



THE CANARA BANK OFFICERS' ASSOCIATION (Regd.)

Registered under Trade Unions Act, 1926 Regn No 25127/ West Bengal
(Affiliated to AINBOF)



CENTRAL OFFICE

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REF: GS/CBOA/LTR/10/2022-2025/PV

Date: 13.01.2023

Dear Friends,

In accordance with the provisions contained in sub-section (1) of Section 22 of the ID Act 1947, we hereby give you notice that the members of the constituent Canara Bank Officers Association propose to go on strike on 30th and 31st January, 2023 on the following issues and demands:

- Introduction of 5 days banking- all Saturdays & Sundays to be holidays.
- Scraping of NPS and reintroduction of Defined Pension.
- Oppose dilution of Government stake in Public Sector Banks
- Strengthening of PSBs
- Resolve Pending residual Issues.
- Appointment of Officer Director in Public Sector Banks
- Immediate commencement of negotiations and Uniform wage revision to all the Officers.
- Adequate recruitment in all cadres
- Updation of pension for Retirees as per RBI formula.

In view of this, we call upon all our members to go ahead with the strike and make it a massive success at all levels to prove our Solidarity and Self-esteem.

With Revolutionary Greetings,

(K. Ravi Kumar)
General Secretary

(Jacob P Chittatukalam)
Chairman

(Rajiv Nigam)
President

Agitation Programmes of CBOA and All India Strike on 30th and 31st January, 2023

The CANARA BANK OFFICERS' ASSOCIATION has served the strike notice to observe Nationwide Strike on 30th and 31st January, 2023, all over the country demanding resolution of various unsettled issues like

We demand

- Introduction of 5 days banking- all Saturdays & Sundays to be holidays.
- Scraping of NPS and reintroduction of Defined Pension.
- Strengthening of PSBs
- Resolve Pending residual Issues.
- Appointment of Officer Director in Public Sector Banks
- Immediate commencement of negotiations and Uniform wage revision to all the Officers.
- Adequate recruitment in all cadres
- Updation of pension for Retirees as per RBI formula.

We Oppose

- Oppose dilution of Government stake in Public Sector Banks

The above issue conforms to long cherished dream of the entire banking fraternity and non-accordance to the above issues is unwarranted and inimical to the welfare of the entire banking fraternity.

▪ Introduction of 5 days banking – all Saturdays & Sundays to be holidays.

Five days week is already available in the International Banking System. It is also available in Reserve Bank of India, Life Insurance Corporation, GIC, Central and State Governments, Public Sector Undertakings and Private Sector MNCs and IT Sector, among others. To attract and retain talent in the Banking Industry and to increase efficiency and productivity, proven HR practices adopted in the advanced world are much awaited by the Indian Banking fraternity. With a view to reduce stress levels among the Bank employees, stress relieving steps are in dire need. Five days Banking will provide value through a work-life balanced environment and would add to significant improvement in the physical and mental health of the employees. We can vouch that customers' interests are taken care of by the technology innovations already in place, which has made rapid strides in providing round the clock financial services through various channels like ATMs, Phone, Internet, QR and various Mobile enabled channels.

Marked trend in increasing use of non-branch channels in tandem with the Digital India programme envisioned by the Hon'ble Prime Minister to transform India into digitally empowered society is

visible across the nook and corner of the country. The need to address the competitive and stressed work environment and the enabled environment thanks to the technology advancements, it's time to introduce 5 day Banking with Sundays and Saturdays are holidays.

- **Scrapping of NPS and reintroduction of Defined Pension Payment.**

In NPS, while the contribution is defined, the returns are not defined. It depends on the capacity of the Pension fund to generate returns. This ambiguity and uncertainty of a definite pension as return is causing huge frustration amongst those who were covered under the NPS scheme. In NPS, an employee has to indicate his risk appetite at the time of joining the fund. However, since no switching option is available later, either among the risk grades or to switch to a better performing Fund House, the subscriber is forced to remain with the risk option/Fund house chosen at the time of joining. Whereas, the market behaviour and the efficiency of the Fund manager determines the Pension to be received by an employee. The rate of return on any established fund sometime shows negative return over a time horizon leading to the apprehension that at the time of retirement, the corpus fund may not be sufficient to generate a pension befitting to the living standard at that particular time.

- **Oppose Dilution of Government stake in Public Sector Banks & Demand their strengthening:**

Nationalised Banks in India has remained as the Backbone of Indian economic growth, by relieving the downtrodden from the clutches of Private lenders by providing loans with low interests. Though primarily commercial Banks catering short term and medium term advances, the Nationalised Banks ventured into sectors like Infrastructure wherein Term Lending was envisaged, whereby part taking in the need of the country in developmental activities.

