

ALL INDIA UNION BANK EMPLOYEES FEDERATION

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22nd April 2018

Circular No. 44/XVI/2018

To All Units and CC members &
Woman Sub-Committee Members

Dear Comrades,

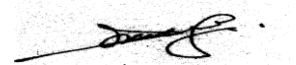
Discussion on our list of issues

As informed you through WhatsApp that as scheduled the discussion on our list of issues was held on 18.04.2018 with the Management at the central office. Management was represented by General Manager (HR), Deputy General Manager (ER), Deputy General Manager (HR) and Chief manager (ER). Our Federation was represented by Com. Rajesh Matkari, Com. Sanjay Malkar, Com. C.J. Nandkumar, Com. M.V. Madhav Rao, Com. Biplab Acharya, Com. P.K. Sarangi and the undersigned. Despite debate on some issues, the discussion was held in a very congenial atmosphere. We expressed our thanks to the Management for breaking the impasse of no discussion on employees issues and hoped that they would come forward to abide by their commitment given in 2014.

We enclose herewith the outcome of the discussion in the form of Management's reply/opinion on the issues and our comments over the same.

With Greetings,

Yours comradely



Jagannath Chakraborty
General Secretary

**Outcome of discussion with All India Union Bank Employees Federation
on 18.04.2018 at central office on its list of Issues**

Sl. No	Issues	Management's Reply / Opinion	Our Comments
1.	Conducting impartial enquiry into dictatorial attitude and unfair labour practice of the Regional Head, Ranchi Region as the attitude has spoiled the environment of mutual trust and belief between the Management and the employees. Concrete example of unfair labour practice - higher assignment in Special Assistant and Head Cashier posts.	Orders of all higher assignments in response to one circular have to be issued and sent on the same day. R.O., Ranchi has been advised accordingly. As regards other matters the Association may approach the new General Manager posted in FGMO, Ranchi.	Jharkhand Unit has to ensure whether RO, Ranchi has received any advice from C.O. in regard to higher assignment. The Unit is also advised to approach the new GM, FGMO, Ranchi and to apprise him of all the matters in detail.
2.	Zonal level IR Meetings be held with the respective workman unions having majority strength in totality in the Zone.	No IR Meeting at zonal level will be held. Regional level quarterly meeting has to be held within the quarter itself preferably by the middle of the quarter subject to exigency. In case of any deviation matter be referred to ERD.	Units are to ensure whether the quarterly IR meetings are being held as stated by the central Management. Any deviation may be informed to us.
3.	Customisation of pay slip to include name of respective State and all India Association/Federation of employees in addition to mentioning industry level union as at present for the purpose of ascertaining membership strength of the organizations at all India level.	Printing of name of all India Associations / Federations on pay slip is not feasible. However, it may be ensured that the system reflects the name of such all India Associations/Federations.	Let us wait for the reflection in the system.
4.	Issues relating to implementation of Project 'UTKARSH' in the State of Madhya Pradesh are to be resolved.	All issues in connection with Project Utkarsh have been sorted out. Providing of additional manpower is not possible on account of fixed upper limit of total staff strength. However, for Madhya Pradesh, the central office will discuss with FGMO, Bhopal in the matter of smooth implementation of Project Utkarsh. Respective RO has to look into matter.	Our Madhya Pradesh Unit is advised to monitor the development. Upper limit in the manpower strength is 38688 as on 31.03.2020 as agreed by AIUBEA in the MOU signed by them with the Management in connection with capital infusion in the Bank.
5.	Restoration of the facility of one month P/L.	Declined. However, a recommendation may be made to IBA for exclusion of maternity / medical leave while calculating the number of days worked for the purpose of crediting P/L.	We sincerely hope that the Management will make the recommendation.

