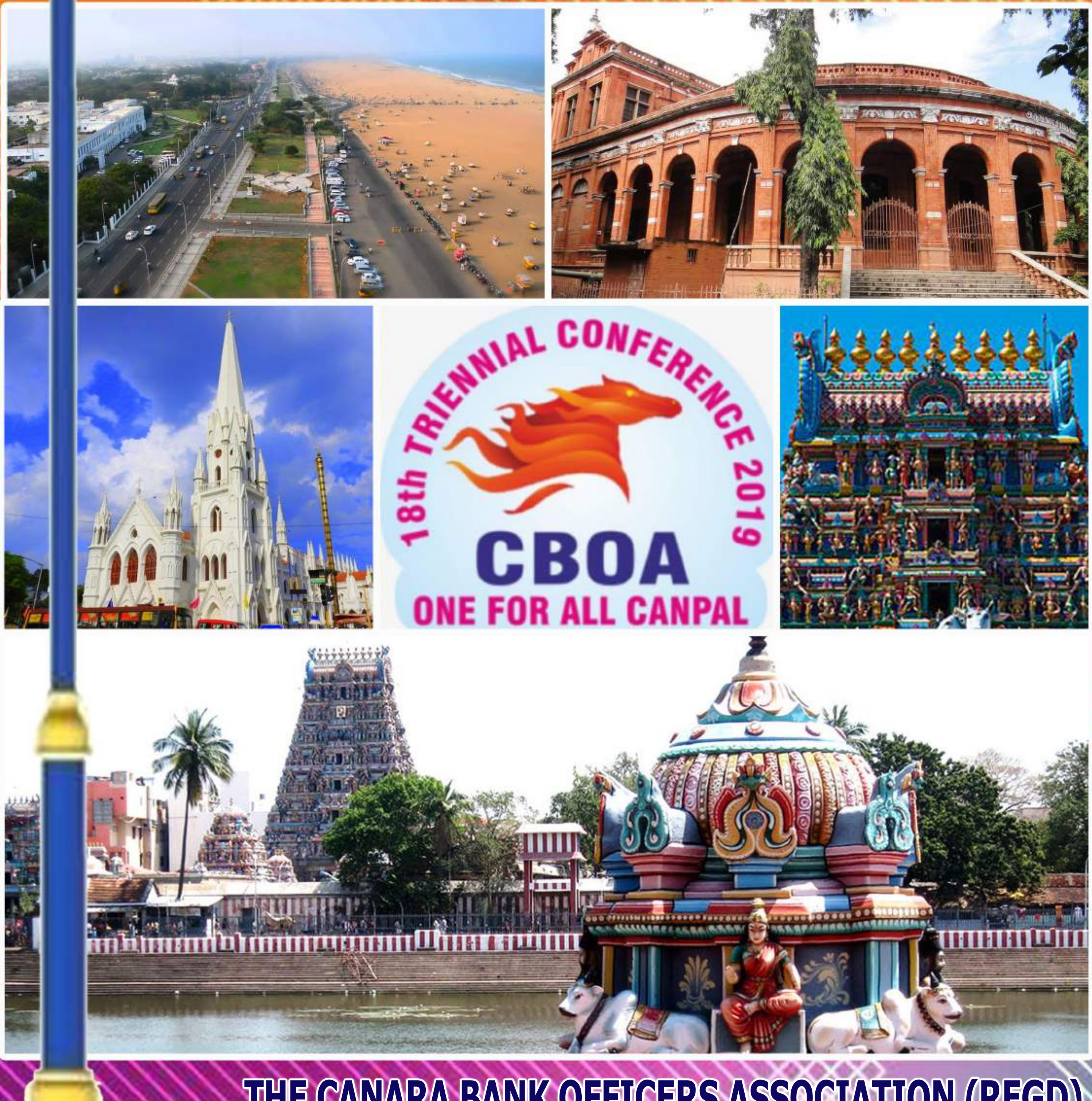
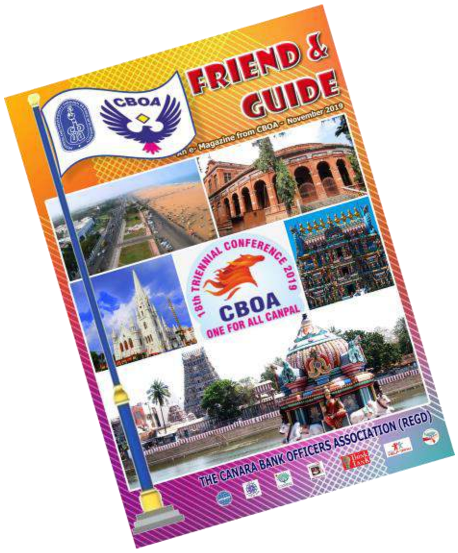
# FRIEND & GUIDE

An e- Magazine from CBOA - November 2019




## THE CANARA BANK OFFICERS ASSOCIATION (REGD)




**CBOA FRIEND AND GUIDE**
**ISSUE: NOVEMBER 2019**

*********

**COVER**

**Triennial Special – CBOA 18th Triennial Conference at Chennai from 16th to 18th November 2019**

**EDITOR**
**GILJITH M**
Ph: 8089500495
Email: cboaeditor@gmail.com

**EDITORIAL TEAM**
SHIJU CG, Malappuram
BINOY CR, Malappuram
VOLGA RAJU, Malappuram

## Index



## EDITORIAL

### ONE FOR ALL – CANPAL

"So powerful the light of unity that it can illuminate the whole Earth" - Baha 'U' Llah

We the canpal are spread everywhere in this County, also in some other countries . We are widely spread. Though we are far apart we are protected by a strong line of force, that's the presence of Canara Bank Officers Association. Everwhere in Canara Bank the feeling of CBOA, the presence of CBOA make us, the officer community, stronger braver and fearless. It's a proud to an officer to say that " I'm a Canpal and I belong to CBOA. The freedom, bravery and protection are being enjoyed by an officer is a personal pride of every Canpal. We are tightly holding each other, inside and outside of the bank, as we are Canpal in each and every moment of our life.

How it happen to Canpals..? The strong feeling of unity amongst us. Unity is the caste and religion of Canpal. We unite for a single vision. We hear one voice and we have one voice. We have one direction, we have coherence in the driving forces in CBOA. We believe in it and we follow it with the sence that we are the blood and breath of our mother Bank. The unity of Canpals is our strength and which is the reason for the respect and honour that comes to us.

The strong unity that we exhibit, it's our responsibility too his unity make us powerful and where there is more power, there comes more responsibility. So every where we must be exceptional in our strength and unity.

"The significance which is in unity is an eternal wonder" - Rabindranath Tagore.

We will showcase our unity in the 18th triennial conference at Chennai. We will move forward with a firm footsteps and the harmony and rhythm of the footsteps should reverberate for ever. Let us make the 18th triennial conference of CBOA a great memorable event in the history of CBOA, by showcasing our unity.

