



**CANARA BANK
OFFICERS' ASSOCIATION**

EXECUTIVE COMMITTEE MEETING

27, 28 JULY 2024 | BHOPAL





The Executive Committee Meeting commenced in the serene environment of Bhopal, famously known as the City of Lakes, on the 27th and 28th of July, 2024. The event was momentous, marked by the lighting of the ceremonial lamp and a floral tribute to our esteemed founder, setting a tone of respect and reverence.

The inaugural session was graced by prominent dignitaries, including Shri Sudhanshu Suman, General Manager & Circle Head of Bhopal, Shri Subodh Kumar, Deputy General Manager, Bhopal CO and Shri RK Meena, Regional Head, Bhopal

Shri KK Tripathi, Joint General Secretary & CLO Bhopal, warmly welcomed every Executive Committee member, ensuring a positive start to the proceedings. This was followed by an insightful and thought-provoking speech from Shri Jacob P Chittattukalam, Chairman of CBOA, who emphasized the recent developments in our Bank and the importance of raising awareness about trade union rights among members.



Shri Rajiv Nigam, President of CBOA, then provided updates on the latest developments in the bank and shared insights from the AIBOC Triennial held in Guwahati.

The meeting was officially inaugurated by Shri K Ravikumar, General Secretary of CBOA and Senior Vice President of AIBOC. He highlighted the revised role of CBOA in fostering the growth of our mother bank and enhancing the welfare of officers.

The inaugural session concluded with a vote of thanks by Shri Sanjay Goyal, Senior Vice President, expressing gratitude to all .

After a brief tea break, General Secretary, Shri K Ravikumar, presented an elaborate General Secretary's report. This covered various developments in our Bank, the banking industry, and significant national and global developments across different sectors.



Subsequent reports presented were; Financial Report by Shri Ravi Shankar, Treasurer, Welfare Report by Shri Chethan, Welfare Secretary, Editorial Report of Friend and Guide by Shri Arun Kumar, Editor, Shecan Report by Smt. Neha Afreen, Report on CLJM by Shri Anand and Shri Jeevan. Each report provided comprehensive insights into the respective areas, highlighting achievements, challenges, and future directions.

The Executive Committee members actively engaged in discussions over the course of two days, deliberating on the General Secretary's report and developments across various circles. This collaborative effort ensured a thorough analysis and collective strategizing for future initiatives.

The two-day meeting culminated with a conclusive address by Shri K Ravikumar, General Secretary, who responded to all points raised by the Executive Committee members. His address reinforced the meeting's key discussions and laid out actionable steps for the future.



The General Secretary addressed several key issues in his reply speech, highlighting ongoing discussions and recent developments across various aspects of Bank and employee welfare. Here's a summary of the points discussed:

- 1. Disbursement of PLI:** The General Secretary discussed the parameters suggested by the Indian Banks' Association (IBA) for Performance Linked Incentive (PLI) disbursement. He mentioned the ongoing discussions between the CBOA and Bank management regarding the selection for suitable parameters and distribution of PLI for maximum number of days at the earliest possible.
- 2. Two Additional Increments :** The General Secretary explained the All India Bank Officers' Confederation's (AIBOC) efforts to secure all benefits available to State Bank of India employees for those in other banks. He emphasized that CBOA is in continuous discussions with the management to implement similar increments in our bank.
- 3. Enhancement of Term Insurance:** The General Secretary stated that CBOA aims to persuade management to increase the term insurance coverage from the current 20 months' salary to 30 months. He also highlighted the importance of the Kavach Scheme and need to encourage our employees to utilize it.
- 4. Medical Insurance:** He detailed ongoing discussions with bank management about potentially quitting the existing IBA Medical Insurance Scheme and establishing a new Banks own scheme or our own TPA to streamline claim settlements. The General Secretary emphasized the need for enhanced and uniform coverage across all cadres, given the equal value of life and treatment costs.
- 5. Furniture Allowance:** The General Secretary expressed satisfaction with the management's decision to increase the furniture allowance at CBOA's request. He also mentioned discussions about reducing the replacement period from 10 years to 5 years.





