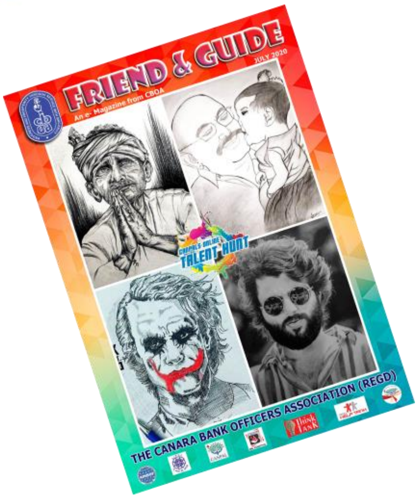
FRIEND & GUIDE

An e- Magazine from CBOA

JULY 2020

THE CANARA BANK OFFICERS ASSOCIATION (REGD)



CBOA FRIEND AND GUIDE
ISSUE: JULY 2020

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COVER

Random selected Drawings of Canpals from Canpals Online Talent Hunt. Top row Pic 1 by Jishnu KJ, Guwahati; Pic 2 by Paridhi Soni d/o Rahul Soni, Indore; Bottom row pic 1 by Jinu MS, Palakkad; Pic 2 by Naveen s/o Surendran, Banglore

Canpals Talent Hunt Q2 : www.cboaonline.in

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EDITORIAL

OPTIMUM UTILISATION OF RESOURSES

An old man had three sons whom he loved very much. On his deathbed, he called his three sons. He told them that he was leaving all of them 1 bull each. He advised them to take good care of these bulls as they were special and would always help them when their need was dire.

All three bulls were exactly alike in their health, build and size. All three brothers were happy with what their father had left behind for them and proceeded with their lives.

The first brother was extremely gentle and caring with the bull. He gave it the best food and never worked it. The result was that the bull became huge and fat. However lack of exercise made the bull unhealthy and lazy. Also because of its large size, it was consuming a lot of food and maintenance of the bull was driving him to poverty.

The second brother was the other extreme. He worked the bull every day to its last breath. Initially he earned good income from working the bull, but he never took care of the health of the bull and fed it poorly in spite of the income he earned. He wanted to extract as much as he could in as little time as possible regardless of the health of the bull. He was never planning to keep the bull alive for a long time. Due to overworking and lack of food, the health of the bull deteriorated rapidly. Even so, the inconsiderate and cruel brother kept working the bull even when the bull was sick and started physically hurting and assaulting the bull when it couldn't work to his improbable expectations. Finally when he felt that he could extract no more from the bull, he coldly sold it to the butcher. By this time, the bull had become so emaciated and numb that it meekly went with the butcher fully aware of the impending end of its life and misery.

The third brother was the wisest of the three and acted accordingly. He fed the bull well and worked it well. He also took good care of its needs. Most importantly he loved it and considered it a member of his family rather than a slave beast of labor. The result was that his bull was healthy, muscular and an asset to him. It was an object of envy for the whole village.

Now, as luck would have it, on the same day that the bull of the second brother was butchered, a huge fire broke out in the village and started turning everything in its path to ashes. The villagers started fleeing the village with their belongings on their bullock carts. The second brother had no bull to pull his cart and he and his family succumbed to the fire. The first brother tied his huge bull his bullock cart, sat his family in the cart, piled his belongings in and beckoned his bull to run. However his bull was so unhealthy that it could barely lift its own weight, let alone run with a cartload. The first brother's family were also engulfed by the flames along with their bull and the cart standing idly on their courtyard. The third brother's bull however ran like the wind pulling the cart with his family and their belongings, and effortlessly took them to a green pasture where they restarted their lives and progressed.

The relevance, of this story and of the morals it projects, in the present scenario we find ourselves in cannot be stressed enough. We are finding ourselves in a system that is highly exploitative in nature at all levels. It is high time that the focus be shifted to sustainable and optimal utilization of resources. The present pandemic situation prevailing in the world is an exhibition of how badly things can go wrong, if resources are mindlessly exploited. This holds true for all kinds of resources, whether it is natural resources or human resources. There is only so much exploitation that a system can withstand before it crumbles and becomes useless and dangerous for all concerned. The faster the concerned authorities take cognizance of this fact and remedy their policies, the better the chances of survival of us all.

Regards
Editorial Team

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General Secretary, CBOA
General Secretary, AINBOF
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President, Canara Bank Officers Thrift Society

From the desk of
GENERAL SECRETARY

FINANCIAL WARRIORS FIGHT AGAINST NOVEL CORONA VIRUS (COVID-19)

REF: CBOA: GS: JULY: 2020 July 10, 2020

In the time of Covid-19, the role of ***Bankers-Financial Warriors*** is no less significant than that of Doctors or Policemen. My salutes to YOU all for being the saviours of economy, amidst the prevailing pandemic and lockdown.

The casteless, religionless, classless and borderless leveller virus has created havoc in more than 200 countries of the world. Of date, as per the World Health Organisations report, more than 12 million people have been infected and nearly 5.6 lakh precious lives have been lost to the deadly virus across the world. In India 7.93 lakh people have been infected and 21,604 people have perished due to the virus.

Against all the odds, YOU, the Officers/ employees of the Bank continued to serve the customers taking all the prophylactic measurers and ensured responsible banking amidst the pandemic.

The role played by the Banks in sanctioning Rs 1.20 lakh crore to eligible MSME & Corporate loan accounts under 100% Emergency Credit Line Guarantee Scheme and other banking services to the populace, and appreciations from the MD& CEO of the Bank, the Hon'ble Finance Minister, the Department of Financial Services & general public, approve that we have discharged our duties diligently with utmost dedication and commitment.

But, the count in terms of number of infected cases is increasing at an alarming rate. The world has witnessed deaths due to viruses and other natural calamities including famines in earlier centuries, but the current pandemic crisis is unprecedented and the devastation on world economy is unparalleled.

To safeguard the wellbeing of Officers/ employees, (Y)our Canara Bank Officers' Association on various occasions, appealed to the Bank, requesting relaxations and benefits to keep the committed workforce motivated and dedicated. The benevolent Bank management considering the genuineness, issued several communications regarding preventive measures to be adopted for prevention and control of the Novel Covid-19 virus. Some of the relaxations/ benefits extended by the Bank for its Officers/ employees are:

- Suspension of Biometric attendance.
- Payment of Rs 1000/- as a goodwill measure, to all the employees of the Bank along with the March month salary towards purchase of materials for personal protection viz., Masks, Sanitizers etc.

- Exemptions to staffs who are persons with disabilities (PwD), employees at higher risk including pregnant women from attending duty and,
- Compensation of Rs 20.00 lakhs to the legal heirs in case of unfortunate death of an employee.

In addition to the above, Y(our) CBOA has also appealed to the Bank

- To reimburse the cost of Covid testing, which is likely to be considered by the Bank favourably.
- To sanction Special Leave to officers on forced quarantine due to branch shutdown by local authorities/ suggested quarantine by the Bank/ home quarantine as per Doctors advice.
- To make arrangement/ tie-up with reputed hospitals at select cities and towns for undergoing Covid-19 testing of Officers and providing isolation wards for Covid infected employees of the Bank and their family members.

