



Circular No. CBOF/GS/OCTOBER/24/05

Date: 14.10.2024

(FOR CIRCULATION AMONG THE MEMBERS OF CBOF)

Dear Comrades,

**CBOF GETS AFFILIATION OF INBOC JOIN CBOF AND BE PART OF
THE CHANGING FORCE IN THE BANK**

Dear Comrades,

We are pleased to inform you that the Canara Bank Officers Federation (CBOF) has received central affiliation with the Indian National Bank Officers' Congress (INBOC). INBOC is part of the United Forum of Bank Unions (UFBU) and represents officers in the banking industry during Bipartite Talks and other industry-level matters.

We would like to clarify the background of this development to our members. As you are aware, the Canara Bank Officers Federation (CBOF) was one of the founding members of the All India Bank Officers Confederation (AIBOC) when it was formed in 1985, and it has been a militant affiliate from the beginning under the banner of SBOA, which was renamed CBOF after the amalgamation of banks. CBOF was the only AIBOC affiliate from Canara Bank, as the other officers' association of Canara Bank had disaffiliated from AIBOC in 2021.

However, to our surprise, AIBOC in its recently held EC meeting and General Body meeting decided to re-affiliate the very same officers' association without any consent from CBOF. The General Body of AIBOC also passed a resolution to allow the majority officers' association of Canara Bank to be the only affiliate of AIBOC in Canara Bank. The undersigned was urged by AIBOC's top leaders to amalgamate CBOF with the majority officers' association, following their re-affiliation to AIBOC.

This issue was discussed in our EC meeting held on 29.08.2024, and the EC unanimously decided not to accede to the advice of AIBOC leadership to amalgamate CBOF with any other organization, given our past experiences. Instead, we chose to maintain our independent identity as CBOF and take affiliation with INBOC. The leadership of INBOC was pleased to welcome our members and grant affiliation to our organization. Thus, by retaining our independent identity as CBOF, we will continue to play an important role as officers'

representatives at the bank level. At the same time, through our affiliation with INBOC, we will remain part of the officers' movement at the industrial level under the banner of UFBU.

We are confident that in the current banking scenario, the central affiliation of the Canara Bank Officers Federation (CBOF) to INBOC will be a path-breaking decision in safeguarding Public Sector Banks and upholding the dignity of the officers' community.

DON'T BE MISLED BY FALSE PROPAGANDA

Comrades, we have received reports that certain individuals have been contacting our members with false propaganda and pressuring them to change their membership using various tactics, including threats and intimidation. We advise our members not to succumb to such pressure tactics and to inform us if they receive any such pressure. It is important to remember that CBOF has been continuously working for the welfare of the officers' fraternity and raising issues concerning officers that other unions in the bank are reluctant to address for reasons known to them.

In this context, members may recall that CBOF has raised various issues for the benefit of officers and has been instrumental in securing many positive changes in our bank, some of which are listed below:

1. Board-approved Transfer Policy in the bank after 25 years
2. Clearance for going abroad without closing unsecured liabilities and depositing three months' salary with the bank
3. Payment of 15 days' halting allowance on transfer, as compared to a maximum of 7 days earlier
4. Removal of personal mobile numbers of CROs from the public domain and providing separate handsets to CROs
5. Modifications to the terms of the Employees Housing Loan Scheme, such as granting housing loans for the construction of houses on plots owned in the name of the spouse
6. Inclusion of conveyance allowance for physically challenged employees directly in their salary slip
7. Conversion of marketing officers to general officers

We are aware that there are many other issues concerning officers, and we have already identified some of them. We will be taking these up with the management and are confident they will be resolved to the satisfaction and benefit of the officers' community.

First and foremost, our Federation remains steadfast in protecting the rights of our members. CBOF has consistently engaged with management and relevant authorities to ensure everyone is treated fairly and with the respect they deserve. Whether it is securing fair wages, improving

various facilities and workplace safety, or defending against unjust disciplinary actions, we are always in your corner. Over the years, we have written many letters and successfully negotiated several favorable welfare initiatives for employees, ensuring that your voice is heard and your contributions are recognized.

We understand that work-life balance is a critical issue for all of us. The modern workplace can be demanding, but it is important to find time for both professional responsibilities and personal life. To this end, we have been advocating for policies that help you manage your work commitments while maintaining quality time with your family and pursuing personal interests. Your health and happiness, both on and off the job, are our priorities.

One of our key focuses in recent months has been the push for a standardized five-day work week in the banking sector. We believe that a five-day week is not only fair but also essential to fostering a productive and healthy working environment. Overworking staff does not lead to better results; it leads to burnout and decreased morale. Our Federation, along with INBOC, is actively negotiating with the IBA and the Government to implement this change and provide our members the well-deserved time off they need.

As we move forward, I want to remind you that your involvement in the Federation is vital to our collective strength. Together, we can ensure that our rights are respected, our work-life balance is improved, and the five-day banking week becomes a reality. If you have any questions, concerns, or suggestions, please do not hesitate to reach out to your local representatives or contact our office directly.

Thank you for your continued trust and support. Let's keep working together to create a workplace that values fairness, balance, and respect for every member.

In solidarity,

Yours Comradely,



(BENNET SEBASTIAN)
GENERAL SECRETARY
CANARA BANK OFFICERS FEDERATION
(AN AFFILIATE OF INBOC)

CBOF-INBOC Zindabad!
Our Unity Zindabad!