

Employee Relations Division,
Human Resources Department, Central Office

Union Bank Bhawan, 239, Vidhan Bhawan Marg, Nariman Point, Mumbai - 400021

Staff Circular No. 7334

Date: 31st December, 2020

To: All Branches /Offices

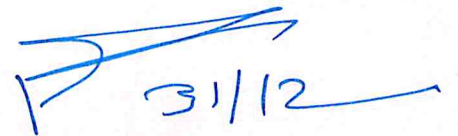
Sub: Memorandum of Settlement dated 30.12.2020 arrived between the Representatives of Management and the Representatives of All India Union Bank Employees' Association (AIUBEA)
- Amendments to the Higher Assignment Policy for Clerical Staff

Consequent to the Amalgamation of Andhra Bank and Corporation Bank into Union Bank of India, various rounds of discussion were held with the representatives All India Union Bank Employees' Association for harmonizing policies relating to Award Staff employees in the amalgamated Union Bank of India.

The Management, in agreement with the representative All India Union Bank Employees' Association has amended the Higher Assignment Policy for Clerical Staff as per Memorandum of Settlement dated 30.12.2020 signed under the provision of Industrial Disputes Act, 1947. The said settlement is enclosed here with.

As per the agreed terms of the Settlement, remaining provisions of existing Higher Assignment Policy for clerical staff circulated vide Staff Circulars No. 5711 dated 10.12.2010, 6335 dated 05.04.2016, 6554 dated 16.02.2017 and 6975 dated 03.05.2019 shall continue except the amendments mentioned in the attached Settlement.

All are requested to take a careful note of the above.


31/12

(KALYAN KUMAR)
CHIEF GENERAL MANAGER (HR)





Memorandum of Settlement dated 30th December 2020

Between

The Management of Union Bank of India

And

All India Union Bank Employees' Association AIUBEA

Regarding the Higher Assignment Policy for Award Staff in Amalgamated Union bank of India Under Sec 2 (P) & 18(1) of Industrial Disputes Act 1947 read with rules 58(4) of the Industrial disputes (Central) rules 1957.

Short Recital of the Case

Whereas both the parties have entered into settlement on higher assignment Policy applicable for clerical Staff in Union Bank of India and the same was implemented hitherto as per Staff Circulars No. 5711 dated 10.12.2010, 6335 dated 05.04.2016, 6554 dated 16.02.2017 and 6975 dated 03.05.2019.

Whereas both the parties subsequent to the amalgamation of Corporation Bank and Andhra Bank into Union Bank of India feel the necessity to review the Settlement on higher assignment policy for clerical staff to suit the needs of the amalgamated Union Bank of India.

Accordingly, discussions were held between both the parties on 16th December, 2020 and broad understandings were arrived at. Now both the parties decided to amend the Settlement on Higher Assignment policy as under:

Terms of Settlement

The higher assignment policy applicable for clerical Staff of Union Bank has been amended

Existing Clause/Provision	Amended Clause/Provision or Addition
Definitions	Definitions Addition under relevant clause after Station Region: For the purpose of this policy the Region means the Regional Office of the Bank established for administrative purpose covering specified branches within one state.