CBOA which believes in values, compassion and family culture, announced Rs 5000/- financial assistance to its members and Rs 2000/- to non-members (irrespective of cadre), who tested Corona positive, as a gesture of brotherhood and declaration of our togetherness during these difficult times. As of 08 July, 2020 CBOA, has provided financial assistance of Rs.4,32,000/- to its Canpals across the country.

The Canpals' Castle of CBOA across the country were also made available to the Canpals and employees of the Bank, in case of prescribed isolation/ quarantine.

CBOA also appealed to its members and employees of the Bank to remain considerate, compassionate and adopt humanitarian approach towards your fellow brethren while implementing the corporate guidelines at office / branch level, as suggested by Indian Banks' Association, considering the prevailing tough times.

With no vaccine formulated for the Novel Corona Virus and Social Distancing the only known preventive measure available, the exponential increase in the number of affected cases and surge in the number of Red Alert Zones, especially in the states of Maharashtra, Gujarat, Delhi and Tamil Nadu is a matter of grave concern.

The surge in the number of our Bank employees being infected by the deadly virus not only at branches, but also at Administrative units is worrying and needs self-introspection by each one of us, about the preventive measures undertaken by us.

Friends, I take this opportunity to APPEAL TO YOU, to follow the Banks guidelines on SAFETY PRECAUTIONS IN THE LIGHT OF COVID-19 OUTBREAK.

Some of the prophylactic measures to be strictly adhered to are:

- Washing hands with soap at regular intervals/ using hand sanitisers frequently and also immediately after reaching the office.
- Avoid touching eyes and nose with hands.
- Wearing face masks and hand gloves.
- Advice all the customers to wear face mask and sanitise their hands before entering the branch/ office.
- Ensure restricted customer entry and implement social distancing.
- Staying at home, if unwell, and
- Seeking immediate medical attention in case of fever, cough and difficulty in breathing.

Friends, while there is no reason to panic, following the above precautions can make a big difference in protecting ourselves and our brethren. Remember, YOU are precious to your FAMILY and to your CBOA.

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REF: CBOA: 7:2020 dated JUNE 25, 2020

Sub: Home State/Inter State/Inter Circle transfers - 2020

We thank the administration for timely completion of the promotion process and taking care of the interest of the officer's community in particular and all the employees in general, especially the proactive measures taken during the current Covid-19 pandemic.

We understand that HO has sent a recent communication to all the Circles deferring the current year's home state/inter-state transfers of officers in scale I to III until the Covid19 situation eases. It was also communicated that any need-based transfers would be carried out as and when required.

We appreciate the stand taken by the Bank in the larger interest of the officers due to the prevailing situation in the country and various restrictions imposed by the states for movement of the people and quarantining the persons who are travelling across states.

However, we request the Bank to reconsider the deferment of the transfers in Toto on the following grounds:

1. We understand that there are around 2900 home-state transfer requests, including around 1800 from e-syndicate officers. Most of these home state requests are from officers who have completed more than 3 ½ years in Canara Bank and 5 years in e-syndicate Bank. Due to the threat of the Covid-19, not all these officers have been able to go to their hometown since March 2020. Further, in the event of these officers visiting their hometown from the place of work and come back, they need to undergo quarantine at both the ends.
2. Majority of the requests are pertaining to women officers who have left their family behind in their home town/state and they are undergoing tremendous psychological stress due to the prevailing situation, and desire to join their family at the earliest. Further, the officers who are requesting home state transfers are facing genuine hardships in this pandemic situation, as they are away from their families.
3. We understand that in all likelihood, the national lockdown will be significantly eased from 15th July, 2020 and transportation facilities are expected to resume at varying degrees across different States as a part of unlock down.
4. Taking cue from the unlocking plans of the Central Government many peer Banks have commenced the process of transfers and set deadlines for completion of the same. Our Bank has already implemented the Standard Operating Procedures (SOPs) by the Government and the same may be extended, in case of transfers.
5. Since there is uncertainty in subsiding of COVID-19 pandemic any time soon, we feel that deferring the transfers would not only put those officers requesting transfers under tremendous stress but also affect their productivity. The uncertainty of transfers has come to a logical conclusion.
6. Majority of the officers requesting transfers are representing us to take up with the Bank, for effecting the transfers immediately so that they can go back to their home state, undergo any

quarantine protocol and resume duties at the earliest.

7. Further, the deferment of transfers is causing delay in placements of promotees numbering over 4000 and may cause imbalance in deploying officers/managers to the needy states/circles/regions, which would ultimately hurt the business prospects of the Bank.

In view of the foregoing, we suggest the following:

1. We request your good self to release the home state/other transfers list to assuage the misplaced feelings of those who had applied for home state/interstate transfers.
2. The relief of such officers who are under orders of transfer would be subject to easing of restrictions by the respective states for movement of people, which may be reviewed on daily basis.
3. The relief of such officers may be subject to their substitutes joining the respective circles on easing of restrictions by the concerned states, which may be reviewed on daily basis.
4. Further, to alleviate the hardships of officers, we request your good office to consider filling up the vacancies created due to home state transfers with the available staff within the same circle/ state to the possible extent.

We hope that the above action on the part of the Bank would give a succor to the officers requesting the transfers, but also put an end to the uncertainty about the transfers and allow our officers/managers to concentrate on business development of the Bank.

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REF: CBOA: GS: BCP-CGM HR: 2020 dated 2 July, 2020

Sub: PANDEMIC COVID-19 – PREVENTIVE MEASURES TO CONTAIN SPREAD

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Canara Bank Officers' Association expresses its gratitude and appreciation to our beloved mother Bank for being compassionately extending various benefits to the committed workforce of the Bank during the prevailing pandemic of Novel Corona Virus (COVID-19) which has been spreading across the world.

The Officers/ employees of the Bank have also reciprocated the benevolence shown by the Bank by continuing to serve the customers taking all measurers and ensuring responsible banking amidst the pandemic and the lockdown.

However, the exponential increase in the number of affected cases and surge in the number of Covid positive cases, especially in the states of Maharashtra, Gujarat, Delhi and Tamil Nadu, Karnataka and other states of the country is a matter of grave concern.

As banking is a service-oriented industry, there is a need for Officers/ employees of the Bank to exercise extra precaution when discharging their duties, to take care of themselves and their family members.

Yet, the recent spurt of Covid positive cases that have surfaced in our Bank in various parts of the country and the death of a few of our colleagues on account of the pandemic has created a sense of fear and doubt in the minds of our Banks workforce, more so the frontline staff working in branches who ensure business continuity, safe operations, community well-being are in direct contact with a large number of customers on a daily basis.

Sir, we understand that in order to keep the safety of the human assets of our Bank and as a Business Continuity Plan you have vide your ***letter dated 01.07.2020*** instructed all the Wings to submit their preparedness for implementation of the following as a preventive measure to contain spread of Covid -19.

