



ALL INDIA UNION BANK EMPLOYEES' ASSOCIATION

CENTRAL OFFICE

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27th October 2019

To

Shri Rajkiran Rai G.,
Managing Director & CEO,
Union Bank of India,
Mumbai

Dear Sir,

Sub: Our Diwali Greetings to the Top Management and Need for Initiation of Resolution process to Resolve our Issues.

At the outset, we convey our Diwali and Festive Greetings to You and Your family and also to the Top Management. Let the festival enthuse and energise us to take the Bank to the place to which it deserves.

Since around last Diwali, Bank has been passing through its Centenary year that will end in next 15 days. Our Association has played a vital role in developing and shaping the Bank for last 4 decades to reach to this level through various path breaking policies and the participative management in all available forums. Before the beginning of the Centenary year, we made several suggestions, in writing to your office to take initiatives to implement the same so that the Centenary Year is made memorable for our customers and the Society to remember our Bank for a long time to come. We also reminded the management in IRM meetings and also on other formal and informal forums.

But except informing that our suggestions had been forwarded to the committee of GMs constituted, no other tangible steps had been initiated by the Bank to implement even any one out of 10 suggestions submitted by us. Please note that all the 10 suggestions of us do not relate to any benefits to employees although we made few suggestions on monetary benefits separately to your office.

Looking at such approach and the attitude of the Bank, our Association started holding customers' meet with an expectation that such initiatives of the union will atleast enthuse and motivate the Bank management to come forward to take some initiatives to mark the occasion. But unfortunately, Bank management did not rise to the occasion and we are also aware that Bank will not be able to do anything drastically to mark the centenary year with some ventures before it ends in next 15 days.

In this background, our attention is drawn to your Diwali Greetings communication addressed to all the Unionites. We are happy to note that your office has acknowledged the contributions of working as well as retired employees for making our Bank a great organisation. We also observe that bank during last one year, since last Diwali, has been able to make significant gains on business metrics, build strength in balance sheet and improve asset mix, margin and stress ratios.

Then the employees are questioning as to why the Bank has not considered and implemented the suggestions of the Association on Centenary year and also not granting

any incentive / memento to them as per suggestion of the Association although Bank had all the more reasons to mark the centenary year? Thus we feel that the Management owes an explanation to its workforce to convey as to what prevented it to mark the occasion of the centenary year in a befitting manner.

During this year we raised many issues as under:

- 1) Recruitment of sub-staff and rectification of violation of Tripartite settlement over recruitment of FTHK. This is pending for last 2 years
- 2) Introduction of Term Insurance cover for all working employees. This was positively agreed by the then Executive Director.
- 3) Improvement of reimbursing cost of sub-staff uniform and liveries.
- 4) Sanction of interest free flood loans to affected employees from various states.
- 5) Improvements in UBIREMAS and certain Staff welfare measures.
- 6) Holding of promotion process for award staffs to clear the backlog to set right things.
- 7) Consider the suggestions of Associations to remove hardships to employees on account of faulty outsourcing policies and appointment of incapable service providers that are affecting the business processes to erode the Bank's image.
- 8) Provide adequate Manpower to enable the branches to extend proper customer service.
- 9) Improvements in systems and procedures to enhance compliance culture.
- 10) Release of Compassionate appointments without any delay and correctly interpreting the scheme.
- 11) Release of gratuity to Deposit collectors who served the bank for last 4 decades.

These issues should have been normally resolved. But Bank has not initiated steps to address the above issues despite repeatedly agreeing to do the needful. So employees are wondering , as to, how our Bank with this approach, would be able to build it to make a preferred bank to pursue the government's goal of achieving 5 trillion\$ economy and play anchor role in the proposed amalgamation. At the same time they also feel that Bank would have been able to register much better results than the one achieved so far and as reflecting in your communication, if it would have addressed all the issues taken up by the Association in time. This would have created a better environment to keep Union Bank one notch ahead to play key role in the industry.

So while we convey our festive greetings to the management, we hope that the festival will make the management to appreciate the concerns of employees and the Association to take steps in the Samvat 2076 to resolve the issues immediately , so that , together we can pursue the goals of the Bank with renewed purpose and passion.

Thanking you,

Yours Truly,



(N. SHANKAR)
General Secretary.

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Circular No.160:2019 Dated : 01.11.2019