<p>Chapter 1 Clause 1.4 Periodicity for filling up the Post</p> <p>Existing Clause The process for filling up the posts attracting Special allowance shall start within one month from the date of arising of the vacancy and steps will be taken to fill up the same as early as possible.</p>	<p>Chapter 1 Clause 1.4 Periodicity for filling up the Post</p> <p>Amended Clause The process for filling up the posts attracting Special allowance shall be carried out annually once a year with cut-off date as 31st March and the same should be completed by June.</p>
<p>Chapter II Special Assistants</p>	<p>Chapter II Special Assistants Addition of Clause 3 after Clause No. 2.9 The existing higher assignment policy as per chapter II to continue as it is in the amalgamated Bank. However, it was agreed to amend the policy relating to Special Assistant through mutual discussions with the Association after seeing the outcome of industry wise development of negotiations on rationalization of posts carrying special allowance. Till such time the number of identified posts of Special Assistants as of 1st April 2020 in the amalgamated Union Bank of India will be maintained and continued.</p>
<p>Chapter III Head Cashier-II</p> <p>Existing Clause 3.3 All posts of Head Cashier - II will be filled in on the basis of State-wise/Zone-wise Seniority with weightage of the eligible employees in Clerical cadre. In case of Maharashtra State, the vacancies will be filled up on the basis of Zone-wise Seniority of West Zone-II, excluding the employees in Goa State. In case of Uttar Pradesh State, the vacancies will be filled up on the basis of Zone-wise Seniority by Lucknow Zone / Varansi Zone separately.</p>	<p>Chapter III Head Cashier II</p> <p>Amended Clause 3.3 All posts of Head Cashier-II will be filled in on the basis of Region wise seniority on the basis of another seniority list to be culled out from State-wise/Zone-wise Seniority List as of 31st March prepared every year by respective FGMO for the states falling under their jurisdiction, with weightage of the eligible employees in Clerical cadre.</p> <p>In the state of Maharashtra the vacancies will be filled up on the basis</p>

	<p>Region wise seniority list to be culled out from Zone-wise Seniority List, excluding the employees of Goa state.</p> <p>In case of Uttar Pradesh state, the vacancies will be filled up on the basis of Region wise seniority lists to be culled out from Varanasi Zone-wise Seniority and Lucknow zone wise Seniority Lists, prepared by respective FGMOs, to fill up the vacancies under respective Regional Offices falling under the respective Zones.</p> <p>In case of Andhra Pradesh state, seniority list will be prepared Zone-wise instead of state-wise for Visakhapatnam and Vijayawada Zones. Region wise seniority list will be culled out from the zone wise seniority lists of above two zones and accordingly identified Head Cashier-II vacancies will be filled up.</p> <p>In case of Karnataka state, seniority list will be prepared Zone-wise instead of state-wise for Bengaluru and Mangaluru Zones. Region wise seniority list will be culled out from the zone wise seniority lists of above two zones and accordingly identified Head Cashier-II vacancies will be filled up.</p> <p>Note: In case of Regions that are administering the branches of more than one state, then the respective FGMO will hold separate process to fill up the vacancies of Head Cashier-II in branches coming under different states as per the seniority list of respective State/Region under which the employees are</p>
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	<p>covered. This clause will be applicable to following Regions:</p> <p>In case of FGMO Delhi that includes branches of Haryana State/Uttar Pradesh State, higher assignment for Head Cashier-II vacancies falling geographically under Haryana and Uttar Pradesh states shall be filled up by the FGMO governing Haryana State i.e. Chandigarh and Uttar Pradesh i.e. Lucknow.</p> <p>Further Additions</p> <p>Exemptions.</p> <p>For Mumbai Zone and Delhi state the process will be held for zone wise and State wise vacancies respectively on the basis of the zone & state Wise Seniority respectively.</p> <p>During the course of implementation of the policy, if there is a necessity to extend further exemptions/Zone and add clarity, the same may be done mutually between both the parties as per the need.</p>
<p>Addition of Clause No. 4 under Chapter-III Head Cashier-II</p>	<p>New Clause 4 added under Chapter III Head Cashier II</p> <p>All the branches of e-Andhra Bank and e-Corporation Bank will be identified with Head Cashier-II vacancies and the same will be filled by offering permanent higher assignment to the eligible employees as per the amended policy. At the request of the Association, it is agreed that for vacancies identified in branches of e-Andhra bank and e-Corporation Bank, one time separate process for the respective vacancies for e-Andhra bank</p>

	<p>and e-Corporation Bank will be conducted separately by inviting applications from the employees of e-Andhra bank and e-Corporation Bank and the same will be filled from eligible willing employees of these banks.</p> <p>Thereafter, unfilled vacancies from the above processes in e-Andhra bank and e-Corporation Bank and those existing in Union Bank Branches will be filled up by inviting applications from all the eligible employees of the Amalgamated entity including Union Bank of India.</p>
Addition of Clause 4.6 under Chapter IV SWO-B	<p>New Clause 4.6 added under Chapter IV SWO-B:</p> <p>The existing higher assignment policy as per chapter IV to continue as it is in the amalgamated Bank. However, it is agreed to amend the policy relating to SWO-B through mutual discussions with the Association after seeing the outcome of industry wise development of negotiations on rationalization of posts carrying special allowance. Till such time the number of identified posts of SWO-B as of 1st April 2020 in the amalgamated Union Bank of India will be maintained and continued</p>