6.	No outsourcing of jobs beyond the provisions of industry wise Bipartite Settlement.	Outsourcing has been done as per outsourcing policy approved by the Bank's Board. No discussion on policy approved by the Board can be held in this forum.	We are not at all satisfied with Management's reply. When there is no power with the Board how could they frame a policy violating a registered Settlement. Our struggle against outsourcing will continue.
7.	Memorandum of Understanding was signed by Government of India, Union Bank of India, and some Unions of workmen and officers on 29.03.2017 in connection with the capital infusion of Rs.541 crores. This MOU pertains to Asset Quality, NPA Management, Cost Control, etc. All employees and officers of Union Bank of India have a legitimate right to be informed the details of the MOU. The MOU may be made public and available to all the staff members of Union Bank of India at the earliest.	HR Department will make a request to concerned department for circulating the copy of MOU among all employees.	We hope that the Management will circulate the copy of the MOU among all employees of the Bank irrespective of trade union affiliation.
8.	Removal of discrimination against workmen cadre in the matter of extending the facility for furniture/home appliances.	Management do not consider the matter to be a case of discrimination and therefore there is no question of any such removal.	We consider it to be a clear case of discrimination and therefore have to think for taking steps to bring justice for the workmen.
9.	Restoration of paying salary since January 2018 to B. Santosh Kumar (666086), SWO-A posted at Kakhandaki Branch in Belgaum Region (now on temporary transfer at Kadapa Branch in Nellore Region) who met with a major road accident while on duty.	Shri B. Santosh Kumar is advised to approach his parent RO with all relevant pre and post accident papers.	Our Telengana Unit is advised to guide Com. B. Santosh Kumar accordingly.
10.	Medical Bill for Rs.1,41,105/- of Smt. Lakhi Basfore (234581) Daftary at Pathsala Branch suffering from cancer expired on 19.02.2018.	Matter will be enquired from the concerned department and needful will be done.	We shall follow up the matter with the central office.
11.	Payment of 1/4 th Halting/Diem Allowance for outstation residential training programme at least with effect from July 2006 [Refer our letter dated 15.09.2016 and 04.10.2016].	Declined as there was no such system since July 2006 till recent introduction of the facility.	In July 2006 the central office confirmed, inter alia, that workmen were eligible for 1/4 th Halting / Diem Allowance for outstation residential training programme. Therefore, the matter will be placed before the next CC meeting for its decision for next course of action.
12.	Financial incentive/memento ranging from Rs. 500 to Rs. 1000 to all the female staff of the Bank every year on the eve of International Women's Day on March 8th.	At this juncture it is not possible. Bank will issue circular for celebration of International Women Day in all branches / offices.	We have to follow up the matter in future.

