

The Managing Director & CEO
Union Bank of India
Central Office
Mumbai

12th December 2019

(Through the Branch Head, _____ Branch)

Sir,

With deep anguish and much resentment we would like to draw your kind attention that the Management is totally averse to settle the employees' issues through discussion with All India Union Bank Employees Federation. On the other hand, central I.R. Meeting has become a mere formality and routine affair without ensuring the concept of collective bargaining leading to no fruitful solution. This situation has been prevailing since long which compelled the Federation to stage a central squatting by the Federation in front of the central office on 21st February 2014 demanding discussion with the Federation. The squatting was implemented with zealous success despite Management's unwarranted huge expensive legal action to resist the programme. After the squatting, the then CMD intervened and advised the HR Department for holding discussion with the Federation. As per his advice, a written commitment was given to the Federation that the Management would discuss employees' issues with the Federation and the verbal commitment was for holding discussion with the Federation twice in a year at equal interval. Accordingly, in 2014 discussion took place twice but in 2015 deviating from verbal commitment discussion took place only for once, deviation continued in 2016. But in 2017 Management totally backed out from their commitment and, hence, no discussion took place. In 2018, although a discussion took place but the Management refused to follow-up the outcome of the discussion. Again in this year there has been no response from the Management in this regard despite continual taking up of the matter by the Federation. This attitude of the Management legitimately compelled the Federation to go for agitation.

We have come to know that, even after giving appointment, you had been disinclined to meet the representatives of the Federation. It has also pained us very much when you did not even acknowledge our request for centenary gift – absorption of all casual employees into permanent employment of the Bank. You must not be unaware of the fact that the functioning of Human Resource department has become a total mess – adequate recruitment is not there in clerical cadre, recruitment in subordinate staff cadre has given total good bye when more than 50% of branches are running without permanent sub-staff, casual employees are not paid equal wage for equal work even after Government's direction, provisions of registered settlements are deliberately breached, transfer orders are kept without implementation, legitimate overtime allowance for demonetization exercise (9th, 10th and 11th November 2016) are still not paid, no improvement is there in the amount of reimbursement of cost of cleaning materials and newspaper, no improvement in payment of conveyance, procrastination in settling compassionate appointment