1. Preparedness of all the Wings to **work with 1/3rd** of the staff and to allow the rest to **Work From Home (WFH)** which will enable the Wings to maintain social distancing in the Offices.
2. Strict compliance to maintain **minimum 6-8 feet social distance** from each other.
3. Avoid meetings as far as possible. However, if the same is unavoidable, meetings to be held only through VC duly ensuring that the participants in the meeting area are maintaining social distancing norms.

While appreciating the measures initiated at the Wings to prevent the spread of Covid – 19, we request that similar preparedness/steps may be initiated at all our Branches also to contain the spread of the deadly virus.

Sir, this kind gesture will further augment the confidence of the Officers/Managers working at branches and also prevent Bank branches from turning into Community spread centers of the virus.

Sir, your immediate proactive step on the above issue at this critical juncture to take care of the work force shall further enhance confidence and enthuse them to perform better.
Looking forward to your positive response and assuring our unstinted support for the growth of the Bank.

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REF: CBOA: GS: JULY: PGDBF: 2020 dated 06 July, 2020

Sub: PROBATION PERIOD OF JMG SCALE I OFFICERS WITH POST GRADUATE DIPLOMA IN BANKING & FINANCE

The Canara Bank Officers' Association is glad and takes pride in claiming, that the Canara Bank after amalgamation of Syndicate Bank and Canara Bank has passed on several synergy benefits to its committed workforce, leveraging best practices of both the Banks.

Sir, the Bank in the year 2018 invited On-line applications from eligible candidates for admission to the specially designed ***One-year training course leading to Post Graduate Diploma in Banking & Finance (PGDBF)***, either through Manipal Global Education Services Pvt Ltd., Bangalore or NITTE Education International Pvt Ltd., greater Noida, which are recognised by UGC. The course comprises of ***9 months classroom studies and 3 months internship at Canara Bank branches/ Offices.***

Candidates were selected for admission to the course at either of the above two institutes through selection process consisting of Online Objective Test followed by Group Discussion and Personal Interview. On successful completion of the course, candidates were awarded with "Post Graduate Diploma in Banking and Finance" from the institutes and the candidates were offered appointment in the Bank as Probationary Officer in Junior management Grade Scale-I.

Upon completion of ***One-year probation period***, the Officers were confirmed on services, on successful completion of confirmation test conducted by the Bank.

Similarly, the erstwhile Syndicate Bank also conducted one-year PGDBF Course either through Manipal Global Education Services Pvt

Ltd., Bengaluru or NITTE Education International Pvt Ltd., Greater Noida, both recognized by UGC, and about 480 officers after completion of PGDBF Course conducted under Syndicate Bank Scheme for PGDBF have joined e- Syndicate Bank on 15 July 2019.

However, the probation period for the officers recruited under syndicate Bank - PGDBF scheme is **Two years from the date of appointment** instead of One year. Sir, you will appreciate the fact, that these Officers have also completed the same PGDBF course from the same institutions with similar curriculum.

Many of our loan schemes and staff benefits are linked to officer's confirmation in the Bank. As such the same batch of officers recruited by Canara Bank and e-Syndicate Bank will be subjected to discrimination. Sir, harmonisation and adoption of best HR policies will indubitably motivate the banks' workforce to commit themselves in furthering the growth of the Bank.

Also, keeping in view the Banks amalgamation policy to adopt the best HR policies of both the Banks, the Canara Bank Officers' Association requests you to reduce the confirmation period of the Syndicate Bank Officers to one year at par with the guidelines on recruitment of PGDBF Officers in Canara Bank.

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REF: CBOA: CGM-HR: 2020 dated JULY 07, 2020

Sub: Pandemic Covid -19 – Preventive Measures and Need For Clarifications

The Reserve Bank of India Governor Shri Shaktikanta Das has appreciated the Banks for ensuring normal to near normal operations during the prevailing pandemic crisis. We are glad that the Banks have been the good Samaritans during the COVID-19 pandemic and the nationwide lockdown.

In spite of the novel coronavirus already having a profound effect on human lives and on the global economy, the banks committed workforce has ensured responsible banking amidst the pandemic, providing all the critical services for the larger betterment of the society.

Our Bank in particular has given timely thrust to its workforce to comply to the call of the Government to support the crippled MSME Sector by extending Emergency Credit Line Guarantee Scheme (ECLGS).

We appreciate the Banks administration for issuing timely guidelines on Safety Precautions in light of Covid-19. Needless to say, the possible actions put in place by the Bank, to protect our employees and contain the spread of the infection from the contagious virus has infused much required energy and confidence in the management of affairs at ground level.

However, the following are few possible scenarios on the daily operational front which require your urgent attention in the face of increasing Covid-19 pandemic infections. Your guidance in this regard will facilitate the employees to carry out their day today roles and responsibilities without fear or doubt.

Scenarios on Operational front:

1. ***Obtention of AOD when Branch / Customer area is demarcated as containment zone.***

   The limitation period of loan papers, which is the maximum period set by statute within which a legal action can be brought or a right enforced. In case of branch/ customer area is demarcated as containment zone by city corporation or town/ village authorities, it may be difficult for the branch officials to obtain AOD /LOR from the borrower, resulting in accounts getting time barred.

Your guidance in this regard may help the branches to adhere to the guidelines without exposing themselves and the bank to risk.

2. **When an inspection official moves from one place to another.**

With the rise in community transmission off-late, inspection officials are more susceptible of contracting the virus while moving from one place to another. This in turn exposes the branch officials as well to greater risk of getting infected.

In such cases, what arrangement can be provided to inspectors in respect of his/ her stay and travel as most of the districts/ cities even today are under lockdown with strict restrictions.

3. **When an employee is under temporary deputation as a part of Business Continuity Plan:**

To ensure business continuity, in staff deficit branches or administrative offices, temporary deputations are in vogue. However, this increased movement of staff from one place to another exposes them to heightened risk. Needless to say, that in many places, home/institutional quarantine is mandated upon arrival to the city.

In such cases, we request your good self to issue guidelines/ relief measures to the employees who have moved from one place to another so that they can work without fear.

4. **Movement in Metros and other big cities:**

Metropolitan and urban Cities have become hub for COVID 19 and the virus is spreading rapidly. We understand that Metro Trains services remain suspended in all the major cities of the country. It is pertinent to mention that 20 to 30 km travel within the city limits, consumes a lot of time in reaching the office, in addition to the risk of getting infected. It also may be noted, in the absence of public conveyance, commutation has caused untold misery to the employees, especially the women employees.

We request you to kindly have a look at the statics and extend relief in terms of conveyance in the form of organizing special transportation arrangements at least in metros and bigger cities.

Scenarios on Human Resource Front:

The following are few possible scenarios on the Human Resource front, i.e. effects mainly on the physical and mental health of our employees, which require urgent attention in the face of surge in Covid-19 pandemic infections:

1. **When an employee in the branch is tested Covid-19 positive?**

Of late, in many branches and administrative offices, when an employee tests positive, all other staffs of the branch are put under home/institutional quarantine.

