



IBOA CONNECT



All India Indian Bank Officers' Association

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No Unlocking For Safety Measures - Continued Vigil Required

Dear Comrade,

You are well aware that when COVID 19 infection started spreading in the country, Government had initially announced lockdown for a couple of months then started relaxing the lockdown in order to revive the economic activities and to arrest the job losses. Since March 2020, when COVID-19 infection started accelerating, the number of cases of infection has now crossed more than 6 million and death touched around 1 lakh across the country despite strict safety measures advised for General Public by the Government. Eminent epidemiologists' opine that the actual number of people infected in our country is more than 10 times the Government official figures.

Banks which are the hub of Financial Transactions through which all economic activities are taking place, by and large are exempted from all kinds of lockdown. As a Banker we are discharging our official responsibilities in the midst of the threat of COVID 19 infection. We used to attend throngs of customers on a daily basis, of course with possible safety measures. In our Bank, around 1600 staff members are so far infected with COVID 19 and 22 of our comrades lost their life.

This pandemic appears never ending its spreading of infection in the near future till effective tested vaccine is found and reaches out to common man. This continuous spreading of terrible infection prompts us to alert our staff to continue to follow all the safety measures regularly announced by the Government. The most anxious matter we wish to point out is that some of our colleagues even after developing the symptoms of fever and other COVID symptoms are not visiting the doctor till they attain the unmanageable situation.

The centres for Disease Control and Prevention (CDC) is revising its guidelines to acknowledge the spread of the novel coronavirus through aerosols, and to point to inhalation of particles as a common way the virus spreads.

With aerosol transmission now being confirmed and its spread to distances beyond six feet also known, the only way to prevent infection till such time and probably even when vaccines become available is through universal masking.

Universal masking can avert infections, and if infected, the amount of viral load one is exposed to will be less, thus leading to only asymptomatic infections or mild disease.

At the cost of repetition and for the safety of our members, we wish to reiterate SOPs issued by our Corporate office to all the employees of our bank.

- Unhealthy / Sick Employees should not attend office. This must be ensured by Branch Managers/ Head of the Office. Staff, exhibiting symptoms of COVID, should consult a registered medical practitioner and abide by Doctor's directions.
- All Employees must wear face masks and Gloves at all times at work places and they should be advised to wash/sanitize their hands at least once in 2 hours.
- Customers should be advised to wear face mask before entering the Branch and a notice in this regard should be put up at the entry gate.
- Efforts should be made to restrict 5 customers at a time in the branch premise through proper planning.
- Thermal screening at Point of Entry at all Offices to be carried out. Any person showing signs of fever should be requested not to enter the office premises.
- Fumigation of all Branches/ZOs/FGMOs/Other offices is to be done once in a week.
- Arrangements should be made to provide Immunity Boosting Drinks to all persons at Branches/ZOs/FGMOs/Other Offices for 3 consecutive days in a week.
- Use of Air conditioners is to be avoided / restricted wherever and whenever possible.

Staff members are advised to restrict their movement to the extent of most necessitated visits officially and personally. Both the Central and State Government have relaxed lockdown to ease out the economic slowdown but the intensity of Pandemic is not eased out a little. Hence in this background our staff members are advised to meticulously adhere to the SOPs advised time and again to protect themselves and their family members and contain the spread of COVID-19.

Stay Safe

Stay Healthy

Stay Connected

Yours Comradely



R Sekaran

Secretary General

New Version of Labour Codes

The government has introduced new versions of three labour codes in Lok Sabha which are

1. Industrial Relations Code Bill, 2020
2. Code on Social Security Bill, 2020
3. Occupational Safety, Health and Working Conditions Code Bill, 2020

These three bills have been re-introduced after incorporating 174 out of 233 recommendations given by Standing Committees. These three bills are part of four labour code envisaged incorporating 29 labour laws. First code on wages has already been enacted.

What are the key proposals?