**CBOA Zindabad**
**Long Live our Unity**

**With Regards,**
**Editorial Team**
**CBOA Friend and Guide**

# CANARA BANK OFFICERS ASSOCIATION

## AIMS AND OBJECTIVES

1. (a) To organize and unite the officers of the Canara Bank in India and in abroad to regulate their relations with their employers.
   (b) To secure to all officers of Canara Bank in India and in abroad, justice - Social and economic.
2. To promote among all officers of Canara Bank in India and in abroad, fraternity, unity and friendship and to secure for their equality of opportunity better status and humane conditions of work, better emoluments and better promotional avenues.
3. To secure to all officers of Canara Bank in India and in abroad, better Retirement, housing, health and other benefits and amenities.
4. To promote education and economic interest of the Officers' Children and to secure financial assistance for their higher education.
5. To secure to the officers proper representation on the Board of Directors of Canara Bank.
6. To promote cordial relationship among all officers of Canara Bank in India and in abroad and between the officers and the Management of Canara Bank in India and in abroad and between the officers and workmen staff of Canara Bank in India and in abroad
7. To promote social, cultural, educational and other interest and activities of all officers of Canara Bank in India and in abroad, and in particular to assist them in developing their talent in the field of:
   - **a.** Fine art, music, dance, drama, drawing, painting etc.
   - **b.** Games, sports, athletics, gymnastics etc.
   - **c.** Public Speaking, debating etc.
8. To organize and conduct seminars, debates, talks, study Classes etc., on subjects relating to and connected with Banking, Commerce, Economics, Finance and other allied subjects.
9. To conduct competitions, oratorical, essay writing etc., for the officers and the members of their family.
10. To take steps for redressing the grievances of all officers of Canara Bank in India and in abroad.
11. To provide pecuniary, legal or any other assistance to any Officer of Canara Bank in India and in abroad for defending or prosecuting any proceedings commenced by the Bank / other bodies against him or by him against the Management of the Canara Bank / other bodies in India and in abroad and directly or indirectly relating to or incidental to his employment.
12. To delegate representative to any conference or conventions National or International.
13. To provide in case of need financial assistance to any officer of Canara Bank in India and in abroad or to the members of his/her family.
14. To raise moneys required for the purpose of the Association by donations, subscriptions or loans secured or unsecured from the officers of Canara Bank in India and in abroad or from any other bank or from any other person and to deal with the moneys of the Association for the attainment of the objects of the Association.
15. To borrow moneys from any bank or from any other person whomsoever on the security of the movable and/or immovable Property belonging to the Association and for that purpose to pledge, mortgage or create any charge thereon and to execute the necessary documents.

16. To invest the funds of the Association in fixed deposit with any bank or public or private companies, or with co-operative societies or in Government or in any other valuable securities or in shares of Public or Private companies and to receive the accrued interest on deposit of Government Security or dividends from time to time or to sell, transfer or otherwise deal with the Government or other valuable securities or shares of Public or Private Companies.
17. To open accounts of any description with any bank or co-operative credit societies or post office Savings Bank with the approval/ratification of Central Committee and to execute the necessary documents on that behalf.
18. To purchase immovable properties, lands, building sites or buildings for the use of the Association and to sell or lease out the same and or to construct, establish and run holiday homes, guest or rest houses for the use of the officers.
19. To publish in print and electronic forms fortnightly, monthly, bi-monthly, quarterly, half yearly or yearly journals or magazines for the purpose of dissemination of knowledge and information and to set up libraries and reading rooms etc.
20. To organize and conduct study tours, excursions, picnics etc., for the officers of Canara Bank in India and in abroad or members of their families.
21. To organize State, Regional, District, Group of Districts or Units of the Association in every State or group of States, or Part of State, District Unit in every district or group of districts and Branch Unit of the Association in every branch / office / section of the Bank.
22. To promote among the officers of Canara Bank in India and in abroad, the spirit of public services and higher standards of ethics.
23. In keeping with the traditions of Canara Bank to assist the Bank in serving to grow and growing to serve, with an objective of TOGETHER WE CAN.
24. To make the officers of Canara Bank in India and in abroad, service minded and to promote in their heart a love for the Bank and a desire to provide better service to the customers.
25. To do all that is necessary for promoting the efficiency, honesty and the integrity of the officers of Canara Bank in India and in abroad and loyalty towards the Bank.
26. To work actively to promote the interest of the Bank and to provide better and efficient service to the customers of Canara Bank in India and in abroad in particular and to the members of the public in general.
27. To assist Canara Bank in India and in abroad in all possible ways to implement the social objectives set before it by the Government of India to carry banking to the villages.
28. To channel wise the energies of the officers of Canara Bank in India and in abroad in an organized manner for the common good of all concerned.
29. To seek affiliation with any all India Organization of Bank Officers in India and in abroad
30. To do such other act or acts as are incidental or conducive to attainment of the above objectives.

## ELIGIBILITY:

Any officer of Canara Bank in India and in abroad, who has attained the age of 18 years, shall be eligible to become a member of the Association.

## The Management and control of the affairs of the Association shall be vested in:

1. General Body
2. Executive Committee
3. Central Committee
4. State or the Regional Committee

**CENTRAL COMMITTEE MEMBERS**

**EXECUTIVE COMMITTEE MEMBERS**

- CHAIRMAN
- PRESIDENT
- VICE PRESIDENTS
- GENERAL SECRETARY
- JOINT GENERAL SECRETARIES
- ORGANISING GENERAL SECRETARIES
- DEPUTY GENERAL SECRETARIES
- ASSISTANT GENERAL SECRETARIES
- TREASURER
- DEPUTY TREASURER
- EDITOR FRIEND AND GUIDE
- RECEPTION COMMITTEE CHAIRMAN

- CENTRAL COMMITTEE MEMBERS
- REGIONAL SECRETARIES

**REGIONAL COMMITTEE**

- REGIONAL CHAIRMAN
- REGIONAL SECRETARY
- ASST REGIONAL SECRETARY

- DISTRICT PRESIDENTS
- DISTRICT SECRATARIES

- REGIONAL COMMITTEE MEMBERS

**DISTRICT COMMITTEE**

- DISTRICT PRESIDENT
- DISTRICT SECRATARY
- DISTRICT COMMITTEE MEMBERS

**OUR GENERAL SECRETARIES SINCE INCEPTION**

| From | To | Name |
|---|---|---|
| 1970 | 1975 | V P Kamath |
| 1976 | 1979 | J V Rao |
| 1980 | 1983 | V P Kamath |
| 1984 | 1985 | J V Rao |
| 1986 | 1989 | H S Gajanan Rao |
| 1990 | 1996 | B Sudhakar Shetty |
| 1997 | 2010 | S K Kohli |
| 2010 | 2012 | R K Awasthi |
| 2012 | | G V Manimaran |

**OUR CHAIRMAN'S**

| From | To | Name |
|---|---|---|
| 1997 | 1999 | B Sudhakar Shetty |
| 2004 | 2007 | P K Das |
| 2007 | 2010 | R K Awasthi |
| 2010 | 2013 | M Rasupandi |
| 2013 | 2016 | A N Krishnamoorthy |
| 2016 | 2016 | Ashwin Juneja |
| 2016 | 2018 | J Vanagamudi |
| 2018 | 2019 | R K Bharadwaj |
| 2019 | | J S Jagadeesh |

**TRIENNIAL / BIENNIAL SINCE INCEPTION**

| Year | Venue |
|---|---|
| 1978 | Trivandrum |
| 1980 | Bengaluru |
| 1982 | Chennai |
| 1984 | Hyderabad |
| 1986 | Chennai |
| 1988 | Bengaluru |
| 1990 | Madurai |
| 1993 | Chennai |
| 1995 | Mangalore |
| 1997 | Mysuru |
| 1999 | Chennai |
| 2002 | Hyderabad |
| 2004 | Mysuru |
| 2007 | Chennai |
| 2010 | Bengaluru |
| 2013 | Chennai |
| 2016 | Hyderabad |
| 2019 | Chennai |

# BRIEF HISTORY OF CBOA

**THE FORMATION OF OFFICERS' CLUB IN 1966:** A group of Officers in **Mumbai** (Then Bombay) came together and had series of Meetings to work out a plan. In the initial stages, the Officers working at Mumbai came together and formed the Officers' Club in 1966.

**REGISTRATION OF CBOA IN 1970:** The Canara Bank Officers' Association was registered under Trade Union Act,1926 in February,1970.

**RECOGNITION BY THE MANAGEMENT:** Our CBOA was recognised by the Management in the year 1970

**GOLDEN JUBILEE CELEBRATIONS (1966 -2016):** Our CBOA's Golden Jubilee was celebrated from January 2016 at Ten Zones throughout the country.

**Opening of CBOA's Guest Houses:** In commemoration of our Golden Jubilee, our CBOA takes efforts to open our own Guest Houses at all important centres in the country besides our Guest Houses already at Chennai, Kolkata & Trivandrum**. CBOA's Guest houses are opened at Coimbatore, Amritsar, Gulbarga, Rameswaram and Chandigarh**

**Joint Conferences:** Our CBOA has successfully completed 207 Joint Conferences with the Management and achieved lot of benefits for the Officers community.

