



## Canara Bank Officers' Union[Regd.]

[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]

A.K.Nayak Bhavan, 2<sup>nd</sup> Floor 14, Second Line Beach,  
CHENNAI-600 001



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Mobile: President 09384870387 / General Secretary 09387040511  
/ Phone: 044-25211788 Email: [cbou.hq@gmail.com](mailto:cbou.hq@gmail.com)  
/ [mascbou@yahoo.co.in](mailto:mascbou@yahoo.co.in) / web: [www.cbou.org](http://www.cbou.org)

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**REF: CBOU/19/2020**

**DATE : 19-05-2020**

To

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

Dear Sir

SUB :: SPECIAL PAY FOR OFFICERS WORKING IN RURAL/SEMI URBAN BRANCHES

A very good morning. Our organisation expresses its happiness and appreciation on the current circular issued by the bank bearing number 358/2020 dated 15.05.2020 permitting reduction of the rate of interest on Housing Loan availed by the service and to retirees.

2. We are equally hopeful that the bank will take a positive view on the other submissions to vide our letter 13/2020 dated 13.04.2020, about the application of simple interest on Clean OD/DPN availed by staff members and also for Education Loans availed by the children of the employee jointly with the employee in their capacity of Joint Borrower/Guarantor.

3. As the lockdown is entering its 4<sup>th</sup> phase of extension, our organisation appeals that the payment to staff who attended duty during the lockdown period, offered by the bank vide HO Circular 287/2020 dated 16.04.2020 may be given effect to the employees during the current month itself.

4. Our organisation also suggests the bank that while considering such payment, the employees who attended the office during the lockdown at rural and semi-urban branches may be granted some more additional payment as a part of the scheme. The reasons put forth by the organisation justifying such additional payment are as under.

a. The customer base of the rural/ semi-urban branches are lacking awareness of wearing the protective pieces of equipment such as masks and the employees are facing a very tough time in educating/regularising them in the matter of physical distancing etc..

b. The beneficiaries of the government DBT are the rural/semi-urban customers barring a minuscule percentage in other centres. Crowd surging to receive the DBT, more than half a kilometre outside the rural/semi-urban branches were reported in print and also in the visual media.

3. Hence ,Crowd management is near to impossible in rural/semi-urban branches.

4. Granting /Renewal of Gold loans from the second stage of National Lockdown was ensured to benefit the customers for availing the interest subvention. In some branches, it was touching 90 loan sanctions in a single day. The toppers of the Special Gold loan campaign are rural/semi-urban branches only.

5. Continuous supply of quality masks and gloves to the employees were found wanting due to shortage/non-availability of the same in rural/semi-urban centres.

6. The branches which were warned and in some cases locked by the revenue authorities for not maintaining physical distancing were in rural /semi-urban branches only even though it was not intentional on the part of the employees but was due to out of control situation created by the customers.

7. Most of the rural/semi-urban branches were not having an armed guard to regulate the crowd.

8. Most of the rural/Semi urban branches managed uninterrupted functioning with a very depleted staff strength like 3-4 employees, either as a whole team or adhering to guidelines from respective SLBC/State Government permitting 50-33% strength to attend office. There are instances where some Managers/officers in such branches could not avail even a single leave (Even Mandatory) during the past 2 ½ months.

Under the above tough situations, our rural/semi-urban branches are still functioning and due to the above reasons, the employees who attended /are attending duty during this lockdown period in rural and semi-urban branches are exposed to a greater risk of being infected with the pandemic Covid-19.

Hence our organisation suggests the administration consider enhanced payment of one day salary for every three days to those employees who worked at rural/semi-urban branches during the lockdown period.

Our organisation is confident that such additional consideration will be a solace to a certain extent for the life risk taken by those employees particularly youngsters in ensuring the uninterrupted service to the rural mass at the toughest time being encountered by the country and it will motivate them to serve further.

Our organisation also requests the Bank to consider the release of one-month gross salary as interest-free advance to meet out the additional expenses incurred/being incurred by the employee for self and the dependents due to spiralling price rise of essential commodities like vegetables/groceries during a lockdown.

We are confident that the above suggestions will be positively considered and appropriate steps will be initiated to redress the genuine requirements.

*Thanking you*

*Yours faithfully*



**H VINOD KUMAR**  
**GENERAL SECRETARY**