



Canara Bank Workers' Organisation (Regd)

(Affiliated to NOBW & BMS)

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Circular No. 3/96

SHRAVANA POORNIMA

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Friends,

COMPUTER - THE MAN EATER

The prognosis made by **N.O.B.W.** during 1983 has come true. The evils of indiscriminate computerisation in a predominantly human - resources - oriented country has atleast begun to dawn on the protagonists of working class, particularly in the Banking Sector. The Trade Union which boasted about representing majority of employees in the Banking Sector was the first to fall head-over-heels to rap signature on the dotted lines in favour of computerisation, a day-light victim of the bait put-forth by the IBA. The disasters of that near-sighted folly has begun to surface now and the devil is breathing down the neck of every employee, as evidenced herebelow:

1. An employee working in rural branches can henceforth only **dream** of a transfer to metropolitan or cosmopolitan city. Most of the boundaries of city branches are virtually sealed for outsiders.
2. Even those working in city branches are not fully insulated from being shunted out of the city, unless they label themselves as computer operators. The senior clerks who were contemptuous about the onslaught of "Machines" over their formidable positions are finding their seats, most insecure now, because they turned a blind-eye to the ALPM Test held during the year 1994-95.
3. The Task force Team set up by the management is bent upon pleasing the powers-that-be and has launched a tireless job of hunting out surplus pockets in each city. Unfortunately, most of the city branches in the country requires to be trimmed to give way for computers. Management is gleefully executing the trimming exercise.
4. The employees already tagged as ALPM/ Computer Operators are warned not to heave a sight of relief. It is suspected that the management might be harbouring the idea of withdrawing Computer Allowance, because operating a computer is no more a specialist's job.
5. And even after a lapse of 6-8 months from the date of implementation of TBAs & PBAs in the Bank, no clear cut policy is laid out regarding the functions of ALPM/Computer Operators. Each Circle is following different pattern while entrusting the work to the Operators.
6. There is a systematic drain of human resources in the Banking Industry, what with dismissals, resignations, voluntary retirements confronting the industry. The yearly labour turn-over is very much on the increase and the inflow has almost slowed down to a trickle. The new recruits through BSRB is not even a match to the employees who passed away during the year!

The result is for every one to see. There is an unsurmountable pressure on each employee, and, computer or no computer, even clerical staff are made to work beyond working hours. This is not under peaceful working conditions but under intimidations and the veiled threats of imminent transfers.

Friends, recently there was a Circular from another Union which has "off-again, on-again" comradery with the majority union. The Circular almost wept about the holocaust of computers. There was a claim of overtime allowance for those staff who worked late hours on computers. But, the proverbial "prevention is better than cure" saying, does not appear to have made any sense with this particular union, for it was this union which enthusiastically signed the computer settlement in the last Bipartite Settlement. It is too much to imagine that they did not realise the writing on the wall. But the benefits that accrued from joining the signatories to the settlement was more attractive than the thought about after-effects.

MESSAGE OF UNIVERSAL BROTHERHOOD

It is a universal truth that the signatory Unions of the Award staff stumbled while signing hurriedly the settlement, without properly demanding our justifiable share. It is also a fact that the blunder was belatedly realised, when the settlement of Officers was concluded.

However, an attempt is being made to salvage the issue after the submission of the report by the Three Member Committee. Even though, the IBA - Government combine is suffering from "Hamlet's Complex", efforts are underway to clinch the bargain. But, given the bargaining capabilities of the majority union, one may not expect substantial changes in the payslip.

On the otherhand, the Officers fraternity is also on the agitation path. They have demanded equal escalation in wages in case the Award Staff is given benefits. The agitational programmes are given on parallel lines by the entire workforce, be it Officers or Workmen to achieve their objectives.


But it is divine coincidence that the agitation of the entire workforce is directed towards betterment of their wages and the timing is on the auspicious occasion of "RAKSHA BANDHAN".

Therefore, let us pledge that we fight for the betterment of living standards of all on this occasion.

Let us strive for friendship amongst all and enmity towards none.

With "RAKSHA BANDHAN" Greetings

Fraternally Yours,



MOHAN KUMTAKAR

General Secretary

BHARATH MATHA KI JAI

CBWO - Zindabad

NOBW - Zindabad

BMS - Zindabad