



CANARA BANK EMPLOYEES' UNION (Regd.)
(Affiliated to All India Bank Employees' Association)
"A.K.Nayak Bhavan", II Floor
14, Second Line Beach, Chennai - 600 001

Telegram: "OUR UNION"
P.B.No.1770
Fax: 25245566

Website : www.cbeu.in
E-Mail : cbeuco@gmail.com

Phone: 2524 3243
2522 3751
2524 0896

Circular No:

Index: V(ADM)/IRS/CO

Aug 20, 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 20TH AUGUST, 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
SRI S N MUNSHI	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.N.S.Srinath, General Manager welcomed the representatives of the Central Negotiating Team of the Canara Bank Employees' Union and also the representatives of the Negotiating Team of the Management. He gave a brief report about the latest developments in the Bank since the last Joint Conference and also informed that the Bank's recruitment process has started and about 800 Clerks are to join the Bank shortly and will be given training. He also informed that 400 Probationary Officers have been recruited and the first batch of training has started on 17.08.2009 and the second batch is expected to join on 31.08.2009. the Investment Officers on contract basis have also joined and put on job. He further brought to the notice of the forum that while the industry level wage revision is going on, it is time for the Bank to re-visit many of the policies and agreements which we have in the Bank, which have become redundant over a period of time in view of the

technological advancements and changes that have taken place in the Banking Sector. The CVC has issued instructions to transfer the employees periodically as a measure of preventive vigilance. While appreciating the positive role played by the Canara Bank Employees' Union in all the endeavors of the management, he requested for their continued cooperation.

Sri.R.K.Madhukar, General Manager while welcoming the members highlighted the developments that have taken place in the Bank during the last quarter and the performance of the Bank for the quarter ending June 2009. He brought to the notice of the forum that the quarter ending June was good as compared to the June, 2008 quarter and gave the figures and statistics of the various financial parameters of the Bank and also compared the same with the peer Banks. Sri.Madhukar while highlighting the fact that the Bank is to achieve a business target of Rs.4.00 lakh crores for March 2010, sought the involvement of all the staff to achieve this corporate goal. Sri.Madhukar also highlighted the details of the new Canara Saving s Utsav Scheme launched by the Bank on 17.08.2009 till 31.03.2010 and requested that this Scheme be propagated throughout the country as there are number of incentives available for the employees under the Scheme. Sri.Madhukar also expressed concern on the CASA deposits of the Bank and informed the forum that a concerted effort should be taken by one and all to achieve the Statement of intent given by the Bank to the Ministry of Finance. He requested the Union to spread the message to the grass root level in order to achieve the Bank's goal.

Sri.D.D.Rustagi, General Secretary of Canara Bank Employees' Union while reciprocating the sentiments expressed by the General Manager, assured the continued cooperation of the Union and the employees in the various initiatives taken by the Bank. He also expressed that an increased. CASA would also require good customer service and counter service to be provided to the customers. While appreciating the initiative of the Bank in recruiting the clerical employees, he stressed the need to continue recruitment in future also.

With this the following items were taken up for discussion:

1. Filling up of all permanent vacancies of subordinate staff and PTEs and Re-designation of PTEs as subordinate staff:

The representatives of the Union requested for filling up of all permanent vacancies of subordinate staff and PTEs and re-designation of PTEs as subordinate staff. They also informed that many of the PTEs are working for more than 6 to 7 years and taking into their aspirations and their advanced age, they may be re-designated as Sub-staff.

The representatives of the Management informed that having regard to the availability of more number of Sub-staffs and PTE compared to the strength in peer banks there is no case to fill up permanent vacancies of Sub-staff and PTEs and re-designation of PTEs. In fact, proper re-deployment of Sub-staff/PTEs is the need of the hour.

However, it was agreed to look into the matter to find out a solution to the issue.

2. Enhancement in the limit fixed for local conveyance while on duty:

The representatives of the Union while highlighting the inflation and increase in the cost of transportation has requested to review the conveyance amount payable to workmen employees.

The representatives of the Management agreed to examine the matter.

3. Maintenance of Holiday Home:

The representatives of the Union informed that the maintenance of Holiday Homes is not up to the mark and some steps have to be taken to improve this facility as this is one facility which is being utilized by almost all section of employees. They have also brought to the notice of the Management the problems faced by some of the Holiday Homes and also need for relocation of some of the Holiday Homes.

The representatives of the Management agreed to look into the matter.

4. Enhancement in the amount of Supplemental Housing Loan to workmen:

The representatives of the Union requested to have a re-look into the supplemental Housing Loan amount of Rs.1.50 Lakhs to Clerks and Rs.1.00 Lakh to Sub-staff, considering the present cost of construction. They requested that the Supplementary Housing Loan limit be enhanced to Rs.3.00 Lakhs and Rs.2.00 Lakhs for Clerks and Sub-staff respectively.

The representatives of the Management agreed to examine the matter and make necessary recommendation to the appropriate authorities.

5. Payment of Overtime Allowance to employees worked on 17.09.2008 on account of Viswa Karma Pooja declared as Holiday under N.I.Act in U.P.

The representatives of the Union requested for payment of overtime allowance on 17.09.2008 to the employees who worked on that day, though it was declared a holiday under the N.I.Act in U.P. on account of Viswa Karma Pooja.

The representatives of the management informed that Overtime allowance is paid as per guidelines issued by the IBA. Since the demand for payment of Overtime Allowance for 17.09.2008 is not in terms of the IBA guidelines, the Management expressed its inability to consider the Union's request in this regard.

NEXT JOINT CONFERENCE:

It was agreed to hold the next Joint Conference during November 2009.

DATED AT BANGALORE THIS THE TWENTIETH DAY OF AUGUST TWO THOUSAND NINE.

For CANARA BANK
EMPLOYEES' UNION

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

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.N.MUNSHI

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