



Canara Bank Officers' Union[Regd.]

[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]

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CIR :: 02/2019

FROM THE GENERAL SECRETARY'S DESK - NOV 2019

Dear Comrade,

Our bank has called for the Promotions in various scales for the Year 2020. The date of Examination is 14.12.2019. We hope all eligible Officers/Managers & Senior Managers might have applied for the process. In the meantime there was an anomaly in the eligibility, with regard to the date of eligibility for the Officer employees in Scale I, II, III and the Scale IV Officers. Our Union had timely taken up the matter at the highest level and are pursuing the management to look into the matter, which is adversely affecting the promotion aspirations of about 2000 Officers in Scale I, Scale II & Scale III officers in the name of a delay in declaring results of just 45 days in the year 2017. We expect our Bank will take a positive consideration of our request and permit all Eligible Officers to undergo the process. For those who have applied and preparing, We wish you all success and good wishes.

Our bank has vide Cir. 570/2019 dtd 11th November 2019 come out with a Digital Platform for Allotment of KRA's, Assigning of Monthly Targets and Quarterly Weighted Performance appraisal approach. The implications of the introduction of the system is being studied by our Union and will be represented accordingly at required forum. The Assessment of Officer Employees working in different branches, with different characteristics, viz Advance/Deposit/Agriculture/Forex/Retail Deposit/Retail Advances oriented branches will have to be allotted a distributed KRA for quantified assessment lest may lead to disparity. Moreover Budgetary/ Quantified targets is not possible at Administrative offices as compared to the branches, which are the delivery points. There arises lot of questions on the practical implementation of the system. We shall deal with the same shortly.

MEETING OF PRESIDENT AND GENERAL SECRETARY OF 10 BANKS

A meeting of the Presidents and General Secretaries of 10 banks, proposed to be merged was held on 08th of November 2019 at Chennai to discuss about the internal issues of the individual banks identified for mergers, the emotional value the bank and organisational views on mergers. While the banks are being targeted in the name of Bad Loans, a document containing details of Loans above Rs. 1 Crore which are all classified as bad debts, in the industry, has been submitted to

the Honourable President of India by AIOBA. AIOBA has also demanded action against the Chairman, Managing Director, Executive Directors and other Directors on Board who are all responsible for the loans. In wake of the recent developments of Frauds and Siphoning off of loans it was opined that Chartered accountants should be substituted by social audit by eminent person. The meeting unanimously decided that Mergers have to be fought tooth and nail without any hesitation. India doesnt need merger, rather it needs expansion of Bank networks. Out of about 600000 villages, as on March 2019 there are about 1,48,488 Branches, of which Rural and semi urban constitutes 61 %. Still there are scope for expansion which is te demand of AIOBA.

WAGE REVISION TALKS ON 15th NOVEMBER

Another round of negotiations was held on 15th of Nov. Between IBA & UFBU. Following are the details of the talks held;

1. PLI Scheme :: IBA wanted to know the views of UFBU on Performance Linked Incentive (PLI) scheme and our suggestions and modalities. IBA clarified that the proposed scheme would be applicable to Public Sector Banks and on an optional basis in Private Sector Banks. UFBU informed that our views and modalities will be submitted for further discussions.
2. IBA reiterated their assurance that the mandate issue would be resolved amicably to cover all officers upto Scale VII
3. On Merger of Special Allowance to Basic Pay, IBA informed that if the entire Special Allowance is merged with BP, the impact on retirements would be substantial and requested UFBU to reconsider the possibility of merging a portion of the allowance keeping in mind the cost. However UFBU have reiterated our demand to merge the Special allowance to Basic Pay in full. The issue needs to be discussed further.
4. On Updation of Pension, IBA informed that as per the Acturial Report obtained by them the additional cost of funding the Pension fund is not affordable by banks at present. UFBU have contested the cost burden and expressed the view that we would like to refer the issue to our Actuary.
5. On Family Pension IBA was quite positive and suggested that if not uniform, 30% for all family pensioners without any ceiling could be thought of.
6. On Increase in wage hike percentage, we reiterated that IBA's earlier offer of 12% hike in payslip cost is unacceptable and needs upward improvement. IBA informed that once the issues of costing of vaious items in the talks be finalised for them to take any decision.
7. On other issues like Ex-Gratia of Pre-1986 Retirees, 5 Day Week Banking, Medical Insurance Scheme for Retirees, Contribution at 14% under NPS IBA had assured to do their best and consider positively the demands wherever possible.

8. It was agreed that a Small Committee meeting for Discussions on other pending Non Financial Demands of officers will be held on 21st Nov.& Workmen's issues on 28th Nov.

SMALL COMMITTEE MEET ON 21st NOVEMBER

As agreed on 15th November 2019, a Small Committee meeting for Discussions on other pending Non Financial Demands of officers was held on 21st Nov. Discussions were held on the following issues;

1. Regulated working hours and 5 Days Banking :: The Worklife Balance Circular issued by State Bank Of India was referred to.
2. Regarding Holidays which the officers working in the Grid at various centres, are not getting, we have placed that the differential leave as compared to other branches may be credited to their leave account.
3. Child Care leave for women employees.
4. Disciplinary action and Appeal Accountability policy a detailed discussion will be held shortly and finalised.
5. Regarding NPS, our proposals of Value Dating of the Provisions, Service Charges to be borne by the bank, Employee has to enjoy freedom of investment of his own funds, Loan against the balance in NPS account.

We are happy that the discussions went on in a Positive way and we expect the same to be accepted and implemented.

MASSIVE DHARNA BEFORE PARLIAMENT ON 10.12.2019

Government has been pursuing the policy of merger of Public Sector Banks despite the adverse implications. Mergers of Associate Banks with State Bank of India has already proved that it was a financial disaster.

