



Circular Letter No. 08/2020

**READ AND CIRCULATE**

Kodialbail, Mangalore-3

Dear Members,

20.11.2020

**EX-GRATIA FOR THE YEAR 2019 - 2020 SETTLED**

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Members were informed vide our Joint Circular No. 06/2020 dated 13-11-2020 about the outcome of our discussions held with the Management on the 6<sup>th</sup> November 2020 on the above subject matter. We also informed about our letter dated 12-11-2020 addressed to the Managing Director, requesting him to enhance the offer to a respectable sum and to invite our Associations for a discussion in the matter at the earliest. In response to it, the Management once again invited us for a joint discussion in the matter on 19-11-2020.

Accordingly, once again the discussion took place on yesterday, i.e. on 19<sup>th</sup> November 2020 at Head Office. **Initiating the discussion, the Managing Director reiterated that this year as a “Special Year” due to the outbreak of COVID-19 pandemic and underlined that Bank has taken a stand to “Conserve, Consolidate and Accelerate” to tide over the difficult days. Accordingly the administration has taken various steps to curtail the expenditure, conserve the capital and to improve the performance of the Bank under the slogan of “One Bank One Team”. He also emphasised that the Management has taken a pro-active stance to supply masks, sanitizers to the staff members and also covered them to a Group Insurance of Rs.20 lakhs each etc. as a Corona preventive measures involving an expenditure of more than Rs.12 Crores.**

We, on our part while appreciating the various Corona preventive measures undertaken by the Management, prevailed upon the Managing Director to enhance his offer of Ex-gratia substantially this year. Responding to this, the Managing Director, displaying a positive gesture, offered 60% of the last year’s Ex-gratia amount as the Ex-gratia for this year. This comes to Rs.22,000/-, 17,300/- and 15,450/- to the Officers, Clerks and Sub-staff members respectively. This was a positive offer from the Managing Director and we requested him to improve it further. Finally, he offered 65% of last year’s Ex-gratia amount as the Ex-gratia for this year. As this amount is substantially higher than last time’s offer of 35%, we agreed to the same in the given circumstances. Hence, the payment of Ex-gratia for the year 2019-2020 will be as under:

Sub-Staff	Clerk	Officers
Rs. 16740/-	Rs.18745/-	Rs. 23830/-

It is further agreed between the parties that the above amount of Ex-gratia will be disbursed on 27<sup>th</sup> November 2020 to all the concerned by the Management.

The Managing Director while discussing the issue, also underscored the importance of the concept of mutuality existing in the Bank for nearly three decades with regard to the distribution of Ex-gratia to the staff members every year and the “Bank First Policy” and assured to continue the time-honoured tradition in the coming days. **In this connection, we appreciate the Managing Director who did not insist on his initial offer of drastic reduction in the quantum of Ex-gratia to be disbursed this year and substantially increased it to a positive level** which enabled us to arrive at an amicable understanding in the matter in the given circumstances.

**Comrades, we once again appeal to you to put your best efforts to build a strong Institution of ours as hitherto. Let us also pledge to rise to the occasion as one man and firmly resolve to strain every nerve for the growth and prosperity of our beloved Bank.**

**MERT SCHOLARSHIP - 2020 - LAST DATE:** We have already announced in our earlier circulars no. 80/2020 dated 24-08-2020 and 04/2020 dated 28-08-2020 issued by the AIKBEA and KBOO respectively, the Merit Scholarship Scheme for the academic year 2020. By now, almost all the results of SSLC/PUC exams including that of CBSE have come in various States. Hence, we finally remind our members to send the applications of their children forthwith and **the last date for the receipt of applications will be 30-11-2020 by both AIKBEA and KBOO which please note.**

With warm greetings,

Yours comradely,

  
(P. R. KARANTH)

GENERAL SECRETARY, AIKBEA



(SURESHA HEGDE S.)

GENERAL SECRETARY, KBOO

AII INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION ... ..	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION ... ..	ZINDABAD
OFFICERS - WORKMEN UNITY ... ..	ZINDABAD