In the Industrial Relations Code Bill, 2020, the government has proposed to

- **New conditions for legal strike** – no person employed in an industrial establishment shall go on strike without a 60-day notice and during the pendency of proceedings before a Tribunal and sixty days after the conclusion of such proceedings. Earlier such restrictions applied only to public utility services.
- **Raised the threshold for requirement of a standing order**—rules of conduct for workmen employed in industrial establishments — from the existing 100 to 300 workers
- **Reskilling Fund** – To set up a re-skilling fund for training of retrenched workers with contribution of the employer of an amount equal to 15 days last drawn by the worker.

The Social Security Code has following provisions

- **National Social Security Board** which shall

recommend to the central government for formulating suitable schemes for different sections of unorganised workers, gig workers and platform workers

- **No more ambiguities:** The bill has defined various terms like “career centre”, “aggregator”, “gig worker”, “platform worker”, “wage ceiling”, etc.
- **Social security for gig workers:** Also, aggregators employing gig workers will have to contribute 1-2 per cent of their annual turnover for social security of workers.

The Occupational Safety, Health and Working Conditions Code has the following objectives

- **To employ women in all establishments for all types of work.** They can also work at night, that is, beyond 7 PM and before 6 AM subject to the conditions relating to safety, holiday, working hours and their consent
- **To Promote Formalisation:** Issuing of appointment letter mandatorily by the employer of an establishment to promote formalisation in employment
- **Inclusion of inter-state migrant workers in the definition of worker:** Inter-state migrant workers are defined as the worker who has come on his own from one state and obtained employment in another state, earning up to Rs 18,000 a month.

The proposed definition makes a distinction from the present definition of only contractual employment.

- **Portability Benefits:** An Inter-State Migrant Worker has been provided with the portability

to avail benefits in the destination State in respect of ration and availing benefits of building and other construction worker cess

- However, the Code has dropped the earlier provision for temporary accommodation for workers near worksites.
- It has though **proposed a journey allowance** — a lump sum amount of fare to be paid by the employer for to and fro journey of the worker to his/her native place from the place of his/her employment.

What are the concerns raised over the new labour codes?

