



**CANARA BANK EMPLOYEES' UNION** (Regd.)  
(Affiliated to All India Bank Employees' Association)  
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**Circular No: 35/2008**

**Index: V(ADM)/IRS/CO**

**Oct 16, 2008**

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Dear Comrade,

**JOINT CONFERENCE**

We furnish hereunder for your information the text of the Minutes of the Joint Conference held between the representatives of the Management of Canara Bank and the Representatives of the Canara Bank Employees' Union at Head Office, Bangalore on 16<sup>th</sup> October 2008 which are self explanatory.

In view of functional problems faced by the employees in extending prompt and smooth customer service in the CBS system in our Bank, the issue was taken up for discussion in the Joint Conference for redressal. After discussions, the management has appointed a Committee consisting of Representatives of the Management and recognized Union/Association to look into the problems under CBS at the earliest.

Comrades will note from the Minutes that the Management's response to our demand for adequate recruitment is not positive and hence, we are constrained to pursue the issue of recruitment through organizational measures. A separate circular in this regard is being issued for realization of the demand.

With greetings,

**(D.D.RUSTAGI)**  
**GENERAL SECRETARY**

ALL INDIA BANK EMPLOYEES' ASSOCIATION : ZINDABAD  
ALL INDIA BANK OFFICERS' ASSOCIATION : ZINDABAD  
BANK WORKERS' UNITY : ZINDABAD  
WORKING CLASS UNITY : ZINDABAD

**MINUTES OF THE JOINT CONFERENCE HELD BETWEEN  
THE REPRESENTATIVES OF THE MANAGEMENT OF CANARA BANK AND  
THE REPRESENTATIVES OF THE CANARA BANK EMPLOYEES' UNION  
AT HEAD OFFICE, BANGALORE ON 16<sup>th</sup> OCTOBER, 2008**

**PRESENT**

**REPRESENTATIVES OF THE MANAGEMENT:**

- |                     |                           |
|---------------------|---------------------------|
| 1. SRI.N.S.SRINATH  | GENERAL MANAGER           |
| 2. SRI.R.K.MADHUKAR | GENERAL MANAGER           |
| 3. SRI.J.S.VASAN    | GENERAL MANAGER           |
| 4. SRI S.B.R.BABUJI | GENERAL MANAGER           |
| 5. SRI.T.P.MUTHANNA | DEPUTY GENERAL MANAGER    |
| 6. SRI.V.P.SARAF    | ASSISTANT GENERAL MANAGER |

**REPRESENTATIVES OF THE UNION:**

- |                          |                          |
|--------------------------|--------------------------|
| 1. SRI.B.DEVADAS RAO     | PRESIDENT                |
| 2. SRI.D.D.RUSTAGI       | GENERAL SECRETARY        |
| 3. SRI.G.V.SAMBASIVA RAO | DEPUTY GENERAL SECRETARY |
| 4. SRI.D.LUKE BASKARAN   | DEPUTY GENERAL SECRETARY |
| 5. DR.V.K.SINGH          | SECRETARY                |
| 6. SRI.SREEBASH DATTA    | SECRETARY                |
| 7. SRI.S.RAMAKRISHNAN    | SECRETARY                |
| 8. SRI.AJAY MANJREKAR    | SECRETARY                |
| 9. SRI.B.S.A.RAO         | SECRETARY                |
| 10. SRI ANIL KUMAR SOOD  | SECRETARY                |

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Sri A C Mahajan, Chairman & Managing Director addressed the Joint Conference forum. He has expressed his happiness in addressing the forum and also congratulated Sri D D Rustagi on his appointment as Workmen Director in the Board of Directors of the Bank. Touching upon the business position of the Bank, he informed that the share of CASA deposits in our Bank is not in tune with the other peer Banks and requested the staff members to contribute their best to increase the same in order to reduce the cost of deposits and consequential improvement in profitability. He requested for collective efforts to regain the No.1 position for the bank. He also explained the opportunities available in increasing the Credit Card growth and called upon the staff members to put forth their best efforts in this direction. Quoting a few instances of frauds, he said that we have to exercise more care and caution in our day to day functioning and requested the Union to spread the message to eradicate this evil. He informed that stringent action will be initiated against those who commit fraud. He highlighted the productivity level in various Banks and explained the need for improvement of the same in our Bank. He expressed his concern about low NIM and hoped that all employees will work towards increasing the NIM. He also requested the Union to spread the message of improving customer service.

