



CANARA BANK EMPLOYEES' UNION (Regd.)
(Affiliated to All India Bank Employees' Association)
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Index: V(ADM)/IRS/CO

April 13, 2009

Dear Comrade,

**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 13TH APRIL, 2009.**

PRESENT

REPRESENTATIVES OF THE MANAGEMENT:

SRI.N.S.SRINATH	GENERAL MANAGER
SRI.R.K.MADHUKAR	GENERAL MANAGER
SRI.J.S.VASAN	GENERAL MANAGER
SRI M RAMKUMAR	GENERAL MANAGER
SRI.T.P.MUTHANNA	DEPUTY GENERAL MANAGER
SRI.V.P.SARAF	ASSISTANT GENERAL MANAGER

REPRESENTATIVES OF THE UNION:

SRI.B.DEVADAS RAO	PRESIDENT
SRI.D.D.RUSTAGI	GENERAL SECRETARY
SRI.G.V.SAMBASIVA RAO	DEPUTY GENERAL SECRETARY
SRI.D.LUKE BASKARAN	DEPUTY GENERAL SECRETARY
DR.V.K.SINGH	SECRETARY
SRI.SREEBASH DATTA	SECRETARY
SRI.S.RAMAKRISHNAN	SECRETARY
SRI.AJAY MANJREKAR	SECRETARY
SRI.B.S.A.RAO	SECRETARY
SRI ANIL KUMAR SOOD	SECRETARY

Sri A C Mahajan, Chairman & Managing Director addressed the Joint Conference Forum. While briefing about the performance of the Bank during the financial year 2008-09, he has expressed his happiness that Bank was able to show better performance in the total business than the previous financial year. He complimented the employees who have contributed for the improved performance. Touching upon the CASA deposits, he opined that though there is remarkable progress made in increasing the quantum, still, comparing to peer Banks, our Bank is much to do under CASA to improve the share. He also informed that our cost of deposits is high and there is need to reduce the same for better profitability. Touching upon the interest rate on advances, he has informed that all efforts are taken to ensure that our interest rate is very much comparable and better than rates prevailing in other Banks.

Quoting certain instances of frauds, he said that frauds are reported on regular basis from different parts and the reports indicate involvement / connivance of the employees in large number of frauds. He expressed his deep concern on non-bothered attitude of employees on frauds and continuance of such tendency will affect reputation of the Bank. He also mentioned that it is very difficult to believe that some employees working in the environment are not aware of such calculated and continued fraudulent acts. He requested the representatives of the Canara Bank Employees' Union to send a message to their members to report fraudulent acts of employees to the higher authorities under Whistle Blowing mechanism of the Bank. He stated that the representatives of Canara Bank Employees' Union, the recognized workmen union have added responsibility in identifying, employees involved in fraudulent activities and bringing to the notice of the Bank such instances, to enable the Bank to book the culprits to prevent further damage to the institution. He also informed that there should be a zero tolerance level to fraudulent activities.

Sri.Jagdish Pai K L, Executive Director also addressed the Joint Conference forum. He informed that the forum of Joint Conference should be utilized for discussing various issues relating to business development apart from discussion on employee related issues. He shared the experience during the last few months in the Bank and informed that the counter service is to be improved for better customer service. He also expressed serious concern over the large number of frauds and advised the members of the negotiating team to take appropriate action to contain the frauds. The Executive Director also requested the cooperation and involvement of employees for the growth of the organization.

Sri N S Srinath, General Manager while welcoming Sri M Ramkumar, General Manager to the forum of Joint Conference expressed his hope that his past experience will help the forum in fruitful discussion. He also placed on record the contribution made by Sri S B R Babuji, the then General Manager to the forum of Joint Conference. He while appreciating the Union for extending cooperation in the growth of the Bank, has requested the Union for their continued cooperation for the overall development of the Bank.

Sri M Ramkumar, General Manager his happiness in associating him in the Joint Conference Forum and assured all his support in resolving the issues.

Sri R K Madhukar, General Manger narrated the performance of the bank during the just concluded financial year. He also expressed that while Bank has done well under deposit front, he desired that Retail Lending portfolio requires to be given focused attention during the current financial year. He also desired that percentage of performing branches requires to be increased, so that bank will be in a position to regain the Best position among the comity of Banks.

Sri D D Rustagi, General Secretary welcomed the Executive Director and Sri M Ramkumar, General Manager. He has informed that the concern expressed by Chairman & Managing Director and Executive Director as regards increase in frauds has been noted and the Union shall spread the message amongst the employees the menace of frauds. He also informed the various steps taken by the Union contain frauds. He also informed that the Union as well as the employees shall strive hard for better development of the Bank and also to increase the CASA deposits.

With this the following items were taken up for discussion:

1. Promotion of Subordinate Staff to Clerical Cadre as on 01.01.2008:

The Representatives of the Union referring to the Minutes of earlier Joint Conference requested that the process of promotion to subordinate staff to clerical cadre may be taken up early.

The Representatives of the Management informed that under the present working environment and the nature of duties they are required to perform, the existing policy of promotion of sub staff to clerical cadre needs to be re-visited.

However, after discussion, it was agreed to commence the process of promotion from sub staff to clerical cadre shortly.

2. 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.

After mutual discussion, it was decided to declare the following vacancies in various States / Union Territories for posing as Special Assistants as on 01.03.2008:

1)	ANDHRA PRADESH	4
2)	ASSAM	1
3)	BIHAR	3
4)	CHANDIGARH	1
5)	CHATTISGARH	1
6)	DELHI	7
7)	GOA	1
8)	GUJARAT	1
9)	HARYANA	2
10)	JHARKHAND	2
11)	KARNATAKA	8
12)	KERALA	8
13)	MADHYA PRADESH	1
14)	MAHARASHTRA	8
15)	MEGHALAYA	1
16)	ORISSA	1
17)	PUNJAB	3
18)	RAJASTHAN	1
19)	TAMILNADU & PONDICHERRY	8
20)	UTTAR PRADESH	7
21)	UTTARANCHAL	1
22)	WEST BENGAL	5
23)	TOTAL	75

3. Filling up of all permanent vacancies of PTEs and sub staff and RE-designation of PTEs:

The Representatives of the Union requested for filling up of permanent vacancies of PTEs and Sub staff and also re-designation of PTEs.

The Representatives of the Management quoting the number of sub-staff and PTEs with other comparable Banks expressed their inability to accede to the request of the Union.

However, it was agreed to discuss the matter further.

4. Revision of out of pocket expenses:

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

The Representatives of the Management informed that the matter shall be discussed further.

5. Revision of reimbursement of newspaper cost of PTEs and Subordinate Staff:

The Representatives of the Union requested that limit fixed for reimbursement of cost of newspaper to PTEs and sub-staff may be revised to make it at par with that of clerical employees.

The Representatives of the Management agreed to examine the matter.

NEXT JOINT CONFERENCE:

It was agreed to hold the next Joint Conference on 11th July 2009.

DATED AT BANGALORE THIS THE THIRTEENTH DAY OF APRIL TWO THOUSAND NINE.

For CANARA BANK

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

for CANARA BANK EMPLOYEES' UNION

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

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