6. Transfers of AEOs, Legal Officers and other specialist officers: GS discussed the ongoing talks concerning the challenges faced by Agricultural Extension Officers (AEOs), Legal and other specialist Officers, indicating that a permanent solution is expected soon, similar to those found for Marketing and other specialist officers.

7. Release of CAIIB Increment: The General Secretary addressed the delay in the release of the CAIIB increment, attributing it to confusion regarding Professional Qualification Pay (PQP). He assured that the issue is being discussed with the IBA and is expected to be resolved by the current quarter.

8. ATM Loading on Holidays: He firmly stated that CBOA strongly opposes working on holidays. However, in case of any unavoidable emergencies if visit is needed, officers should be properly compensated, which is currently under discussion with the management. He also suggested ensuring sufficient cash is loaded on the last working day to prevent ATMs from running out on holidays.

9. Increasing Frauds in Branches: The General Secretary urged all officers to remain vigilant and safeguard the bank from fraudsters, stressing the importance of following systems and procedures properly.



10. Branch Visits: He instructed that office bearers shall visit all branches in August to address issues such as ambience and facility availability such as washrooms, ensuring any problems observed are promptly reported and resolved with the Regional Office.

11. Repayment of Customer Loans by Officers to Avoid Slippage: The General Secretary condemned the practice of officers being directed to cover loan repayments from their own pockets to avoid slippage. He instructed all office bearers to monitor this issue closely and advise officers to refrain from such unethical practices and report such misguiding executives.

12. Women Empowerment: He commended the strong representation of women in CBOA, with 36% of the total workforce being female. The General Secretary emphasized the importance of women leaders stepping forward and showcasing their capabilities, and not to rely on reservations.

13. Unprofessional Behavior of Executives: General Secretary has emphasized the importance of maintaining the dignity of our officers. Office bearers shall ensure that superiors behave professionally towards our officers. Any instances of unprofessional conduct should be addressed immediately. He assured that any such incidents reported to him will be escalated to the top management.

14. Work life balance : General Secretary strictly advised the leaders to sensitise the members to prioritise their works and leave the office by 6.30 at any cost.







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MEETING**



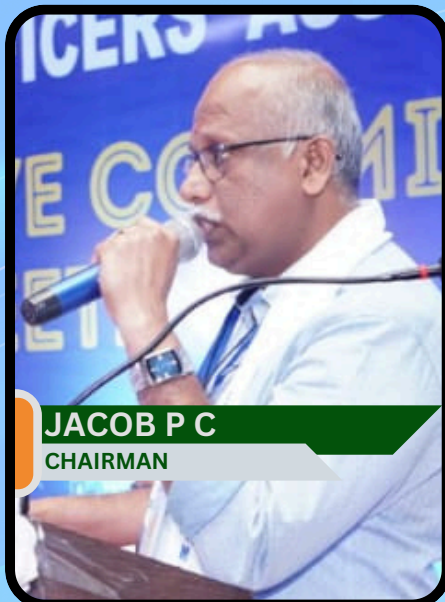
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OFFICERS' ASSOCIATION**



**EXECUTIVE COMMITTEE
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RAVIKUMAR K
GENERAL SECRETARY



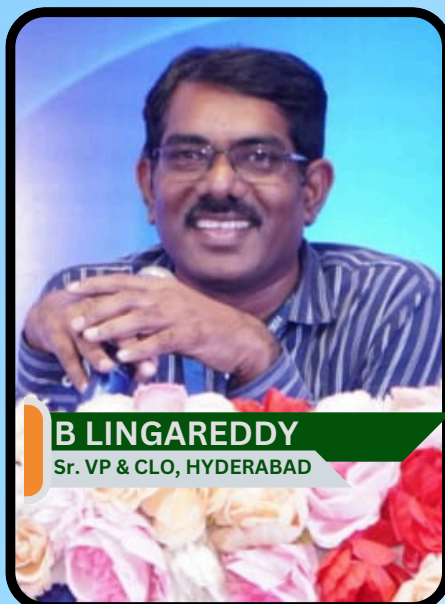
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CHAIRMAN