Deep rooted in the Basic banking principles the Nationalised Banks were, though small sized, these Banks stood rock solid during the Global meltdown and slowdown, demonstrating the strength of their Basics. The Nationalised Banks opened numerous branches in the nook and corner of the country and enabled small and marginal farmers and artisans to grow from shambles to attain the sustainability to stand on their feet.

Notwithstanding the coveted contributions through the sacrificial services during Demonetisation, which was appreciated by the honourable Prime minister, the contributions during Jan Dhan drive by opening 98% of the accounts etc, Nationalise Bank Employees also undertook services like disbursement of old age pension disbursements among many such Non remunerative services for the common men. To alleviate the hardships of the poor, adjoining to the efforts of the government, the Nationalised Banks strive hard to implement various government schemes to bring up the downtrodden to the mainstream of the society. During the recent COVID-19 pandemic outbreak, the Nationalized Banks' Officers and Employees provided financial succour to the needy against all odds.

Considering these contributions which only Nationalised Banks can render, and also the need of the time to support the remaining underprivileged to economic self sufficiency, their relevance remain as ever before. We demand that the Public Sector Banks should retain the Public Sector Character, retaining the Government ownership.

- **Resolve Pending residual Issues.**

Since some of the issues raised by Unions in the Charter of Demands in the last Joint Note wage revision could not be resolved at the time of signing the Settlement in November, 2020, the same were agreed to be pursued further as residual issues. Unfortunately, rarely discussions are taking place to reach a logical conclusion.

We, the Officers of Nationalized Banks; the Financial Soldiers of the Nation who drive the wheels of the Economy through the relentless service are being deprived of the basic rights and privileges as mentioned in our Charter of Demands. Public Sector Banks spread throughout the country are extending financial services to the common man even in the unbanked areas of the country, considering it as a social responsibility to safeguard the livelihood of the poor and marginalized.

The employees of Nationalized Banks contribute immensely towards successful implementation of all Government Sponsored Schemes such as Pradhan Mantri MudraYojana, Pradhan Mantri Jan Dhan Yojana, PMSBY, PMJBY, Atal Pension Yojana and various other social security schemes catering to a huge unprivileged section across the country. Funding of a major portion of infrastructure, power, steel, road and transport projects and MSME finance were carried out by Nationalised Banks, thereby giving considerable stimulus to the nation's economy.

In spite of this relentless services to the nation catering to the all round socio-economic development of the country, the issues close to the heart of the Bank Employees still remain unaddressed and neglected since long.

- **Appointment of Officer Director in Public Sector Banks**

The Officer and workmen Director Positions in Nationalised Banks are required by statute. Nevertheless, these positions in all the Nationalised Banks are kept vacant for long. We demand immediate filling up of these positions

- **Immediate commencement of negotiations and Uniform wage revision to all the Officers.**

The Bipartite settlement for Bankers is due since November 2022. Despite the same, even the residual issues pertaining to part settlements have not been given a serious consideration by the Indian Banks Association, to the disappointment of the Bank employees all over the country. We demand and urge the Indian Banks Association to come up for immediate commencement of the wage negotiations and to amicable address the residual issues which will augment the employee relationship and in turn, result in higher motivation levels to augment the performance of Banks

- **Adequate recruitment in all cadres to ensure better customer service**

The huge expansion of banking services warrants adequate manpower in the Bank Branches to render proper customer services. Even while the business per employee has grown many fold, the existing vacancies that have arisen out of retirements, promotions, bereavements etc. are still vacant. There is a thus a sharp reduction in the number of staff over the years. Hence we demand adequate recruitments in all cadres to ensure better customer service and work life balance.

In view of the above, the Canara Bank Officers' Association declare its intensive agitation programme as detailed below to fight against the injustice rendered to our legitimate demands.

▪ **Updation of pension for Retirees as per RBI formula.**

Pension is considered as the major social security measures available to officers after their hardwork served across the length and breadth of the country. However to the disappointment of Retiree Officers, the element of updation was not made available in the pension regulations which brought a plight and misery to the officers owing to inflation rates eroding their life time savings due to deterioration of real value of money. Hence we strongly demand the much awaited updation of Pension be invariably extended to the Retirees of all the Nationalized Banks. Under the prevailing system, their basic pay is frozen on the date of superannuation, and is never updated in subsequent Bipartite settlements/Joint Notes.

In view of this, we call upon all our members to go ahead with the strike and make it a massive success at all levels to prove our Solidarity and Self-esteem.

With Revolutionary Greetings,



(K. Ravi Kumar)
General Secretary



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