



**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)

F.No NCST/SER-1500/MFIN/20/2024-SSW (RU-III)

Dated: - 21.02.2025

To,

The Managing Director & CEO,  
Union Bank of Bhawan,  
239, Vidhan Bhawan Marg, Nariman Point,  
Mumbai, (Maharashtra)- 400021  
Email Id: mdceo@unionbankofindia.com  
Tel. No: 8591107378

**Sub: Harassment of ST Employees by Zonal Head, Ranchi, Union Bank of India - a representation dated 17-07-2024 received from Shri B Prasad Naik, General Secretary, Union Bank of India Scheduled Tribe Employees Welfare Association.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 10.02.2025 at 4:40 PM under the Chairmanship of Shri J. Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at NCST HQ, New Delhi on the above mentioned subject for information.

Yours faithfully,

(एच.आर.मीना /H.R. Meena)

अनुसंधान अधिकारी / Research Officer  
Phone -24641640

Copy for information:-

1. Shri B Prasad Naik,  
General Secretary,  
Union Bank of India Scheduled Tribe Employees Welfare Association  
261, MIG II, 9th Phase, KPHB Colony, Kukatpally  
Hyderabad (Telangana) - 500072  
Email:- ubisrewa20@gmail.com Mobile No:9490421541
2. PS to Hon'ble Member (JH), NCST
3. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes**  
**NCST/SER-1500/MFIN/20/2024-SSW**

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 in the case of Shri B Prasad Naik, General Secretary, Union Bank of India Scheduled Tribe Employees Welfare Association regarding harassment and discrimination by Zonal Head, Union Bank of India, Ranchi.

**Date of the Sitting: 10/02/2025, 04:40PM**  
**Participants in the Sitting: As per Annexure**

Shri B Prasad Naik, General Secretary, Union Bank of India Scheduled Tribe Employees Welfare Association, vide his representation dated 17-07-2024 has stated that the Zonal Head of Union Bank of India, Ranchi Zone has been harassing and discriminating against Scheduled Tribe employees by unfairly transferring them to rural, critical and difficult branches while favouring general category candidates with better postings. Despite multiple complaints to various authorities including the MD & CEO, Internal Grievance Committee and the Ministry of Finance no redressed has been provided. The association also alleges that the Zonal Head, Ranchi has mistreated their representatives and displayed a prejudiced attitude towards ST employees.

2. NCST vide notice dated 07.10.2024 had referred the matter to the Managing Director and CEO, Union Bank of India, Mumbai for facts and comments within 30 days. The reply was not received from the concerned authority. Hence, NCST decided to discuss the issue with the authority and the petitioner on 10.02.2025. Accordingly, a Sitting Notice was sent on 31.01.2025.

3. The Chief General Manager (HR), UBI, Mumbai vide letter no. MPRD:1934:2025 dated 7.1.2025 has inform that the issue raised by ST employees welfare Association are resolved by the Bank Management and the same has been confirmed with the Association regarding their issues as per their satisfaction. The bank is always ready to take up the grievances of ST employees for redressed.

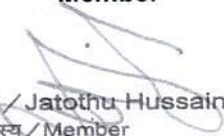
4. In the sitting, Zonal Head, Ranchi and Sr. Manager, UBI, Mumbai were present. The petitioner and other members of the association were also present. The petitioner reiterated that the Zonal Head, Ranchi displays a highly discriminatory attitude towards ST employees. He does not even allow ST employees to sit in front of him. They also emphasized his biased approach in transfer and posting decisions, leading to hardships and career stagnation of ST employees.

5. The Zonal Head, Ranchi denied these allegations and stated that the Union Bank of India had recently issued several orders accepting the demands made by the ST Association. He has assured that he will cooperate with the Member(s) of association.


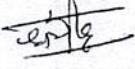
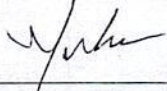
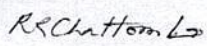
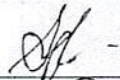
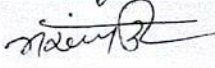
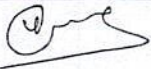
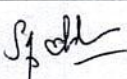
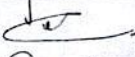
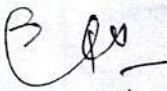
6. During the sitting it was advised that the both the parties may sit together and understand their problems and resolve them immediately.

7. After the discussion with the Zonal Head, UBI and petitioner and in view of the letter of CGM (HR), UBI, Mumbai as mentioned above, it was observed that the matter will be settled by them. Hence, no action is required on part of NCST. However, if the petitioner has still any issue, the same may be bring to the Notice of NCST. Thereafter, NCST will call a sitting with the MD & CEO, UBI, Mumbai.

**(Jatothu Hussain)**  
**Member**

  
जाटोतु हुसेन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi

List of participants of the sitting held on 10.02.2025 at 4:40 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Shri B Prasad Naik, General Secretary, Union Bank of India Scheduled Tribe Employees Welfare Association, Hyderabad regarding harassment of ST Employees by Zonal Head, Ranchi, Union Bank of India

Sr. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b> <u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
<b>II</b> <u>UBI</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	(GM) B.N Singh Union Bank Ranchi		
2.	Dharmendra Meena Sr. Manager		
<b>III</b> <u>Petitioner</u>			
1.	R.C. Hatm	UBI Sr Manager	
2.	REVATI RAMAN CHATTONBA	UBI Gola Road Samastipur	
3.	Sahanku Tik	UBI Samastipur	
4.	Niranjan Oraon	UBI Bhagalpur	
5.	Shraddha Ghule	UBI Bhagalpur	
6.	Sunil Panjay Chh	UBI Bhagalpur	
7.	Amp S. Etiky	UBI - Kalkatta	
8.	B. Prasad Naik, G.S.		
9.	Rama Rao Chauhan. Chairman		