

ALL INDIA UNION BANK EMPLOYEES FEDERATION

(Celebrating 60 years of Glorious existence)

C/o Union Bank of India
15, India Exchange Place
Kolkata - 700 001
Email : aiubefhome@gmail.com

6th March 2020

Shri R.K. Kashyap
General Manager (SSD)
Union Bank of India
Central Office
Mumbai

Dear Sir,

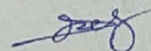
Analytical examination of controllable expenses so as to reduce wastages

We draw your attention towards the Circular No. SSD:EXP:3182:19 dated 11th December 2019 on ANNUAL BUDGETARY PROCESS. We have noted that under the heading of "Guidelines for preparation of Budget" you have, inter alia, stated that budgetary projections should be 'need based' and 'to the bare minimum'. We have also noted that you have classified the item of "legal charges" as primarily controllable expenses and, according to you, that "should be analytically examined so as to reduce wastages".

Our Bank is having a Law Department headed by a General Manager and assisted by competent officers and also an Employees Relations Department (ERD) headed by a Deputy General Manager under HR Department headed by a General Manager and assisted by all competent officers.

We have observed that, despite having such facility of Law Department supplemented by ERD, the HR Department used to engage legal practitioners to face the Industrial Disputes and Reference cases before the Labour Commissioners and the CGIT-cum-Labour Court respectively by incurring huge expenses which are totally and primarily "controllable" and not at all "need based" and "to the bare minimum". Statutorily also such expenses are illegal as the legal practitioners are engaged even where the Management is not legally permitted to do so.

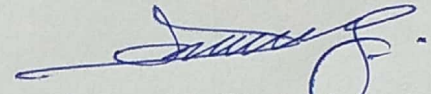
Under the aforesaid we request you kindly to make an analytical examination of such legal expenses taking into consideration of illegal authorization to incur such



Under the aforesaid we request you kindly to make an analytical examination of such legal expenses taking into consideration of illegal authorization to incur such expenses of public money and existence of a strong and competent Law Department of the Bank. In the event of not receiving any response to control such illegal expenses we shall be compelled to refer the matter to the CVC and the Ministry of Finance for their examination and for any consequences thereof our Federation will not be held responsible which may kindly be noted.

Copy to : MD & CEO
: All Executive Directors
: General Manager (HR)
: All General Managers
: All Regional Heads

Yours faithfully



(Jagannath Chakraborty)
General Secretary