In such cases, how can the business continuity of that specific branch or office be ensured, what are the guidelines to treat the absence of the employee and what are the testing

protocols for the employees and also their family members?

We need your guidance in this regard sir.

2. **When the employee's residence is located in containment zone?**

   With increase in Covid-19 infections, lot of areas where our employees are residing are declared as Contaminated Zones/ Red Zones forcing them to refrain from attending office. In such cases, employees are forced to be absent from work.

   In such cases, what are the guidelines to treat the absence of employees?

3. **When a usual customer of the branch, close relative or family member of an employee is tested Covid positive?**

   This may sound innocuous; however, the risk is factual to the branch officials who might have come in contact with any of the infected persons (customer, relative or family member).

   This situation makes quarantine of that particular employee mandatory. In such case, what relief/ special leave can be provided to the employees during mandated quarantine period?

4. **When a suspected or confirmed COVID-19 infected victim has visited the branch premises.**

   Sir, we understand that nearly 88% of the Covid-19 infected persons are asymptomatic and in case a customer, who has visited the branch earlier, is identified to be Corona positive, We have witnessed that local administration is asking the primary contacts to undergo home quarantine/ isolation for a minimum period of 14 days.

   How to treat These 14 days of Quarantine as the employee will be away from work?

5. **When an employee or a member of his/ her family becomes unwell and displays symptoms of COVID-19.**

   In such cases, what are the guidelines to treat the absence of the employee?

6. **Employees with Chronic and poor Health Conditions:**
   People of any age with certain underlying medical conditions such as Chronic kidney disease, Type 2 diabetes mellitus, serious heart conditions, asthma and hypertension are at increased risk of severe illness from Covid-19.

   What are the guidelines to protect and safeguard such chronically ill employees?

7. **When an employee or family member of the employee is advised by the doctor to undergo Covid test or recommended quarantine.**

   The recent surge in the number of infected cases across the country has stressed the healthcare system, and in order to avoid hardships being faced by our employees, we request your good self to make arrangement/ tie-up with reputed hospitals at select cities and towns for undertaking Covid-19 testing of officers/ employees of our bank and providing isolation wards for Covid infected employees and their family members.

Sir, it is expedient to say that the pandemic is not only posing newer challenges each day but is also opening up plethora of opportunities in terms of planning by raising varied scenarios. In the midst of this dynamically evolving situation, all what is warranted from the organization is preparation and planning the possible cases both on the operational front as well as on the human resource front.

You will also appreciate the fact, many top Indian companies are tweaking their policies to include SPECIAL LEAVE PROVISIONS for its employee, who might need to self-quarantine or stay away from office due to perceived Corona virus exposure.

Companies are closing ranks to protect their employees in the fight against Covid-19 by introducing special provisions to assure quarantining staff, that their isolation period will not affect their take home salaries.

Sir, we understand that Special Leave may fall under the purview of IBA but it's time that we ensure that sick leave policies are flexible and consistent with health guidance and that employees are carrying out their responsibilities without fear. We may draw a Quarantine Leave Policy taking into account all the above inputs.

The outbreak of corona virus disease 2019 (COVID-19) has orchestrated a global health crisis of a peculiar kind. In the last couple of months, it has completely changed the way we perceive our everyday lives and the world in general.

In view of the same, the government guidelines under Disaster Management Act, 2005 or under the Epidemic Act, 1897 mandates creation of containment zones or home/institutional quarantine in order to contain the spread of the pandemic.

We as bankers have a dual role to play, i.e. to serve the underprivileged under our professional obligations and to protect ourselves and our families too from the looming pandemic. The only way to ensure the completion of those two roles comfortably is by mooting all possible scenarios and coming out with clearer guidelines against them.

As they say, Clarity breeds efficiency. Hence, we request your kind attention towards the aforementioned concerns. We hope that any action on the part of the Bank would bolster the trust and efficiency at the ground level, especially under current challenging circumstances.

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Ref: GS Letter dated 12.07.2020

GUARDING OURSELVES FROM DEADLY CORONA

Dear CANPALs

Daily incremental increase in Covid 19 positive has touched the threatening figure of 28000+ and today's tally of All India is about 849553 as on 12th JULY 2020 and our country is placed at the negative distinction of 3rd position globally in possessing Corona positive victims.

Next to health workers, police and the employees of local governments, the bankers are worst affected lot as their job responsibilities forced them to deal with the public as the banks are brought under essential service.

Despite various odds, the bankers volunteered to serve the public at this needy hour by carrying out the government directives to bail out the nation from the economic emergency.

But, very unfortunately, the number of victims from the banking sector is alarmingly increasing and it is shocking to know that nobody is safe in the banking sector.

It is learnt that even MD& CEO and also a CFO of a PSB are hospitalised.

Our bank witnessed huge number of positive cases every day and two employees lost their lives due to Corona.

To our dismay, today we lost the life of a promising young executive and to our utter shock three of our top executives at HO are hospitalised.

The administration is in the process of introducing various facilities and your CBOA also is regularly escalating to provide the relief measures like granting special leave to the officers and employees who need to undergo quarantine in various circumstances, setting up of relief camps to accommodate our employees and their family members who are advised to be under home quarantine and initiate steps to tie up with the private hospitals for undergoing the test and also subsequent treatment if need be, as the test and the treatment became very costly in the range of ₹ 40000 to ₹ 4,00,000 per individual if hospitalised.

But, it is our life and it is primarily our responsibility to guard ourselves and our families from the deadly virus.

We request all of you to follow the suggested protocols by the government and local bodies very strictly so as to save the society besides, ourselves.

We reproduce few advises suggested by a senior banker from the Bankers' perspective:

1. Don't wear flowy dresses which have chances of touching the surfaces.
2. Don't hold any surface unnecessarily like handle or rod while travelling in public transport/at work place.
3. Keep sanitizer handy and use it as soon as you touch any surface accessible to all public.
4. While in Bank, make use of counting machines for counting cash instead of counting by hand.
5. To wear mask that has 3 layers of cloth made of preferably cotton, silk or flannel. Also, use face shield, gloves.
6. Wash/sanitize hands frequently.
7. Ensure that all staff members, guards, housekeeping staff, customers and wear mask properly i.e. mask should cover face area from nose to chin.
8. Carry spare masks and clothes with you such that if the mask gets wet or you feel you have come in contact with someone who is having high risk or infected than you can immediately change your apparels and mask.
9. Don't use scarfs or dupattas or saree pallu to cover your face as there is a chance of using reverse side to cover face while reapplying. Wear proper masks.
10. This is well known that we must wash our hands at frequent intervals for at least 20 seconds covering all parts of palm .
11. Don't keep long nails.
12. While entering home, make sure to take thorough bath before touching anything in your house.
13. Sanitise your bag, ID card, and other items if taken out while travel or in office.

