote**

There is no need to emphasise upon the situation prevailing in the country as well as in our state in the wake of COVID 19 disaster. We appreciate the timely responses of the bank in combating the crisis and at the same time keeping the banking services operational in the lockdown period.

The first SLBC guideline was rational and accordingly alternate staffing, closing few branches thereby maintaining social distancing, our employees were able to cater to the needs of our customers. But with the new advisory coming from SLBC on 29<sup>th</sup> March bank had to decide opening of all branches, do away with alternate staffing arrangements and cancellation of all deputation arrangements made for the convenience of bank and also for the employees to avoid transportation hazards.

Although bank is taking different steps but still we feel some more decisive steps need to be taken in the interest of bank as well as employees. We place before you our views and suggestions for consideration.

1. Bank should appreciate that inspite of so many hurdles in transportation and repeated warnings from Government authorities and police administration, employees are coming to their place of work. All the staff are not having their personal vehicles. But it is expected that bank should feel the pains of those employees who has to bear huge expenses to reach office. You are aware that few banks like BOB is paying Rs 200 per day to all employees who are coming to office for mitigating their burden. SBI is allowing one day salary after continuous service for six working days. BOI is paying a lumpsum of Rs 1200 towards purchase of precautionary items.



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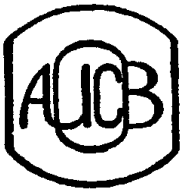
Some financial compensation for those attending office and some medical insurance coverage can be thought of.

2. In the absence of public transport, huge number of employees are unable to reach their respective branches although they are trying to do so. We have been continuously pleading with the Zonal Heads through letters and/or telephonically to arrange for transportation to these employees. Now as we all know that State Govt has opened free toll lines from each DM's office for pick up and drop down facilities. Separate arrangement be made from bank. In the days to come lockdown will be more stringent as the situation appears. Moreover we appealed for their deputation to any commutable branch for them so that they may serve the people at this hour of national crisis. Sorry to say , whatever deputations were arranged had been reversed and many a places employees are forced or cautioned for applying" leave of absence" besides any other punitive measures. Even female staff members somewhere are not spared as complaints received.

Bank, therefore, need to consider for the employees who are unable to come because of the lockdown that no punitive measures are enforced and be granted SPECIAL LEAVE. Simultaneously the employees who are facing difficulties to come should be enabled to report to nearest branch and render banking service to customers.

3. Till date reports are coming that many branches are not provided with masks, sanitisers and gloves. It needs to be looked into seriously Many banks are using thermal scanners. We should explore for that if not in all branches but selectively in hotspot areas.
4. In view of increasing rush in branches from the PMJDY customers, local police and civic authorities need to be informed and social distancing be maintained at any cost. We are also alerting the employees.
5. As per Gov\† guidelines and also Banks circular attendance be restricted to 50% of staff on a day. In the present situation of our country this step is required to be followed religiously. At least the employees over 55 years of age and women employees should be given alternate day duty. Pregnant women employees and visually impaired and physically handicapped employees to be given full relaxation from attendance.
6. You must be aware of today's informations coming from the branches particularly rural branhes. Unprecedented rush in the branches for withdrawing Rs 500 from PMJDY a/cs. In many places polie has been called but unable to control the crowd. Concept of social distancing has gone astray. We are deeply concerned upon the health of our employees. Bank apart from taking up with SLBC, also should allot this job to BCs and disburse through them. Strong instructions should be percolated down.

In fine, we feel that in this unprecedented hour of crisis when human lives are in grave danger, we all should stand together and deal the situation with human approach not by enforcement.



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We urge upon you to give a thought to our suggestions as the employees who are rendering service to the people braving all the adverse conditions and personal risks should be cared and concern should be there for all.

Thanking you,

Yours sincerely,

**Sd/-**  
**Partha Chanda**  
**UCBSU**  
**AIBEA**

**Sd/-**  
**Joydeep Bhowmick**  
**UCBOO**  
**AIBOC**

**Sd/-**  
**Saileswar Ghosh**  
**UCBEA(West**  
**Bengal & Sikkim)**  
**BEFI**

**Sd/-**  
**Ajoy Mondal**  
**AOUCB-WB**  
**AIBOA**

**P.S.: Signed copy of the letter will be submitted soon.**

**Cc:**

- **Zonal Manager, Kolkata**
- **Zonal Manager, Burdwan**
- **Zonal Manager, Salt Lake**
- **Zonal Manager, Hooghly**
- **Zonal Manager, Suri**

**Unquote**