

CIRCULAR No. 40/2011

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TO ALL MEMBERS

Dear friends,

123rd MEETING OF THE EXECUTIVE COMMITTEE AT MYSORE

The 123rd Meeting of the Executive Committee of the Organisation was held 5th and 6th of December 2011 at Shree Guru Residency, Mysore. Amongst other the following major issues were discussed:

- 1.0 **Agitation in Dhanalaxmi Bank comes to an end:** The EC was apprised about the developments in Dhanalaxmi Bank. The officers in Dhanalaxmi Bank were on long drawn struggle against the systematic anti-trade union activities by their Management. However, the deadlock could be removed pursuant to a couple of meetings held on 28th November and 3rd December 2011 with the intervention of AIBOC leadership and the Private Sector Banks officersí Federation. A landmark settlement was arrived and the issues have been resolved to the satisfaction of the Management and the Dhanalaxmi Bank Officersí Organization (DBOO) wherein the Management recognizing the trade union rights of the officers assured to restore the bipartite relationship.
- 2.0 **First Triennial Conference of AINBOF:** The EC was apprised about the first triennial conference of All India Nationalized Banks Officersí Federation held at Hyderabad on 17th and 18th October 2011. EC also deliberated about CBOO joining the AINBOF and seeking its affiliation. As there was no clarity about the collection of subscription and role to be played by AIBOC and AINBOF as far as Government and IBA are concerned, the house decided that status quo be maintained and the EC would review its decision at a later date.
- 3.0 **Developments at the Industry Level:**
 - 3.1 **Developments of Khandelwal Committee Recommendations:** The EC deliberated on the developments of Khandelwal Committee Recommendations and acceptance of such recommendations by the Government. Amongst others the recommendation to abolish the time tested system of uniform wages for the employees and officers of all the Banks through Bipartite Negotiations at the industry level and introduction of Bank-wise wage revision based on differential and variable pay method had triggered the moods of the officers across the industry, EC observed. AIBOC has directed its affiliates that their nominee on the Board should record their dissent whenever any resolution comes before the Board for implementation of the recommendations. The

constituent of UFBU had met IBA Chairman in a delegation and discussed the pending issues. A series of action programme have been chalked out by UFBU to intensify the struggle against implementation of recommendations of Khandelwal Committee.

- 3.2 **Appointment of serving employees in higher scale:** In respect of direct recruitment of serving employees in higher scale in the same Bank, IBA has now suggested that employee should resign from his/her earlier post and join the new post as a fresh candidate and all terminal benefits attached to earlier post should be settled as per the prevailing guidelines and the concerned employee on recruitment to higher scale will not be eligible for any benefits in new post. No protection of last drawn salary should also be considered. In view of the clarifications now furnished, an officer who wishes to apply for a higher scale in the same Bank through direct recruitment will not have any choice but to join new pension scheme effective from 1st April 2010.
- 3.3 **Common Promotion Policy and inter Bank transfers:** The Ministry of Finance is contemplating to evolve a Common Promotion Policy for the post of Asst. General Managers in PSBs and their transfer to other Banks. As the proposed policies of inter Bank transfer due to its inherent deficiencies will have its impact, AIBOC has taken up the matter with IBA requesting to convene a meeting for discussions.
- 3.4 **Government reviews the norms for the post at the level of General Managers:** The Ministry of Finance has advised the Public Sector Banks that the norms for the posts of GMs, DGMs and AGMs are revised in the ratio of 1:3:9. The Banks would be allowed to have 10 General Managers for business up to 150,000 crore and thereafter one General Manager for business of every Rs. 15,000 crore. The new guidelines shall remain in force till 31st March 2013. The EC deliberated on the impact of the new guidelines relating to the cadre strength and common promotion process of the executives issued by the Government defeating the very purpose of autonomy granted to the Banks.

4.0 Developments at the Bank's level:

- 4.1 **End of a dark Era:** While revisiting the disturbing developments of the past EC complemented the Corp Bankers who irrespective of scale or grade stood up with courage to protect the Bank from an apparent institutional disaster. General Secretary acknowledged with a sense of gratitude the overwhelming response of the members of the Organisation across the Bank who stood by the leadership in most testing hours assuring their unconditional support to uphold the honour and grace of this century old institution. The EC placed on records its appreciation for those who had contributed to Save Corporation Bank.
- 4.2 **The New CMD Sri Ajai Kumar takes charge:** The EC was thereafter informed that Sri Ajai Kumar, new Chairman and Mg. Director has assumed charge of this Bank with effect from 1st October 2011. Prior to this he was Executive Director of UCO Bank. The General Secretary briefed the house about an exclusive programme organised to felicitate the new CMD at CBOO Centre on 17th October 2011. The thought provoking address and the message of the new Chairman and Mg. Director were received well by the huge gathering. The EC felt that the need of the hour is to forget the past and give our best to take this Bank to further height ensuring its sustainable growth and ethical fitness.
- 4.3 **Preventive Vigilance Leave (PVL):** EC deliberated on the new guidelines issued by the Bank relating to Preventive Vigilance Leave. Certain issues connected to the PVL were

brought to the notice of the EC. EC while appreciating the new concept of PVL expressed its anxiety as to the proper implementation and efficacy of such a new concept as the guidelines issued by the Bank lack clarity. It was therefore decided to take up the issue at appropriate levels including the Management of our Bank.

