



FRIEND & GUIDE

An e- Magazine from CBOA

DECEMBER 2020



**SAVE CANARA BANK FROM
POLITICAL INTERFERENCE**

**IMPLEMENT BEST HR PRACTICES
UPON AMALGAMATION AS
PROMISED**

**DO NOT VICTIMISE OFFICERS AND
EXECUTIVES WITH HARSH AND
DISPROPORTIONATE
PUNISHMENTS**

**PROVIDE ADEQUATE STAFF TO
ENSURE QUALITY BUSINESS**

THE CANARA BANK OFFICERS ASSOCIATION (REGD)



MARCH ON.... MARCH ON...

Dear Comrades,

The iconic business leader Richard Branson said, "Take care of your employees and they will take care of your business". This is widely accepted to be one of the most poignant and iconic quotes by this hugely successful businessman and one of the best human resource management philosophies.

It is however most regrettable and deplorable to note that the current policies adopted by the top management of our bank is totally opposite to this philosophy.

The management is actively pursuing its policy of handing out highly disproportionate punishments in DA matters and chargesheets even for the most flimsy reasons. These actions are totally against the robust, mutually agreed upon Accountability Policy of our bank which is the bedrock of our HR Policy and in turn the enviable business record of our bank.

These days employees even upto the level of RO heads and CO heads are threatened of punishments transfers and suspensions if they do not comply with the most unscientific and herculean targets allotted to them.

All this pressure is being put on branches at a time when all our branches are facing acute staff shortage. The most depressing fact is that this staff shortage has been manually created by unscientific staff allocation by HO as now all powers related to staff postings are vested with HO only and the recommendations of ROs and COs are completely ignored in this matter. This is the first link in a dangerous trend of centralisation of all powers.

It is highly deplorable that the top management is trying to usher in a reign of terror in our bank so that they can mute resenting voices that will rise when they go ahead with the nefarious agenda of their political masters. This is evident in the unprecedented level of political interference in all activities of our bank from granting advances to staff postings. Undue and unjust favor is shown to a trade union affiliated to a particular political party while our members are intentionally tortured in the guise of transfers.

The injustice of it all has become too much to bear and it is for this reason that your CBOA has given the call for agitational activities with the following demands.

‘NO POLITICAL INTERVENTION.’
‘PRAGMATIC APPROACH ON DISCIPLINARY MATTERS.’
‘BEST BENEFITS ASSURED BEFORE THE
AMALGAMATION.’
‘PROPER WORK LIFE BALANCE.’
‘SUFFICIENT STAFF TO ENSURE QUALITY BUSINESS.’
‘DIGNITY OF LABOUR DEVOID OF ABUSES.’

Now it is upto each one of us to show these agents of malafide intentions that we will not let our voices be muted. The more you try to silence us, the louder our voices will be heard. The more to threaten us the stronger our unity and opposition will become.

The great revolutionary Che Guevara said thus: "Revolution is not an apple that falls from a tree when it is ripe. You have to make it fall".

It is time now dear comrades to make the apple fall; time now for revolution. This fight is the most basic fight of all workers. This fight is to safeguard the dignity of our labor and to save our mother bank from these nefarious elements. It is time to give our hearts and souls to this fight because losing is not an option here.

When our immortal revolutionary freedom fighter Bhagat Singh threw bombs into the well of the Central Assembly at Delhi he also gave a message which said "Behron ko sunane keliye bamon ki zaroorat hai" (You need bombs to make the deaf hear).

As we are entering into our next phase of agitational activities wherein dharnas will be held at all controlling offices let our slogans and voices become bombs that will echo in the ears of the top management feigning deafness to our resentment and protest.

CBOA Zindabad !!!

Regards,
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From the desk of
GENERAL SECRETARY

SAVE CANARA BANK

Dear CANPALS,

An emergency meeting of our Central Committee was convened over Zoom on 19th and 20th December to discuss the following major issues among others:

1. Political intervention at various levels in routine administration and decision making all over the country, which demoralises the workforce and destabilise our rich culture and heritage.
2. Non implementation of the Best HR practices upon amalgamation like rental advance and halting allowance during the joining time on transfer as promised by the Government of India and the top management of both the banks.
3. Imposition of harsh and disproportionate punishments on Officers and Executives in DA matters which spreads the fear psychosis and ultimately discourage the genuine credit decisions adversely affecting the business building initiatives.
4. Severe staff shortage in all levels leaving the branches with single officers, no clerical assistance and are headed by even officers under probation affecting

the routine functioning of branches and causing deep damage to the quality business.

The Committee, in its marathon meeting spread over ten hours in two days took serious note of the various communications sent and deliberated by the top leadership of the association with the administration and the lukewarm response by the Administration in this regard.

It was unanimously felt that it is the duty of every Canarites to save our Bank from political intervention as committed soldiers of our Mighty Organization CBOA, as the onus is more upon us.