14. Render exact change while travelling in public transport/use cashless translation.
15. Define a separate place in home for keeping any non perishable items purchased for at least 4 days after sanitisation.
16. For perishable items like veggies and fruits, soak them in slight warm water with baking soda or veggie clean solution for 1 hour.
17. Be attentive to body signals like Symptoms of fever, cough, cold, body ache, headache, fatigue, diarrhoea, loss of taste and smell and consult Doctor.
18. In 80% of the positive cases recover without any specific treatment. Isolation for 14 days and taking warm water and steam have been successful cure, so have warm water, take steam at least twice a day, haldi milk, gargles with warm water with a pinch of salt.
19. Don't touch your face/hair with unwashed hands.
20. Don't let anyone stay in contact with you for more than 15 to 20 minutes. Cut the conversation with customers or office colleagues to a shortest extent.
21. In case hospitalisation is needed, look for identified cashless hospitals.
22. Check Aarogya setu app every day before leaving for work. In case of moderate/high risk, contact your next higher up and the known doctor nearby for advise.
23. Follow diet and exercises at home to maintain health.
24. Keep up morale and help others found positive.
25. Advise the customers also to follow the safety rules like wearing masks and maintaining social distance strictly.
26. ***Always keep the required materials and gadgets like masks, hand sanitizers and electronic thermometer in sufficient quantum after duly informing the RO/CO.***
27. ***In case of any iota of doubt/suspicion on the possibility of infection or any symptom of a slightest degree, immediately rushed for the test and self quarantine after informing the next higher up in writing. The financial claim and the nature of leave can be pursued in due course.***
28. ***Also inform the CBOA office bearer for any assistance.***

Dear CANPALs, we reiterate to follow the suggested protocols strictly without any loss of time as it is our life and we have the responsibility to save the society from the spread of the deadly virus.

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REF: CBOA: GS: JULY: 2020 July, 17 2020

Sub: PANDEMIC COVID-19 VIRUS – SAFETY AND WELFARE OF EMPLOYEES

In light of the spread of COVID-19 pandemic in the country, the Bank is taking numerous measurers to safeguard its officers/ employees from the threat of COVID-19 infection, which is well appreciated by the banks committed workforce.

Banking Industry being a service industry, bank employees need to interact with public day in and day out. Bank staff serving the customers and country at large is facing severe challenges and risks on account of spread of Novel Corona virus (COVID-19).

The Bank vide its ***H.O Circular 263/2020 dated 04.04.2020***, exempted employees, who are persons with disabilities (PwD) and employees at higher health risk including pregnant employees from attending Offices/Branches for their safety and protection.

However, the recent ***H.O Circular 550/2020 dated 17.07.2020***, while permitting Work From Home facility to the pregnant women employees, has also appealed to sympathetically consider the cases of visually impaired employees and take pro-active measures to post/place them at convenient branches/ offices near the place of residence during Covid-19 infection threat subject to administrative constraints.

Sir, the recent surge in the number of our Bank employees being infected by the deadly virus not only at branches, but also at Administrative offices is worrying and the number of Containment Zones/ Hot Zones across the country is increasing at alarming rate.

With public transport still remaining suspended in many parts of the country including metropolitan and urban cities, the officers/ employees are undergoing immense hardships in commuting. Needless to say, 20-30kms of travel within city limits during the pandemic, is time consuming, and exposes the officers/ employee to the potential risk of being infected by the deadly virus during such travel.

Against this backdrop, the Canara Bank Officers' Association takes this opportunity to impress upon your good self to consider exempting visually challenged and physically challenged officers/ employees of the Bank, who are more vulnerable of being infected by the virus, from attending branches/ office, and permit them the facility to Work From Home, in view of their own safety and health and to assuage the burden on the countries health care systems which is already stressed.

Looking forward to your positive response and assuring our continued support in all your endeavours for the growth of our Bank.

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REF: CBOA: GS: JULY: 2020 July, 17 2020

Sub: COVID- 19 TESTING FACILITY AND WELFARE OF THE EMPLOYEES

To safeguard the wellbeing of Officers/ employees, (Y)our Canara Bank Officers' Association on various occasions, appealed to the Bank, requesting relaxations and benefits to keep the committed workforce motivated and dedicated. The Bank administration considering the genuineness has issued several communications regarding employee benefits/ compensation and preventive measures to be adopted for prevention and control of the Novel Covid-19 virus.

In view of the recent surge in the number of infected cases, Y(our) CBOA has on various instances impressed upon the Bank, to make arrangements for Covid-19 testing of its Officers/ employees as a welfare measure.

In light of above, and to allay employee hardship in locating health care centres/ laboratories for undergoing Covid-19 tests, now the Bank has come up with the following assistance in association with Medi Assist Insurance.

1. ***In Case of employees with severe symptoms of Covid-19 and employees who came in contact with primary contact (confirmed cases), priority will be provided in arranging appointments for tests through MEDIBUDDY channels of Medi Assist.***
2. ***Empanelled labs and diagnostic centres of MEDIBUDDY will collect the samples from employees at home or at lab.***
3. ***Digital test reports will be shared with the employees through WhatsApp/ Email.***
4. ***Medi Assist representative at Circle Office will act as employee point of***

contact and coordinate with the diagnostic centres.

I also take this opportunity to appeal to the cadres of CBOA, to offer assistance to the officers/ employees infected by the virus, since your care and help can make a lot of difference to our colleagues and their families and make us a stronger and even more united CBOA team.

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Ref: GS Letter dated 19.07.2020

51st BANK NATIONALISATION DAY

19th July, 1969 marks one of the landmark moment in the pages of Indian economic history. On this day 14 large privately owned banks were nationalized by the Government of India, paving the way for greater financial inclusion and diversified economic growth across all strata of the society.

More than 5 decades of banking service by the PSBs had brought about significant rise in number of Bank branches in rural and remote areas where banking services weren't available prior to 1969. Progression in credit flow to priority sectors like Agriculture resulted in augmented food grain production and paved way for achieving self-reliance. PSBs played a crucial role in emancipation of the poorer masses from the clutches of usurers and unorganized money lending.

Whenever the Government of India had announced an economic measure to administer and stimulate inclusive economic growth, PSBs were the vital cog in the society to implement those schemes across the length and breadth of the country without any class discrimination. As a result, over the past half a century, as a Nation we could achieve huge socio-economic reforms ensuring equity and justice, thereby fulfilling the principles enshrined in the Constitution.

On this 51st year of Bank Nationalisation, our Nation is facing the twin major issues of Covid-19 pandemic and the economic depression induced by the deadly virus. We salute our Officers who are upholding the service to society while facing this lethal virus, amidst greater challenges of Amalgamation and the long pending Wage revision.

Bank Nationalisation, which is according to RBI was ***"the single most important economic decision taken by any government since 1947"***, it is disheartening to see Government as part of economic revival activities has put emphasis on privatisation of certain PSEs including some PSBs. As the recent plight of Yes Bank, and the succeeding bailout of the same bank by a PSB would indicate that Privatisation is not a solution to problems faced by PSBs.