# CBOA WELFARE SCHEMES

| | |
|---|---|
| **BENEVOLENT FUND** | The CBOA has formulated a Scheme to extend financial help to the family members of an Officer who dies in harness and also to involve the members in creating a 'corpus' in order to give a reasonable amount to the dependents of the deceased members.<br>Every member shall pay a sum of Rs.100.00 (Rupees one hundred only) per month as 'Contribution to the Fund'. In the case of 'death in harness' of a member a sum of Rs.4,50,000.00 (Rupees four lakhs fifty thousand only) shall be paid to the nominee/s of the member from the corpus of the Fund. |
| **DEATH RELIEF SCHEME** | Under this scheme, an amount of Rs.50,000.00 is being paid to the spouse or in their absence to 1$^{st}$ Son / Daughter of the member who died in harness. |
| **HOSPITALISATION SCHEME** | In case of major operation or hospitalization for a long duration, an amount not exceeding Rs.1,00,000.00 (One lakh only) shall be reimbursed under this scheme to a member on account of hospitalisation of self, spouse and children which is disallowed by Medical Expenses of the Bank. |
| **HONOURING RETIRED MEMBERS** | A suitable memento worth<br>• Rs.5000.00 shall be given to all the officers, who is our member for less than three years, retiring on superannuation.<br>• Rs.10000.00 shall be given to all the officers, who is our member for upto five years, retiring on superannuation.<br>• Rs.20000.00 shall be given to all the officers, who is our member for more than five years, retiring on superannuation |
| **CANBHANDHAN** | A Suitable momento worth Rs.5000.00 shall be given to Canbhandhan couples provided both are our members. |

# UNPARALLEL ACHIEVEMENTS OF CBOA

- **New Furniture Scheme :** Because of the efforts taken by CBOA, the new Furniture Scheme has been introduced for providing furniture / fixtures to the Officers during 2013.

- **Introduction of 'Policy on Staff Accountability' to safe guard Officers:** The 'Policy on Staff Accountability' has been made only in our Bank in the entire industry. The entire credit goes to our beloved organization 'CBOA'. The main aim of the Accountability policy is not to discourage exercise of initiative and decision making.

- **Informing the Annual Confidential Assessment Report (APAR) rating:** Due to the efforts taken by CBOA & AIBOC, the APAR rating will not be confidential and it will be informed to individual officers from 2013 onwards.

- **Enhancement in limit & relaxations in eligibility norms etc in Employees' Housing Loan scheme**

- **Realistic Revision in Rental Ceiling for quarters** during 2015 and again takenup for further revision during the recently held Joint conference on 25.06.2019 and is under consideration of Bank.

- **Increase in limit & relaxations in eligibility norms etc in Employees' Car Loan and Employees' Two Wheeler Loan:**

- **Upward revision in reimbursement of monthly conveyance expenses** (HO Cir 96/2012)**:** Till 28.02.2012, the P Os got reimbursed of conveyance expenses upto Rs 100 p.m. for Metro & Rs 75/- p.m. for other places respectively. We took the matter in the Joint Conference and made the limit as Rs 1000/- p.m. for Metro / Area I & Rs 800/- p.m. for other areas. Further, the confirmed Officers were earlier eligible for reimbursement of lump sum only till crossing the Basic Pay of Rs 31,705/-. Now, our organisation has helped the Probationary Officers to get fuel reimbursement at petrol limits (instead of lump sum) w.e.f. 01.03.2012 immediately after their confirmation without crossing the Basic Pay of Rs 31,705/-

- **Reimbursement Conveyance expenses on declaration basis.**

- **Increased Promotional opportunities within short span**

- Introduction of BDE to Probationary Officers / Managers / Senior Managers

- Upward revision in Business Development Expenses to Branch Heads

- Special Vehicle Loan Scheme for Probationary Officers (HO Cir 434/2013)

- POs are eligible for Car loan after 6 months of & Housing loan after 2 years service

- Extension of Reimbursement of Business Development Expenditure to POs

- Extending the Packing expenses facility to POs during probationary period

- More number of holiday homes opened by the Bank at various centres

- Redesignation of Rural Officers as AEOs

- Newspaper subscription during Probationary period & no ceiling on subscription

- Removal of Basic Pay restriction for availing car loan
- Providing transit quarters in all the cities
- Assured Home state transfer after completion of three years
- Introduction of Cleaning expenses facility
- Providing Laptops & Mobile sets to all Branch Heads:
- Extension of mobile phone facility to Section heads/ Inspection/Marketing
- Opportunity to the retired officers for Audit
- Increase in Staff Meeting expenditure
- Lodging / Hostel / PG Accommodation for POs during Prob Period (HO Cir 340/2015)
- **Conversion of Marketing Officers on contract basis:** It is the **CBOA** converted all Marketing Officers on contract basis to permanent officers of Canara Bank. It is an unprecedent in the Indian Banking Industry
- **Revision in LFC Encashment amount:** In response to our request, the LFC encashment amount has been revised as mentioned below on account of revision in Railway Fare:- For Scale I / II / III Rs 8,720/- per person and for Scale IV / V / VI / VII Rs 17,400/- Per person
- **Revision in reimbursement of JAIIB/CAIIB exam fees:** The Bank has acceded to our demand and the reimbursement of JAIIB/CAIIB Exam Fees (50%) and cost of study materials (100%) are revised as under: **JAIIB**: Exam Fees – Rs.1349, Study Materials- Rs.1265 (Hindi), Rs.1095 (English) **CAIIB**: Exam Fees – Rs.1517, Study Materials- Rs.1200- Rs.1350 The above will be reimbursed for those who pass JAIIB / CAIIB examinations in consecutive 2 attempts.
- **Accessing Cannet from home through internet (HO Cir 289/2015):** We have demanded for the facility of accessing **Cannet & HRMS** from home through internet. Now, our Bank has permitted the **Officer employees** to access Cannet from home through internet.
- **Visiting Card Facility:** The Bank has introduced Visiting Card facility to all Scale I Officers upto 200 cards per year, in addition to the Officials who are provided with Visiting Cards as per the existing norms.
- **Providing Brief Case / Leather Bag to Officers:** Once in five years, the Officers are eligible for getting reimbursement of expenses for buying Brief Case / Leather Bag as follows: For Confirmed Scale I = Rs 1,500; For Confirmed Scale II & III = Rs 2,000
- **Flat Maintenance Expenses:** Reimbursement of expenses towards regular maintenance charges within the overall rental ceiling permissible to officers in Scale I, II & III in case they are taking the flats on rent w.e.f. 12.7.2016.
- **Reduction in Rate of Interest for Staff Loans** is another great achievement of CBOA

**Sri. G V Manimaran**
General Secretary, CBOA
General Secretary, AINBOF
Senior Vice President, AIBOC
President, Canara Bank Officers Thrift Society

From the desk of
# GENERAL SECRETARY

**Ref: GS letter dated 30.10.2019**

## CODE ON WAGES ACT, 2019 -
## APPLICABILITY TO BANKERS AND SALIENT FEATURES

| Doubts | Clarifications |
|---|---|
| What is Code on wages, 2019? | a. The Code on Wages - 2019 is an Act to amend and consolidate the laws relating to wages and bonus and matters connected therewith, rationalize and simplify the relevant provisions of the above four acts<br>b. It replaced four existing Central acts namely Payment of Wages Act, 1936; Minimum Wages Act, 1948; Payment of Bonus Act,1965; and Equal Remuneration Act 1976. |
| Whether bankers are covered under this bill? | **Definitely Yes.**<br>Page 2.Para2.d.(*i*) of the Act states that "in relation to, …….. air transport service, telecommunication ***banking and insurance company,*** ………"<br>While mentioning about the modalities for "Payment of Bonus"<br>Page 15, Para 32.(a), "***in case of a banking company,*** *be calculated in the manner as prescribed by Central Government"*<br>Page17.Para 41(1.g) Nothing in this chapters hall apply to "employees employed by public sector financial institution other than a ***banking company,*** ……."<br>The above paragraphs amply and unequivocally confirm that the Code on Wages Act 2019 is applicable for Banking Industry. |

Salient Features of Code on wages, 2019 Act

- The Act covers all aspects relating to wages, equal remuneration, its payment and bonus and fixed working hours among others.
- The provisions relating to wages shall be applicable to all employments, covering **both organized as well as unorganized sectors**;
- The power to fix minimum wages continues to be vested with the Central Government as well the State Government in their respective spheres.
- State Governments cannot fix minimum wages below the national minimum wages notified for that particular area
- It covers all entities including Central Government, railways, mines, oil field, major ports, air transport service, telecommunication, **banking and insurance company**, corporation or other authority established by Central Act, Central Public Sector Undertaking and their

subsidiaries for whom minimum wages will be notified by the appropriate Government i.e. Central Government while for other establishments the appropriate government i.e. State Government will do.