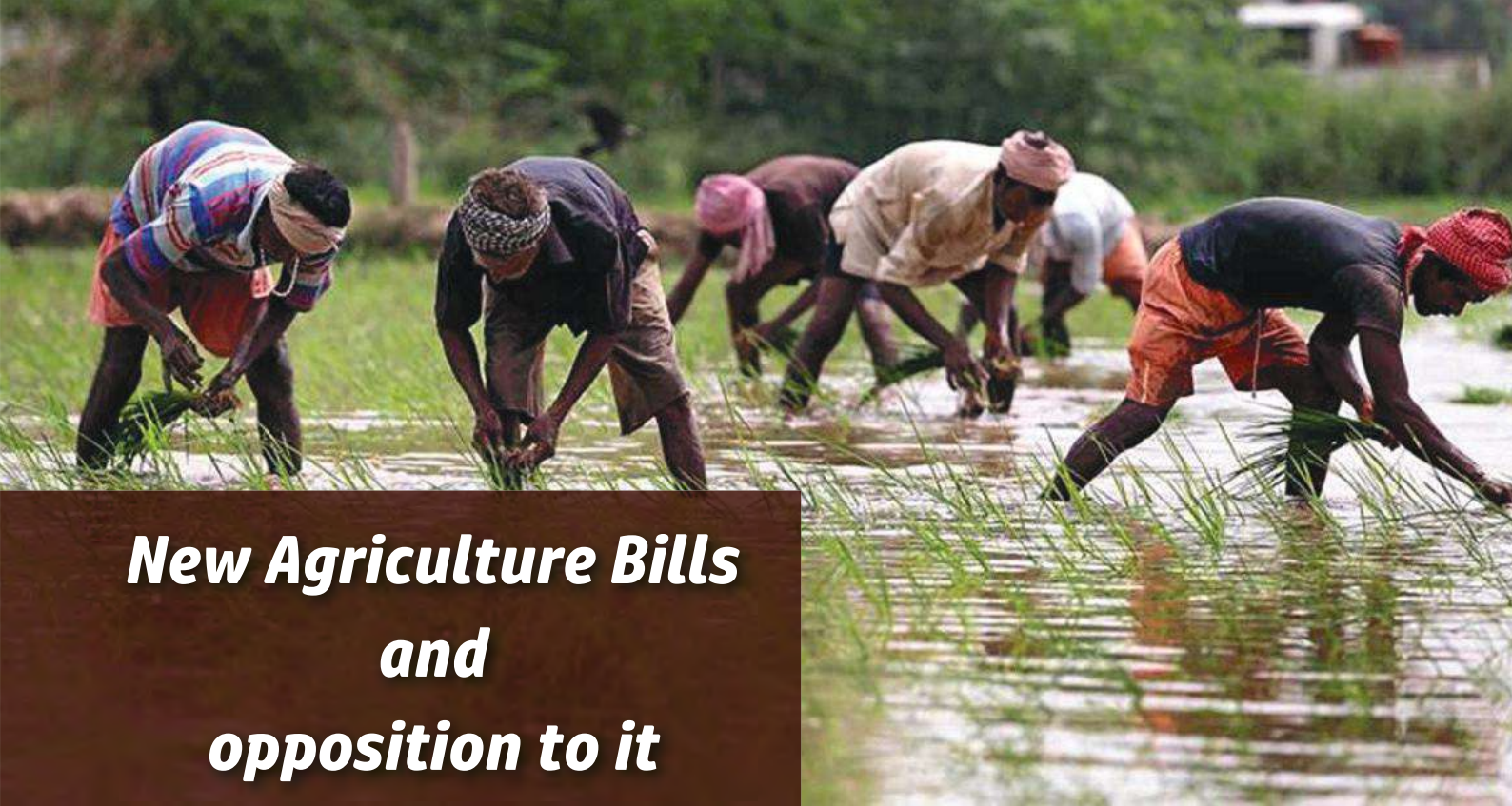
- **Dilutes rights of Workers:** Workers in small establishments (with up to 300 workers) will have their rights watered down with no protection of trade unions, labour laws.

- **Workers safety safeguards diluted:** The new rules will enable companies to introduce arbitrary service conditions for workers.
- **Corporate Friendly:** The new rules provides more flexibility to employers for hiring and firing workers without government permission
- **Restricts Freedom of Speech:** Restrictions on strikes and demonstrations is akin to assault on the freedom of industrial actions.
- **Ambiguity about reskilling Fund:** The Code lacks clarity on the substantive and procedural aspects of reskilling Fund which will fizzle out like the National Renewal Fund in the 1990s
- **Women's Safety:** Allowing women to work during night time inspite of various safeguards imposed may increase their vulnerability to sexual abuse.

Retirements

Sl.No.	Name	Designation	Branch
1	Sunil Sukumar Menon	Chief Manager	Corporate Office
2	Raju K V S P	Chief Manager	Zonal Office : Vijayawada
3	Radhakrishnan S	Chief Manager	Kumbakonam
4	Venkata Satya Subramanyam	Chief Manager	Hyderabad Main
5	Ambekar Dinanath Bhagoji	Senior Manager	Kandivali West
6	Gunaraja S	Manager	Dindugal
7	Deivachilai B	Manager	Corporate Office
8	Kalai Selvan P	Manager	Madipakkam
9	Sampath Kumar D	Manager	Perambur
10	Manoj Kumar Chakravarty	Asst. Manager	Dharamtolla
11	Naseer Ahmed	Asst. Manager	Darul Shafa
12	Vasantha P	Asst. Manager	Govt.business
13	Bhavani R	Asst. Manager	Corporate Office
14	Parthasarathy S	Asst. Manager	Ramanatham (Thozhudur)
15	Ashokan M	Asst. Manager	Corporate Office
16	Biren Kumar Hazarika	Asst. Manager	Sibsagar
17	Manoharan R	Asst. Manager	West Saidapet

AIIBOA Wishes the above Comrades a Very Happy, Healthy and Peaceful Retired Life.