On this occasion of Bank Nationalisation day, AINBOF pledges to continue to provide banking services to the masses, keeping customer interest paramount, with emphasis on self-respect and dignity of the Bank officers, and urges the controllers- Government of India, Reserve Bank of India and Department of Financial Services to re-think on the privatisation of PSBs, and protect the interest of the officers/ employees of the banking industry by adopting "***Basic Salary of a Scale I JMG Bank Officer equivalent to the Basic Salary of Grade A officer in Central Government"***, in the ongoing wage negotiations.

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Ref : GS/JUL/2020/BPS dated 19.07.2020

Sub : Eleventh Bipartite Settlement – fulfilling expectations of the officers community

You are aware that the AINBOF was advocating for Eleventh Wage Revision being achieved based on Need Based Minimum Wages formula demanded in the Charter of Demands submitted by the four officers' Organisations. AINBOF is also consistently fighting for the following demands to meet the aspirations of the officers in the banking industry.

1) Wages as per the **MINIMUM WAGES FORMULA** as adopted in the **CENTRAL PAY COMMISSION** instead of demanding Fair wage revision at this advanced stage.
2) Wages **equivalent to Grade A officers** of the Government to the officers as we have been getting during 70s which specifies officers demand and expectation.
3) **Running scale of pay** without linking the increment to the promotion so as to avoid stagnation which would very badly affect the 80% of the youth, whose promotions is not in the hands of them.
4) **Updation of pension** to ensure the retirees also to lead a decent and safe life.
5) **Scrapping of NPS** to ensure the assured pension to the youths on their retirement.

The logic behind the demand of the officer organisations was that when the banks are facing losses due to the policies of the Controllers and the behaviour of borrowers, the best available alternate was to delink the salary revision from the profits and paying capacity of the banks.

Need Based Minimum Wages formula came to our rescue as it specified the scientific parameters like nutritional requirements and other factors to decide what is required by the employees to lead a decent life with the family matching to their status in the banks.

International Labour Organisation (ILO) passed a resolution supporting the above formula in 70s and Indian Labour Congress passed a resolution in 50s. More than 80% of the member countries of ILO are following this formula.

India also introduced the formula in Seventh Central Pay Commission and the government employees are getting salary based on this formula and more than us despite the deficit budget.

In 2019, Government has passed an act named Code on Wages Act 2019 which adopted this Need Based Minimum Wages formula after the draft was vetted by CITU. AITUC and HMS and the same has already been gazette.

High court, Madurai bench has advised the Union Government to give reply to the prayer that seeking direction to IBA to negotiate the wages on the minimum wages formula with the the trade unions and it is yet to be responded by them.

Meanwhile, IBA submitted a counter in the high court Madurai stating that IBA is not the statutory body to agree or enter in to an agreement with the trade unions on wage revision and they are only a facilitator which questions the legal validity of even the previous ten settlements.

Further, the respondents are relying on a legal opinion which suggests that though the Code on Wages Act is gazetted, it will come into effect only after the relevant provisions are notified.

As a response to an appeal under RTI, the Ministry of Labour and Employment responded that the Code on Wages Act 2019 is universally applicable to the workforce and will be effective from the date of notifying the provisions of the act.

As stated both by the IBA and Ministry of Labour it is clear that the PROVISIONS OF THE ACT ON MINIMUM WAGES ARE UNIVERSAL BUT only THE PROVISIONS ARE YET TO BE NOTIFIED. This apparently means that the provisions of the acts are applicable to the bankers from the date of notifications of the provisions.

Now Ministry of Labour and Employment has on July 7th put in the public domain the draft rules on the Code on Wages Act 2019 and has sought feedback and objections from the public. As per newspaper reports the intention of the Union Government appears to implement the Act from September. A copy of the notification dated 7.7.2020 is also enclosed for your ready reference.

We are given to understand that IBA has called for an UFBU meeting on 22nd July to discuss on the Wage negotiations.

Considering the above background the timing of the IBA's invitation has to be looked at in proper perspective.

Already Bank employees have waited for more than 32 months for the Wage Revision. Besides one month adhoc has also been paid during last year.

Hence, there is no harm in waiting for another couple of months for notification of the provisions of the Code on Wages Act 2019 as Ministry of Labour and Employment has already clarified that the act is universally applicable to all workforce.

We also request you that having waited so long, the officers organisations should stick on to the Need Based Minimum Wages Policy demand and not settle for the percentage formula and inorm this clearly in the ensuing meeting with IBA.

AIBOC being the organisation representing majority of the officers in the banking industry should take lead in ensuring that the officers are getting a decent and deserving wage revision in this settlement.

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Ref: CBOA GS letter dated 17th July 2020

The opening up of the economy has brought about a paradigm shift in the nature of the banking from social to commercial thereby rendering it more a target based & profit oriented service sector with the resultant increase in stress levels of the bank employees, in the pursuit of achieving the corporate objectives.

The changed scenario over the years has cast an additional responsibility upon any trade union to take care of social wellbeing of its members in the hours of their crisis, apart from protecting their rights and securing various benefits from the management, as its core objectives.

The moral responsibility of a trade union towards the family members of its cadres is also all the more significant, in the event of his/her unfortunate demise in harness i.e. to take care of the bereaved family when he/she is not there.

In all such emergent situations, a trade union can't always look up to the bank management for releasing the entitled benefits to the employee/family members but it needs to evolve such welfare schemes by joining the members together, that may provide him/his bereaved family with timely financial support.

CANARA BANK OFFICERS ASSOCIATION has since its inception, untiringly pursued this goal of promoting the welfare of the officers members through its various welfare schemes, the features of some of which are as under:

BENEVOLENT FUND SCHEME – A scheme for extend financial help for Rs.10,00,000 to the family members of an officer who dies in harness and also to involve the members in creating a corpus.

HOSPITALISATION SCHEME – Disallowed portion of medical bill of the member/dependents, in case of a major operation/hospitalisation is reimbursed up to an amount Rs.2,00,000.

A few months ago, one of the lady AEOs died in harness at the very young age of her career of one year, leaving her innocent child and old parents.

CBOA could feel a sense of contentment by paying the benevolent fund scheme amounts for Rs.10.00 lac to her family, though, no financial aid can ever compensate for the irreparable damage caused to a bereaved family through the demise of its loved one.

In a very unfortunate event recently, Shri Arvind, the youngest Divisional Manager (RO ETAH) expired due to Corona.

May the departed soul rest in peace.

However, he had severed the membership after becoming an executive and his family is not able to receive the Benevolent Fund assistance.
Dear friends,

CBOA is not a trade union alone but a family and a social movement, taking care of the wellbeing of its members during their life and their family members after their life too.

I invite our executive and non-members, to strengthen this movement by being an active part of this mammoth organisation, not only in their own and colleagues' interest but also in the interest of their family.

Together let us derive the happiness of helping ourselves and others.

COME BECOME OUR ASSOCIATE
DISCIPLINE IN CBOA
DEVELOPMENT IN CANARA BANK

REF: CBOA BLR MD JC210 dated 17.7.2020

Sub: Pandemic Covid -19 – Welfare Measures and Other issues – Convening JC through VC.