- **The appropriate government is to determine the factors by which the minimum wages shall be fixed for different category of employees.**
- The factors shall be determined taking into account the skills required, the arduousness of the work assigned, geographical location of the workplace and other aspects which the appropriate Government considers necessary;
- The Act ensures, NO employer shall pay to any employee wages less than the minimum rate of wages Payment notified by the appropriate Government for the area, establishment or work.
- The Act paves way for revision or review of MINIMUM WAGES at an interval not exceeding FIVE years.

| | |
|---|---|
| Page 3. Para 2.(k) | *"employee" means, any person ….. skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward, ………. also includes a person declared to be an employee by the appropriate Government…."*<br>**Talks about who are all covered under the Act.** |
| Page 4.Para2.(y), | *"wages" means all remuneration whether by way of salaries, allowances or otherwise, expressed in terms of money or capable of being so expressed which would ,if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, and includes,—*<br>*(i) basic pay;*<br>(ii) *dearness allowance; and*<br>(iii) *retaining allowance, if any,*<br>but does not include<br>a. *any bonus payable…….*<br>b. *the value of any house-accommodation,…….*<br>c. *any contribution paid by the employer to any pension or provident fund, and the interest which may have accrued thereon…..*<br>*f. house rent allowance;*<br>**Defines Wages and clearly specifies that Wages include Basic Plus Dearness Allowance only.**<br>**Does not include bonus, HRA or pension contribution by the employer. Pension Load takes up the lions share in the present system of bipartite settlement** |
| Page 6. Para 5. | *No employer shall pay to any employee wages less than the minimum rate of wages notified by the appropriate Government.*<br>**Cannot pay minimum wages below the national minimum wages notified** |
| Page 6. Para 6.(6) | *For the purpose of fixation of minimum rate of wages under this section, the appropriate Government,—*<br>*(a) shall primarily take into account the skill of workers required for working under the categories of unskilled, skilled, semi-skilled and highly-skilled or geographical area or both; and*<br>*(b) may, in addition to such minimum rate of wages for certain category of workers, take into account their arduousness of work like temperature or humidity normally difficult to bear, hazardous occupations or processes or* |

| | |
|---|---|
| | *underground work as may be prescribed by that Government;*<br>**Minimum Wages are determined taking into account the skills required, the arduousness of the work assigned, geographical location of the workplace and other aspects** |
| Page 6. Para 7.(1) | *Any minimum rate of wages fixed or revised by the appropriate Government under section 8 may consist of––*<br>*(a) a basic rate of wages and an allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate Government may direct, to accord as nearly as practicable with the variation in the cost of living index number applicable to such workers (hereinafter referred to as "cost of living allowance"); or*<br>**Wage means Basic Plus Dearness Allowance (**cost of living allowance is nothing but DA) |
| Page 7. Para 8.(1) | *In fixing minimum rates of wages for the first time or in revising minimum rates of wages under this Code, the appropriate Government shall either —*<br>*(a) appoint as many committees as it considers necessary to hold enquiries and recommend in respect of such fixation or revision, as the case may be; or*<br>*(b) by notification publish its proposals for the information of persons likely to be affected thereby and specify a date not less than two months from the date of the notification on which the proposals shall be taken into consideration.*<br>*(2) Every committee appointed by the appropriate Government under clause (a) of sub-section (1) shall consist of persons––*<br>*(a) representing employers;*<br>*(b) representing employees which shall be equal in number of the member specified in clause (a); and(*<br>*c) independent persons, not exceeding one-third of the total members of the committee.*<br>**Fair representation to Trade unions. Bilateralism is maintained.** |
| Page 7. Para 8.(4) | *The appropriate Government shall review or revise minimum rates of wages ordinarily at an interval not exceeding five years*<br>**Periodic Revision and the interval is not exceeding 5 years.** |
| Page 7. Para 9.(2) | *The minimum rates of wages fixed by the appropriate Government under section 6 shall not be less than the floor wage and if the minimum rates of wages fixed by the appropriate Government earlier are more than the floor wage, then, the appropriate Government shall not reduce such minimum rates of wages fixed by it earlier.*<br>**Minimum wages cannot be fixed below the national minimum wages notified for that particular area** |
| Page 8. Para (14) | *Where an* ***employee*** *whose minimum rate of wages has been fixed under this Code by the hour, by the day or by such a longer wage-period as may be prescribed, works on any day* ***in excess of the number of hours constituting a normal working day****, the* ***employer shall pay him for every hour or for part of an hour so worked in excess, at the overtime*** *rate which shall not be less than twice the normal rate of wages*<br>**Our demand of Regulated working hours will be achieved with the number of hours being specified by the appropriate government for a normal working besides making officers eligible for overtime also for** |

| | |
|---|---|
| | **the additional hours worked.** |
| Page 9. Para 16. | *The employer shall fix the wage period for employees either as daily or weekly or fortnightly or monthly subject to the condition that no wage period in respect of any employee shall be more than a month:*<br><br>**Payment of wages - Interval cannot be more than a month.** |
| Page 9. Par 17.(2) | *Where an employee has been —*<br><br>*(i) removed or dismissed from service; or*<br><br>*(ii) retrenched or has resigned from service, or became unemployed due to closure of the establishment,*<br><br>*the wages payable to him shall be paid within two working days of his removal, dismissal, retrenchment or, as the case may be, his resignation.*<br><br>**Payment of wages - Interval cannot be more than a month.** |
| Page 12. Para 26. (1) | *There shall be paid to every employee, drawing wages not exceeding such amount per mensem, as determined by notification, by the appropriate Government, by his employer, who has put in at least thirty days work in an accounting year, an annual minimum bonus calculated at the rate of eight and one-third per cent. of the wages earned by the employee or one hundred rupees, whichever is higher whether or not the employer has any allocable surplus during the previous accounting year*<br><br>**Eligibility and Calculation of Bonus for employees** |
| Page 19. Para 43. | *Every employer shall pay all amounts required to be paid under this Code to every employee employed by him:*<br><br>*Provided that where such **employer fails** to make such payment in accordance with this Code, then, **the company or firm or association or any other person who is the proprietor of the establishment**, **in which the employee is employed, shall be responsible** for such payment.*<br><br>**Being the owner, Central Government is responsible to the employees even if the individual FI fails.** |

1) The Charter Of Demands (COD) submitted to IBA by the Four Officer organizations led by AIBOC has demanded wage revision on the lines of MINIMUM WAGES formula for fixing Basic + DA, by delinking Profit and Paying capacity of the Bank.

2) The concept of minimum wages formula was already adopted by the Central Government in the 7$^{th}$ CPC for central Government Employees.

3) Minimum Wages principles is a need based wage system based on recommendations of the Indian Labour Congress by taking into account the requirement of the family of an employee for components like food, clothing, housing, light and fuel, children education, medical treatment, minimum recreation and social obligation.

4) The same was stipulated in the judgment dated 31.10.1991 of Hon'ble Supreme Court in civil appeal No. 4336 of 1991 titled as "The Workmen represented by Secretary Vs. The Management of Reptakos Brett & Co. Ltd" also.

5) Considering this only, all the four officer organisations have demanded wage revision on the principles of Minimum Wages Formula.

6) The Central Government introduced Code on Wages Bill, 2017 in the Lok Sabha which was also based on the Minimum Wages Formula and covered various sectors including Banking and insurance companies.

