



सत्यमेव जयते

## राष्ट्रीय अनुसूचित जनजाति आयोग

### National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)  
(A constitutional body under Article 338A of the Constitution of India)

File No. NCST/17012(MFIN)/35/2021-RU-4 (SSW)

Dated: 22/07/2024

To,

1. Shri Vivek Joshi,  
Secretary,  
D/o Financial Services,  
Ministry of Finance,  
Jeevandeep Buildig, Sansad Marg,  
New Delhi – 110001  
(Email: [secy-fs@nic.in](mailto:secy-fs@nic.in))  
(Ph No. 011-23340222)

2. Ms. Manimekhalai,  
Managing Director & CEO,  
Union Bank of India,  
239, Vidhan Bhawan Marg,  
Nariman Point,  
Mumbai – 400021 (Maharashtra)  
(Email: [ndceo@unionbankofindia.com](mailto:ndceo@unionbankofindia.com))  
(Ph No. 8591107378)

Sub: Representation dated 05.08.2021 from Shri B. Prasad Naik, Gen. Secretary, Union Bank of India ST Employees Welfare Association, Hyderabad regarding holiday statutory grievances redressal meetings with the ST Association.

महोदय,

I am directed to enclosed herewith copy of the minutes of Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 08.07.2024 at 12:20 PM in NCST, New Delhi on the above mentioned subject for information.

It is requested that action taken/ to be taken in the matter may be submitted with stipulated time for placing it before the Hon'ble Member, NCST.

Yours faithfully,

(आर.एस.मिश्र/R.S. Misra)

अनुसंधान अधिकारी/Research Officer

Ph No. 011-24641640

Copy to:-

Shri B. Prasad Naik,  
General Secretary,  
Union Bank of India ST EWA,  
261, MIG II, 9<sup>th</sup> Phase,  
KPHB Colony, Kukatpally,  
Hyderabad – 500 072  
(Telangana).

Copy for information to:-

1. PS to Hon'ble Member (Shri J.H), NCST
2. NIC, NCST for uploading on the website of the Commission.

## **National Commission for Scheduled Tribes**

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi regarding non holding of statutory grievance meetings with ST Employee Association by Union Bank of India - a representation dated 05.08.2021 of Shri B Prasad Naik, General Secretary, Union Bank of India ST Employees Welfare Association, Hyderabad.

**File:** NCST/17012(MFIN)/35/2021-RU4  
**Date of the Sitting:** 08/07/2024, 12:20PM  
**Participants in the Sitting:**  
As per Annexure

General Secretary, Union Bank of India ST Employees Welfare Association, Hyderabad vide his representation dated 05.08.2021 has stated that after merger of Andhra Bank with Union Bank of India, the Union Bank authorities are not conducting statutory grievance redressal meetings with their ST Welfare Association. They have written to authorities many times but to no effect. Hence, NCST advice Union Bank of India to re-commence the statutory meetings with ST Employee Association to safeguard the interest of ST employees.

NCST vide notice dated 16.08.2021 had referred the matter to Managing Director and CEO, Union Bank of India and requested to furnish the facts and comments. Union Bank of India vide its reply dated 26.08.2021 addressed to NCST and copy to petitioner has informed that the Bank holds meeting with one Welfare Association holding the majority and had been holding it with All India Union Bank SC/ST Employees' Welfare Association. The petitioner vide his rejoinder dated 04.09.2021 refuted the facts and requested for justice. The rejoinder was forwarded to UBI on 02.02.2022 for further comments. There was no reply received from the concerned authority, hence a reminder was issued on 08.12.2022.

Union Bank of India vide its reply dated 02.01.2023 addressed to NCST and copy to petitioner, has reproduced the guidelines issued by Department of Financial Services (DFS) vide letter 22.08.2013 "it is reiterated that quarterly meeting with the bank's Chief Executive, both at National and Zonal / Circle office level (where rosters are maintained) may be held with one association only, representing the interest SC/ST employees, which enjoys the majority following (may be ascertained by check-off facility) of employees of these categories at National level, in case there is more than one association." The Bank cannot go beyond the guidelines of DFS.

