



Karnataka Bank Officers' Organisation (Regd.)

Regd. Office: Mangalore (D.K.)
(Affiliated to AIBOA)

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Circular No. 10/2019

July 18, 2019

Dear Comrades,

THE MANAGING COMMITTEE DECIDES TO HOLD OUR 19TH CONFERENCE ON 12TH AND 13TH OCTOBER 2019 AT MANGALURU

The Managing Committee of our Organisation was held at AIKBEA auditorium, Mangaluru on 14th July 2019. Com. B. Jayarama Naik, President of the Organisation, presided over the meeting. Com. S. Nagarajan, General Secretary, AIBOA, Com. P.R. Karanth, General Secretary, AIKBEA along with its President Com. K.G.Paneendra participated in the meeting.

Com. B. Jayarama Naik, President, in his introductory remarks touched upon the present day challenges before the officer community in the banking industry including in our bank like contractorisation, outsourcing of permanent nature of jobs, variable pay concept and lateral recruitments and gave a call to the members to be vary of these menaces which are haunting us. He also appealed to the members to keep the powder dry so as to face these challenges boldly.

Com. K.Raghava, your General Secretary, in his address dealt at length about the developments taking place after our emergent Managing Committee meeting held at RJS Bhavan, Mamallapuram on the 20th January 2019. He explained that four meetings were held with the Management Committee regarding the issue of non-filling up of the declared vacancies in Scale III and Scale IV for the year 2018, on 08-04-2019, 10-04-2019, 04-06-2019 and 06-07-2019. On our part we have put forth some constructive suggestions backed by sound logic and reasoning before the Management Committee to resolve the issue but still the issue remains unresolved, he said.

He also explained in detail about the recent appointment of two Chief General Managers on contract basis in the Bank and also on variable pay. In this connection he referred to the joint protest letter addressed to the Management by AIKBEA and KBOO against these appointments on contract basis. He also expressed his strong belief that these concepts

are being introduced as part of the suggestions/recommendations of BCG. He also added that both the unions, KBOO and AIKBEA have firmly opposed the proposal of the Management for a differentiated ex-gratia in the recent talks held with the Management. Further, he informed that the handing over the job of data entry and scrutiny of KYC documents in respect of CASA accounts to M/S Manipal Business Solutions (P) Ltd., has resulted in chronic delay in opening of CASA accounts and thereby not only our members are being exposed to face the wrath of the customers but also slowly and silently the CASA portfolio of the Bank is showing a declining trend. **In this regard he called upon the members to communicate to the Organisation their suggestions and opinions regarding the issue confronting them so that both the unions can formulate a joint approach to take the matter forward.**

COM. B. JAYARAMA NAIK, PRESIDENT CONFERRED WITH AN HONORARY MEMBERSHIP: Com. B. Jayarama Naik, President of the Organisation has retired from the services of the Bank with effect from 31-05-2019 on attaining superannuation. The Local Committee of the Head Quarters which met on 31-05-2019 had unanimously passed the following resolution conferring the honorary membership to him.

RESOLUTION ADOPTED UNANIMOUSLY IN THE LOCAL COMMITTEE OF HEAD QUARTERS

This Local Committee of Head Quarters meeting on 31-05-2019 at the Union office, Mangaluru notes that Com. B. Jayarama Naik who is the President of the Organisation is retiring from the services of the Bank on 31-05-2019 on attaining superannuation and ceases to be the member as per the bye laws of the Organisation. Under the circumstances the Local Committee unanimously resolves to confer the honorary membership to him as per the bye laws of the Organisation so that he could continue to serve the Organisation as President till the next General Body meeting.

The Managing Committee unanimously approved the above said resolution conferring an honorary membership to Com. B. Jayarama Naik. Com. B. Jayarama Naik acknowledged and thanked the Committee for the same.

OUR GENERAL BODY TO BE HELD ON THE 12TH AND 13TH OCTOBER 2019 AT MANGALURU: Your General Secretary has placed before the Committee a proposal to hold the 19th Conference of our Organisation on the 12th and 13th October 2019 at Mangaluru. After a threadbare discussion on the subject, the Committee unanimously decided to hold our 19th General Body meeting **on the 12th and 13th October 2019 at Mangaluru.** The meeting also unanimously authorized the General Secretary to fix the

venue, chalk out the schedule of programmes and other details of the General Body meeting in consultation with the Local Committee of HQ.