New Agriculture Bills and opposition to it

Three Bills on agriculture reforms were introduced in the Parliament to replace the ordinances issued during the lockdown.

- The Farmers' Produce Trade and Commerce (Promotion and Facilitation) Bill, 2020
- The Farmers (Empowerment and Protection) Agreement of Price Assurance and Farm Services Bill, 2020
- The Essential Commodities (Amendment) Bill, 2020

Do You Know?

- Farmers and farmer associations across the country have protested against the ordinances. The tractor protest by farmers of Punjab and Haryana in July was in opposition to these.
- The Punjab Assembly on August 28 passed a resolution rejecting the Centre's ordinances.

What do the ordinances entail?

The Farmers' Produce Trade and Commerce (Promotion and Facilitation) Ordinance has following provisions

- **Opens up agricultural sale and marketing** outside the notified Agricultural Produce Market Committee (APMC) mandis for farmers.
- Removes barriers to inter-State trade.
- Provides a framework for electronic trading of agricultural produce.
- Prohibits State governments from collecting market fee, cess or levy for trade outside the APMC markets.

The Farmers (Empowerment and Protection) Agreement of Price Assurance and Farm Services Ordinance **relates to contract farming**. It has following provisions

- Provides framework on trade agreements for the sale and purchase of farm produce.
- The **mutually agreed remunerative price framework** envisaged in the legislation is touted as one that would protect and empower farmers.
- The written farming agreement, entered into prior to the production or rearing of any farm produce, lists the terms and conditions for supply, quality, grade,

standards and price of farm produce and services.

The Essential Commodities (Amendment) Ordinance

- Removes cereals, pulses, oilseeds, edible oils, onion and potatoes from the list of essential commodities. The amendment will **deregulate the production, storage, movement and distribution** of these food commodities.
- The central government is allowed regulation of supply during war, famine, extraordinary price rise and natural calamity, while providing exemptions for exporters and processors at such times as well.
- **Imposition of any stock limit on agricultural produce** must be based on price rise. A stock limit may be imposed only if there is a 100% increase in retail price of horticultural produce; and a 50% increase in the retail price of non-perishable agricultural food items.

Why are these bills being opposed?

1. Against the Spirit of Cooperative federalism

- Since agriculture and markets are State subjects – entry 14 and 28 respectively in List II – the ordinances are being seen as a direct encroachment upon the functions of the States
- The provisions are viewed as against the spirit of cooperative federalism enshrined in the Constitution.
- **Justification by Centre:** The Centre, however, argues that trade and commerce in food items is part of the concurrent list, thus giving it constitutional propriety.

2. End of MSP

- Critics view the dismantling of the monopoly of the APMCs as a sign of ending the assured procurement of food grains at minimum support prices (MSP).
- To the Centre's 'one nation, one market' call, critics have sought 'one nation, one MSP'.
- Critics argue that ensuring a larger number of farmers get the MSP for their produce and addressing weakness in the APMCs, instead of making these State mechanisms redundant is the need of the hour.

3. No mechanism for price fixation

- The Price Assurance Bill, while offering protection to farmers against price exploitation, does not prescribe the mechanism for price fixation.
- There is apprehension that the free hand given to private corporate houses could **lead to farmer exploitation**.
- Critics are apprehensive about formal contractual obligations owing to the unorganised nature of the farm sector and **lack of resources for a legal battle** with private corporate entities.

4. Food security undermined

- Easing of regulation of food items would lead to exporters, processors and traders **hoarding farm produce** during the harvest season, when prices are generally lower, and releasing it later when prices increase.
- This could undermine food security since the States would have no information about the availability of stocks within the State.
- Critics anticipate irrational volatility in the prices of essentials and **increased black marketing**.