The amalgamation of Vijaya Bank and Dena Bank with Bank of Baroda has also amply established that it was another failure. Now, a mega merger of ten banks has been announced.

Experience of mergers has clearly shown that no benefit accrues to any of the stake holder inturn, in the name of rationalization of branches, large number of branches would be closed affecting the common man. Millions would be affected as employment - both direct and indirect. Merger of Public Sector Banks will definitely deprive affordable banking to the poor and the needy. Equally important is that the attention of the banks will be shifted from recovery of stressed assets/NPA/bad loans and serving the common, to merger related complications. Mergers create monopolistic situation leading to cost of banking services to go up, hurting the interest of common man.

All our members are aware that our organisations are opposed to merger of banks. We continue to protest and oppose any reform that is not in the best interest of

the countrymen and the banking industry. Accordingly, it is decided by 6 constituents of UFBU, viz AIBEA, AIBOC, AIBOA, BEFI , INBEF & INBOC to hold a massive DHARNA before Parliament on 10th December 2019.

CBOU CENTRAL COMMITTEE HELD AT CHENNAI

The 5th Central Committee of Canara Bank Officers' Union was held at Chennai on 9th and 10th of November 2019 at AK Nayak Bhavan, Chennai. Com. M A Srinivasan, President of our Union and Deputy General Secretary of AIBOA, presided over the meeting.

The meeting was graced by Com. S Nagarajan, General Secretary AIBOA, D S Ganeshan- Treasurer AIBOA, General Secretary AIBOA Tamilnadu State Committee & General Secretary- All India Union Bank of Indian Officer Staff Association, C S Venugopal President Canara Bank Employees Union. The list of

Office Bearers

SL NO	NAME	DESIGNATION	PHONE NUMBER
1	M A SRINIVASAN	PRESIDENT	9484870387
2	PRAKASH A BRAMHAWAR	VICE PRESIDENT	9448039499
3	SWAPNAJA SUBHASH KSHIRASAGAR	VICE PRESIDENT	9892146278
4	RAJEEV KUMAR	VICE PRESIDENT	7783036860
5	H VINOD KUMAR	GENERAL SECRETARY	9387040511
6	RAMESH K	DEP. GEN. SEC	9444779275
7	RAKTIM RAJKHOWA	DEP. GEN. SEC.	8876669143
8	SUDIP CHOUDHURY	SECRETARY	9674770140
9	BIBIN CHANDRAN	SECRETARY	9035899195
10	SUNIL KUMAR	SECRETARY	9939190324
11	SATISH P WAGLE	SECRETARY	9892961371/ 9591476950
12	PRASHANTH KUMAR M	SECRETARY	9845977895
13	N RAMANATHAN	SECRETARY	9865153118
14	Y S SHARMA	ASST SECRETARY	9437077676
15	E PHANI KUMAR PATNALA	ASST SECRETARY	9146199182
16	SHANKER KUMAR R	ASST SECRETARY	9865962449
17	POONCHEZHIAN A	ASST SECRETARY	9003130650
18	SUNNY BISWAS	ASST SECRETARY	8787602226
19	NARAYAN K BHAT	ASST SECRETARY	9483458554
20	RAGHAWENDRA KUMAR	ASST SECRETARY	9113485921
21	J RAJKUMAR	TREASURER	8526283846
22	GANESH S	ASST. TREASURER	9566238769

& CENTRAL COMMITTEE MEMBERS

SL NO	NAME	PLACE	PHONE
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1	RAGHAVENDRA P KADNI	COIMBATORE	9894646975
2	REVATHI T.	TANJORE	9500629961
3	C S MOHAN	CHENNAI	9843876747
4	SAKTHISWARAN	TRICHY	9944341600
5	N BALAKRISHNAN	TRICHY	9994136605
6	ARAVINDAN K T	KARUR	9788398734
7	M MOHAN	PERAMBALUR	9715097490
8	SHAILESH KUMAR	PATNA	8521852288
9	RUCHI KUMARI	PATNA	9693887041
10	OM NARAYAN	PATNA	8002760687
11	VENKATESHA SASTRY V	KOLAR	9448714807
12	B B GONDI	HUBLI	9731869407
13	RAVI V S	HO BANGALORE	9448866002
14	ASWHIN M BHOPE	BANGALORE CIR	9975041405
15	BYLASWAMY	BANGALORE CIR	7349540122
16	AJITHAN K	HO BANGALORE	8281260243
17	SRI G KRISHNAMURTHY	HO BANGALORE	9731152516
18	S K KULKARNI	MUMBAI	9969030056
19	NARENDRA K DHADVE	MUMBAI	9867274531
20	POONAM	DELHI	9650098670
21	BISWAJIT ACHARYA	KOLKATTA	9836374628
22	SOURAV ADDYA	KOLKATTA	9831639924
23	SAKTIMOY BANERJEE	KOLKATTA	9433312177
24	DEEPANKAR BHATACHARJEE	GOA	9442061856
25	AMIT KACHHWAHA	RAJASTHAN	9001098277
26	SUDHIR S K	TRIVANDRUM	9447241313
27	ARUN KUMAR C	TRIVANDRUM	9908704558
28	SWAPNAKUMARI M	TRIVANDRUM	9995117943
29	C K RANJITH BABU	TRIVANDRUM	8089613397
30	ASHOK KUMAR	LUCKNOW	9411827863
31	ABHIJEET BASKAR	PATNA	8880222406
32	ASHOK KUMAR MISHRA	PATNA	9472242454
33	ANKUR SHARMA	GUWAHATI	9435018385
34	LOPAMUDRA BHOWMICK	GUWAHATI	9760917538

With Greetings

Yours faithfully



H VINOD KUMAR

GENERAL SECRETARY