13.	Reimbursement of AC-2 Tier fare even if a clerk travels in Sleeper Class and payment of AC-3 Tier Class fare to all subordinate employees while availing LFC even if he/she travels in Sleeper Class, both in keeping with the spirit of the past agreement between the Management and the AIUBEF.	Declined. With the provision for encashment of LFC this issue has got no relevancy.	We have to look into Management's reply in the light of encashment provision.								
14.	Refund of excess insurance premium deducted from employees who retired from the services of the Bank since 01.10.2016 [refer our letter dated 17.03.2017 and 10.02.2018]	Clarified that by taking premium for rest of the month(s) after retirement till September those retired employees get the facilities of medical insurance as that of the existing employees for those months e.g. insurance cover for all dependents and domiciliary treatment. A fresh circular informing the facilities will be issued.	We have to analyse Management's reply in the light of actually what is being done in our Bank. We shall also try to look into what some other Banks do in this regard. Based on the same we shall decide our future course of action.								
15.	Improvement of Cashier Risk Cover Fund and to be extended to all Cashiers. It is to be included in the pay slip.	It is to be verified whether the facility still exists or not.	According to us it still exists. However, let us see the result of Management's verification.								
16.	Bonus for the year 2014-15 be disbursed to the eligible staff as per amendment to the Bonus Act.	Law department has opined that implementation of the amendment for 2014-15 is under litigation in Kerala High Court hence till the final order the Court said Bonus cannot be paid. However, once again opinion of the Law department will be sought for.	If the bonus for 2014-15 is not paid till our next CC Meeting, the matter will be placed before the CC Members for deciding future course of action.								
17.	<p>Enhancement of the limit for reimbursement of cost of petrol without discontinuing system of local conveyance for performing Bank's jobs:</p> <p>Clerk :</p> <table border="1" data-bbox="209 1563 722 1630"> <tr> <td>Having vehicle</td> <td>Without vehicle</td> </tr> <tr> <td>12 liters</td> <td>Rs.500</td> </tr> </table> <p>Subordinate Staff :</p> <table border="1" data-bbox="209 1697 722 1765"> <tr> <td>Having vehicle</td> <td>Without vehicle</td> </tr> <tr> <td>10 liters</td> <td>Rs.400</td> </tr> </table>	Having vehicle	Without vehicle	12 liters	Rs.500	Having vehicle	Without vehicle	10 liters	Rs.400	It cannot be enhanced now. After June, September quarters' result matter can be examined.	We have to wait till September Quarter result to see the result of Management examination. However, we feel that Management's decision is an offshoot of reduction in cost to income ratio. After signing MOU, the AIUBEA in their circular GS 3/114/17 dated 10.07.2017 stated that the reduction in cost to income ratio will not be effected by curtailing expenses. They stated:: "MOU projects to reduce the cost to income ratio by 3% in next three years at reduction of 1% every year and the same is negligible. Such reduction is not by
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			curtailing expenses but through increase of income that is projected at reasonably achievable rate. This will enable the Bank to meet its operational expenses arising out of expansion etc.” So, we have to consider the genuineness of AIUBEA’
18.	Payment of cooking fuel cost to all workmen be made.	It cannot be enhanced now. After June, September quarters’ result matter can be examined.	- Do -
19.	Removal of discrimination by enhancing the limit from Rs.150/- to Rs.175/- per month w.e.f. 1 st April 2015 for reimbursement of cost of newspaper to the subordinate staff members.	With the improvement of position of the results it can be positively considered.	- Do -
20.	Increase in the amount of local area transfer allowance from Rs.25/- to Rs.100/-.	Will be considered at an opportune time.	We are surprised, what is available in present market with Rs.25/-.
21.	Increase in the amount of Canteen Subsidy to Rs.500.	Right now it cannot be conceded to. However, final decision will be taken by the Board.	We have to wait till September Quarter result to see the result of Management examination. However, we feel that Management’s decision is an offshoot of reduction in cost to income ratio. After signing MOU, the AIUBEA in their circular GS 3/114/17 dated 10.07.2017 stated that the reduction in cost to income ratio will not be effected by curtailing expenses. They stated:: “MOU projects to reduce the cost to income ratio by 3% in next three years at reduction of 1% every year and the same is negligible. Such reduction is not by curtailing expenses but through increase of income that is projected at reasonably achievable rate. This will enable the Bank to meet its operational expenses arising out of expansion etc.” So, we have to consider the genuineness of AIUBEA’
22.	Fixation of rate of interest on Housing Loan at 6% simple.	It has already been brought down to 6.5%.	It is OK.

23.	In LFC for employee's dependent child below the age of 12 years Bank sanctions only half the amount of train ticket charges. But now Railway authority charges in full for the passengers above the age of 5 years. This amendment of rule by Railway is not taken by our Bank and still following the old rule of railway. This has to be rectified.	If actual journey is undertaken by child below the age of 12 years, the fare charged by railway authority is reimbursed in full. In case of encashment of LFC full fare for such a child cannot be given.	We shall verify fare system of railway authority in this regard and take up the matter with IBA against our Bank's refusal to pay the same during encashment of LFC.
24.	Enhancement of the rate of interest on PF.	Comparing the yield of the fund it is not feasible now.	Noted.
25.	Restoration of the benefit of payment of Rs.25,000/- of DRF to the employees on their retirement.	Membership to DRF will be made compulsory and thereby after substantial increase in the fund payment of Rs.25,000/- to the employees on retirement may be looked into.	Let us see the result of Management's decision.
26.	Eligibility criterion for availing the loan of two-wheelers should be on completion of probationary period as in case of Housing Loan.	Declined. However, provision of two wheelers during this period will be worked out with some interim security.	Let us see what the Management works out in this regard.
27.	Clerical and Subordinate staff members be made eligible to avail the facility of Clean Overdraft on their confirmation of service. They should be eligible to get the maximum limit of Rs.3.00 lac and Rs.1.25 lac respectively on completion of 3 years of service.	Declined in view of absence of security. However, facility of COD on confirmation of services may be looked into with some interim security.	- Do -
	Deductions made from the salary of staff members towards New Pension Scheme are immediately to be credited to pension fund and confirmation of such credit has to be conveyed to staff member.	Matter will be discussed with and verified by the concerned dealing officer and the Federation will be informed accordingly.	Noted.
29.	Reconsideration of following compassionate appointment cases that were declined by the Management. (a) Thulunga Basumatary son of Kamaleswar Basumatary (b) A Subburaman son of A. Anjali Devi (c) Mani Bahadur son of Shanti Bahadur	(a) Mistake has been found in the calculation of family's income from all sources. The applicant has been advised to submit a representation pointing out the mistake for reconsideration of his application for compassionate appointment.	Noted.