7) Subsequently, the bill was referred to Standing committee of Labour which held a series of consultations with various stake holders including Central Trade Unions like CITU, BMS etc. After taking cognizance of all their views the bill was reintroduced in the parliament.

8) After its passage in the parliament, Code on Wages, 2019 ACT was enacted on 08.08.2019 by assent of the President. However, the Central Government is yet to notify other finer aspects required as per the Act. As this act has already subsumed four other Acts, the Government cannot delay the notification of these important aspects and hence it may be notified sooner than later.

9) Further, the Delhi Government has recently notified the Minimum Wages which stipulates Rs.17991 for Matriculates and Rs.19572 for Graduates and above as per the orders of the Hon'ble Supreme Court of India in SLP No. 26185- 26228/2018, in case titled as GNCT of Delhi Vs. Flt. Lt. Rajan Dhall Charitable Trust, vide its order dated 31.10.2018 directing the Labour Department to redo the exercise of fixing the minimum wages for the scheduled employment.

10) At this juncture settling for 12% of wage hike is akin to digging one's own grave and putting the future of lakhs of youngsters at risk.

11) Instead the Trade unions should understand the readiness of the benevolent Central Government to the Minimum Wages Principle which was implemented in the 7th CPC and enacted as Code on Wages Act 2019

12) A cue should be taken from the 7th CPC, which after considering all relevant factors, recommended a basic pay of Rs.18,000/- per month as the minimum pay for an entry level peon and Rs.56100/- per month (nearly 3.11 times of a peon) as the minimum pay for a Grade A officer in government as on 01 Jan 2016.

13) As already Government of India has established equivalence of posts stating that JMG Scale 1 Officer is equivalent to Grade "A" officer in Central Government vide OM No.19/4/2017/-Welfare dt.06.12.2017, both of our demands of Wage revision based on Minimum Wages formula and salary of JMG Scale I should be equivalent to that of a Grade A Officer are clearly justified.

**14) As explained earlier, Code on Wages Act 2019 also toes the line of Minimum Wages Formula and even waiting for Central Government's notification under this Act would also yield a better wage increase than the present offer of 12%.**

15) Hence, trade unions should urge the Central Government to notify the other provisions required as per the Code on Wages Act 2019 immediately so that its provisions can be made applicable for the Eleventh Bipartite Settlement.

**Ref: GS Whatsapp dated 11.10.2019**

Clarifications for few VALID DOUBTS.

1. What is minimum wages policy?

   Wage to the employees fixed based on the needs and requirements of the individual to lead a decent life without linking to the profits and paying capacity of the institutions.

2. Whether it is implemented in India?

   Yes, for the government employees from 3rd CPC onwards and 6th CPC witnessed the exorbitant jump in wages.

   Because, Supreme Court ordered to add few more factors to fix the minimum wages after the 5th CPC like

   a. Taking care of aged dependents
   b. Children education
   c. Festivals and rituals

3. Whether the Government is willing to pass on the benefit of minimum wages concept to other sectors?

   Yes, so, they passed an act and gazetted on 8th Sep 2019.

4. Whether it is applicable to bankers?

   Yes, it is mentioned in the act that the supervisors, managerial and administrative cadres working in the banking and insurance sector which obviously mean the officers working in the banks.Rather, the act introduces new category of workforce "Employees " and they are covering the supervisory cadre under this category.

5. Who is equating the Scale I officers with grade A officers of the Government?

   Earlier PILLAI COMMITTEE which fixed ₹700 basic pay to bankers equivalent to Grade A officers in '70s.

   Now GOI communicated the cabinet decision of equating the JMG scale 1 officers with Grade A officers during 2017 - 18.

   This communication was sent to IBA too.

6. Who are the authors of the demand of Minimum wages policy and Grade A officers equivalent to the Bank officers?

   The General Secretaries of the FOUR OFFICERs trade unions led by our Parental body AIBOC who prepared, signed and submitted to IBA as part of the COD.
   All the members gave mandate. These were the demands of the historical two days strike launched by AIBOC.

   These demands were reiterated in the recently issued notice on strike and was circulated among the members.

   Employees organisations demanded ₹ 18000 minimum wages during the last strike organised by central trade unions.

   When some individual filed a writ in the high court demanded minimum wages concept and grade A officers salary, AIBOC as respondent submitted a counter in support of the petitioner's demand.

7. Who was the petitioner of the first writ and second writ and what were the prayer?

   Some individual has filed seeking direction to the IBA to negotiate with the trade unions on the minimum wages policy instead of percentage basis, on the lines of COD and on the strength of code on wages bill 2017.

   Second writ was also on the same line but on the strength of the bill became Act.

8. Who is the petitioner of the current writ and what was the prayer?

   Since the IBA circulated that they are not legal entity, some retired officer filed a writ keeping the GOI as the first respondent and prayed to direct the respondents to follow the act.

9. Whether the prayer demanded anything illegal?

   No, the prayer demands to implement the Act.

10. Whether the prayer demands to settle the wages?

    No, the prayer demands to settle the wages through NEGOTIATIONS with the trade unions but as per the ACT.

11. Whether the demands are against the COD or the stand of Officer organisations?

    No, 100% on the lines with the demands made by the four officers organisations through COD and other communications.

12. How much is the minimum wages?

    As per the seventh CPC 18000 was the minimum wages as on 01 01 2016 and as on 01 11 2017 the minimum wages was 18750.The minimum wages for the officers is 3.12 times of the minimum wages fixed to the lowest level.

13. Whether it will be given to us?

    Once the Government accepts the minimum wages formula we must negotiate and fight for the minimum wages on par with the wages fixed to the Government employees of equal status.

14. What is the order passed by the Honourable court in the current writ?

    Writ was admitted by the Honourable justice on the strength of genuine and justifiable demand as the prayer demanded to implement the law of the land.The court had ordered to reply to the notice given to the respondents and stipulated a condition that any decision on wage revision would be subject to the outcome of the writ.

15. Whether it is against the demands of trade unions and the wishes of officers?

    No, it is hundred percent in lines with the demand and expectations.

16. Whether the Government or IBA told “NO”to these demands?
    No, never any written communications issued either by the Government or by IBA denying these demands.None of minutes, circulated so far, recorded “NO” to these demands.

17. Whether this writ will delay the wage settlement?

    May be but we need not worry. We get our DA increase every three months matching to the price rise. As indicated, one month salary released by the Banks as Adhoc arrears recently is almost equivalent to 80% of the probable arrears.

    80% of the officers are young and have 25 years of left out service.

    We need not worry about the delay as we need QUALITY SETTLEMENT, BUT, NOT THE QUICK SETTLEMENT.

18. Why then the hue and cry?
    Some body among us raise the objections could be on following four grounds:

    a. They must be feeling that the bank officers are not deserving for such good salary matching to their status and stature.

    b. They may not be liking to follow the law of the land and not respecting the wisdom and knowledge of the judiciary.

    c. They may not be having confidence and faith on our top leadership’s knowledge and their negotiating skill in getting the minimum wages already accepted by the GOI in fixing the salary to the Government employees.

    d. They may not be liking to achieve the PAY PARITY with our counter parts in the

Government and also may not be liking to ensure the PAY PARITY among the Bank officers too.

19. What we should do now?

a. Some individual has taken up the demands made by the four officers organisations to the right forum and strengthened the hands of the Officers Trade unions.

So, all the four officers trade unions MUST EXTEND MORAL, LEGAL AND FINANCIAL support to the individual filed the writ.

b. We must respect the judiciary's wisdom of understanding the genuine needs of the bank officers and make appeals to the Benevolent Government to implement the act enacted by them.

**Ref: GS Whatsapp dated 19.10.2019**

1. Government adopted the minimum wages formula from 3rd CPC onwards.

2. Parliament passed the code on wages ACT with the principle stand on minimum wages formula.

3. The bill was vetted and supported by AITUC, CITU and BMS. During the ALL INDIA STRIKE CALLED BY THE CENTRAL TRADE UNIONS, THE EMPLOYEES ORGANISATIONS in the BANKING SECTOR demanded 18000 MINIMUM WAGES.

