

THE CANARA BANK OFFICERS' ASSOCIATION (Regd.)

Registered under Trade Unions Act, 1926 at Mumbai.
(Affiliated to AIBOC)



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Dear Canpals,

This is a **wake-up call**, a **warning bell** and a **battle cry for unity**.

What is unfolding now in the name of “**PLI Credit up to Scale - III**” is not merely about money, about incentive or about a percentage calculation.

It is about **justice**, **dignity**, **equality** and **the future of bipartite settlement**. It is about whether the banking workforce will remain united or be deliberately divided and above all, it is about whether Canpals will accept discrimination silently or rise as one family and oppose it with strength.

Before we speak about PLI, we must speak about the real backbone of our nation - **Public Sector Banks**. Our Government proudly launches numerous flagship Financial Inclusion schemes, inaugurating them with the objective of benefiting the entire nation. Policies are framed, advertisements are released, television debates happen and social media campaigns are run. But the truth is this: ‘**Schemes are implemented only by Public Sector Banks.**’

Every PSB employee contributes massively towards PMJDY, PMSBY, PMJJBY, APY, ensuring KYC compliance, solving DBT issues, resolving pension matters, garnering quality CASA, analysing the field and ensuring credit support, facing the public anger when systems fail and above all **serving the brothers and sisters of this great nation with smile. It is we, right from Sub-staff and CSA to Scale – III Officers in the branches, who are the field level economic warriors strengthening this great nation!**

Let us speak the truth that no one can deny: **“More than 90% of the Bank’s business is created at branches.” All the Retail deposits** are mobilised by counter staffs, field officers, customer relationship managers and branch heads. **Advances** are not generated or provided by administrative offices alone. They are generated by branch credit officers, SME Sulabhs, Retail Asset Hubs, AEOs and Branch heads too. **Recovery** is not achieved through circulars, but by repeated follow-ups, legal efforts, personal visits, negotiation and field-level pressure, which is done only by branch staffs. So, let us be very clear that **the balance sheet of every PSB is built by employees in the field.**

My dear Canpals, let us speak with facts, not emotions alone. Let us speak with numbers that no one can deny. The latest data provided below proves beyond doubt that Public Sector Bank employees are giving their everything for the growth of this nation. The business per employee and profit per employee are on the exponential rise.

As on March 31		₹ Crore)			₹ Lacs)		
Sr. No.	Banks	Business Employee per			Profit per Employee		
I	PSBs	2023	2024	2025	2023	2024	2025
1	Bank of Baroda	26.66	30.46	34.33	18.06	23.56	26.11
2	Bank of India	22.47	25.87	29.19	7.60	12.35	18.15
3	Bank of Maharashtra	31.45	35.00	37.44	20.05	30.04	37.83
4	Canara Bank	22.45	25.97	29.30	12.00	18.00	21.00
5	Central Bank of India	18.45	20.14	21.24	5.07	8.06	10.13
6	Indian Bank	26.61	29.85	32.42	14.20	20.03	27.25
7	Indian Overseas Bank	20.21	23.54	26.80	9.00	12.00	16.00
8	Punjab & Sind Bank	21.45	23.35	25.71	14.81	6.80	11.45
9	Punjab National Bank	21.64	23.84	26.86	2.57	8.61	17.29
10	UCO Bank	18.90	20.93	24.35	8.56	7.69	11.59
11	Union Bank of India	25.50	28.02	31.00	11.16	17.99	24.33
12	State Bank of India (SBI)	29.78	34.10	37.37	21.23	26.20	29.91

Here lies the biggest inconsistency. If business per employee is high, it is because **we are working beyond office hours**. If profit per employee is rising, it is because **we are sacrificing family time, health and peace**. When our Canpals create **₹29.30 crore business per employee**, when the workforce is driving productivity at a level higher, what is the reward being offered? A reward that is restricted, selective and designed to divide.

Since the implementation of PLI scheme, **for three glorious consecutive years**, every Canarite is rightfully granted **15 days of PLI**, while some of the other banks could get only 10 days or 12 days or 5 days initial 3 years based on the prescribed parameters.

Last year and this year we could get only 8 days while some of the other banks could get 5 days, 8 days, 12 Days, 14 days and a few 15 days as well.