	(d) Santosh Munda son of Meena Munda	<p>(b) Application of A Subburaman cannot be reconsidered as no valid reason has not been found for the same.</p> <p>(c) Representation for reconsideration of his case on strong ground as per scheme of compassionate appointment submitted by the applicant and recommended by RO, Bhubaneswar will be put up before the Committee.</p> <p>(d) Application of Santosh Munda cannot be reconsidered as no valid reason has not been found for the same.</p>	
30.	<p>Payment of ex-gratia in lieu of compassionate appointment in respect of following deceased employees to be considered judiciously.</p> <p>(a) Dukhabandhu Sutar, PF No. 399027 expired on 24.11.2011.</p> <p>(b) Sarat Kumar Pani, PF No. 444180 expired on 26.02.2013.</p>	<p>(a) In view of pointing out some mismatch in the calculation of family's income some mismatch the matter will once again be put up before the Committee.</p> <p>(b) It was found that while in last drawn emolument the amount of defence pension was not considered; in the calculation of family's income family pension from defence was taken into consideration. It has been agreed to take up the matter with the Committee.</p>	Noted.
31.	Presently in half of the total branches/offices there is no Housekeeper-cum-Peon, in many branches vacancies of peon are not filled up. Duties of those Housekeeper-cum-Peons and Peons had been / have been performed casual/temporary employees, personal driver, canteen	The matter will be taken up after looking into all legal implications involved.	Not filling up the vacancies of Housekeeper-cum-Peon is the result of non-recruitment of the same. And Management's decision of no recruitment is armed with what AIUBEA signed in

boy, electrician, caretaker etc. We demand absorption of all such employees in permanent employment of the Bank.

the MOU. After signing the MOU in their circular no. GS 3/114/17 dated 10.07.2018 stated :
“There is no curtailment for recruitment and Bank is permitted to go for recruitment to meet its need that will include natural wastages and expansion. Accordingly the Bank will recruit in the future to ensure that total number of employees in next 3 years is increased from 36877 as at 31st March 2017 to 38688 in March 2020. Such projections have been made by factoring the increase in number of outlets, new activities, usage of alternate channels, technological innovations and other expansion.”
So, taking all officers, clerks and sub-staffs together, the increase in manpower strength till March 2020 will be 1811 (38688 - 36877). As per Bank’s own statement before National Commission for Safai Karmachari there are 2112 permanent Housekeeper in the Bank as at 28.02.2018. Therefore, it is certain that as on that date more than 2000 vacancies of Housekeeper exist in the Bank. Now, if it is assumed that for these 3 years there will be no addition to manpower in officers, clerks, peons and armed guards and all the addition of 1811 manpower will be in Housekeeper post then also all the vacancies of Housekeeper will not be filled up. But this proposition is absurd and unbelievable. Naturally, the fact has come out that there will be no recruitment of Housekeeper-cum-Peon.