Thus It was decided to launch an agitation program immediately across the country to bring the demands to the notice of the Administration and also to create awareness among our cadres on the impending and irreversible damage to our beloved Bank.

Accordingly, the following programs of agitation have been launched by the CBOA.

1. From 21.12.2020 all the members of CBOA across the Country, will wear a black badge.

2. All of us will not stay in Office/ branch and will not respond to any official call over CUG mobile after 5.30 pm. Also we are not available on holidays and Sundays.
3. A mass memorandum bringing out the situation and our demands in more detail, signed by all the members to be submitted to the MD & CEO through the respective RO/CO heads.
4. A memorandum contain the details of the political interferences with the supporting documents signed by all the 45000 cadres to Hon'ble Prime Minister and the Hon'ble Finance Minister who have assured the non interference in the banking activities either by the government or by the politicians.
5. Canpals in Patna and Ranchi Circles will undertake a peaceful Dharna to express our anguish before the respective Regional offices and Circle Offices every day, after Office hours from 21.12.2020.
6. Canpals across the country in all the circles will undertake a peaceful Dharna before their respective Regional offices/ Circle Offices after office hours from 28.12.2020

and further programs of action will follow.
The format for black badge is already supplied to the Regional Secretaries.

Dear Canpals,
Political interference at one part of the Country if not nipped at the bud will extend its tentacles across the Country. Our Bank which is built over all these 100 years will crumble down if the political intervention is not kept away. It is the Commitment of the officers which has taken our Institution to such a height.

We cannot remain as mute spectators if the routine decision making in the Institution itself is questioned and apex level decisions are exposed to political bosses to intervene. What we are on is similar to the freedom struggle of our country to save our Mother land from the clutches of foreigners.

Our agitation is to protect our Mother bank from the tentacles of political bosses which would otherwise eventually land our performing bank in to peril.

Let us be vigilant and fight the notorious designs of the powers that be. Let us not stop till the evil and wicked forces are silenced to oblivion.

Let us show our Unity and Strength and stop not till we succeed.

CBOA ZINDABAD.

WE WILL FIGHT WE WILL FIGHT,
TILL WE SUCCEED WE WILL FIGHT.

LADENGE LADENGE, JEETENGE JEETENGE

Ref: GS Msg dated 21.12.2020

2000 - The decennial led to SVRS leaving the banking sector to introduce Computerisation, new products and new services, but left the vacuum in manpower.

2010- The decennial witnessed the mergers and amalgamations in the Banking sector, Banking took a U turn but paved the way for the youth to enter in to the industry with huge educational excellence.

2021- The decennial meant for reestablishing the DIGNITY OF LABOUR.

While DEDICATING our every nerve to the well being of our Mother Bank, Let's DEVOTE our energy to GUARD OUR SELF RESPECT TOO.

Let the ensuing decennial from 2021 be the YEAR OF YOUTH in our Bank to PRESERVE BOTH OUR PERSONAL PRIDE AND THE BUSINESS OF THE BANK.

Come on CANPALS,

We write new history in our Bank from today.

GUARD THE BANK FROM POLITICAL INTERFERENCES AND PROVE THAT OUR PROFESSIONALISM WINS.

Otherwise, GOD only can save us.

IF NOT NOW, "NEVER"

March on..

Dear Canpals,

Overwhelming response all over the country.

SALUTES TO EVERYONE EXHIBITED THEIR INVOLVEMENT IN THE BANK'S WELL-BEING.

We are forced to resort to this action to save our Mother Bank from the political intervention in every level and disproportionate punishments which demoralise our cadres from top to down.

Let's express our anguish more explicitly and more loudly in the days to come continuously and consistently.

We shall fight till our voice is heard and understood.

Ref: GS Msg dated 22.12.2020

Second Day of our struggle in saving OUR BANK, BUSINESS and DIGNITY.

We commence the day from the feet of our GREAT FOUNDER SRI AMMEMBAL SUBBARAO PAI today in Mangaluru.

Our Visionary founder's core objectives of serving the poor and downtrodden could be achieved when the workforce assume the responsibility with a sense of pride and are allowed to work with a feel of freedom.

The pride and freedom to serve the Bank and in turn the nation could be possible, in the absence of POLITICAL INTERVENTION and in the Presence of DIGNITY OF LABOUR.

Let's struggle on to drive out the DIVISIVE FORCES destroy our culture by bringing in the political intervention even in the day to day administration and to REGAIN THE SELF RESPECT to dedicate our selfless service to our Mother Bank.

Ref: GS Msg dated 23.12.2020

We are entering in to third day of our SAVE BANK Campaign.

Today I along with with our Chairman Mr Jagadeesh, Central Liaison Mr Uday and with all the office bearers of Mangalore circle will start the day at the feet of our Great Founder in Mangalore.

Three years back, CBOA took a vow to achieve 10 lac crores business with 10000 branches to gain 10000 crores profit at the founders place.