4. Supreme Court upheld the decision of Delhi government in giving the wages under minimum wages formula.

5. Government of India's Cabinet committee equated the scale I officers with Grade A officers in deciding benefits to be extended on the income basis.

6. All the four officers organisations submitted the COD demanding the minimum wages formula and equivalent to Grade A officers salary.

7. Even the recent strike notice issued by four officers organisations reiterated the same.

8. High court Madurai bench appreciated the demand and admitted the writ three times on three DIFFERENT GROUNDS.

9. Government did not say that the code on wages act is not applicable to bankers where as they are covered under the Act.

10. IBA did not say that it is not possible to give salary under code on wages act by adopting minimum wages theory.

11. Rather, IBA told that THEY ARE NOT THE LEGAL ENTITY.

12. Almost all the major banks provided 15% towards wage revision in their respective balance sheets as on March 2019 itself.

13. BUT, WE ARE DISCUSSING FROM THE HUMILIATING 2% TO 12% AND HOPEFUL OF SIGNING SHORTLY WITH SOME IMPROVISED OFFER.

14. FIVE DAY BANKING IS A COMPROMISE TO SETTLE THE SALARY WHICH IS TOTALLY UNFAIR AS BOTH DEMANDS ARE HAVING DIFFERENT BASIS AND PLATFORM AS ONE IS MONETARY RELATED AND ANOTHER ONE IS NON MONETARY.

15. When DA is INCREASING EVETY THREE MONTHS and ARREARS WAS GIVEN AS ONE MONTH SALARY

What is the need to accept SOMETHING AGAINST OUR DEMAND AND OUR RIGHT in the name of QUICK SETTLEMENT?

ANYTHING AGAINST

a. Minimum wages formula
b. Salary to Scale I equivalent to Grade A officers.
c. RUNNING SCALE OF PAY.
d. Updation of PENSION

CANNOT BE ATTRACTING AND RETAINING THE TALENTED YOUTHS TOWARDS / IN THE BANKS.

Also it cannot ENSURE THE PARITY AMONG THE BANKERS EVEN.

**Ref: GS Whatsapp dated 20.10.2019**

UFBU CIRCULAR On 18th November meeting.

1. IBA admits that Code on wages act has come in to force which is built on minimum wages formula without linking to the profitability.

2. But, they inform that the procedure to implement is yet to be finalised.

   OUR OBSERVATIONS:

   a. WHETHER AN ACT CAN BE GAZETTED WITHOUT DESCRIBING THE PROCEDURE TO BE IMPLEMENTED?

   b. THE FACT IS THAT THE GOVERNMENT ENACTED SUCH A BRILLIANT ACT IS YET TO FORM THE NATIONAL COMMITTEE TO DECIDE THE NATIONAL FLOOR WAGES TO BE FOLLOWED BY THE APPROPRIATE GOVERNMENTS WHICH OBVIOUSLY MEANT IN THE ACT i.e., BANKING AND INSURANCE COMPANIES.

   c. HAVING WAITED FOR SO LONG AND AFTER AVAILED PART OF THE ARREARS, AND ALSO EVER INCREASING DA EVERY THREE MONTHS, WHY WE CANNOT WAIT TILL THE GOVERNMENT FORMING THE NATIONAL COMMITTEE?

   d. IN CASE IF IT TAKES TIME WHY DON'T WE FOLLOW THE MINIMUM WAGES AT THE ENTRY LEVEL ACCEPTED BY THE GOVERNMENT WHICH IS 18000 AS ON JAN 2016 AND 18750 AS ON NOV 2017?

   e. WHETHER WE ASCERTAINED THE STAND OF THE GOVERNMENT IN FOLLOWING THE ACT BROUGHT IN BY THE SAME GOVERNMENT WHICH COVERS THE ENTIRE COUNTRY AND BOTH ORGANISED AND UNORGANISED WORKFORCE OF THIS COUNTRY?

3. IBA further says that even in any case the act is not applicable to the banking sector as wages in banking sector are already above the minimum wages level.

   OUR OBSERVATIONS:

   a. WHEN THE PROCEDURE OF IMPLEMENTATION IS YET TO BE DECIDED AND THE NATIONAL COMMITTEE IS YET TO BE FORMED HOW THE MINIMUM WAGES WAS FINALISED SO AS TO CONCLUDE BANKERS ARE GETTING MORE THAN THE MINIMUM WAGES ALREADY?

   b. IF SO, WHAT IS THE MINIMUM WAGES IN THE STARTING STAGE AND FOR THE SCALE I OFFICERS IN THE BANKING SECTOR?

   c. WHAT IS THE MEANING OF 18000 FIXED AS MINIMUM WAGES FOR THE GOVERNMENT EMPLOYEES AS ON 01 01 2016 IN THE 7TH CPC?

   d. WHETHER TWO DIFFERENT MINIMUM WAGES ARE IN THE COUNTRY?

   e. WHETHER THE MINIMUM WAGES FOR THE BANKERS MUST BE INFERIOR TO GOVERNMENT EMPLOYEES?

   f. WHAT IS THE MEANING FOR THE CABINET DECISION ON EQUATING THE SCALE I OFFICERS WITH THE GRADE A

OFFICERS IN DECIDING THE CREAMY LAYER STATUS?

g. WHAT IS THE STAND OF EMPLOYEES ORGANISATIONS WHO DEMANDED THE MINIMUM WAGES TO BE FIXED AT 18000 DURING THE STRIKE OF CENTRAL TRADE UNIONS?

h. WHEN YOU ARE RECOGNISING THE PRESENCE OF THE ACT, AND SAYING THAT THE BANKERS ARE GETTING MORE THAN THE MINIMUM WAGES, WHY THE DISCUSSIONS ARE NOT ON THOSE LINES RESPECTING THE ACT?

i. WHY NEGOTIATIONS STARTED WITH HUMILIATING 2% AND NOW MOVED UP TO 6 TIMES TO REACH 12%?

j. IS THERE ANY RELATIVITY IN SUCH WIDE VARIATIONS?

k. IS IT NOT TRUE THAT THE MAJOR BANKS HAVE ALREADY PROVIDED 15% IN THEIR BALANCE SHEET?

l. WHETHER WAGE PARITY IS PREVALENT AMONG THE BANKS?

m. THOUGH AIBOC IS NOT THE PETITIONER, AIBOC HAS SUPPORTED THE CONTENTS OF THE PETITIONER IN A SIMILAR WRIT IN THE SAME MADURAI BENCH ALREADY.

OTHER OBSERVATIONS

a. WHEN SCALE 8 IS INTRODUCED AND ELIGIBLE BANKS HAVE ALREADY COMMENCED THE PROCESS BY PASSING IN THEIR RESPECTIVE BOARDS WHY OUR DEMAND STOPS WITH SCALE 7?

b. WHEN THE SCALE 8 IS NOT HAVING THE SPECIAL PAY, IS IT NOT LOGICAL AND LEGAL THAT OTHER SCALES IN THE BANKS MUST AUTOMATICALLY GET THE BENEFIT OF SPECIAL PAY MERGER?

c. WHEN WE ARE DEMANDING TO SCRAP THE NPS DUE TO THE FAILURE OF FUND MANAGERS, WHO WILL BE THE BENEFICIARIES IF THE CONTRIBUTION IS INCREASED TO 14%?

d. WHY THEN THE CONTRIBUTION BE INCREASED TO THE OTHER THAN NPS BENEFICIARIES WHO ARE IN SMALL NUMBER AND IT WOULD INCREASE PENSION CORPUS MANAGED BY THE BANKS, SO THAT THE UPDATION OF PENSION WOULD BE POSSIBLE WITH INCREASED CORPUS?

Will the Signing of the agreement without the valid answers to the above nagging questions not lead to anomalies and legal challenges?

It appears that the Government has rightly responded to the emotions and expectations of the workforce by introducing minimum wages formula and delinking the basic emoluments from the Paying capacity and profitability.

The Government has also introduced the Scale 8 to compensate probable loss of promotions due to mergers and also introduced the salary structure merging the special pay and thus ensured the increased pension.

IT ALSO APPEARS THAT THE INNOCENCE AND IGNORANCE OF THE BANKERS ARE BEING EXPLOITED.