32.	<p>Minimum wage as per Minimum Wages Act or per day wages as calculated by dividing the wages payable to a subordinate staff member at the first stage of scale of pay by the number of days in a particular month and DA and HRA on that calculated Basic Pay whichever is more has to be paid to casual / temporary employees till their absorption. The Hon'ble Supreme Court of India in a judgment in State of Punjab and others v/s Jagjith Singh and others on 26th October 2016 has held that temporary employees (daily-wage employees, ad-hoc appointers, employees appointed on casual basis, contractual employees and like) who are rendering similar duties and responsibilities as are being discharged by regular employees, would be entitled to draw wages at the minimum of the payscale (at the lowest grade, in the regular pay-scale), extended to regular employees holding the same post. Demand should not be declined under the plea that there is no casual/temporary employees in the Bank as it has already been established before the National Commission of Safai Karmachari that there are huge number of such employees in the Bank and also in the last recruitment process for FTHK/Peon.</p>	<p>There is no full time casual / temporary employee in the Bank.</p>	<p>We do not agree with the Management. Apart from Supreme Court judgment, the National Commission for Safai Karmachari also opined that the daily waged employee also should get wages as per Minimum Wages Act. An Industrial Dispute is already pending before the RLC (C), Kolkata on the issue of equal pay for equal work.</p>
33.	<p>Bonus to be paid to all casual / temporary workmen and drivers.</p>	<p>There is no casual / temporary employee in the Bank for full time. Personal drivers are not employees of the Bank.</p>	<p>We have to consider whether matter can be referred to National Commission for Safai Karmacharis. As regards Personal Drivers the Management already accepted them as employees of the Bank before the RLC(C), Mumbai during November, 2013. We have to ponder over the matter.</p>
34.	<p>As usual, the branches are engaging temporary hands without any uniform norms to tide over the situation. We suggest that the temporary vacancies of sub-staff in branches to be filled by eligible candidates supplied by respective Employment Exchanges.</p>	<p>Bank does not engage any temporary hands.</p>	<p>We do not agree with the Management.</p>
35.	<p>Conversion of all Peons to Daftary and Conversion of Housekeeper-cum-Peon to Peon to fill up the consequential vacancies arising on account of</p>	<p>It has been finally decided that conversion of Housekeeper-cum-Peon to Peon is not possible.</p>	<p>From Management's reply it is clear that AIUBEA gave green signal to the Management in this regard</p>

	promotion to clerical cadre, retirement, death etc.		in the Small Committee Meeting held with the Management after the IR Meeting held on 19.11.2013
36.	Duties from Housekeeper/Peon and Daftary-cum-Housekeeper are extracted for more than 7 hours against the provision of Bipartite Settlement. It amounts to exploitation/harassment to this section of employees. It has to be stopped forthwith.	Circular will be issued instructing the branches/offices not to extract work beyond 7 (seven) hours from Daftary-cum-Housekeeper and Housekeeper-cum-Peon without paying overtime allowance.	We hope that the HR Department, central office will categorically instruct the Branches / Offices not to extract work beyond 7 hours from them. Units are to note that as per Bipartite Settlement their duty including ½ an hour recess is 7 and ½ hours. As per rule of our Bank since the premises keys are held by Branch Manager / Officer, Housekeeper's duty starts when he collects the premises keys from the Branch Manager / Officer from their residence. Accordingly, they should be guided. For any confusion / clarifications our members should contact State leaders.
37.	The vacancies of Armed Guards arouse on account of promotion/retirement. In spite of assurances given by the Asst General Manager (Security) Central Office, that it is not the policy of the Bank to permanently outsource the Security jobs permanent Armed Guards are not recruited to fill up the vacancies. All such vacant posts of Armed Guards be filled up at the earliest by recruitment through Sainik Board.	Finalisation of selection procedure is underway.	Finalisation of selection procedure is not for all posts of Armed Guard; that may be only for currency chests. Since the Management has continually been going for outsourcing of Armed Guard in branches by violating Bipartite Settlement, we have to continue our struggle against this.
38.	Ex-Servicemen be exempted from payment of Professional Tax under Para 288 (A) of the Financial Regulations Part 1 (1963 edition), Government of India, Ministry of Defence letter no. A25502/PC/AGPS 3(d)/3670/D (Pay & Service) dated 24.04.1979.	It has been clarified by Government of India that if payment is made only from Cantonment Board then Professional Tax is exempted. Government circular is not applicable in other cases.	Noted and to be verified.
39.	Provision of minimum one Head Cashier-II, one SWO-B, one Peon, one House Keeper and one Armed Guard at all branches.	On account of upper cap on the total strength of manpower fixed at 38688 in the MOU provision for such minimum staff strength is not possible.	It is surprising that even the lowest minimum staff strength for a branch cannot be ensured by the Management. They are armed with MOU signed by AIUBEA for their argument.