Now, we are witnessing that the PLI has been credited to officers upto Scale – III across all the Banks and it is shocking to see some voices asking, **“Why not 10 days? Why not 15 days?”** My dear friends, that is not the right question to be asked. The real questions should be:

- *Why should PLI not be credited with parity for every cadre?*
- *Why should one segment feel valued and another feel excluded?*
- *Why should contribution at the branch level be measured differently from contribution at administrative offices?*
- *Why should unity be compromised for a selective incentive?*
- *Why should those who create 90% of business and profit be denied equal recognition?*
- *Why should a policy meant to reward performance, become a tool to create division?*
- *Why should fairness be negotiable when productivity is unquestionable?*
- *Why should we debate the number of days instead of demanding justice in principle?*

PLI is our pride. Whether it is 8 days or 15 days is not the core issue. The core issue is justice. The core issue is equality. The core issue is that PLI must be uniform across all cadres, starting from sub-staff and CSAs to officers of every scale and even up to top management. **Recognition cannot be fragmented. Appreciation cannot be selective. Reward cannot be discriminatory.**

Our **Honourable Finance Minister Smt. Nirmala Sitharaman** acknowledged the strong financial performance of PSBs in recent years and particularly in FY 2024–25, where the combined **operating profit of the PSBs is Rs.3 lakh crore** and combined **Net profit is Rs.1.78 lakh crore**. Even our **Finance Secretary** expressed confidence that the Net Profit of PSBs will cross **Rs.2 lakh crore** in the current financial year.

Despite PSB employees garnering humongous profits through their blood and sweat, it is **deeply shocking and highly disturbing to witness that the Public Sector Banks have been advised to credit PLI only up to Scale–III**. This is a unilateral decision, especially when wage settlements and service conditions in PSBs are traditionally arrived through **bipartite settlements and mutual understanding** between UFBU and IBA.

It is learnt from circulars of UFBU and AIBOC that The Chief Labour Commissioner (CLC) has clearly directed the Indian Banks' Association (IBA) to hold the implementation of the PLI scheme. This directive comes after conciliation meetings between UFBU, DFS and IBA, during which the IBA committed to **re-examine the PLI scheme** in consultation with DFS. It means, the matter is under conciliation, the issue is not closed, implementation should not be forced, every stakeholder must be considered equally, consultation is mandatory and fairness is expected. Now, a sudden directive to credit PLI up to Scale – III clearly exemplifies that **our controllers are deliberately attempting to bypass the conciliation process**, weaken collective bargaining and create divisions within the workforce, which is not acceptable.

Friends, our Mother Bank also implemented this directive and credited PLI to employees and officers only up to Scale–III. Let us understand that the process is not an internal policy of Canara Bank. This is an external directive imposed on all PSBs.

From the AIBOC communication dated 12.02.2026, it becomes increasingly evident that this move may well be a retaliatory response by the controllers to our united strike and our legitimate demand of **Five-Day Banking**. This is not only unjust, but also a dangerous message that democratic protest will be answered with vindictive policy. When we stood together, the entire nation saw the strength of bank employees and officers. When UFBU gave the call, the response was historic.

Our Mother Bank is achieving strong growth during every passing financial year. We have increased business, improved profitability, reduced NPAs and strengthened our balance sheet. **This is the outcome of the dedicated efforts of every field level staff.** If profits rise, it is because the workforce has delivered.

Questions arise here:

- *Can the Bank run ONLY with Scale–IV and above?*
- *Can the Bank function WITHOUT CSAs and officers up to Scale – III?*

*Then why should reward be selective? **Reward must be collective.** So, if PLI is to be distributed, it must be distributed with fairness.*

Friends, **CBOA is not against PLI being credited to staffs up to Scale–III.** At the same time, **CBOA is equally clear that we are not against PLI being extended to Officers above Scale–IV and Senior Executives as well.** In fact, every cadre deserves recognition. CBOA wants a uniform policy across all the cadres that is designed to take into account every stake holder across all the levels. We, CBOA always believe that,

Every stakeholder should be considered equally.

No cadre should be isolated.

No cadre should be discriminated.

No cadre should be excluded.

Because the banking sector is a team effort.

At this crucial juncture, I urge every Canpal:

1. To discuss this issue with every branch staff and every bank employee.
2. To educate every member about the larger danger behind this move.
3. **To ensure no cadre is misled that either PLI credit of 5 days or 8 days or 10 days or 12 days or 15 days believing as “good news.”**
4. To strengthen unity with all banking unions under AIBOC and UFBU.

5. To be prepared for collective organisational actions, if required as per the call of UFBU and AIBOC.

My dear Canpals, one truth remains eternal: **Rights are never gifted. Rights are earned through unity and struggle.**

Let us rise! Let us unite! Let us fight!

Because, PLI is not charity.

PLI is our pride

PLI is our rightful reward & recognition

And it must be uniform across cadres and across banks!

CBOA Zindabad!

Canpals Zindabad!

You care for the Bank and CBOA cares for you!

Flaw-Free Banking! Fraud-free Bank!

Discipline in CBOA! Development in Canara Bank!

Yours Sincerely,



RAVI KUMAR K
General Secretary