



Canara Bank Officers' Union[Regd.]

[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]

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To

**THE MANAGING DIRECTOR & CEO
CANARA BANK, HEAD OFFICE
112 J C ROAD
BANGALORE 560 001**

Dear Sir

SUB :: COVID-19 ON DUTY SPECIAL LEAVE TO EMPLOYEES DURING NATIONAL LOCKDOWN

REF :: **CBOU letter 07/2020 dated 26.03.2020 addressed to the MD CEO of the Bank**

IBA communication HR & IR /SKK/2019-20/002 dated 18.05.2020

HO CIR 263/2020 , 345/2020 & 374/2020 dated 20.05.2020

A very good morning sir. Our Union expresses happiness and thanks on the contents of the above HO Circular 374/2020 dated 20.05.2020 wherein confirmation of "Work from Home" facility continuation to pregnant women and employees at higher health risk during the lock down period, there by treating the "Work from Home" arrangement as ON DUTY.

Immediately on announcement of National Lock down from 25.03.2020 which happened to be a holiday in many states, the Union had submitted a letter referred above, explaining the various difficult situations due to which our employees were unable to report at branches.

Now, the IBA communiqué referred above, has permitted absence of certain category of employees to be treated as SPECIAL LEAVE, & also, has permitted the individual banks to consider the other category of absence of employees due to National Lock down with very considerate, sympathetic and on humanitarian grounds, keeping in mind the business continuity plan of the Bank.

We wish to place certain illustrations about various difficulties, under which such other category of employees fall in.

a) Employee left the working place on 19-03-2020 onwards to native, combining 21st March Sunday and 25th March Wednesday Ugadhi Holiday would have been locked down. Due to non availability of public transport system, he/she would have travelled from native to work spot by obtaining District collector permission with great difficult and also by paying exorbitant amount for car and reported for duty after 10 to 15 days.

b) Employees in Metro centres and larger Cities would be residing at different locations of the same centre but could not manage to reach branch due to absence of public transport

system during the initial two phases of lock down but subsequently reported at the branch as pillion riders in vehicles of friends and relatives.

c) Similarly, those employees who initially managed to reach the working branch could have failed to reach during subsequent period despite their best efforts.

d) Employees locked down at different place other than work spot, but could obtain permission at nearby branch on or after 07.04.2020 basing on HO Cir 263/2020 dated 04.04.2020, which was a Saturday and next two days being holidays.

e) Employees who were on sanctioned leave which ended during lock down period but before release of HO Cir 263/2020 dated 04.04.2020 and hence could obtain the permission to report at nearby branches on or after 07.04.2020.

f) Employees stuck up due to various state border sealing like Delhi-Haryana, Delhi-Uttarpradesh, Kerala-Karnataka

Since the above are only illustrative and not exhaustive, Our Union appeals to the Bank to permit all the absences marked for/leave applied by the employees during the COVID 19 PERIOD starting from 25.03.2020 as SPECIAL LEAVE WITH PAY..

Regarding the women employees proceeded on Maternity leave during the Lock down period, the period between the commencement of the Maternity Leave and delivery date may be treated as SPECIAL LEAVE WITH PAY and accordingly the end date of the MATERNITY LEAVE may be extended equivalently,so that the ML availed by the employee do not exceed 6 months.

To illustrate, an employee is proceeding on Maternity Leave from 01.04.2020 for 6 months to end on 30.09.2020. She gives birth to a baby on 25.04.2020. In such a case, the employee will be in pregnant women category till the date of delivery i.e.,25.04.2020 (24 days) who are exempted and may be marked as "WORK FROM HOME" and hence on DUTY. For such employees Maternity leave of 6 months may be calculated by adding back the above period of 24 days with ML in such a way that their maternity leave ends on 24.10.2020 instead of 30.09.2020.

Our Union is hopeful that the above suggestions will be positively considered in the best interest of such left out category of employees.

Thanking you

Yours faithfully



H VINOD KUMAR
GENERAL SECRETARY