5.0 Organisational Matters:

5.1 Newly set up Regional Units: The EC was informed of the formation of 4 new Regional Units namely Bangalore North, Vadodara, Trichy and Jaipur units. The reconstitution of Bangalore South Zone Regional Unit was also informed to the EC. The following are the newly elected Regional Secretaries of their respective Zone.

- i) **Bangalore South Zone:** Ms. Swarna Geetha, BiLore- S C Road Br.
- ii) **Bangalore North Zone:** Rudra Shetty, Kumar Park, West Branch
- iii) **Vadodaara Zone:** Mahesh R. Parikh, Manjalpur, Vadodara Branch
- iv) **Trichi Zone:** S. Gurumoorthy, ZO, Trichi
- v) **Jaipur Zone:** Sri Ram Meena, Transport Nagar, Jaipur Branch

A roadmap to complete the formation of the other units was also decided.

5.2 G. Raghuraman, Dy. General Secretary steps down: The EC was briefed about the resignation of Sri G. Raghuraman from the post of DGS consequent upon his transfer to Coimbatore on account of his personal reasons. The EC while accepting the resignation of Sri Raghuraman owing to his personal needs placed on records the contribution made by him to strengthen the Organization and wished that his services would be available for organizational work in future.

5.3 Co-option of Deputy. General Secretary: The EC co-opted **Sri S Ramachandrappa (presently Treasurer) and Sri K. B. Prasada** (presently Secretary, Benevolent Fund) as Deputy General Secretary to fill up two vacancies.

5.4 CBOO achieves milestone of 5000: The house was in applause on the Organisation crossing the milestone of 5000 membership. The EC was informed that efforts are on at certain pockets to misguide and mislead the newly recruited officers not to join CBOO thereby subverting the cause of the officers and to destabilize the officers' movement in the Bank. It was decided that the soldiers of CBOO shall actively participate in membership mobilization and the membership should reach 6000 before the end of 2012. The EC approved the admission of 390 new members into CBOO (provisionally admitted by the General Secretary).

5.5 Sri K. Sheshappa to lay down his office on 31st December 2011: Sri K. Sheshappa, Asst. General Secretary would be retiring from the services of the Bank on 31st December 2011 on attaining the age of superannuation. He has served the Organisation for more than two decades in various capacities with a sense of commitment and conviction. He is known to the membership for his patience and perseverance particularly when he was handling transfers. His contribution to strengthen the Benevolent Fund of the Organisation

during his tenure as Secretary, BF would be remembered by all. EC expressed its deep sense of gratitude and placed records the invaluable services rendered by Sri Sheshappa for the benefit of the officers in the Bank. The fourth (revised) CBOO Manual compiled by Sri Sheshappa would carry the fragrance of his simplicity and a sense of humility for the days to come.

5.6 **19th Triennial Conference:** General Secretary while explaining the reasons to pre-pone the next General Body (19th Triennial Conference) of the Organisation to January 2013 sought the views of the members of the house and EC after due deliberation decided to hold the next conference on 26th and 27th January, 2013 to coincide with the 40th year of celebration of the Organisation. It was also decided to celebrate the completion of three decades of uninterrupted publication of **Officers' Voice** (July, 1982 to July, 2012)- the voice of officers in Corporation Bank. The Organisation would be entering 40th years of its meaningful existence. It was decided that the year 2012 would be the year of membership development. Regional Units were advised to constitute a separate committee for membership development.

6.0 **Conclusion:** A new era has begun. There are anxieties and apprehensions, issues and concerns, hopes and expectations. While technology could be a facilitator to perform the job with more technical accuracy and efficiency, it however cannot replace the human resource. Manpower is the basic input for a service industry like Banking. The greatest achievement of any organization comes from the brilliance of its human assets. There is a need to attend the issue of manpower on priority. Similarly technology is another important area, which needs to be attended to on an urgent basis. Human Resource Management is the key component of any Management plan, which again needs to be taken care of. We are confident that the top Management in the new paradigm of administration would appreciate the above issues and take necessary steps with compassion and sensitivity to realize the corporate goal. Let us collectively move ahead with an inspiring commitment to ensure growth but with quality.

Yours sincerely,



(KAUSHIK GHOSH)
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