



CANARA BANK EMPLOYEES' UNION (Regd.)
(Affiliated to All India Bank Employees' Association)
"A.K.Nayak Bhavan", II Floor
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July 29, 2011

Dear Comrade,

JOINT CONFERENCE WITH THE BANK

The minutes of the Joint Conference held on 26.07.2011 with our Bank is furnished hereunder for your information.

This Joint Conference is yet another milestone in the onward march of our organization, heralding a new era to our Part Time Employee comrades on consolidated/daily wages. Union is aware of the exploitative service conditions and the uncertainty in engagement undergone by this segment of comrades. As a top priority, the Union promised that it would address to their difficulties and bring real cheer to them . Today, the union has honoured its commitment by making them as permanent employees of the bank with all the attendant benefits. This new measure would bring about real change in their life and career.

This unique achievement has been effected in the context of overzealous intensity on the part of the banks in outsourcing banking jobs especially at the lower level. By regularizing the PTEs, the Union has brought about a situation wherein no one would be left as non permanent employee in the bank in the days to come.

Comrades would appreciate that the settlement has been entered under the relevant provisions of the Industrial Disputes Act, 1947.

The settlement provides that the regularization would take place in three stages for both the categories and the same would be completed as on 1-6-2013.

We greet and congratulate our PTE comrades for reposing their faith and confidence on the Union despite the motivated provocations resorted to by a few elements who always thrive on false prophesy.

Apart from the above, the pending issues and other vital issues as referred to in the Minutes are being pursued by the Union actively. We are confident that, though delay is observed in finalizing the issues, they would be positively clinched.

We request our Functionaries and Branch Secretaries to keep the concerned PTEs in their respective area/Branch informed about the achievement and enroll them as the members of our Organisation on their engagement on the due dates.

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 26th JULY, 2011

PRESENT:

REPRESENTATIVES OF THE MANAGEMENT:

- | | |
|---------------------------|---------------------------|
| 1. SRI A K NAHAR | GENERAL MANAGER |
| 2. SRI D S ANANDAMURTHY | GENERAL MANAGER |
| 3. SRI J RABINDRANATH | GENERAL MANAGER |
| 4. SRI D R DESHPANDE | ASSISTANT GENERAL MANAGER |
| 5. SRI NAIR AJIT KRISHNAN | DIVISIONAL MANAGER |

REPRESENTATIVES OF THE UNION:

- | | |
|--------------------------|--------------------|
| 1. SRI D LUKE BASKARAN | PRESIDENT |
| 2. SMT ANOOP MATHUR | VICE PRESIDENT |
| 3. SRI D D RUSTAGI | GENERAL SECRETARY |
| 4. SRI G V SAMBASIVA RAO | DY. GEN. SECRETARY |
| 5. SRI AJAY MANJREKAR | DY. GEN. SECRETARY |
| 6. DR. V K SINGH | DY. GEN. SECRETARY |
| 7. SRI SREEBASH DATTA | SECRETARY |
| 8. SRI S RAMAKRISHNAN | SECRETARY |
| 9. SRI B S A RAO | SECRETARY |
| 10. SRI J RAVICHANDRAN | SECRETARY |
| 11. SRI ANIRUDH KUMAR | SECRETARY |

Sri A K Nahar, General Manager welcomed the Representatives of the Central Negotiating Team of the Canara Bank Employees' Union and the Representatives of the Management to the Joint Conference. He stressed upon the need for improving customer service and strict adherence to the systems & procedures for preventing the frauds and called upon the Representatives of the Union to spread the message among all the Staff Members.

Sri D D Rustagi while reciprocating the concern of the General Manager, he assured of the continued co-operation of the Union in ensuring the Bank's growth and achieving all parameters. Further, he also appreciated the initiative taken by General Manager, Personnel Wing and the decision taken by the Chairman & Managing Director, Executive Director in resolving the issue of regularization of Daily Wagers, for which Memorandum of Settlement is being entered into.

The following agenda items were taken up for discussion:

1. REGULARISATION OF ALL PTES WORKING ON DAILY WAGE BASIS

The Representatives of the Union raised the issue and desired to know the developments in the matter.

The Representatives of the Management informed that the Competent Authority has since permitted for regularization of all PTEs working on daily wage basis / consolidated wages. A Memorandum of Settlement under Sec.2[p] of Industrial Disputes Act, 1947 is being entered into separately.

2. FILLING UP OF EXISTING SUBORDINATE STAFF VACANCIES IN BRANCHES/OFFICES

The Representatives of the Union have requested to fill up the existing Subordinate Staff vacancies in branches / offices, including by re-designation of PTEs as Sub-staff.

The Representatives of the Management informed that the same will be examined.

3. PAYMENT OF SUPERVISORY ALLOWANCES TO CLERKS ENTRUSTED WITH THE RESPONSIBILITY OF HOLDING OF DOUBLE LOCK KEYS IN BRANCHES

The Representatives of the Union have requested for payment of Supervisory Allowance to Clerks entrusted with the responsibility of holding of double lock keys in branches.

