



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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30th October 2019

To
Shri G S Gusain ,
Executive Director,
Union Bank of India,
Mumbai

Dear Sir,

Sub: **Business hours to be maintained by the Branches under EASE Agenda**

Under EASE agenda specified for PSBs, the Government of India has directed the SLBCs to decide the common convenient working hours for Banks in all the states as per clusters to which the branches belong to. SLBCs of all the states have decided the common working hours for Braches of Banks all over India and accordingly our Bank has also issued the circular conveying the decided time of working hours for various clusters of branches in all the Regions in all the states.

Please note that Employees' working hours are already decided in the Bi-Partite Settlement and hence Bank has to fix the business hours of the Branches well within the working hours of the employees by giving sufficient time for employees to tally & close the books. Further the cash timings and non cash timings within the Banking hours have to be as per RBI guidelines so as to extend services to customers.

In line with the above, all branches of our Bank in all the states irrespective of the clusters under which they fall, should have business hours of five and half hours within which Cash timings should not exceed 5 hours. Needless to say that Bank has to extend lunchtime to employees as per statutory provisions of relevant local law.

We observe that in many states the Regional Offices are fixing the business hours and cash hours for branches in violation of RBI guidelines reiterated by GBOD Department. This leads to fixing of business hours without giving sufficient time margin for employees to complete the work and close the day, thereby extending their working hours beyond the service conditions.

This issue was raised and discussed in the IRM Meetings. While it was agreed that GBOD will issue necessary guidelines after receipt of the decided timings from SLBCs for all states clear-cut guidelines to fix the cash hours and business hours by providing lunch time etc are yet to be issued without asking the ROs to approach SLBCs etc.

The Regional Offices, despite our state units pointing out the hardships and the IR issues that are likely arise on account of fixing business hours beyond the one prescribed by RBI, are not prepared to correct themselves and amend the business & cash hours leading to confrontation.

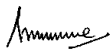
In this regard we observe that other Banks are fixing up business hours & cash hours as per RBI guidelines and there is no reason for our Bank to be not in line with them.

So, we are approaching to your office to direct the GBOD Department to guide the Regional Offices to fix business hours and cash hours as per RBI guidelines and as being done by other Banks without breaching the service conditions.

Kindly acknowledge and do the needful.

Thanking you,

Yours Truly,



(N. SHANKAR)
General Secretary

C C to Head GBOD for information & action.

C C to General Manager (HR) for information.

C C to FGMs and Regional Heads for information.

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**Union Bank Employees' Union - Tamilnadu
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