Having minimum left out service of 25 years for the 70% of the Bank officers, there is no urgency in settling the wages now as

THEY WANT QUALITY SETTLEMENT AND NOT THE QUICK SETTLEMENT.

***

# RBI Notifications

मारतीय रिज़र्व बैंक
RESERVE BANK OF INDIA
www.rbi.org.in

**RBI/201920/77DBR.No.Ret.BC.19/12.01.001/2019-20 dated October 04, 2019**

**Change in Bank Rate**

Please refer to our circular DBR.No.Ret.BC.10/12.01.001/2019-20 dated August 07, 2019, on the captioned subject.

2. As announced in the Fourth Bi-Monthly Monetary Policy Statement 2019-20 of October 04, 2019, the Bank Rate is revised downwards by 25 basis points from 5.65 per cent to 5.40 per cent with immediate effect.

3. All penal interest rates on shortfall in reserve requirements, which are specifically linked to the Bank Rate, also stand revised as indicated in the Annex.

Chief General Manager

**RBI/2019-20/79FIDD.CO.LBS.BC. No.13/02.01.001/ 2019-20 dated October 7, 2019**

**Expanding and Deepening of Digital Payments Ecosystem**

Please refer to para – 8 of Statement on Developmental and Regulatory Policies of the Fourth Bi-Monthly Monetary Policy dated October 4, 2019 on the captioned subject.

2. With a view to expanding and deepening the digital payments ecosystem, it has been decided that all State/ UT Level Bankers Committees (SLBCs/ UTLBCs) shall identify one district in their respective States/ UTs on a pilot basis in consultation with banks and stakeholders. The identified district shall be allotted to a bank having significant footprint which will endeavour to make the district 100% digitally enabled within one year, in order to enable every individual in the district to make/ receive payments digitally in a safe, secure, quick, affordable and convenient manner. This would, inter alia, include providing the necessary infrastructure and literacy to handle such transactions.

3. SLBCs/ UTLBCs shall endeavour to ensure that to the extent possible, districts identified are converged with the 'Transformation of Aspirational Districts' programme of the Government of India. The allotment of the identified district to a bank should be done, as far as possible, through mutual consultation and voluntary acceptance by the bank.

4. Further, SLBC/ UTLBC Convenor Banks are advised to monitor the progress made in this regard on a quarterly basis and report the same to concerned Regional Offices/ Sub-Offices of the Reserve Bank of India.

Chief General Manager-in-Charge

**RBI/201920/84DBR.No.Ret.BC.21/12.07.160/2019-20 dated October 17, 2019**

**Alteration in the name of "The Catholic Syrian Bank Limited" to "CSB Bank Limited" in the Second Schedule to the Reserve Bank of India Act, 1934**

We advise that the name of "The Catholic Syrian Bank Limited" has been changed to "CSB Bank Limited" in the Second Schedule to the Reserve Bank of India Act, 1934 with effect from June 10, 2019 by Notification DBR.PSBD.No.503/16.01.160/2019-20 dated July 17, 2019 published in the Weekly Gazette (Part III-Section 4).

