



**Canara Bank Officers' Union [Regd.]**  
[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]  
A.K.Nayak Bhavan, 2nd Floor 14, Second Line Beach,  
CHENNAI-600 001.



**Mobile: President 9444967883 / General Secretary 09488905783 / Phone: 044-25265511 FAX: 044-25249081**  
**e mail: cbou.hq@gmail.com / prr\_prraju@yahoo.com / web:www.cbou.org**

Circular No.7/2013

VIII:ORA:ORG

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Dear Comrades

## **SPECIAL SURRENDER POLICY OF CBOA**

We refer with shock the HO Memo 67/2013 followed by Small Committee Note Memo 66/2013 dated 10 08 2013 signed by CBOA for Special promotion from Scale I to II (450 Vacancies).

The CBOA true its tradition this time too surreptitiously surrendered the rights of Officers before the Management for this special promotion scheme.

The Officers who have less than 3 years of residual service are made ineligible to appear for the promotion. Nearly 1250 Officers were rendered ineligible in one stroke by CBOA. These 1250 Officers who served our Bank for more than 3 decades sincerely are made ineligible to appear for the promotion process by a stroke of pen by the so called majority officers organisation. A Special surrender scheme made them ineligible and demoralized.

Further CBOA has surrendered the special privileges available as per the Government Guidelines and ensured by CBOU through court intervention.

1. The Rural Service of an Officer can be in parts and need not be continuous – Done away by CBOA in their special surrender settlement.
2. Rural Officers whose continuous services in Rural branches do not qualify for additional service.
3. The Mobility clause specially included for this Special Surrender Policy wherein the Promotees will not have the right to seek modifications of their placements on promotion even in case of their personal difficulties.
4. The Normal and Merit Channel which was agreed at 70: 30 earlier is also specially agreed for 50 : 50 thus the seniors are again discriminated.

CBOA General Secretary claims that they are the reason for increase in the special compensation to pre 1986 retirees in his circular as if they are protecting the interests of the seniors but in this Special Surrender Policy the interest of the Senior Officers are totally buried and a gross injustice is done to them.

Immediately upon uploading of the HO Memos on Canaranet, we wrote a letter to GM Head Office addressing our concerns in the Special Promotion Policy and in this connection

that we are happy to inform you that the undersigned along with President and HO Liaison Secretary of the Union met the General Manager, HR Wing, at Head Office for a discussion on the above issues on 19-8-2013. We are happy that Head Office has expressed that they will be positive to the above issues and shall address the concerns of our Union.

Yet another unfortunate issue is that CBOA openly admitting for agreeing to outsourcing of jobs to retired Officers when the UFBU is opposed to outsourcing.

Comrades another area of concern as a Trade Union for all of us is the lateral appointments of Managers and Senior Managers against the spirit of the recent Supreme Court Judgment.

Comrades the so called majority association for officers are in the habit of surrendering rights of the Officers Community. In the earlier years, they have surrendered the Sick Leave, later on surrendered before the Management on the closure of OPAS Rating system and this time too they have surrendered the right to appear for the examination.

IT IS LEFT TO CBOU to struggle for ensuring the hard  
earned rights of the Officers.

With greetings



M A SRINIVASAN

GENERAL SECRETARY