



CANARA BANK WORKERS' ORGANISATION (REGD.)

(Affiliated to NOBW & BMS)

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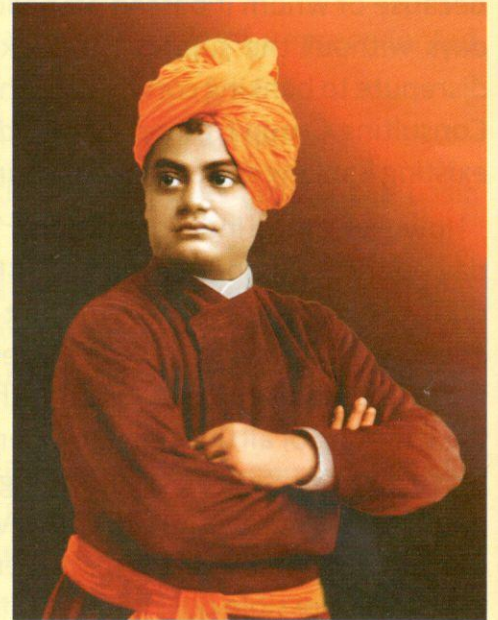
Swami Vivekananda Janma Diwas
12-01-2017.

BE AND MAKE

Today, the emancipated world is celebrating International Youth Day in commemoration of 154th birthday of the patriotic Hindu monk of our country, Swami Vivekananda. He was an embodiment of youthful energy and a promulgator of Catholicism in spirit and action. His life and teachings depict the most hallowed traditions and culture of our nation. It is thus prudent for the individual self and country to ruminate on his teachings today.

Amongst the many prophetic sayings of Swami Vivekananda ***"A Nation in India must be a Union of those whose heart beat to the same Spiritual Tune"*** assumes a very important place. Probably he had a premonition that, our country will soon be liberated and we as a nation should stay united at least on a spiritual plane. He was aware of the fact, that there is more difference between two Indian races than between the European and the Eastern races. Also because the people of our country follow many faiths and practice many religions, he dreamt of that India where it does not become a Hindu or Christian or Islamic or secular state, but where the people can assimilate the positive things from all and grow accordingly for the good of self and the state.

Swamiji's idea of 'Spiritual Tune' was the absence of sectarianism beyond racial, religious and linguistic differences. To him, "Religion was the idea which raises a brute unto man and man unto God, where there is neither the Vedas nor the Bible nor the Koran but a Religion, which harmonizes the Vedas, the Bible, and the Koran, where one can choose the path that suits him the best." His ideal was 'Help and not fight' 'Assimilation and not Destruction,' 'Harmony and Peace and not Dissension'. At the Parliament of Religions in Chicago, he said "The Christian is not to become a Hindu or a Buddhist, nor a Hindu or a Buddhist to become a Christian. But each must assimilate the spirit of the others and yet preserve his individuality and grow according to his own law of growth". But, alas, nothing of it happened and what we find in our country today is just the opposite of whatever he dreamt of.



The genesis of the degradation in our society began soon after independence, where our naivety and stupidity reduced us to squabble on every issue today. We accepted a bunch of ignorant but prejudiced intellectuals and castiest but atheist comrades as our representatives in governance. These representatives dumped national ethos to run their style of governance by importing all kinds of dysfunctional, alien systems. They systematically destroyed the fabric of the nation for their personal aggrandizement and in fact outsmarted the Moguls and British in dividing the country in every possible way for power and plunder. Further, to consolidate their ill gotten wealth they manipulated religions,

misinformed the masses and pitted every Indian against the other on the basis of religion, caste, creed, color, and other myriad groups. To further their cause they planted their own chelas to corrupt every institution in the country.

In addition to this, the agents of these self serving leaders installed their cronies to induce vicious public discourse on all platforms about secularism, communalism and every possible 'ism'. Though the only 'ism' that mattered was 'Spiritualism', was deliberately kept away from that discourse. The sentiments of few were more important to these insensitive people. Thus, they succeeded in muddling the minds of the youth by spreading hatred and distrust amongst the populace of the country.

Now the 'SANKRANTI/SANKRAMANA', the period of transition is going to begin in the next two days. Indians have to girdle up their core values of spiritualism as envisaged by Swami Vivekananda to rebuild 'Bharat' because our country is again on the cusp of a thorough overhaul. At this crucial juncture, as though adhering to divine will, our country is in the hands of a person who not only shares the pre-monastic name of Swami Vivekananda but also does not shy away from being truly patriotic and bold like him. It is our good fortune that he has assumed the responsibility of cleaning the country from the legacy of its predecessors. This is the real 'Swatch Bharat Mahan Yagya' in true sense of the term.

Our country recently pulled off one of the biggest ever 'de/re' monetization of its economy. The enormity of this exercise is humongous and unparalleled anywhere in the world. The whole process passed off smoothly despite violent provocations from various political groups, media, and 'Whats App/Face Book/Twitter' economists. Demonetisation of this scale is perhaps the boldest move by any government found anywhere in the world.

Thanks to the indomitable spirit of Indian banking system and it's ever committed workforce, because of whom it passed off peacefully. This mindboggling exercise wouldn't have sustained for 50 days without the support of Bankers. Unfortunately few rotten eggs amongst us though brought disrepute to banking community, thankfully, the learned men, true economists, and MNCs, like Boston Consulting Group trashed it immediately and hailed the Indian Banking Industry's workforce and the existing Banking systems of our country as most clean and safe.

