

THE CANARA BANK OFFICERS' ASSOCIATION (Regd.)



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

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“When you view your world with an attitude of gratitude, you are training yourself to focus on the good in life.” – Paul J. Meyer

Dear Friends,

It has been a year since the conclusion of the Central Committee meeting held at Chennai, wherein I was unanimously chosen as the **General Secretary** of our great organization.

Since, becoming the General Secretary of our organization, the organization has been accumulating many an accolade from all quarters of the nation.

My Bank - My Pride:

Immediately upon accepting the tremendous responsibility of leading the then 45000 strong organization, I had proposed a course of action for the cadre and introduced ***Trumping The Targets program, which was aimed at motivating our members to work towards achieving a global business figure of Rs.20.00 lakh crore and Rs.10,000 crore net profit for our Mother Bank.***

Trumping The Targets program which was inaugurated by our beloved **Executive Director, Shri.K Satyanarayana Raju** at Chennai with hundreds of members from Tamil Nadu in attendance, turned the heads of the entire Indian banking industry towards Canara Bank and Canara Bank Officers' Association and ***eventually went on to be a huge success with our members across the country embracing the motive of the program and***

went on to boost our business to Rs.19.02 lakh crore by quarter ended June 2022.

The work that you have all put in for ***achieving an epoch making business figure of 19.02 lakhs for the quarter ended June 2022, the unbounded support that every member and every office bearer extended to me through all my efforts, shall continue to motivate me*** to endeavour towards demanding and realizing the rewards for the united, untiring and committed contributions of our members and in taking this organization to greater heights.

CBOA - The Family of Canpals:

Being the *youngest General Secretary of CBOA* in its enriched history, I was entrusted with the responsibility of filling in the Big Shoes of our Visionary Leader. With my 12 years of experience in Banking Industry, initially I was a bit reluctant for my transformation. But, the confidence shown on my efforts by the beloved Canpal family, helped me to acclimatize the role seamlessly and successfully.

I am extremely overawed and humbled by the love, care and affection received from all the Canpals across our country. During my visits across the nation, I have experienced the touch of ***Brotherhood and Family culture*** present in CBOA which is very unique and distinguishes us a notch above other Trade Unions in the industry.

The unity of our cadre across the country, who has displayed their unanimous support and love for the organization and for the initiatives taken by me, keeps me motivated and continues to provide the thrust for me to face any challenge. My untiring exertions on strengthening CBOA are augmented with the help of the renewed vigour and energy derived from 49000+ Canpals.

We as an organization have also ensured that we conduct periodic CLJM with the administration at Circle level and ***I am extremely elated to have attended CLJM at 20 Circle Offices.***

We are also at the cusp of our *family festival* - **The 19th Triennial Conference** which is scheduled to be held from **26thNovember 2022 to 28thNovember 2022 at Vijayawada, the Land of Victory** and the delegate

elections for the Triennial Conference has also been successfully completed with the unwavering support of all our members.

Numbers speak for themselves:

The strength of any trade union is measured by the absolute nature of its membership and to realize the same, I had proposed to increase the membership of our beloved organization to over 50000 in March 2022 and today the organization is marching head on towards achieving the goal and we are almost **50000** strong today. This is a clear hint that our beloved CBOA is also growing directly proportional to the Business of our Mother Bank. During my visits, I have met almost **20,000 members** and had fruitful interactions. At present, we are the second largest trade union in the Banking Industry, representing the Officers' Community.

Benefits - The denouement of toil and moil:

In the words of Euripides, "**Much effort, much prosperity.**" Since taking office, we have successfully conducted three Joint Conferences, **213th Joint Conference in October 2021** being my maiden JC and the next JC in November 2021 followed by the JC in February 2022. I along with our CNT team approached our management with a plethora of demands. Our Top management was kind enough to provide us with the following benefits in the past twelve months, based on the request of our Mighty CBOA:

- *Diwali Gift of Rs.2,000/- to each employee*
- *Halting Allowance of 15 days*
- *Historic number of vacancies during promotion process*
 - *Scale 1 to 2 - 2300 vacancies*
 - *Scale 2 to 3 - 1400 vacancies*
 - *Scale 3 to 4 - 550 vacancies*
- *Renewal of Group Term Insurance, despite the high premium amount*
- *PLI for two consecutive years*
- *Historic Rental Ceiling Enhancement*
- *Reimbursement of own car Shifting Expenses during Transfer*

- *Housing Loan Quantum Enhancement.*
- *Continuation of clean OD facility*

Assets - Our Prop:

During the past few months, our powerful organisation has added the following assets in our Balance Sheet.

- **Holiday Home at Mysore**
- **Completion of Holiday Home at Tirupathi**
- **Association Office at Vijayawada**

We have also renovated the following assets to suit the present life style:

- **Mangalore Holiday Home**
- **Hyderabad Association Office.**
- **Kolkata Holiday Home – Work in progress**

My Dear Canpals! With the presence of many such quality assets, I proclaim that we are one of the richest Trade Unions in the Industry.