40.	Augmentation of staff in the workman cadre - Clerk, Peon, Armed Guard and Housekeeper-cum-Peon - keeping the increase in the number of branches/offices, volume of business and natural wastages into consideration. Management has to inform what corrective step they have taken for much lesser number of clerks finally recruited than the number of indents placed before the IBPS for the consecutive year from 2014.	On account of upper cap on the total strength of manpower at 38688 (officers, clerks and sub-staffs) fixed in the MOU provision for such minimum staff strength is not possible. However, Bank placed an indent to IBPS for supplying of 851 clerical hands for 2018-19	Management is armed with MOU signed by AIUBEA for their argument.
41.	Activation of Higher Assignment in Union Parivar.	Expected to be launched for all India within 3 months time.	Noted.
42.	Conversion of all SWO-A to SWO-B and framing of policy for identification of the post of SWO-B. Special pay of SWO-B has to be paid to those who had been working in the vacancies of SWO-B (erstwhile vacancies of CTO) since 01.05.2010 till permanent filling of the vacancies.	Will be examined. Special Pay for SWO-B should be paid to a SWO-A if he/she has worked against a vacancy of SWO-B before its permanent filling up.	If the Special Pay has not been paid since 01.05.2010 till permanent filling up the vacancy of SWO-B the Units are to guide the members for claiming the Special Pay.
43.	Restoration of the earlier scheme for creating posts of Special Assistants in urban and metropolitan branches.	Decined. Bank is going to abolish the post of Special Assistant by working out a scheme for promotion to the existing Special Assistants to the officer cadre.	Noted with surprise. But, for doing this the Management has to enter into an agreement with AIUBEA. It is to be seen whether AIUBEA enters into such agreement or not.
44.	Business criteria for creation of Special Assistant post as decided through an agreement with AIUBEA on 17.01.2017 cannot be given retrospective effect from 01.03.2015 for creation of Special Assistant post for 2016 and accordingly Special Assistant posts for 2016 have to be created based on earlier business criteria that existed before the agreement of 17.01.2017.	Business criteria from a back date has been fixed in terms of an agreement with the recognized union.	We have to see in view of a Supreme Court judgment that an accrued right cannot be taken away by amending a rule with retrospective effect whether such agreement is valid or not.
45.	Adequate promotion from clerical cadre to officer cadre through restoration of earlier quota of 75%.	Declined.	Noted.
46.	Adequate promotion from subordinate cadre to clerical cadre by increasing the existing quota from 25% to 40% of the clerical vacancies.	Declined.	Noted.
47.	Promotions under seniority channel for both clerical to officer cadre and subordinate staff to clerical cadre are to be given on the basis of seniority only without any test / interview.	Present system will continue. No promotion can be given simply on simple seniority.	Noted.

48.	Provisions of promotion policies for both clerks and subordinate staffs are to be strictly complied with. Promotion process of a year has to be completed within that year itself. Promotions from clerical to officer cadre and from subordinate staff to clerical cadre for 2017-18 has to be made effective from 01.11.2017 for the purpose of seniority and salary fitment to the respective scale.	Effect of promotion from for the year 2017-18 cannot be given from 01.11.2017. However, care will be taken for future promotion processes for conduction and finalization of the process within the same financial year.	We have to consider whether an Industrial Dispute can be raised or not demanding strict implementation of Promotion Policy and specifically effect of promotion from 01.11.2017.
49.	Mark sheets to all the unsuccessful candidates in the process for promotion from subordinate to clerical cadre and from clerical to officer cadre be given immediately after declaring the result.	It is being given. Effort is being made to upload the mark-sheet in Union Parivar.	Noted.
50.	Information in advance about number of identified vacancies for promotion both from clerk to officer and subordinate staff to clerk is to be given to all the workmen through their respective unions as this will ensure treatment of all employees at par [refer our letter dated 27.06.2016].	The recognized union will not agree for such provision in Promotion Policy.	Since it is a case of deprivation of legitimate information to the majority section of the workmen we have to ponder over the matter for our course of action.
51.	Activation of Request Transfer menu in Union Parivar be made at the earliest as this will ensure the matters more employee-friendly, with updated information and transparent.	It is in the process and expected to be done within 3 months time.	Noted.
52.	Direction of the Government of India in regard to posting / transfer of female employees is to be incorporated in the Transfer Policy at the earliest and given effect to the same.	Will be done soon.	Noted.
53.	All request transfer applications for inter State transfer of services are to be materialized with the joining of new hands from IBPS.	Effort is being made to concede to all requests for inter State transfer diarised at central office.	Noted.
54.	When compared with other regions in the State of Kerala, Kozhikode region consists of more number of districts(7 districts). Many branches are in distant places as far as the proximity to Kozhikode Regional Office is concerned. With the opening of a new Regional Office at Palakkad, 3 or 4 southern districts of the present Kozhikode Region can be attached to Palakkad Regional Office. Splitting of this region in such a way will bring more efficiency and business in this region.	Matter will be consulted with the appropriate authority.	Noted and our Kerala Unit is advised to follow up.