However, at the individual banker's level it didn't lessen the pain and agony for, they toiled day in and day out post demonetisation of SBNs. The life of our brothers and sisters at the counters in branches during this period was no different than that of a brave soldier at the border. Apart from the already gnawing work load, cash crunch, personal losses, frequent changes in rules/software, they had to bear the brunt of the people's wrath with equanimity. Your organisation true to its values empathised with the suffering of all the Can Bank men and women and gave a representation to the Management to rise up to the occasion to acknowledge the good work of staff. Our benevolent Management immediately considered to the extent possible our representation in mitigating the woes of the workmen staff.

The following is our Representation submitted to our beloved MD&CEO—Shri Rakesh Sharma

While hailing Hon'ble Prime Minister for his bold and historic decision of



undertaking demonetisation of high value currency notes, we appreciate in the same breath our Bank Management for initiating various measures in support of the Government's decision. In this context, we wish to sincerely thank our benevolent Management for having considered paying Overtime Allowance' to the workmen staff of Branches for the extended hours of duty they did on 10th and 11th of November and pay full day Overtime Allowance for 2 days for working on 12th and 13th of November 2016 and as well to our Security Guards at a later date.

As you are aware, today's workmen staff is carrying out huge workload under great stress causing irreversible health issues as a mark of goodwill and to keep the morale of Workmen staff high, Management may consider initiating the following tangible benefits vis-à-vis welfare measures extended to our brethren from Officer's community:

ISSUES OF SWO EMPLOYEES:

- ◆ Convert all SWO (A) to SWO (B) as done in most of the Banks, in the back drop of successful working of Teller system in all most all branches.
- ◆ Petrol reimbursement may please be increased to 30 liters per month. (A liter a day)
- ◆ ROI on Educational Loans to the wards of workmen staff may be reduced. We fail to understand the rationale behind higher ROI for Workmen than Officers for same Car loan. Please rectify the blatant indiscrimination.
- ◆ Business Development expenses may be paid to workmen staffs who are no less in contributing to the increase in CASA and recovery of Bad loans.
- ◆ Release Staff Welfare Measures.
- ◆ Formulating clear cut policies and redefining the roles of Temporary Supervisors.
- ◆ Protecting and safeguarding the cashiers in the branch offices in the wake of unprecedented inflow of Counterfeit currency notes.
- ◆ Payment of Extra allowance to the Cashier who amalgamates the Branch cash at the end.
- ◆ Not to force Workmen Staff to take Key holding responsibilities, as this goes against the basic tenets of banking practice.
- ◆ When entire country is marching forward towards digitalisation, we demand for Union Subscription Check-off Mandate through HRMS only and do away with present retrograde hard copy system which would support paperless Banking and reduce workload at HRM sections and avoid inter union disputes.
- ◆ Make available facility to access HRMS package and Medi Assit package to the employees from anywhere as prevailing in Bank of Baroda and Punjab National Bank so as to enable employees to operate while on leave, which would also save precious time at the counter.
- ◆ Payment of Rs10, 000/- even to those employees who retire on VRS and Resign as applicable to superannuated employees.

ISSUES OF EX-SERVICEMEN EMPLOYEES:

In the recent years, quite a number of Ex-Servicemen have joined the Bank not only as Security Guards but also as SWOs. They have been facing problems in their salary fitment, etc. On our taking up the matter, Grade Pay was included while fixing the wages in the Bank. But there are pay and allowances which are not being protected.

Further, different Circles (Especially Delhi Circle) are following different methods of protection of Pay while fixing their wages in the Bank. Even within the Circle, there are differences from one employee to another. These are creating heart burn amongst them and in many cases; there have been reduction in their emoluments.

On our pursuing the matter with the Government, IBA has issued uniform guidelines for fixation of wages but still problem exist. There are also instances of recovery from salary and differences in payment of DA on their pension, etc.

ISSUES OF HKP EMPLOYEES:

Our Bank has been recruiting HKPs on regular basis depending on the requirements. This is laudable gesture to the people of lower strata of the society. It is well within the knowledge of our Management that there is an acute shortage of HKPs in the branches. Bank has already absorbed the daily wagers as HKP. Despite this there are many persons working on leave vacancies in the branches.

It is given to our understanding that to overcome the shortage of HKPs, Bank has decided to fill the vacancies through Employment Exchange. In this regard it is our earnest request that the Bank must first absorb those persons who are already engaged by the branches on daily wages and working on leave vacancies since long time. And after absorbing them if Bank finds any shortage the names may be called from Employment Exchange.

We request you to consider our appeal on humanitarian grounds and intervene in the matter advising the Circles accordingly. We are confident that their number being less, this humanitarian action of the Bank will boost the image of the Bank as envisaged by our illustrious founder. We also request our Management to define the duties of HKPs and eligibility of those HKPs for further promotions and also their request transfers.

We request your good office to kindly go through the same and initiate necessary measures to implement the text of our demands.

We take this opportunity to convey our best wishes to you in all your efforts to steer our beloved institution to greater heights and we extend our sincere co-operation in maintaining harmonious Industrial Relations in the Bank.

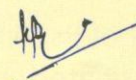
Friends, at the dawn of calendar year 2017, let the onset of Makara Sankranti usher in a new beginning and bestow divine blessings on all of us, our Bank and country. We fondly hope more people join us and strengthen us to fight for the just rights.

With Nationalistic Greetings,



Mohan Kumtakar
President

Fraternally yours



K Prabhakar
General Secretary

CBWO-ZINDABAD

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VANDE MATARAM

BHARAT MATA KI JAI