IMPORTANT CIRCULARS DURING THE MONTH OF SEPTEMBER 2020

Circular No.	Date of Issue	Department	Subject
ADV-115	02/09/20	RMD	Consolidated Interest Rate circular for MCLR and Repo linked products.
ADV-119	05/09/20	RBD	RBI MASTER CIRCULAR –LEAD BANK SCHEME
DEP-13	05/09/20	R&GR	Opening of Current Accounts by Banks - Need for Discipline
DEP-15	08/09/20	O&M	Electronic Voucher Verification (E-VVR) – Reiteration
ADV-121	09/09/20	RECOVERY	Initiation of action against Personal Guarantor/s under IBC during CIRP / Liquidation process
HRMD-82	04/09/20	HRMD	Accessing of APAR portal through Internet and Suo Moto appraisal of APARs
ADMIN-57	09/09/20	O&M	CUSTOMER GREIVANCE & REDRESSAL – FRAUDULENT WITHDRAWAL / UNAUTHORISED ELECTRONIC DEBIT TRANSACTIONS UPTO Rs.1 LAKH.
HRMD-84	09/09/20	HRMD	Guidelines on Conduct of Staff Members
ADMIN-58	09/09/20	SECURITY	Security measures to prevent Fire Incidents in ATMs
DEP-10	10/09/20	R&GR	Additional Branches Permitted for Acceptance of Bulk Deposit
ADV-123	11/09/20	R&L	Mega E-Auction of Properties under SARFAESI Act on 07.10.2020
ADV-124	11/09/20	RBD	Introduction of New Agri Jewel Loan Products linked to "REPO RATE"
ADV-125	14/09/20	RBD	Agri Jewel Loan : Conversion of Accounts With Fixed ROI to Floating ROI Linked to Repo Rate
ADV-126	14/09/20	RA	Resolution Framework for COVID-19-related Stress - Operational Guidelines on Restructuring of Personal Loan
ADMIN-59	17/09/20	INSPECTION	Introduction of template for submission of compliance/reply to the observations in LFAIR relating to LBA and annexures of IB Branches.
GENL-17	17/09/20	BOD	Extension of period for submission of Life Certificate from October 2020 till December 2020
HRMD-96	16/09/20	HRMD	Government of India / Ministry of Finance / Department of Financial Services directions on bringing pressure (political or otherwise) and bringing outside influence in service matters to higher authorities.
GENL-18	18/09/20	GENERAL	VIGILANCE AWARENESS WEEK FROM 27.10.2020 to 02.11.2020
ADV-129	19/09/20	RMD	Basel III Capital regulations-Data Requirement
HRMD-97	19/09/20	HRMD	Classification of period of absence of 'Persons with Disability' employees of our Bank due to COVID-19 lockdown
ADMIN-60	19/09/20	FIN	HALF YEARLY CLOSING OF ACCOUNTS AS ON 30.09.2020
ADV-130	19/09/20	RMD	Due Diligence in Credit Proposals
ADV-131	21/09/20	RMD	RAROC Framework- A Business Strategy Tool
ADMIN-61	22/09/20	FRMC	Whistle Blower Portal Now Live
ADMIN-62	22/09/20	FRMC	PROCESS FLOW FOR IDENTIFICATION AND REPORTING OF SUSPECTED FRAUD > SCAN-COPY
ADV-132	23/09/20	RA	Lead Management System (LMS) – Generation of Retail Loan Leads through various channels
ADMIN-63	23/09/20	FRMC	Specific recommendation of Malegam Committee
CRA-32	23/09/20	FRMC	LOCKER MONTH 01.10.2020 to 31.10.2020.
ADV-133	25/09/20	RECOVERY	Income Recognition Asset Classification (IRAC) and provisioning pertaining to Advances-Quarterly Closing of Accounts as on 30.09.2020.
ADV-135	28/09/20	CREDIT	Resolution Framework for COVID-19-related Stress – Expert Committee Recommendations
GENL-19	29/09/20	BOD	Implementation of Centralised Account Processing Opening of Customer Acquisition Processing Centre
ADV-136	29/09/20	RA	IB Education Loan Prime Scheme - Revision of List of Educational Institutions
ADV-138	29/09/20	CREDIT	Granting of Loan against Deposits of Government or Corporates
ADV-139	29/09/20	CREDIT	Credit and Credit related administrative powers – revisions
ADV-140	30/09/20	CREDIT	Accounting for Funded Interest Term Loan – New Products/procedure
ADMIN-65	30/09/20	SECURITY	CONDUCT OF ELECTRICAL SAFETY & ENERGY AUDIT IN BRANCHES
DEP-18	30/09/20	BOD	Issue of Personalised Cheque Books only to Govt. Departments & Corporate Accounts
ADV-142	30/09/20	RA	Opening of CSIS web portal for submission of CSIS (Central Scheme to Provide Interest Subsidy on Education Loans) scheme for F.Y- 2019-20 (As per the Revised Format)