Canara Bank Officers' Association expresses its gratitude and appreciation to our beloved mother Bank for being compassionately extending various benefits to the committed workforce of the Bank during the prevailing pandemic of Novel Corona Virus (COVID-19) which has been spreading across the world.

We appreciate the Banks administration for issuing timely guidelines on Safety

Precautions in the light of spreading of Covid-19.

However, the exponential increase in the number of affected cases and surge in the number of COVID positive cases, especially in the states of Maharashtra, Bihar, Gujarat, Delhi and Tamil Nadu, Karnataka and other states of the country is a matter of grave concern.

The deteriorating situation and **the death of few of our colleagues** on account of the pandemic has created a sense of fear and doubt in the minds of our Banks workforce, more so the frontline staff working in branches who are in direct contact with a large number of customers on a daily basis.

The recent addition of executives of top management even at the HO level in the victims list, in fact, sent the shock waves in the minds of officers and executives working the administrative units and this situation caused a set back in the flow of information & communication ultimately set a fear among the field level officers and employees.

In the above backdrop, we the majority officers' association is requesting the Bank administration for initiating some

measures/steps to keep the impact of this dreaded COVID-19 to minimum effect.

Sir, your good self may be well aware that many of our officers/employees who are testing positive for COVID, especially in the metropolitan cities are struggling to get beds in the hospitals.

Some of the private hospitals are charging astronomical sum of Rs.25000-Rs.40000 per day for treatment and it is virtually beyond the capacity of our hapless officers to bear that cost.

Unfortunately, our Mediclaim policy prescribes maximum bed charges of Rs.5000/- per day and private hospitals are charging these huge sums only for bed/accommodation.

Considering the plight of Canarites who cannot afford the same and the conditions prevailing in Government Hospitals, we request that Bank may explore the possibility of entering into a tie up arrangement with hospitals/nursing homes. This arrangement shall go a long way in building confidence among the work force and further motivate them to give their best.

Further, we request that Bank may undertake Covid testing of all the employees who are primary/secondary contacts of COVID positive persons by entering into a tie up with Hospitals/Govt agencies or in the alternative permit reimbursement of the cost of testing for Covid -19 to all staff members and their dependents undertaking the test as a goodwill gesture.

In this regard, we request that the entire staff welfare amount of Rs.25 crores available for stand alone Canara Bank and another Rs.25 crores for e-syndicate Bank may be earmarked for these tie-up arrangements.

Further, the following are few aspects on the daily operational/human resources front which we wish to draw your urgent attention in the face of increasing Covid-19 pandemic infections. Your guidance in this regard will facilitate the Canarites to carry out their day today roles and responsibilities without fear or doubt.

1. ***Obtention of AODs when Branch/Customer area is demarcated as containment zone.***

2. ***Movement/commutation of our officers especially the women employees in Metros and other big cities has become a big problem in the absence of public conveyance like metro train/city bus services.***

3. ***Guidelines regarding treating the absence of the employee when an employee in the branch is tested Covid-19 positive.***

4. ***Guidelines for treating the absence of employees, when employees are forced to absent from work/unable to attend the branch/office on account of the areas/apartments where they are residing, are declared as containment zones.***

5. ***Guidelines for treating the absence of employees who are forced to undergo mandatory quarantine period on account of their status as primary/secondary contacts due to some of their customers visiting the branch, testing positive/their family members testing positive etc.***

6. ***Proper and concrete guidelines to the inspecting officers in view of the non availability of lodging facilities and transport facilities.***

7. ***Guidelines for protecting the employees with co-morbidities who are more prone to get afflicted with COVID-19/employees with certain underlying medical conditions such as kidney disease, serious heart conditions, asthma etc. and employees who are physically challenged and visually impaired.***

Sir, it's time that we ensure that sick leave policies are flexible and consistent with public health guidance and that employees are carrying out their responsibilities without fear. We may draw a **Quarantine Leave Policy** taking into account all the above inputs.

Sir, further we have requested our HR wing to convene the overdue Joint conference with us through video conference to discuss some of the other issues apart from the above specific issues pertaining to COVID-19 pandemic. We submit the same for your kind perusal

1. Home State/Inter State/Inter Circle transfers -2020 of deserving and eligible officers

2. Making available the furniture limits enhanced w.e.f. 1.4.2020 to all the officers of amalgamated entity.

3. Reduction in ROI on Clean OD/DPN

4. To permit the promotee Officers/executives to avail the various facilities/other benefits from the date of promotion/elevation.

5. Payment of Gratuity to the employees of the Bank – Inclusion of DA component also.

6. Financial Assistance by way of relief loan to employees affected by damages caused by Cyclone Amphan in the States of West Bengal & Odisha.

7. Restoration of conveyance Allowance to executives in Mumbai & Other Circles which has been withheld/stopped quoting non-performance.

8. Proper utilization of Marketing officers/managers – Option for MOs to shift to general banking on elevation to scale II level.

9. To permit branches/offices to purchase the Infrared Contactless thermometers.

10. Providing term insurance (for all types of death) upto Rs. 50 lakhs to all the officers.

11. Disciplinary Proceedings and Suspensions –

    a) Need for adhering to time schedules
    b) conducting transparent investigations and
    c) adhering to accountability policy guidelines in letter and spirit.

12. Extending the repayment period of 15 years after retirement in respect of car loans.

13. Staff welfare measures – Increasing the limit to Rs.75 crores in view of the mergers.

14. **Extending the better staff benefits available in both the banks pre amalgamation to all the officers/employees of amalgamated entity such as-**

a) Halting Allowance payable on transfers for a period of 15 days or fixation of quarters whichever is earlier.
b) Payment of gratuity till the notional date of superannuation in the event of death of an officer.
c) Writing off the liabilities upto Rs.5 lakhs in the event of death of an officer.
d) Funeral expenses of Rs.20000/- to be released immediately in the event of death of an officer.
e) Introducing Death Relief Fund Scheme for officers.

15. Review of APAS guidelines

16. Policy on work from home

Lastly Sir, we wish to bring to your notice, that despite clear SOP's by the Bank on matters regarding maintaining social distancing, conduct of meetings, etc a few of the Executives having total disregard for the same are calling for frequent meetings in groups and even Officials who are under Quarantine are summoned with a veiled threat that their absence shall be viewed as a lapse and dealt from staff angle against our Bank's proven and time tested HR policies.

Sir, to enable us to discuss all the above issues, we request your kivndselves to advise the concerned to convene the Joint Conference through VC at the earliest, so that your good self can interact with all our CNT members for discussing the above issues threadbare.

Thanking you and looking forward in anticipation to present our views through VC.