The NCST has already discussed this issue in the meeting held on 28.09.2018 at NCST and matter was referred to DoPT for recognition of separate ST Employees Welfare Association in PSU / Organisations on 22.10.2018. It was observed that the DoPT has not issued instructions so far. Therefore, NCST decided to discuss the issue with Secretary, DFS, Ministry of Finance, New Delhi, Managing Director and CEO, Union Bank of India and the petitioner on 08.07.2024.

Accordingly a sitting notice was sent to Secretary, DFS, Ministry of

Finance, New Delhi on 05.07.2024 and Managing Director and CEO, Union Bank of India and the petitioner on 03.07.2024 to attend the sitting.

In the sitting, the MD and CEO, UBI vide letter dated 03.07.2024 has informed that due to pre occupied meetings, she will not be able to attend the sitting and deputed the CGM (HR), Union Bank of India. The Ministry of Finance (Department of Financial Services) vide letter dated 05.07.2024 has informed that due to prescheduled meeting of Secretary, Financial Services with Hon'ble Finance Minister, he will not be able to attend and deputed Director, DFS to attend the sitting.

The petitioner stated that this issue was discussed by the Commission in the meeting held on 28.09.2018 at NCST Headquarters. Union Bank of India management is still not holding the meetings with the ST Employees Welfare Association of UBI. Hence, the necessary instructions/advice may be issued to UBI for holding the meeting separately with ST Employees Welfare Association.

The CGM (HR), UBI reiterated its earlier submissions and stated that UBI is following the guidelines issued by DFS on 22.08.2013. The guidelines need to be modified for holding meeting with the ST Employees Welfare Association separately. The Director(Financial Services), Ministry of Finance informed that these guidelines are for holding the meetings with the association having majority of the employees.

The Commission pointed out that the Government of India is well-wisher of the STs. Accordingly, in October 1999 had setup a separate ministry for Scheduled Tribes i.e. Ministry of Tribal Affairs(carved out of Ministry of Social Justice and Empowerment); in year 2004 under Article 338A setup a separate National Commission for Scheduled Tribes(bifurcation of National Commission for Scheduled Castes and Scheduled Tribes) and various organizations/schemes have been separated for welfare and advancement of Scheduled Tribes. Therefore, the demand of petitioner is justified as the employment and privileges of ST employees in the Bank stands on different footing vis-a-vis other class of employees.

After discussions with the officers of Department of Financial Services, UBI and petitioner(representatives of ST Employees Welfare Association of the UBI of different region/zones), the following is recommended and suggested to submit the action taken report within 30 days of receipt of minutes -

- The guidelines dated 22.08.2013 issued by the Department of Financial Services in respect of holding of meetings with the Employees Welfare Associations may be modified accordingly so that the ST Employees Welfare Association may participate in the meetings with the management separately. Department of Financial Services may initiate action in this regard within 30 days.
- An Internal Grievance Committee for ST Employees may be constituted in the UBI, as advised by NCST in August 2021 to all Ministries/Department. (Copy enclosed)

जातोशु हुसेन / Jatoshu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

List of participants of the sitting held on 09.07.2024 at 03:20 PM under the Chairmanship of Shri B. Prasad Naik regarding holding statutory grievance redressal meeting with ST Association.

<b>I.</b>	<b><u>D/o Financial Services, M/o Finance</u></b>
1.	Jagjeet Kumar, Director
2.	Arun Kumar
<b>II.</b>	<b><u>Union Bank of India</u></b>
1.	C. B. Minocha, CGM (HR)
2.	<u>Dharmendra Meena, Sr. Manager (HR)</u>
<b>II.</b>	<b><u>Petitioner</u></b>
1.	B. Prasad Naik, General Secretary, UBI, STEWA
2.	Mukut Meena, President
3.	P. Kishan, Vice President
4.	B. Ramana Kishore Naik, Vice-President
5.	Kushadar Hansdah, DGS
6.	Anup Shobhit Ekka, DGS