55.	Bank's Memento (wrist watch) be given to all those workmen on their retirement from the services of the Bank who are not covered by the existing scheme.	Depends upon availability of Staff Welfare Fund. Present availability of the Fund does not permit to do so.	Management's reply is not tallying with the claim made by AIUBEA after signing the MOU. In its circular dated 10.07.2017 it claimed, "We have not compromised with the employees' benefits, welfares and promotions."
56.	Suitable modification of Bank's Memento for the visually challenged employees.	Depends upon availability of Staff Welfare Fund. Present availability of the Fund does not permit to do so.	- Do -
57.	<p>Compatibility in Union Parivar :</p> <p>(a) Automatic credit of additional Sick Leave for 90 days on half pay after completion of 24 years of service.</p> <p>(b) Reimbursement of 50% of the annual college fees (1972 scheme).</p>	<p>(a) Matter will be examined.</p> <p>(b) Matter belongs to Welfare Committee.</p>	Noted.
58.	<p>Issues to be considered under Staff Welfare Measure:</p> <p>(a) Scheme for reimbursement of school fees etc. be extended to two children of the employees.</p> <p>(b) Scheme for reimbursement of college fees, cost of books for pursuing Engineering, Medical, Professional and career oriented degree course be extended to two children of the employees and the ceiling for reimbursement be increased to Rs.10,000/-</p> <p>(c) Scholarship for education be extended to two children.</p> <p>(d) Interest assistance of 1% on Educational loan should not be restricted for studying only in premier institutions like IIM, IIT, NIT and AIIMS and extended for studying in other recognized institutions also.</p> <p>(e) Amount fixed for farewell scheme for retiring employees be increased from Rs.7,500/- to Rs.10,000/-.</p> <p>(f) Re-opening of Holiday Home in Shillong, Jabbalpur, Panchmari, Kodaikanal and opening of Holiday</p>	Matters belong to Welfare Committee and at this juncture fund in Staff Welfare Committee does not permit to extend a new facility.	Management's reply is not tallying with the claim made by AIUBEA after signing the MOU. In its circular dated 10.07.2017 it claimed, "We have not compromised with the employees' benefits, welfares and promotions."

	<p>Home in Delhi, Kolkata, Mumbai, Chennai, Madurai, Hyderabad and Bhubaneswar.</p> <p>(g) Increase the amount of reimbursement of hospitalization expenses to the retired employees to 2.50 lac under UBIREMAS and extension of the facility of UBIREMAS to the family members of employees, die in harness.</p> <p>(h) Extension of tie-up arrangement facility with diagnostic centers / pathological labs to retired employees.</p> <p>(i) Contributions by the retired employees towards medical insurance scheme be subsidized.</p> <p>(j) Maximum permissible amount for yearly health check-up for existing employees be increased to Rs.2000/-.</p> <p>(k) Family of the deceased employee immediately be given Rs.15,000/- for performing after death rituals.</p>		
59.	Supply of note sorting and counting machine for all branches.	Matter is being taken up with concerned authority (vertical) for supplying the machines.	Noted. We shall follow up.
60.	If initiation of disciplinary action against a workman is made from an angle of vigilance, the fact has to be clearly reflected in the charge sheet. During the enquiry a copy of said report of vigilance has to be supplied to the accused workman.	There is no such report. Moreover, a case is decided on corroboration of evidence(s) and not on any report.	Noted. To be verified whether such stand is executed or not in real cases.