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REF: CBOA: GS: JULY: 2020: BPS dated 23.07.2020

AN OBJECTIVE AND UNBIASED OPINION ON THE MINUTES OF ELEVENTH WAGE REVISION SETTLEMENT NEGOTIATIONS HELD ON 22.07.2020

1. Though claimed as MOU it is recorded as minutes of the Meeting only.
2. First time, IBA has signed "For Management" and not "For IBA" perhaps to maintain the stand that they are only facilitators and also to avoid any future legal complications.
3. The salient features of the Minutes are as below

A. The Wage revision will be effective from 1.11.2017.
B. The annual wage increase in salary and allowances is agreed at 15% of the wage bill as on 31.03.2017 which works out to Rs.7898 Crores on pay-slip components.
C. New pay scales will be constructed after merging DA corresponding to 6352 points (Average index point as applicable for the quarter of June July and August 2016) and adding thereon a loading of 2.50% on Basic Play plus Dearness Allowance as on 31st March 2017 amounting to around Rs.1155 Crores
D. Distribution of annual wage increase between Workmen and Officers will be worked separately and proportionately based on breakup of establishment expenses as on 31.03.2017.
E. Introduction of Performance Linked Incentive (PLI) which will be based on Operating / Net Profit of the individual Bank. PLI is payable to all employees annually over and above normal salary payable. THE PLI is based on the PLI Matrix depending on the Annual performance of the Bank. All the employees will get the number of days

of pay as incentive depending on where in the matrix the bank's performance fits in, broadly as per Matrix under

Sl. No.	YoY growth in Operating Profit	No. of days for which Salary (Basic + DA) shall be paid
1	< 5%	Nil
2	5% to 10%	5 days
3	>10% to 15%	10 days *
4	>15%	15 days*
* 3rd and 4th slabs are payable only if the Bank has Net Profit. If a Bank has growth in Operating Profit of 5% & more but there is no Net Profit, then minimum 2nd slab of 5 days will be payable (The PLI will be applicable from FY 2020-21)		

F. Encashment of PL permitted at 5 days every calendar year (7 days in case of employees / officers of 55 years and above) at the time of any festival of their choice

G. Increase Banks contribution to NPS fund to 14% i.e 14% of Pay and DA instead of the present rate of 10% prospectively from the date of signing the settlement (subject to approval of Government)

H. All other issues of Managements and Unions / Associations discussed during the process of negotiation will be settled to the mutual satisfaction.

I. Parties will meet on mutually convenient dates to draw out detailed Bipartite Settlement / Joint note and endeavor to finalize the same within a period of ninety days from the date of this minutes.

4. The impact of the above on the starting salary of an officer in Scale officer would be as below. **The impact on Basic Pay, DA, Spl. Allowance and NPS deduction only reckoned as these are only uniformly available to all officers irrespective of their place of posting.**

Impact on the Salary for officers under NPS			
Particulars	**Existing** as on 01.11.17	**REVISED** after DA merger @ 6352 points (47.80%) & With 2.5% load in basic	
DA @ 51.6%		Remaining DA @ 2.66%	
Basic Pay	23700.00	35904.32	35904.32
DA on basic	12229.20	955.05	955.05
Basic + DA	**35929.20**	**36859.37**	**36859.37**
Spl. Allowance	1836.75	2782.58	5385.64
DA on Spl. All	947.76	74.02	143.25
Basic + DA + spl. All	**38713.71**	**39715.97**	**42388.26**
Less NPS	3592.92	5160.31	3685.93
NET Salary	35120.79	34555.65	38702.33
Assumptions		Spl. All. – 7.75% NPS Dedn : 14%	Spl. All. 15% NPS Dedn -10%

5. **Increase of Bank's Contribution to NPS and its impact**

a. This appears to facilitate the Pension Fund Managers (PFM) and boost their Corpus maintained to offset their losses.

b. This addition will be appropriated in the 15% allotment only and directly goes to the PFMs and will not be available for the employees.
c. This will also be not beneficial to those who are under the pension option.

6. Other monetary benefits like HRA is not taken into account as majority of the officers are availing leased accommodation and any increase in HRA will not be beneficial to these officers. This will in a way benefit the Banks only as the HRA deduction is made based on the starting basic for that particular Scale and the banks will deduct more HRA as the basic will undergo a significant change with addition of DA for the same accommodation without increasing the rental ceiling.
7. CCA is not available to all and only people residing in Cities will be getting it
8. Encashment of accumulated Privileged Leave is also not much beneficial as in the initial years the officers would not be in a position to accumulate much leave due to leave availed by them or various purposes. Besides the encashed amount for 5 days works out to Rs.7000/- as per the above calculation and after deduction of applicable tax the amount may be an insignificant increase.
9. **Five Day banking** is not a monetary benefit which cannot be compromised with. Though it is still open for discussion, the grapevine is that the PMO is not in favour of 5 day banking.
10. **Regarding Updation of Pension** the minutes are silent. Under the prevailing circumstances indicated in the minutes on the economic scenario of the nation and financial position of the banking sector, it will be tough to accomplish.
11. **Family Pension** - Though the beneficiaries may be less in numbers still this is appreciable but the real benefits cannot be enjoyed by the family pensioners without corresponding updation of pension.
12. Medical Insurance Scheme – As per the Tenth BPS it was believed that the premium will not be increased till Eleventh BPS. However, premium has been increased on annual basis without any corresponding increase in the insurance coverage though costs of medical facilities have shot up in the interim.

    The increase in premium was facilitated to make up for the losses of the insurance companies but no benefits percolating to the Bank employees.

    If at all employees are to be benefited, the Medical Insurance Scheme implemented in SBI should be made available to all the banks and the corpus can be managed on our own instead of paying premium and profits to the insurance companies.

13. Regarding the PLI, though it appears to be over and above the wages, it is indeed disheartening to note that the officers and employees are divided in the industry based on the profitability for which they are not responsible and it is more so, when already there is a grudge of non availability of uniform perks and facilities and some banks are permitting additional increments after the settlement, despite the entry in to banking sector is through a uniform and tough screening process Instead of encouragement, it may have negative impact of demoralizing the officers.

14. No word on the running of scale of pay which may result in the early stagnation of the salary of the youth as the promotional opportunities linked to increments will be shrinking due to amalgamation, automation and youth occupying higher destinations and designations.
15. Way out,
    a. Still we can demand the introduction of the need based salary which is the universally accepted model and is being adopted to fix salary for the government employees instead of linking to the paying capacity and profitability which is decided more by the Government policies than the contribution of the officers and employees and also the salary equal to group A officers as the officers are equated to them by the GOI.
    b. Government has published the code on wages act for the stake holders response and there is an indication to bring it to action in September and so, we can demand after waiting for such implementation.
    c. The Indian youth joined in the bank with dreams may continue to sacrifice and work for the nation's welfare for some more time till the next wage revision talks are opened.

In order to ensure that the Bank officers get a decent wage revision, your CBOA had supported the individuals who took up the cause of pursuing legal battles and in the process costs were also incurred for larger cause. Despite of the above **y(o)ur CBOA has decided not to charge LEVY for the wage settlement arrears as was done last time during the Tenth Bipartite Settlement in 2015.**

Canbandhan – Mr. Tushar Jain, Currency Chest Saharanpur and Mrs.Poonam Rani, Deoband Branch- Married on 16.06.2020

Canpals Yoga Session at Rajkot Region