The Representatives of the Management informed that the matter will be studied further.

4. DECLARATION OF SPECIAL ASSISTANT VACANCIES AS ON 01.03.2011

The Representatives of the Union requested the Representatives of the Management to declare the vacancies of Special Assistants as on 01.03.2011.

The Representatives of the Management informed that the matter is being looked into.

5. PROMOTION OF SUBORDINATE STAFF TO CLERICAL CADRE AS ON 01.01.2011 & CLERICAL CADRE TO JMG SCALE-I AS ON 01.07.2011

The Representatives of the Union requested to initiate the process of promotion of Subordinate staff to Clerical cadre as on 01.01.2011 and Clerical cadre to JMG Scale-I as on 01.07.2011.

The Representatives of the Management informed that the matter is being examined.

NEXT JOINT CONFERENCE:

The date for the next Joint Conference will be finalized after mutual consultation.

DATED AT BANGALORE THIS THE TWENTY SIXTH DAY OF JULY, TWO THOUSAND ELEVEN.

**For CANARA BANK
UNION**

For CANARA BANK EMPLOYEES'

A K NAHAR

D LUKE BASKARAN

D S ANANDA MURTHY

ANOOP MATHUR

J RABINDRANATH

D D RUSTAGI

D R DESHPANDE

G V SAMBASIVA RAO

NAIR AJIT KRISHNAN

AJAY MANJREKAR

V K SINGH

SREEBASH DATTA

S RAMAKRISHNAN

B S A RAO

J RAVICHANDRAN

ANIRUDH KUMAR

MEMORANDUM OF SETTLEMENT DATED 26th JULY, 2011 UNDER SECTION 2(P) READ WITH SECTION 18(1) OF INDUSTRIAL DISPUTES ACT, 1947 AND RULE 58 OF INDUSTRIAL DISPUTES (CENTRAL) RULES, 1957 ARRIVED AT BY AND BETWEEN THE MANAGEMENT OF CANARA BANK AND THE CANARA BANK EMPLOYEES' UNION IN THE MATTER OF

A. REGULARISATION OF PERSONS ENGAGED ON DAILY WAGE BASIS AS ON 30/04/2010 IN PTE VACANCIES IN THE RESPECTIVE SCALE WAGES.

B. REGULARISATION OF PERSONS ENGAGED ON CONSOLIDATED WAGE BASIS AS ON 30/04/2010 IN 1/3 SCALE WAGES.

PARTIES :

- 1. CANARA BANK**
- 2. CANARA BANK EMPLOYEES' UNION**

REPRESENTATIVES OF THE MANAGEMENT OF CANARA BANK:

- | | |
|---------------------------|---|
| 1. SRI A K NAHAR | GENERAL MANAGER |
| 2. SRI D S ANANDAMURTHY | GENERAL MANAGER |
| 3. SRI N NARASA REDDY | GENERAL MANAGER & CHIEF LIASION OFFICER |
| 4. SRI J RABINDRANATH | FOR SC/ST |
| 5. SRI D R DESHPANDE | GENERAL MANAGER |
| 6. SRI NAIR AJIT KRISHNAN | ASSISTANT GENERAL MANAGER DIVISIONAL MANAGER |

REPRESENTATIVES OF CANARA BANK EMPLOYEES' UNION :

- | | |
|---------------------------|---------------------|
| 10. SRI D LUKE BASKARAN | PRESIDENT |
| 11. SMT. ANOOP MATHUR | VICE- PRESIDENT |
| 12. SRI D D RUSTAGI | GENERAL SECRETARY |
| 13. SRI G V SAMBASIVA RAO | DY. GEN. SECRETARY |
| 14. SRI AJAY MANJREKAR | DY. GEN. SECRETARY |
| 15. DR. V K SINGH | DY . GEN. SECRETARY |
| 16. SRI SREEBASH DATTA | SECRETARY |
| 17. SRI S RAMAKRISHNAN | SECRETARY |
| 18. SRI B S A RAO | SECRETARY |
| 19. SRI J RAVICHANDRAN | SECRETARY |
| 20. SRI ANIRUDH KUMAR | SECRETARY |

SHORT RECITAL OF THE CASE:

WHEREAS, the parties herein have deliberated on the issue of

- A. Regularisation of persons engaged on daily wage basis as on 30/04/2010 in PTE vacancies in the respective scale wages.**
- B. Regularisation of persons engaged on consolidated wage basis as on 30/04/2010 in 1/3 scale wages.**

The matter was duly discussed and it is agreed as under:

TERMS OF SETTLEMENT:

I. PERSONS ENGAGED IN PTE VACANCIES ON DAILY WAGE BASIS:

It is here by agreed to regularize the services of persons engaged in PTE vacancies on Daily Wage Basis, in the respective scales in which they

are presently engaged with all attendant benefits in a phased manner over a period of three years as under:

| BATCHES | NUMBER OF DAILY WAGERS |
|---|------------------------|
| First Batch: - Persons engaged on daily wage basis upto 31/12/2002. The regularization of these persons shall be with effect from 01-06-2011. | 32 |
| Second Batch: - Persons engaged on daily wage basis from 01/01/2003 to 31/12/2005. The regularization of these daily wagers shall be with effect from 01-06-2012. | 217 |
| Third Batch: - Persons engaged on daily wage basis from 01/01/2006 to 30/04/2010. The regularization of these daily wagers shall be with effect from 01-06-2013 | 232 |
| TOTAL | 481 |

The list of names and details of persons falling under the respective batches as mentioned above duly signed by both the parties is exchanged between the parties and same shall be read as part and parcel of this settlement.

II. PERSONS ENGAGED ON CONSOLIDATED WAGES:

It is here by agreed to regularize the services of persons engaged on Consolidated Wages as PTE's on 1/3 Scale wages with all attendant benefits in a phased manner over a period of three years as under:

| BATCHES | NUMBER OF CONSOLIDATED WAGERS |
|--|-------------------------------|
| First Batch: - Persons engaged on consolidated wages upto 31/12/2002. The regularization of these persons shall be with effect from 01-06-2011. | 191 |
| Second Batch: - Persons engaged on consolidated wages during 01/01/2003 to 31/12/2005. The regularization of these persons shall be with effect from 01-06-2012. | 83 |
| Third Batch: - Persons engaged on consolidated wages during 01/01/2006 to 30/04/2010. The regularization of these persons shall be with effect from 01-06- | 108 |

| | |
|--------------|------------|
| 2013 | |
| TOTAL | 382 |

The list of names and details of persons falling under the respective batches as mentioned above duly signed by both the parties is exchanged between the parties and same shall be read as part and parcel of this settlement.

The numbers indicated in the respective batches (in I & II) is subject to the actual availability of persons as on the date of regularization. It is mutually agreed that the persons to be regularized under each batch is purely on the basis of the date of engagement and not on the basis of the number of persons to be regularized in the respective batches.

III. OTHER TERMS:

- A. The regularization will be effective from the respective dates of regularization as mentioned above. The benefits of the regularization shall accrue only from the date of their respective regularization subject to the terms of this settlement.
- B. Bank shall issue appointment letters as per its norms/ rules to the persons as detailed above on their respective dates of regularization.
- C. The regularization shall be subject to satisfactory conduct / work performance, punctuality, suitability, availability etc., as on the date of regularization which shall be certified by the Office/ Branch in charge duly verified by the respective HRM Sections.
- D. The services of the persons to be regularized shall commence from the date of regularization for all purposes and he shall be on probation for a period of Six months from the date of regularization and he shall be confirmed in the services of the Bank subject to satisfactory completion of probation period.
- E. The persons to be regularized shall submit a letter of acceptance/ undertaking before 31/08/2011 confirming their unconditional acceptance of terms and conditions of this settlement. If any person fails to submit the letter of acceptance/ undertaking before the above said date, it shall be treated that he has declined the offer extended under this settlement and he shall not have any further claim on regularization under this settlement.
- F. If any person to be regularized has filed any case/ Claim/ Complaint relating to his regularization before any Court/ Authority/ Tribunal / Forum etc., he shall unconditionally withdraw the same before he submits acceptance / undertaking letter.

- G. From the date of their regularization, the Service Conditions applicable to PTEs shall become applicable to the persons regularized and they shall be bound by the same and they shall perform all duties of PTEs as per the norms laid down by the Bank.
- H. After regularization based on the administrative exigencies they shall be redeployed as per existing norms.
- I. The persons regularized as above, shall with effect from the date of the regularization be governed by the applicable Industry level Settlements including Superannuation benefits.

AS PER THE ABOVE TERMS THE PARTIES HAVE AGREED AND SET THEIR HANDS AT BANGALORE ON THIS TWENTY-SIXTH DAY OF JULY, TWO THOUSAND ELEVEN.

**For CANARA BANK
UNION**

For CANARA BANK EMPLOYEES'

SRI A K NAHAR

SRI D LUKE BASKARAN

SRI D S ANANDAMURTHY

SMT ANOOP MATHUR

SRI N NARASA REDDY

SRI D D RUSTAGI

SRI J RABINDRANATH

SRI G V SAMBASIVA RAO

SRI D R DESHPANDE

SRI AJAY MANJREKAR

SRI NAIR AJIT KRISHNAN

SRI V K SINGH
SRI SREEBASH DATTA

SRI S RAMAKRISHNAN

SRI B S A RAO

SRI J RAVICHANDRAN

SRI ANIRUDH KUMAR

WITNESSES :

COPY COMMUNICATED TO :

1. The Secretary, Government of India, Ministry of Labour Employment and Rehabilitation, New Delhi
2. The Chief Labour Commissioner (Central), New Delhi
3. The Regional Labour Commissioners (Central), Bangalore