



Canara Bank Officers' Union[Regd.]
[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]
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To

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

Dear Sir

SUB :: PANDEMIC COVID-19

**Ref :: OUR LETTERS CBOU/03/2020, 07/2020, 12/2020, 21/2020 & 23/2020 DTD
05.03.2019, 26.03.2020 07.04.2020, 22.05.2020 & 01.06.2020**

The Union is happy that our bank has taken certain steps for the welfare of its employees. We have gone through another advisory Circular number 569/2020 dtd 28.07.2020 regarding Precautionary measures to be taken by employees. We also notice that bank has quoted it's communications starting Cir 137/2020 dtd. 13.03.2020 - Cir. 550/2020 dtd. 17.07.2020 advising various preventive measures.

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

We submit the following leading for our such anxiousness.

1. As accepted vide your Cir 569/2020, the whole world is reeling under the effects of COVID-19 outbreak.
2. That Human capital is the most important asset of any organisation, and taking care of the employees is the most important aspect during such situations.
3. While all administrative offices, including HO, CO, RO, RAH & others do not/hardly permit Public entry, utilising the service of Security guard, employees and officers working at branches, where they are subject to high exposure are being forced to meet all targets/campaigns and deal with all customers coming to branches.
4. While lockdown has been imposed across various cities and movement of public restricted, every branch in charges and officers have been under immense pressure to finance minimum 10 loan each unde Covid support scheme, GECL, KCCS and so on.
5. 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 supports.
6. That no branches have been provided or permitted officially to acquire Thermal Scanners /Pulse oxymeters to take necessary precautions.
7. Though your good 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 roster/ records are maintained or checked by respective

administrative offices if all branches practically permit 50% employees to work from Home. There has been no proper implementation of the advice in most of the branches across the country.

8. No advisories are being issued to such branch in charges who are not following respective State Government, Health Authorities and Banks directives regarding minimum attendance.
9. That even exempted employees are being forced to attend offices or else their leaves are being debited
10. That those officers under home quarantine advised by local health authorities are being asked explanation for not attending office.
11. That such employees who have symptoms of COVID 19/ have been in close contact of suspected COVID 19 infected persons, are forcefully insisted to attend office.
12. That such absence during quarantine is being forcefully deducted from such employees and officers leave balance. Even leave are being forcefully debited to those officers, who continued to work at deputed branches and could not return due to lack of conveyance or such unavoidable reasons.
13. That no initiative to tie up facility has been arranged by our bank with any leading Local hospitals to provide urgent medical support to our employees.
14. That no tie up has been made with any leading local labs to conduct random COVID infection test (mandatorily at least once in a month) to our employees.
15. That no special leave has been permitted to our employees who are diagnosed with such infection or are officially instructed by the local health authorities to go into quarantine.

This may tend to create a stigma in the minds of employees that expected care is not taken by bank towards ensuring safety of its employees, resulting in restlessness.

Sir, we are unfortunate that many of our employees have been infected with the Virus and some have even lost their lives. Nothing can replace the life of any individual. Many young budding officers have succumbed to the Pandemic. It is an admissible fact that tie ups with hospitals and local labs cannot be done by individual branches or employees. The facility for disinfecting/fumigation in branches also cannot be done by individual branches and needs a role of respective Regional/Circle Offices. We request your good office to issue detailed advisory covering all the above aspects. Sir, each employee of any institution needs an Honest, fair, Trusty and Responsive management towards which they may develop dependability, Confidence and Respectful approach.

Union is hopeful that the above suggestions will be considered positively in the best interest of all officer employees and necessary and actions initiated at the earliest and oblige.

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

Thanking you
Yours Faithfully



**H VINOD KUMAR
GENERAL SECRETARY**