We are bestowed the same with his blessings and now our Business figure has crossed 15 lac crores and 10000 branches.

But for the provisions we would have achieved 10000 crores net profit too which would be

achieved shortly by the Canpals' involvement with conviction and blessings of the founder.

Today, we take the pledge of SAVING OUR BANK at the feet of FOUNDER to ensure

1. NO POLITICAL INTERVENTION
2. PRAGMATIC APPROACH ON DISCIPLINARY MATTERS
3. BEST BENEFITS ASSURED BEFORE THE AMALGAMATION
4. PROPER WORK LIFE BALANCE
5. SUFFICIENT STAFF TO ENSURE QUALITY BUSINESS
6. DIGNITY OF LABOUR and DEVOID OF ABUSES.

Let's continue to display our unity

BY WEARING BLACK BADGES, LEAVING THE OFFICE BY 0530 PM

WE DO TO SAVE THE BANK and TO PRESERVE THE SELF RESPECT

We have the BLESSINGS OF OUR FOUNDER.

I seek the blessings of every CANPAL too in the mission of SAVING THE BANK.

CBOA ZINDABAD

Ref: CBOA/ GS / NOV / 2020 dated 27.11.2020

Sub: CANPAL-SBOA Golden Jubilee Merit Awards to wards of our members

As per the subject scheme, a cash award of Rs.5000/- is being awarded to children of CBOA members securing 90% marks or A+ grade in X and XII Standard Board Examinations.

Accordingly, the students who had successfully completed their X / XII standard **during the academic year 2019-20** are eligible for the Merit award. Hence, the members are

requested to submit their claims to Central Office, Mumbai as per the attached format through the respective Regional Secretary.

Ref: Letter to CGM, HR dated 23.12.2020

SUB: Revision of Lodging expenses for Officers

Lodging expenses for Officers were fixed 12 years back during 2008 and since then there has not been any revision in the same despite increase in hotel tariffs over the years.

However, in terms of 11th Bipartite settlement for workmen employees and vide HO circular 956/2020 dated 23.12.2020, workmen employees can also claim lodging expenses by production of Hotel Rent Receipts subject to ceilings w.e.f 1.11.2020.

it is apparent from the above, that workmen would be getting much higher lodging expenses than scale I officers.

In view of the foregoing, it is imperative that lodging expenses for officers from scale I to scale VIII is revised immediately matching to the status of the officers.

We also request that the revision may be made applicable from 1.11.2020.

EVENTS OF CIRCLES

GLIMPSES OF AGGITATION



Aggitation program was started from the land of our founder by our General Secretary Sri G V Manimaran, Chairman Sri J S Jagadeesh, Central Liaison Sri. Uday K Lodaya and other office bearers.



Glimpses from Trivandrum Circle



Glimpses from Delhi Circle



Glimpses from Patna Circle, with the same zeal during the Christmas holidays



Glimpses from Bhubaneswar Circle



Glimpses from Ranchi



Glimpses from Ahmedabad Circle



Glimpses from Mumbai Circle



Glimpses from Kolkatta Circle



Glimpses from Chennai Circle



Glimpses from Agra Circle



Glimpses from Chandigarh Circle



Glimpses from HO and Bangaluru Circle



Glimpses from Hubballi Circle



Glimpses from Hyderabad Circle



Glimpses from Lucknow Circle



Glimpses from Mangaluru Circle



Glimpses from Vijayawada Circle

OTHER EVENTS



General Secretary Sri. G V Manimaran, Chairman Sri. J S Jagadeesh, Central Liaison Sri Uday K Lodaya addressing Members Meet at Manipal



General Secretary Sri. G V Manimaran, Chairman Sri. J S Jagadeesh, Central Liaison Sri Uday K Lodaya visit to Mangalore Circle office and addressing Members Meet at Mangaluru



General Secretary Sri. G V Manimaran, Chairman Sri. J S Jagadeesh, Central Liaison Sri Uday K Lodaya visit to Manipal Circle office and CLJM at Manipal



CLJM at Ahmedabad



CLJM at Jaipur



Chairman Sri. J S Jagadeesh, Central Liaison Sri Uday K Lodaya attending CLJM at Mangaluru



CLJM at Kolkatta



Meeting with Circle Management at Hubballi



Members Meet at Aurangabad



Members Meet at Guwahati



Members Meet at Pollachi



Members Meet at Warangal



Members Meet at Bangalkot



Office bearers meeting at Hubballi



Canpals of Bhopal circle distributed blankets to the poor and needy people at Bagroda Village



2021

HAPPY NEW YEAR



“LET THE NEW YEAR BE THE YEAR OF YOUTH IN OUR BANK, TO PRESERVE BOTH OUR PERSONAL PRIDE AND THE BUSINESS OF THE BANK.”

MANIMARAN G V, GENERAL SECRETARY



THE CANARA BANK OFFICERS' ASSOCIATION
Affiliated to AIBOC and AINBOF

