

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

20th April 2020

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

Dear Sir,

Financial facilities and precautionary measures to staff members during Lockdown to fight against COVID-19

Kindly refer to our letter dated 16th April 2020, inter alia, on the above-mentioned subject in which we summarised our requests for your immediate looking into them for decision without any further loss of time. Out of eight requests you have taken decision only on two i.e. on Payment of “one-day’s salary” (Basic +DA) for every 6 working days on which an employee (including casual employees) has worked, starting from 23.03.2020 till the end of the Nation-wide Lockdown period and Covering of all employees (including casual employees) under a suitable Group Insurance for one year for an amount of Rs.50 lakh each or a reasonable amount as you deem fit.

But, we have noted with surprise that although in our Bank the incentive of ‘one day salary’ has been granted for 5 working days a good number of staff members working in Administrative Offices have been excluded from being eligible for this incentive and despite Currency Chests, Service Branches etc. are part of branches the circular issued by GM (HR) is not clear as to whether staff members working there are also eligible to the incentive. It is needless to mention that these staff members are also discharging their duties taking all pains and risks. The casual & temporary employees are also deprived of this incentive even though without their active services it would have been impossible to keep the branches open and function in this situation. Similarly, the families of casual employees have also been kept outside the purview of the scheme for getting compensation (in lieu of insurance coverage) as if the life of casual employees has got no value at all.

In view of the above, we request you kindly to reconsider the decision to include the staff members of Administrative Offices etc. in the scheme for extending the incentive of ‘one day salary’ and advise the HR Department to explicitly clarify that the staff members working in Currency Chests, Service Branches etc. are also eligible for this incentive and also to positively consider the cases of casual employees for enabling them to get the incentive and compensation in a suitable way.

As regards our requests that deserve strict compliance with Government's directives such as (1) ensuring arrangement of soaps, sanitizers and masks and also thermal scanners at entry points at all branches nothing has been stated the Circulars issued by the Bank (2) branches should be mopped/sprayed with a disinfectant (3) for making arrangement with respective State administration for providing proper security to the staff members besides ensuring maintenance of 'social distancing' (4) arrangement of special transport for the employees during lockdown (5) for payment of pay / wages to all casual & temporary employees, contractual employees and also outsourced employees who are required to stay home no confirmation of compliance has yet been given from your end. Kindly note, in absence of confirmation / certification from your desk of complying with these directives of the Government the matter is eligible for taking up with the Government. We, therefore, request you to kindly issue a confirmation certificate in this regard without any further loss of time.

As regards the remaining requests (1) Rs.1000/- financial relief for purchasing sanitizing materials be extended to casual employees also (2) Interest-free advance equivalent to one month's gross salary recoverable in 9 (nine) equal monthly instalments by allowing moratorium for 3 (three) months and (3) interest free loan for an amount of Rs. 1.00 lac or a suitable amount to Gold Appraisers we would like to know Management's decision so that the staff members can evaluate the decisions at the appropriate time.

Awaiting your immediate response,

Copy to : GM (HR), all GMs, RHs

Yours faithfully



(Jagannath Chakraborty)
General Secretary