Since the posts of Head Cashier-II are filled up on the basis of Region wise Seniority list culled out from State / Zone wise Seniority List, Zone of selection for the post of Head Cashier-II shall not change for those Head Cashier -II who remain within the same state on account of request transfers; hence, clause no 7.6 under Chapter 7 of the Higher Assignment policy will be applicable only for those Head Cashier-II who seek transfer outside the State/Zone.

All other Provisions and clauses of the higher assignment policy as per settlements arrived at between both the parties and circulated vide Staff circular no 5711 dated






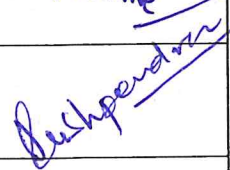
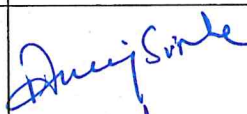

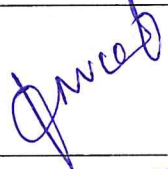






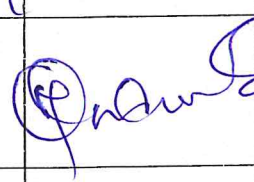


10.12.2010 and 6335 dated 05.04.2016 6554 dated 16.02.2017 and 6975 dated 03.05.2019 to continue except above amendments.

Both the parties agree and decide to come out with a master circular on Higher Assignment Policy by incorporating up to date amendments in due course of time for information of employees of the amalgamated Union Bank of India.

The policy of Higher Assignment with up-to-date amendments shall be binding on both the parties and will be valid until it is amended in accordance with the provisions of Industrial Dispute Act. If there are any doubts and or differences of opinion regarding the interpretations of any of the provisions of settlement then the matter will be discussed and settled with All India Union Bank Employees' Association AIUBEA.

A collection of handwritten signatures and initials in blue ink, scattered across the middle of the page. Some appear to be initials like 'N', 'D', and 'P', while others are more complex signatures.

SIGNED AT MUMBAI ON 30.12.2020 BETWEEN THE MANAGEMENT OF UNION BANK OF INDIA AND NEGOTIATING COMMITTEE MEMBERS OF AIUBEA

REPRESENTATIVES OF MANAGEMENT		REPRESENTATIVES OF AIUBEA	
SHRI KALYAN KUMAR CHIEF GENERAL MANAGER (HR)		SHRI R. MANJUNATH PRESIDENT	
SHRI M. VARADARAJAN DY.GEN. MANAGER (ERD)		SHRI N. SHANKAR, GENERAL SECRETARY	
SHRI VIPAN SINGH DY.GEN. MANAGER (HR)		SHRI P.K.MAHESHWARI, ASST. SECRETARY	
SHRI ANUJ SINHA DY.GEN. MANAGER (ERD)		SHRI SANJIV M. DALAL, ASST. SECRETARY	
SHRI K N V CHINNA RAO ASST. GEN. MANAGER(HR)		SHRI VINCENT D'SOUZA NEGOTIATING COMMITTEE MEMBER	
SHRI. J. SIMHACHALAM ASST. GEN. MANAGER(ERD)		SHRI T RAVINDRANATH NEGOTIATING COMMITTEE MEMBER	
SHRI SHARAD GOPALE CHIEF MANAGER (ERD)		SHRI STEPHEN JAYACHANDRA NEGOTIATING COMMITTEE MEMBER	
MS. HIMANSHI PUNJ SENIOR MANAGER (ERD)		SHRI PADMANABHAN M NEGOTIATING COMMITTEE MEMBER	
SHRI VIKAS MORE SC/ST REPRESENTATIVE		SHRI N.V.RAMANA NEGOTIATING COMMITTEE MEMBER	
		SHRI N H JADIA NEGOTIATING COMMITTEE MEMBER	