

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

28th April 2020

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

Dear Sir,

Harmonisation of Benefits to Award Staffs

This has reference to our letters dated 06.04.2020 and 16.04.2020 on the above-mentioned subject in which, with all possible logics and reminding your explicit assurance of 01.04.2020 and above all the respective guiding principle laid down in the notification on amalgamation, we requested you to immediately announce the best of the staff benefits existed in Union Bank of India, e-Andhra Bank and e-Corporation Bank for the staff members of amalgamated entity of Union Bank of India. But, there has been no such announcement till date.

In the meantime, we have come across a video clip in which you have addressed some issues on HR matters that came up in the People's Survey 1.0. On the issue of staff benefits you have been recorded to have said that the harmonization of staff benefits is done by keeping overall best of 3 principles in mind and the staff benefits and policies regarding the same have been shared with the employees. You have also been recorded to have reassured the employees that benefits to them is one of your top most concern and you are constantly working towards the goal. In this connection, we have to state that your statement of having shared staff benefits and policies regarding the same with the employees is totally false as the staff members are completely in dark about the same. Also, your reassurance that benefits to the employees is one of your top most concerns and you are constantly working towards that goal is a travesty of truth as had it been so the staff benefits would have been harmonized in due time like that of the officer colleagues.

Now, from a reported message of HR Management of e-Corporation Bank we have come to know that you already advised the Management of e-Andhra Bank and e-Corporation Bank that the staff benefits would not be harmonised within the month of April 2020 and, therefore, the staff members of three banks would get the benefits that existed in their respective bank. We condemn such utter uncaring attitude of

Union Bank Management as well as your false statement in the video address. That apart, undue delay in harmonizing the staff benefits vis-à-vis overenthusiastic letters of congratulation to the General Secretary, AIUBEA on the occasion of Platinum Jubilee of AIBEA even going to the extent of distorting the history has created apprehension of some clandestine deal between the Management and the AIUBEA on matters of transfers, branch closures and VRS as a fall out of amalgamation against the interest of staff members. If it is so, it will be serious injustice to all the staff members of 3 banks.

Under the aforesaid, we request you to immediately look into the matter and announce the harmonized staff benefits without any condition so that your assurance and respective guiding principle in notification on amalgamation are upheld and our apprehension is also not allowed to be converted into reality.

With regards,

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

Yours faithfully



(Jagannath Chakraborty)
General Secretary