

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

Circular No. 100/2018-21

December 27th, 2019

TO ALL THE MEMBERS

Dear Comrade,

Ref: Recent Scenario of the Banking Industry vis-a-vis our Bank - Exercise of utmost caution & diligence

We reproduce hereunder the full text of letter no. AIBOA/CIR/2019-20/37 dated 24th December, 2019 issued by Com. Mahesh Gupta, General Secretary, All India Federation of UCO Bank Officers on the captioned subject for information of all concerned.

Comradely Yours,

Yours truly,

Ajoy Kumar Mondal
General Secretary

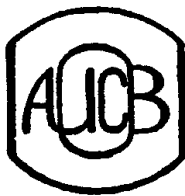
Quote

The Central Executive Committee of the Federation met on 15th of this month at Shimla. The Committee held detailed discussions encompassing present banking scenario vis-à-vis condition of our bank, rampant violations of provisions of Transfer Policy for Officers and regular requisitioning of Services of the Officers on Sundays and Holidays by Zonal Heads.

Our New Family Members from West Bengal unit also participated in the said meeting & appreciated the way deliberations took place in truly democratic way. They were very much impressed the way members put forth their views fearlessly. They appraised the reasons for their leaving AIBOC & joining us. They were pleasantly surprised to see the young brigade of the Federation.

In the meeting many issues were deliberated upon at great length by participating Leaders from across the Country. Through discussions were held on the present condition of our Bank, all the members were very much concerned about continuation of our Bank under PCA and expected it to come out from PCA & showing Net Profit by March 2020.

Members showed their resentment on Bank's utter disregard to bilateralism & depriving the trade unions of their legitimate right given by our worthy Directors on Bank's Board for holding GR Meetings at Head Office Level as well at Zonal Office level. Members are well aware that in most of the Zones, Zonal Heads are routinely calling Officers for duties on Sundays and Holidays. You also know that as per directions of the Hon'ble Supreme Court of India, Lok Adalats are held all over the country on 2nd Saturday of every month. Consequently, Officers spend considerable part of holidays in attending Lok Adalats. But it is very disturbing that in spite of existing provisions of Head Office guidelines they are not being granted compensatory leaves by the Bank. You must have read that immediately after our Central Executive Committee meeting we sent a communication to our MD Sir,



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highlighting the strong sentiments expressed by our members on the plight of Officers.

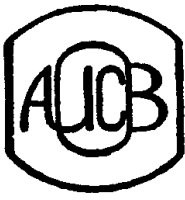
It is pertinent to mention here that as Officers working in the Bank, it is our supreme duty to follow the laid down policies, systems and procedures devised by the Bank. In the last few years we have seen many frauds & generation of fresh NPAs in our Bank at an alarming level. In most of such cases loans/advances were sanctioned by higher level Officers and most of the officers at junior level are sincere and hard working. They may be lacking in experience which they will acquire in due course of time but few individuals have brought down the image of the Bank. From now onwards all NPA's will be under scanner and closely monitored by the Bank. As we are very well aware, once the Management chooses to investigate and fix staff accountability, all violations, however, minor they may be, will be examined and disciplinary proceedings will be initiated resulting in minor or major punishment. The Vigilance department will take a microscopic view of all the violations in systems/procedures. In order to safeguard the interests of Officers who have been held accountable for various acts of commission and omission on simple procedural lapses Federation has conducted two days workshop on RDA to impart training and knowledge to many Officers for defending innocent Officers against whom false show cause/charge sheets are issued. This useful training programme for Defense Representatives was carried out under the able leadership of Com Lucky Bhawnani, President of our West Bengal unit.

Comrades, the need of the hour is that all of us work within the frame work of the Bank's guidelines. Honesty and integrity of every officer should be beyond suspicion. In over enthusiasm to attract more business and to achieve the targets, with promotions in mind, please don't violate systems & procedures at any cost. By adhering to laid down guidelines, you will not only save yourself but the Bank also, from where we are getting our bread and butter for ourselves and our families. Your career is not more important than your family.

The Committee further resolved that younger generation of Officers should be groomed and mentored by all our Senior and experienced Comrades in terms of knowledge, ethics, systems, and loyalty to the Bank etc.

The Committee has also co-opted Office Bearers for the vacant post fallen due to retirement & promotion to Executive Scale. Following members were unanimously co-opted for vacant posts in the Federation.

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|-----------------------------------|-------------------------------------|
| Vice President | Com. Lucky Bhawnani |
| | Com. Ajay Kumar Mondal |
| Dy. General Secretary | Com. Deep Prakash Rawat |
| Asstt. General Secretary | Com. Sandip Adhikary |
| Circle Secretary | Com. Shailendra Kumar |
| | Com. Shankar Chander Barai |
| | Com. Manish Kumar |
| | Com. Satish Kumar Singh |
| Regional / Zonal Secretary | Com. Mayank Sharma, Head Office - I |



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| | Com. Ratish Barman, Head Office – II |
| | Com. Pulak Bhattacharya, Kolkata Zone |
| | Com. Amiya Kanti Saha, Hooghly Zone |
| | Com. Ramesh Chandra Mitra, Burdhan Zone |
| | Com. Barma Bas Ekka, Suri Zone |
| | Com. Victor Roy Chowdhary, Salt Lake Zone |

It has been also sincerely felt that at this critical juncture we all should rededicate ourselves to bring our Bank out of crisis by working hard and with full devotion so that our beloved Bank positively comes out of PCA in March, 2020. Let us all be proud to be a UCOite and follow the path of business ethics.

With warm greetings and best wishes,

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