



Canara Bank Officers' Union[Regd.]

[AFFILIATED TO ALL INDIA BANK OFFICERS' ASSOCIATION]

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DATE : 14-06-2020

To

**THE MANAGING DIRECTOR & CEO
CANARA BANK, HR WING
HEAD OFFICE
112 J C ROAD
BANGALORE 560 001**

Dear Sir

SUB :: Reimbursement of telephone expenses to employees/officers /who are not provided with either land line or mobile phone/Mobile charges facility by the Bank

Ref: HO Cir 391/2020 dated 27.05.2020

Our union wishes to place the appreciation to the Bank for introducing the subject scheme on account of harmonisation of staff benefits due to amalgamation process.

In the circular, it has been categorically mentioned that the purpose of such a benefit extended to the employees is for the following:

"in order to involve and to motivate the employees for active participation in developmental work, recovery process and other customer-based banking related activities"

Whereas in the eligibility criteria, the employees on Probation period are not covered. We wish to place before your good office the following:

1. The job role and work responsibilities of an Employee, on Probation, of our bank includes, to look after Public relations, involve/monitor and regulate branch activities and tasks, attending to/ address customer related issues and grievances, attending to/approving and monitoring daily branch and customer transactions and handling almost all sections. The present Probationary employee is literally treated and utilised as a confirmed employee and is expected to perform all such duties of regular employee. He/She also is expected to invariably use his/her own personal phone for developmental activities and followup works of our Bank. Hence our union makes a strong submission that all the employees of our bank are actively involving themselves in the above mentioned activities and hence we request the Bank to extend the scheme to all the employees, irrespective of them being on probation or confirmed, thereby

recognising the services of the young buds, who are going to get transformed as future assets of our esteemed institution.

2. To permit the facility of availing reimbursement of mobile charges facility on declaration basis, to those managers who are not incharge of any section or heading branches and have not been provided with landline or mobile phone/mobile charges facility by the Bank. Such Managers, who are normally second in command of any branch/ section are completely taking care of almost all works including internal control, customer service and followups. As a recognition for their hardwork, we request your good office to extend the benefit to such Managers too.

Union is hopeful that the above suggestions will be positively considered in the best interest of the left over category of employees. Hope neccessary advisory will be issued at the earliest and oblige.

Thanking you

Yours faithfully



H VINOD KUMAR
GENERAL SECRETARY