ADOPTION OF ACCOUNTS: The audited accounts for the year ending 31-12-2018 were presented by **Com. Manjunath Kulakarni, the Treasurer**. After a thorough discussion and clarifications by the General Secretary, the accounts were adopted unanimously.

Com. S. Nagarajan, in his address to the Managing Committee paid rich compliments to KBOO as a disciplined organisation and also one of the most active unions among the many affiliates of AIBOA. He continued saying that at present the bank officers are facing the highest amount of stress in their work environment and in this connection **he strongly advocated work-life balance to the officer community**. Further, he said that contractisation, variable pay concept and outsourcing are the biggest threats to the officer community and in this connection gave a clarion call to fight these menaces tooth and nail. Dwelling on the bipartite wage talks he said at present the talks are on the cross roads but AIBOA is straining every nerve to conclude the talks as early as possible without compromising on the dignity and self-respect of officer community.

Com. P.R. Karanth, in his address firmly opposed system of contractisation and felt that it is being implemented in the Bank as per the suggestions/recommendations of BCG. He also informed that there are two truths – one is Management truth and other is trade union truth which is most important and relevant to the working class. Further, he also recalled how both the unions opposed the concept of differentiated Ex-gratia in the recent talks held with the Management. Dwelling on the issue of delay experienced in branches in opening of CASA accounts after handing over of the assignment to M/s MBS for data entry and verification of KYC documents, he explained that both the unions have rightly taken up the issue with the Management for redressal. While concluding he exhorted both the unions, AIKBEA and KBOO which together represents 100% of the work force in our Bank, to march together hand in hand and the victory shall always be ours, he asserted.

DEMANDS AND SUGGESTIONS: Members participated enthusiastically on this agenda and placed their demands and several suggestions. The main monetary demands placed are in respect of increase in leased quarters rent and Income Tax on perquisites to be borne by the Bank. Regarding the suggestions on various issues, the role and relevance of BCG came for sharp focus and felt that many of their proposals are not reflecting the ground realities and practical requirements of the Bank.

Other suggestions are Group Insurance cover to the members in respect of housing loans, exemption from ATM charges/Locker rent charges to the staff members, practical

problems faced by the branches in canvassing CASA accounts under TASC scheme, connectivity problem under FIN 10 and ABH check issue and the resultant late sitting by the staff members, shortage of staff in the branches and the resultant deterioration in the quality of customer service, mid-academic transfers and resultant hardship and inconveniences to the officers, chronic delay experienced in opening of CASA accounts stretching from 4 to 15 days. High service charges/ECS charges levied in lump sum and the customer complaints in this regard are other issues raised by the members.

Your General Secretary, in his reply assured to take up the issues with the Management at the earliest.

The meeting concluded with a vote of thanks proposed by **Com. Shashikanth Raayasa, Joint Secretary of the Organisation**. In the end the auditorium was reverberating with feisty slogans with a call to march forward to our coming 19th Conference and hailing the unity of AIBEA/AIBOA and KBOO/AIKBEA.

QUANTUM OF MILE-STONE AWARD AMOUNT ENHANCED TO RS. 10,000/- : We are pleased to inform you that the Mile-stone award amount has been enhanced to Rs. 10,000/- with effect from 01.04.2019 as per the demand raised by the Organisation vide our letter dated 17.06.2019 addressed to the Managing Director. In this connection we reproduce herewith excerpts of Management's letter no. HO HR/IR/KBOO/1198/2019-20 dated July 15, 2019 for the information of the members.

Dear Sir/s,

Sub: Enhancement in the quantum of Mile-Stone award

Ref: Your letter no. KBOO/71/2019 dated 17.06.2019

With reference to the above, we are pleased to inform you that the quantum of '**Mile-Stone Award**' has been enhanced to Rs. 10,000/- from Rs. 2,000/- w.e.f. 01.04.2019 (i.e., officers who have completed unblemished service of 25 years in April 2019 and onwards). All other existing terms and conditions remain unaltered.

Yours faithfully,

Sd/- Mahalingeshwara K.

GENERAL MANAGER & CLO

MARCH FORWARD TO OUR 19TH CONFERENCE

With warm greetings,

Yours comradely,



(K.RAGHAVA)

GENERAL SECRETARY