Industrial Resurgence:

Being the second largest Trade Union for officers in the whole of Banking Industry, our role is significant in the Industrial front too. I have met **Shri.Gopal Murli Bhagat, Deputy Chairman IBA and Shri.Brajeshwar Sharma, HR Advisor** at IBA Office during June 2022 and discussed various key matters on forthcoming bipartite settlement and conveyed the stand of CBOA. We have also issued separate strike call against privatisation and demanding other Industry Level Benefits.

Gratitude - The Heart's Memory:

First, I would extend my reverence to the great philanthropist and foresighted visionary, our founder **Shri. Ammembal Subba Rao Pai**, who is a source of inspiration for all the Canpals in making our Mother Bank the leader among PSBs.

I am indebted to our **Former General Secretary and Visionary Leader Shri. G V Manimaran Sir** for having nurtured me over the years and exposed me to the various dimensions of CBOA. The experience has helped

me in successful completion of a year as General Secretary. I copiously thank my **Mentor Shri.G V Manimaran Sir** for choosing me as his successor and guiding me in all my endeavours.

I extend my sincere thanks to our beloved **MD & CEO** who is on the mission of making our Mother Bank, the best bank to bank with and the best bank to work in. I thank our beloved MD & CEO for considering the genuine requests of Officers represented by CBOA and providing us with the benefits without any delay.

I express my whole hearted thanks to our **former Chairman of CBOA, Shri. J S Jagadeesh**, for guiding me towards the path of CBOA and for being a moral support everlastingly.

I would like to express my thanks to **Ex-President of CBOA, Shri. B K Mehta** for his love, care and affection towards me and trusting me in my efforts.

I congratulate our beloved **Chairman Shri. Jacob P Chittattukalam, for his first anniversary as Chairman of our esteemed organisation**. We are extremely grateful for having such a dynamic personality as Chairman of CBOA. I extend my heartfelt thanks to our beloved Chairman for being a solid support in all our CBOA programs.

Also, I congratulate our **beloved President Shri. Rajiv Nigam, for having successfully completed a year as the President of our powerful association**. We are blessed to have such a high-spirited personality as the President of CBOA. I express my sincere thanks to our beloved President for the support extended by him in all the endeavours of CBOA.

I am extremely thankful to **Shri. Uday S Lodaya - Senior Vice President & Central Liaison** for having played a key role in clinching various benefits for our Canpals. The part played by our Central Liaison in maintaining a smooth relationship between the Top Management and CBOA is commendable.

Also, I am extremely thankful to **Shri. Rama Prasad – Vice President & CNT** for Being with me in every moment of my journey as a General Secretary for the past one year. Your simplicity and selfless work giving us motivation to contribute further more for our officers fraternity.

I sincerely thank **Mr Ravi Shankar, Treasurer, Deputy Treasurer Mr Raghavendra, Welfare secretary Mr Prabhakar, Editor Friend & Guide Mr Arun** for your exemplary work for our beloved association.

I am extremely thankful to all the Central Committee Members, members of the **Central Negotiating Team** and all the active office bearers across the country for your solid support and successful conduct of all our activities, events and functions. Also, I would thank our leadership team for reaching the Non-Members and striving hard to achieve the pinnacle of 100% membership.

The erstwhile leaders of CBOA have paved a beautiful path for our further journey and gifted us a **Golden Era**. On this occasion, I extend my respect and thanks to all the **former stalwarts**, who sacrificed their personal commitments for the sake of our beloved CBOA. Their sacrifice, hard-work and dedication have reformed our CBOA into a strong force to reckon with in the Banking Industry.

The real source of strength to any trade union is the **MEMBERS**. We, the leaders are just the faces who represent the Canpals. It is actually YOU my dear Canpals, the real strength and true face of our Mighty CBOA. The **Unity of Canpals** is the clandestine behind CBOA's success journey. I whole heartedly extend my gratitude to all the Canpals for being the vital cog in the wheel of CBOA.

At this juncture, I would extend my thanks to our **HR Wing**, for their extraordinary co-operation and maintaining a cordial relationship with CBOA. Any request put forward to our HR Wing was considered positively.

In the lines of Sheryl Sandberg, "**The ability to learn is the most important quality a leader can have**". Overall, the past year has been an extremely vital learning curve for me as the General Secretary of CBOA and tremendous for the organization with all our **office bearers and members working in tandem towards our self-imposed goals**. The unity that you have shown in working towards the growth of our Mother Bank as well as our Mighty CBOA has given me immense confidence over the future of this great organization.

In the words of Robert Frost, "***miles to go before I sleep***".

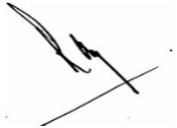
Let us all continue our efforts in making our bank the ***Best Bank to bank with and the best bank to work in*** and ensure the achievement of the rest of the goals that we have set for ourselves.

You care for the Bank and CBOA cares for you!

Flaw-Free Banking! Fraud-free banking!

DISCIPLINE IN CBOA, DEVELOPMENT IN CANARA BANK.

Yours sincerely,



RAVI KUMAR K
General Secretary