Non Inclusion of a circular does not reflect on its importance.



Our Former CMD And A Beloved Banker is No more.

Shri M Gopalakrishnan, former CMD of our Bank, former Secretary General of our AllBOA and a people's Banker is no more.

The day 01.10.2020 dawned as a very sad day as the news was flashed in Media that Mr. M. Gopalakrishnan had passed away the previous day's night at about 10.45 pm at Appolo Hospital Chennai as the treatment given to him did not succeed.

He was 86 Popularly known as " Gopu" in Indian Bank family and it's circles

Mr. M. Gopalakrishnan started his career as Unpaid Officer apprentice in Sowcsrcpet Branch and held various positions such Branch Manager of Tiruvottiyur, ERA Puram, MGT, Puraasawalkam ,Public Relation Officer, Regional Manager,

Coimbatore, Zonal Manager, Mumbai, General Manager (OBS),

and rose to become the Executive Director and thereafter the Chairman and Managing Director of our Bank.

In our Association he had initially served as General Secretary of All India Indian Bank Supervisory Staff Association and later on as the Secretary General of our All India Indian Bank Officers Association after the All India Supervisory Staff Association and Indian Bank Officers Associations that were operating in East, North and west were merged and All India Indian Bank Officers Association was formed. Recognition to our Association was accorded by the Management during his time. In various positions he held and as CMD of our Bank, it can be unhesitatingly told that he was a staff friendly person and the best human being could be seen in him in all his decisions and handling of various issues and concerns of the staff.

The various Educational Institutions such as self financing colleges and equally the Medical Institutions and various other business establishments in Chennai and elsewhere owe their birth and their existance to the financial assistance extended by Indian Bank during his tenure as Chairman & Managing Director of our Bank.

We would gratefully recall that the officers' flats in Mumbai, Pune, Ahmedabad, Delhi, Kolkata, Coimbatore and other places would not have become a reality but for him. Equally are the various Welfare Measures extended to the staff in general and officers in particular. Post 1996 i.e., after his retirement number of cases were filed by external agencies against him and other officials of the Bank after the Bank has to make huge provisions and a result suffered the attendant loss for which he was presumably held responsible. The fact that there was substantial recoveries in the later, and the Bank could turn around and scale new heights goes to prove that there were many other reasons for our Bank's so called scam which has affected the bank very seriously during the relevant time and the turnaround was possible by the staff whose motivation was built by Shri. M. Gopalakrishnan during his tenure as CMD and the image of the Bank as a customer friendly Bank got enhanced during his time. Though Mr. Gopalakrishnan had went through some extraordinary sufferings during his post retirement life, we are sure that history will remember him as a people's Banker.

We dip our banner in memory of Shri. M. Gopalakrishnan and convey our condolences to the bereaved family.