

**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. 129/2018-21**

**July 9<sup>th</sup>, 2020**

**TO ALL THE MEMBERS**

**Ref: Safety of Bank Employees due to COVID – 19 outbreaks**

We reproduce hereunder the full text of letter no. AIBOA/MD/2020-21/24 dated 9<sup>th</sup> July, 2020 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers addressed to Managing Director & CEO of our Bank on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

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

**Quote**

The Managing Director & CEO  
UCO BANK

Respected Sir,

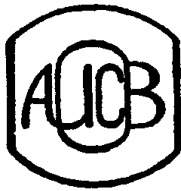
**Re: Safety of Bank Employees due to COVID – 19 outbreaks**

You are aware that pan India situation due to COVID – 19 outbreaks is worsening day by day. Many States have extended Lockdown till 31<sup>st</sup> July, 2020. In fact, you must be aware that West Bengal, Odisha, MP, Assam and Bihar State Governments have decided to implement Lockdown with more strict guidelines from 09<sup>th</sup> July, 2020 in view exponential growth of Corona Cases.

Yesterday, WHO in its statement has said that the possibility of airborne transmission of Covid – 19 virus in public settings cannot be ruled out. This may lead to increased contamination with more rapid rate.

During this crisis period, UCOites are performing their duties with utmost sincerity and dedication by putting their life and health of their family at risk. Their dedication has yielded positive result in form of Bank booking Net Profit after 17 consecutive quarters.

Though they are performing their duties wholeheartedly as frontline warriors but at the same time they are afraid of being contaminated by Covid contamination. Many banks have already implemented or are in the process to implement reduction of working staffs at their various offices/branches as per Government



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guidelines to safeguard their vital human resources as well as to ensure continuity of essential services, during emergent prevailing situation.

In our bank, many staff members have been affected by the Covid contagion which has even led to closure of some branches as entire workforce was infected because branches were running with full strength of staff.

Though, bank has taken various steps to safeguard its employees, but keeping view of deteriorating conditions, you are requested to take following safety measures to ensure safety of staffs and safe delivery of banking services.

1. **Branches/Offices should be run with 50% of staff strength with rotational Duty** (every branch/office will work with two sets of team). This arrangement will ensure that no branch/office would have to be closed due to infection of Covid – 19 virus as backup team would always be available to run the business. Earlier, we have implemented it successfully.
2. Public transports are not operational in many cities/states. Employees working in metro cities are fully depending on public transport as it is economically not feasible to get an accommodation at nearby location of their office. This is creating hardship for employees to reach to branch/office as they have to travel long distance every day to reach to office and they are paying approximately Rs. 800 – Rs. 1500 daily and also being exposed to Covid Contamination. Hence, **you are requested to consider a contingency allowance for the staffs during this period to meet travel expenses. For this we can use unutilized funds of March 2020, of Staff Welfare Fund.**
3. IBA has issued guidelines that this time Bank should take care of staff in the age group of 55 plus, differently abled persons, pregnant ladies, employees with morbidities viz., hypertension, diabetics, heart diseases, kidney disease etc, as they more prone to get affected from the virus. Hence, **bank should allow such employees to work from home or allow them special leave as a preventive measure.**

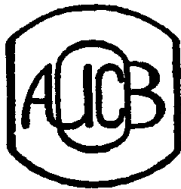
Our Federation in a communication dated 02.07.2020 while congratulating your leadership qualities has also requested for humane attention to COVID Pandemic by the Management of the Bank for safe survival of Human Resource. Hence, to provide safer workplace and in expression of your concern towards the safety of your proud team, we request you to kindly implement above suggestions. Bank may review the situation after fortnight and revise the decision as per prevalent conditions and Government Guidelines.

We await your kind and humane attendance to Appeal of selfless employees of our esteemed Institution.

Regards,

/-Sd

**(Mahesh Gupta)**



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General Secretary

Unquote