RAJIV NIGAM
PRESIDENT



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JGS & CLO, BHOPAL



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Sr. VP & CLO, HYDERABAD



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OGS & CLO, AGRA



K SHYAMA SUNDAR
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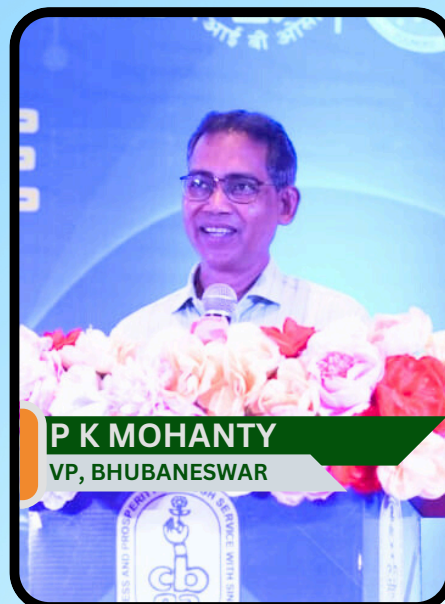
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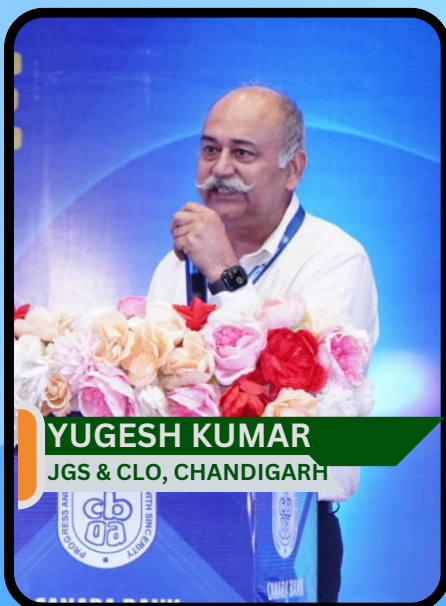
SRIKANTH KULKARNI
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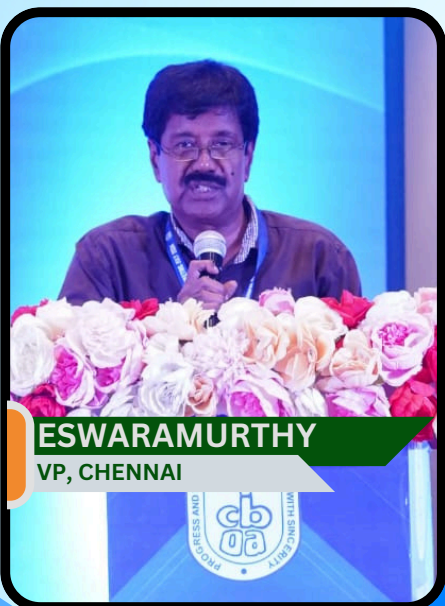
P K MOHANTY
VP, BHUBANESWAR



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OGS, CHENNAI



ESWARAMURTHY
VP, CHENNAI





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WELFARE SECRETARY



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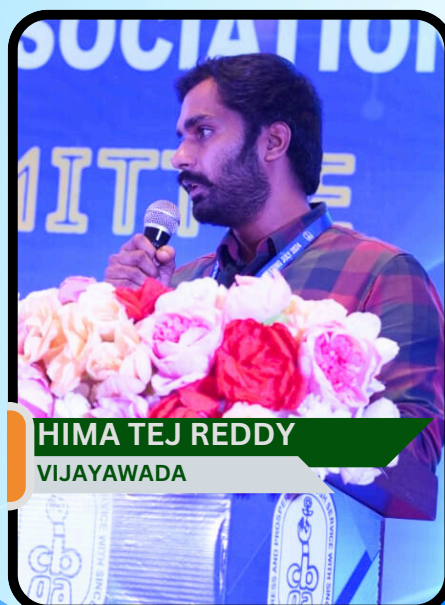
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HIMA TEJ REDDY
VIJAYAWADA





JEEVANSATHYA PRAKASH
JGS & CLO, VIJAYAWADA



RAMAPRASAD
VP, VIJAYAWADA





Felicitation of Shri. Shyam Sundar, Vice President & CLO, Bengaluru and Shri. Eswaramurthy, Vice President, Chennai, who are retiring on superannuation before next CC Meeting



REWARDS & RECOGNITION