General Manager

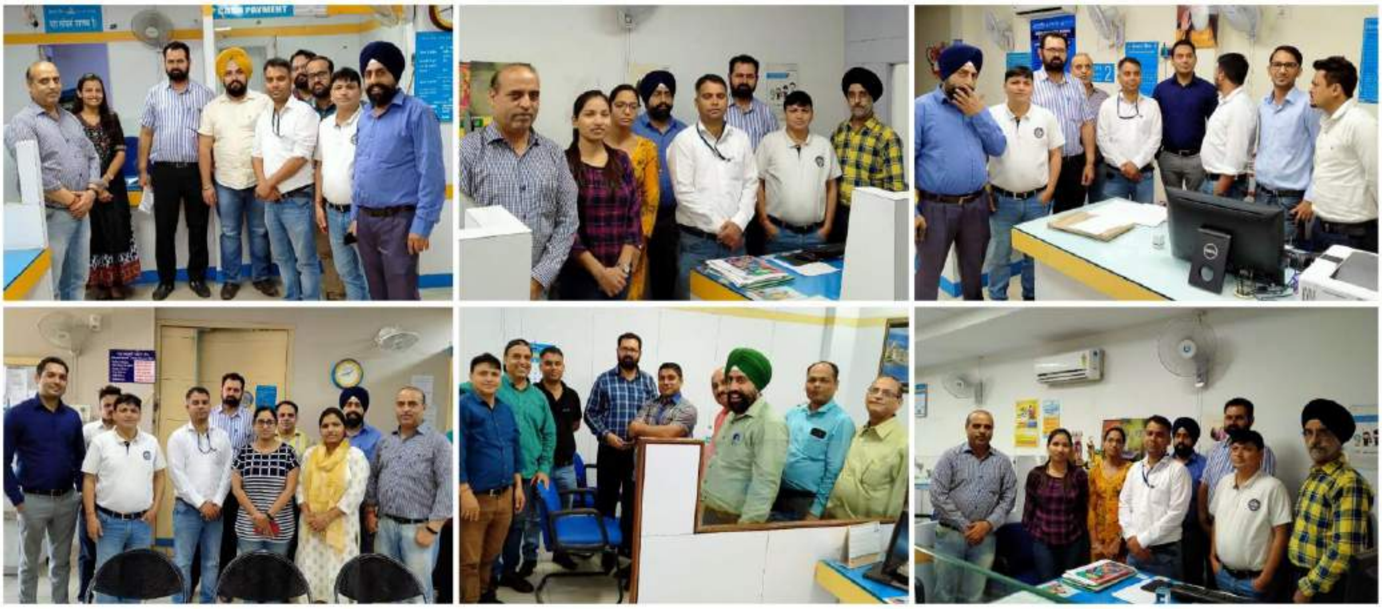
# EVENTS OF OCTOBER

207th Joint Conference between CBOA and Management held at Head Office Bangalore


General Secretary Sri G V Manimaran Addressing Delegates Meet at Trivandrum

Branch visit by Team Jalander and Team Delhi at Jalander

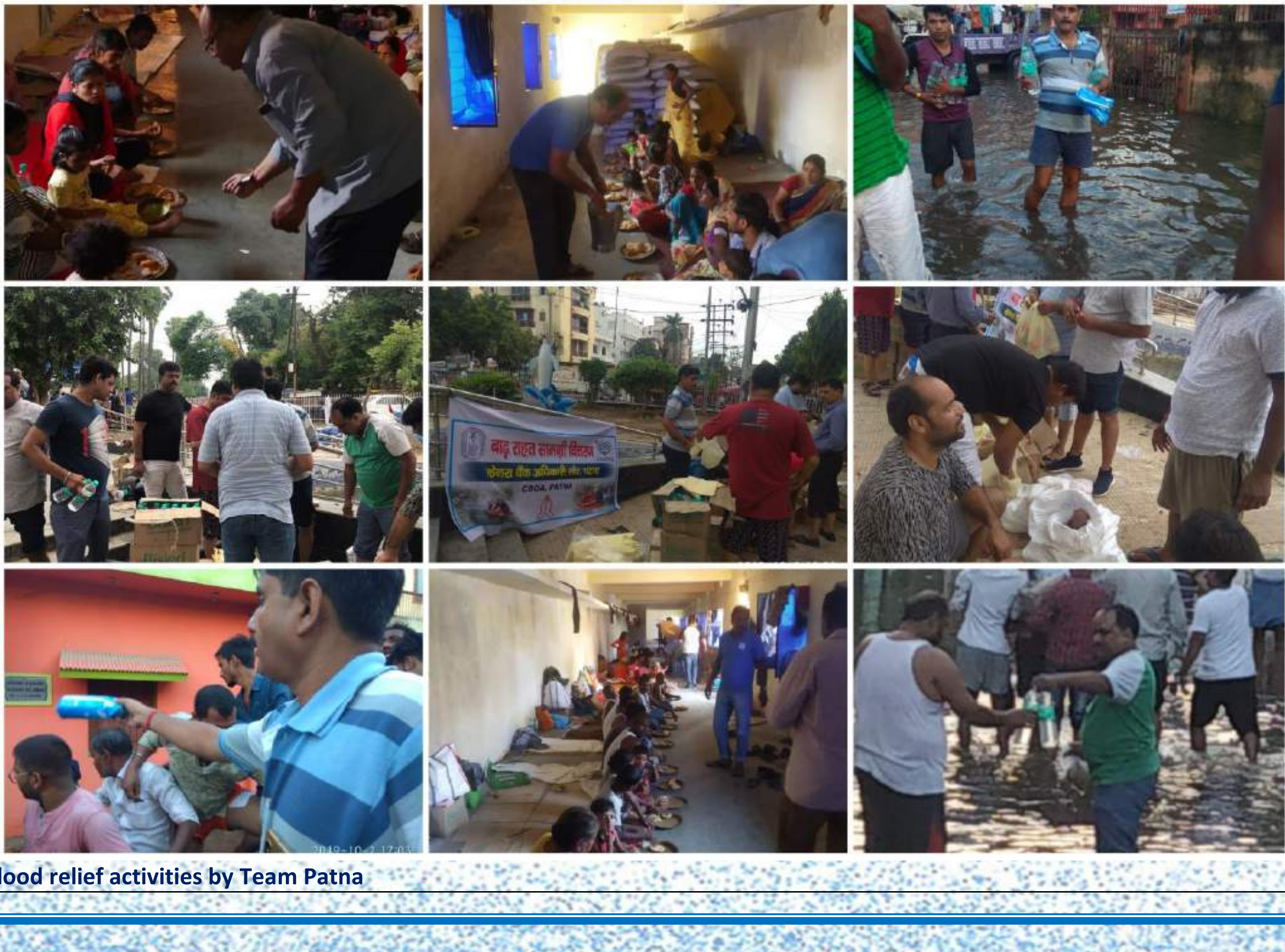
Branch Visit by Team Ernakulam



Branch visit by Team Amritsar

Branch Visit by Team Etah

**Felicitation of Retirees**



**Flood relief activities by Team Patna**


**General Body Meeting at Ernakulam**

**General Body Meeting at Agra**

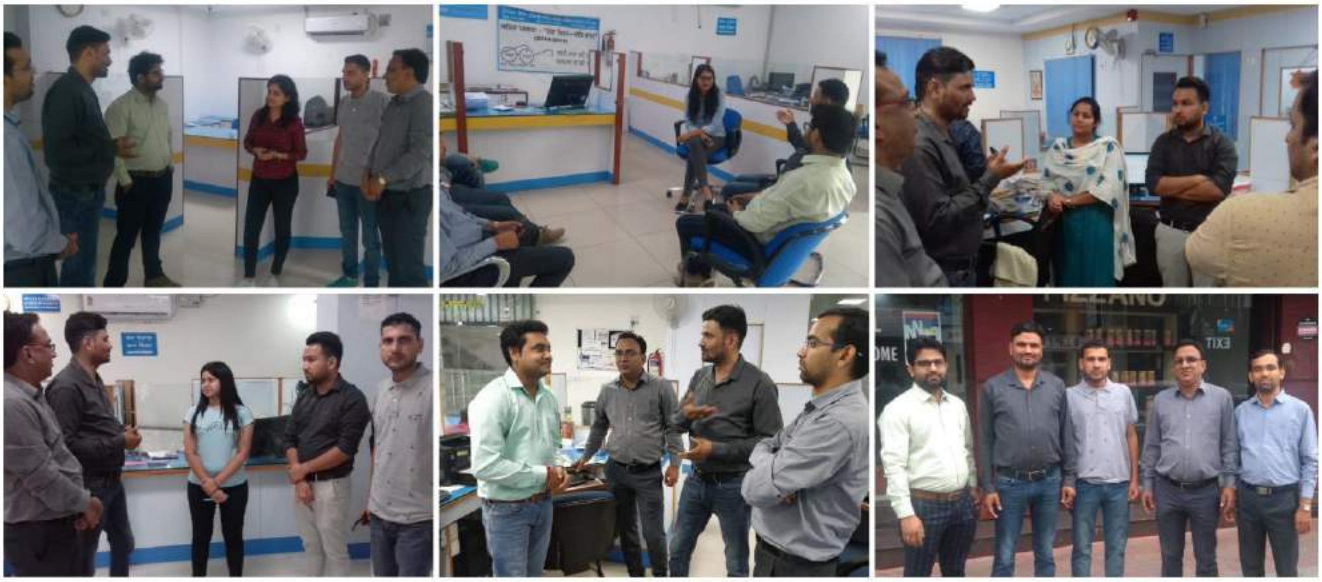

**Credit sensitization programme at Kottayam**

**Credit Sensitization at Trissur**

**CLJM at Ahmedabad**

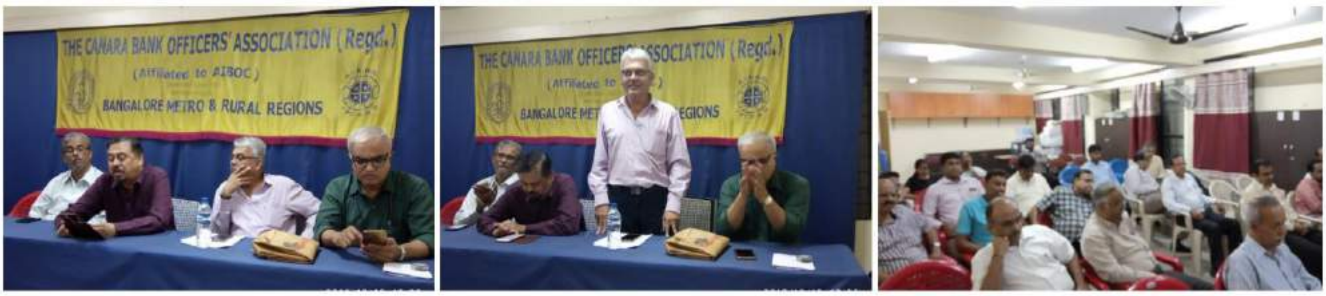
**CLJM at Manglore**

Team Mumbai extending their helping hands at Sathkram Orphanage



Team Rajasthan Visiting Chandigarh Branches

Vijaya Desami Celebration by Team Kolkatta




Wednesday Meeting at Banglore

# CANARA BANK OFFICERS' ASSOCIATION

*cordially invities you to the*
*Inaugural Session of their*

# EIGHTEENTH TRIENNIAL CONFERENCE

*on Saturday the* **16th November 2019** *at 10.30 am*
*at*

**Sri Ramachandra Convention Centre**
*Dr. Vasudevan Nagar, Tiruvanmiyur, Chennai - 600 041*

## Dr. TAMILISAI SOUNDARARAJAN

*Her Excellency The Governor of Telangana*
*has kindly consented to inaugurate the conference*

**Shri T.N. MANOHARAN**
*Chairman, Canara Bank*
*delivers Keynote Address*

**Shri R.A. SANKARA NARAYANAN**
*MD & CEO, Canara Bank*
*delivers Special Address*

***All are Welcome***

**B.K.Mehta**
*President*

**J.S. Jagadeesh**
*Chairman*

**G.V. Manimaran**
*General Secretary*

**B. Sekar**
*Chairman, Reception Committee*

# PROGRAMME

**Saturday the 16th November 2019**

**10.30 AM**

| | | |
|---|---|---|
| **Invocation** | : | Prayer Song & Lighting of Lamp |
| **Welcome Address** | : | **Shri J.S. JAGADEESH**<br>Chairman, CBOA |
| **Introductory Address** | : | **Shri G.V. MANIMARAN**<br>General Secretary, CBOA |
| **Keynote Address** | : | **Shri. T.N. MANOHARAN**<br>Chairman, Canara Bank |
| **Special Address** | : | **Shri. R.A. SANKARA NARAYANAN**<br>MD & CEO, Canara Bank |
| **Inaugural Address** | : | **Dr. TAMILISAI SOUNDARARAJAN**<br>Her Excellency The Governor of Telangana |
| **Vote of Thanks** | : | **Shri. B.K. MEHTA**<br>President, CBOA |

**National Anthem**