Sri N S Srinath while welcoming Sri R K Madhukar and Sri J S Vasan, General Manger to the Joint Conference forum congratulated Sri D D Rustagi on his appointment as workmen Director of the Bank. He also appreciated the positive thinking of the Union on the development of the Bank and requested their continued cooperation for the overall development of the Bank.

Sri R K Madhukar, General Manager provided the business position of the Bank and requested the employees to continue their efforts in taking the Bank to still greater heights.

Sri D D Rustagi, General Secretary, Canara Bank Employees' Union while reciprocating the sentiments expressed by Chairman & Managing Director in the development of the Bank, requested the Management to meet the aspirations of the employees. He has assured continued cooperation of the Canara Bank Employees' Union in overall development of the bank.

With this the following items were taken up for discussion:

**1. RECRUITMENT OF ADEQUATE CLERICAL STAFF:**

The Representatives of the Union, referring to the discussions held during the earlier Joint Conference requested that Bank should go for adequate recruitment of clerical staff.

The Representatives of the Management while explaining the manpower position under different categories reiterated that optimum usage of technology and availability of other avenues of Banking channels will help the branches to provide better service.

However, the Representatives of the Union reiterated their stand and desired for need based recruitment for better customer service.

**2. PROMOTION OF SUBORDINATE STAFF TO CLERICAL CADRE AS ON 01.01.2008:**

The Representatives of the Union took up the matter of promotion of Sub-staff to clerical cadre and requested that process may be taken up early

The Representatives of the Management informed that during the previous Joint Conference held on 23.02.2008, the process of promotion of Sub-staff to clerical cadre was finalized and the process was completed recently and informed that it is early to discuss the matter.

However, it was agreed to discuss further.

**3. DECLARATION OF SPECIAL ASSISTANT VACANCIES AS ON 01.03.2008**

The Representatives of the Union requested for declaration of vacancies of Special Assistants as on 01.03.2008 at the earliest.

The Representatives of the Management informed that the number of Special Assistants in our Bank is on the higher side and further the exercise was already done during this year. It was agreed to discuss the matter further.

**4. REVISION OF OUT OF POCKET EXPENSES:**

The Representatives of the Union informed that the out of pocket expenses is fixed many years back and requested for enhancement of the same in view of the present situation.

The Representatives of the Management informed that the matter shall be examined.

**5. REVISION OF REIMBURSEMENT OF NEWSPAPER COST:**

The Representatives of the Union informed that the limit fixed for reimbursement of cost of newspaper to workmen employees is to be revised as the cost of newspaper has gone up.

The Representatives of the Management informed that the limit was fixed taking into account the cost of newspaper. However, the matter will be examined.

**6. PAYMENT OF CTO ALLOWANCE TO ALL EMPLOYEES WORKING ON COMPUTERS IN ADMINISTRATIVE UNITS:**

The Representatives of the Union requested that all employees working in administrative units have to be paid Computer Operator Allowance.

The Representatives of the Management informed that subsequent to 8<sup>th</sup> Bipartite Settlement taking into account the provision of Bipartite Settlement and the nature of work in administrative units, guidelines have already been issued regarding payment of Computer Operator Allowance in administrative units. It was agreed to reiterate the instructions.

**7. WORKING IN CBS SYSTEM:**

The Representatives of the Union informed that there are certain issues relating to implementation of Core Banking Solutions and desired that those issues to be addressed at the earliest.

The Representatives of the Management informed the steps initiated by the Bank in this regard.

**NEXT JOINT CONFERENCE:**

It was agreed to hold the next Joint Conference during the month of January 2009.

**DATED AT BANGALORE THIS THE SIXTEENTH DAY OF OCTOBER TWO THOUSAND EIGHT.**

**For CANARA BANK  
UNION**

Sd/-  
N.S.SRINATH  
Sd/-  
R.K.MADHUKAR  
Sd/-  
J.S.VASAN  
Sd/-  
S.B.R.BABUJI  
Sd/-  
T.P.MUTHANNA  
Sd/-  
V.P.SARAF

**For CANARA BANK EMPLOYEES'**

Sd/-  
B.DEVADAS RAO  
Sd/-  
D.D.RUSTAGI  
Sd/-  
G.V.SAMBASIVA RAO  
Sd/-  
D.LUKE BASKARAN  
Sd/-  
V.K.SINGH  
Sd/-  
SREEBASH DATTA  
Sd/-  
S.RAMAKRISHNAN  
Sd/-  
AJAY MANJREKAR  
Sd/-

B.S.A.RAO  
Sd/-  
ANIL KUMAR SOOD

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