



Canara Bank Officers' Union[Regd.]
[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]
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DATE : 03-05-2021

To

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

Dear Sir

Re: COVID -19, Pandemic spread - Strict implementation of the various advisories at various levels.

The Union is happy that our bank has taken certain steps for the welfare of its employees. We appreciate the bank for its' sincere concern about its' human assets. We have gone through the advisory **Circulars number 240/2021,241/2021 & 280/2021 dated 15/.04.2021, 16.04.2021 & 29.04.2021 respectively regarding** precautionary measures to be taken by employees, facilities for work from home and extending interest free advance to those who have been affected due to Covid 19.

2.As advised vide Cir 280/2021, the whole world is reeling under the mutation of COVID-19 outbreak. Second wave of COVID-19 has affected our nation entirely and many of our Bank employees are affected by COVID-19 Pandemic during this second wave. Our Bank has suggested various precautionary measures for the safety of employees and their family members viz., **vaccination camps to the benefit of employees and their family members, extending Work from Home facility, Help Desk at Head Office to assist in hospitalization requirement, if any, etc.** Bank has also issued Standard Operating Procedure to be followed at branches/ Offices to safe guard the interest of the employees.

3.Sir, we wish to submit the anxiety on various communications wherein hardly any workable solutions has been provided for the employees.

4.We submit the following informations, causing anxieties to the workforce.

1. That Human capital is the most important asset of any organisation, and taking care of the workforce is the most important aspect during such situations.
2. While all administrative offices, including HO, CO, RO, RAH and others do not/hardly permit public entry, utilising the service of Security guard, employees and officers working at branches, where they are subjected to high exposure are being forced to meet all targets/campaigns and deal with all customers coming to branches.
3. While almost lockdown like situation has been imposed across various cities by the State Governments at the behest of MOHA Central Government and restricted movement of public, branch in charges and officers have been under immense pressure to conduct recovery camps, Adalats and so on.

4. No Official permission has been given to branches/ no action initiated to ensure to engage persons for crowd management. Already the local police are heavily burdened and they are not available for such support to branches.
5. Though Head office has been repeatedly advising Work from Home to PWD employees and Pregnant women including those having restrictions imposed by the Local Government authorities and having comorbidity, no proper implementation is being done roster/ records are maintained or checked by respective administrative offices if all branches have permitted such employees to work from Home. There has been no proper implementation of the advice in most of the branches across the country.
6. **That even exempted workforce are being forced to attend offices or else their leaves are being debited in spite of advisories resting on record only and unimplemented with sincerity.**
7. That those officers under home quarantine directed as per local health authorities are being asked to attend office.
8. That such employees who have symptoms of COVID 19/ have been in close contact of suspected COVID 19 infected persons, are compelled to attend office by the authorities at all levels.
9. That such absence during quarantine is being treated as absence from duties and leave account of the workforce is debited.

The human touch expressed in circulars are not properly extended to the workforce by the administrators. This may lead to restlessness in the workforce.

On the basis of the above, the Union requests your good office to

1. *That "WORK FROM HOME" Facility should be implemented in full measure,*
2. *That a special leave be permitted to our employees who are advised to have treatment for such infection or are officially instructed by the local health authorities to go into home quarantine till they are cleared by the health department/ doctors.*
3. *That Bank may permit all its officers to acquire "PULSE OXIMETER" & "OXYGEN CONCENTRATOR" as a one time measure as a good will gesture to all.*
4. *That bank must fast tracked "Compassionate Appointment" to the dependents of the workforce who had succumbed to the dreaded disease.*

Sir, we are unfortunate that many of our colleagues have been infected with the Virus and many have even lost their lives. Nothing can replace the life of any individual. Many young budding officers have succumbed to the Pandemic.

Our Organisation is confident that the above suggestions will be considered positively in the best interest of all and necessary actions will be initiated at the earliest in our Institution.

THE ENTIRE WORKFORCE IS ALWAYS WITH THE BANK TO SERVE THE NATION & TO FIGHT THE PANDEMIC

*Thanking you
Yours Faithfully*

A handwritten signature in black ink, appearing to be 'H Vinod Kumar', enclosed within a faint rectangular border.

H VINOD KUMAR
GENERAL SECRETARY