



## **Karnataka Bank Officers' Organisation (Regd.)**

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(Affiliated to AIBOA)

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Circular No. 2/2019

January 23, 2019

Dear Comrades,

- ❖ **MANAGING COMMITTEE UNANIMOUSLY ENDORSES THE PROTEST ACTION LAUNCHED FOR NON-FILLING UP OF DECLARED VACANIES AND TERMS IT AS A GROSS VIOLATION OF THE MOU**
- ❖ **IT STRONGLY PROTESTS THE MOST UNCHARITABLE ALLEGATIONS MADE BY THE MANAGEMENT AGAINST THE GENERAL SECRETARY AND TOTALLY REJECTS THE SAME**
- ❖ **IT TERMS THE UNCHARITABLE ALLEGATIONS MADE AGAINST THE GENERAL SECRETARY AS A CAMOUFLAGE TO COVER UP THE OMISSION TO FILL UP THE DECLARED VACANIES IN SCALE III & SCALE IV**
- ❖ **THE MANAGING COMMITTEE UNANIMOUSLY RESOLVES TO REPOSE ITS FULL CONFIDENCE, FAITH AND TRUST IN THE GENERAL SECRETARY**

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An urgent meeting of Managing Committee of our Organisation was held at RJS Bhavan, Mamallapuram (Chennai) on the 20<sup>th</sup> January, 2019 to discuss the organisational issue arising out of non-filling up of declared vacancies in Scale III and Scale IV posts. Com. B. Jayarama Naik, President, presided over the meeting. Com. S. Nagarajan, General Secretary, AIBOA, Com. D. Lenin, a progressive youth leader from AITUC, Com. P.R. Karanth, General Secretary, AIKBEA, Com. Ramabhadran, President, TNSC of AIBOA participated in the meeting and addressed the members. Com. K.G. Paneendra, President, AIKBEA and Com. Chandrasekaran R., Joint Secretary, AIKBEA participated in the meeting.

The meeting observed two minutes silence in memory of Com. G. Gunasekaran, Treasurer of AIBOA and Com. K. Rajaram Madi, former Vice-President of our Organisation who passed away recently.

**Com. B. Jayarama Naik, President**, in his opening remarks highlighted the denial of legitimate promotional opportunities to the officer community in the recent promotion exercise by non-filling up of declared vacancies in Scale III & IV and requested the members for their response in the matter and also active participation in the deliberations.

**Com. K.Raghava, your General Secretary**, placed before the Committee the genesis of the issue and explained in detail what had transpired in the informal meeting held in the chamber of COO, about a month before the actual date of the interview. He further said that he learnt from the chit given by the Management **that 121 and 72 candidates had given their willingness against declared vacancies of 70 posts in Scale III and 40 in Scale IV respectively**. As such he remarked then itself that since the ratio worked out to be more than 1:1.6 in both the cases, there should not be any difficulty in conducting the interview this year as per the MOU in force. He added that that **he had neither suggested either directly or**

**indirectly that the Management need not fill up the vacancies in full, nor agreed that the number of vacancies declared be reduced.** After this informal discussion, we had not received any call from the Management or any invitation with a specified agenda on the subject matter.

He further explained that the Management has not filled up 11 vacancies in Scale III and 21 vacancies in Scale IV for the current year as against the declared vacancies of 70 and 40 respectively. Shocked and surprised by this action of the Management which amounts to denial of legitimate promotional opportunities to the officer community, the Organisation has protested the same vide our letter dated 03-12-2018 terming it as a gross violation of the MOU in force, he said.

The General Secretary, also placed before the Committee, **a legal opinion obtained from an eminent Lawyer which fully endorsed the stand of the Organisation on the issue.** He also placed before the committee two letters dated 19-12-2018 and 09-01-2019 received from the Management, addressed to the General Secretary, on the above said issue.

The Managing Committee being in session at RJS Bhavan, Mamallapuram, deliberated in detail on the issues on hand and unanimously adopted the following resolutions:

- 1. The Committee is of the informed view that the non-filling up of the declared vacancies in Scale III and Scale IV pertaining to the year 2018-19, is a gross violation of the MOU dated 26-12-2012 and denial of legitimate promotional opportunities to the officer community. Accordingly, it resolves to strongly urge the Management to fill up the remaining vacancies forthwith.**
- 2. The Committee unanimously rejects the uncharitable and baseless allegations made against the General Secretary by the Management and records its strongest protest in this respect.**
- 3. The Committee is of the considered view that the uncharitable allegations made against the General Secretary are a comouflage to cover up the omission of the Management to fill up the declared number of vacancies in Scale III & IV.**
- 4. The Committee unanimously resolves to endorse all the steps taken by the General Secretary in protesting against the non-filling up of the declared vacancies in Scale III and Scale IV.**
- 5. The Committee unanimously resolves to repose its full confidence, faith and trust in the leadership of the General Secretary and further authorizes him to take all appropriate steps in safeguarding the interests of the members.**
- 6. The Committee also authorizes the General Secretary to explore the avenues to resolve the issue amicably by discussing it with the Management across the table.**

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We have received a letter dated 19-12-2018 from the Management, in reply to our protest letter dated 03-12-2018. Again, we received another letter from the Management on 09-01-2019. We furnish hereunder the excerpts of the Management's letter No. HO/HR&IR/KBOO/3422/2018-19 dated 09-01-2019 addressed to the General Secretary, for the information of the members:

Dear Sir,

Re: Scale III and Scale IV Promotion Exercise

Ref: Your letter KBOO/118/2018 dated 28-12-2018

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We acknowledge the receipt of your above referred letter and wish to inform as under:

All said and done, during the meeting held with COO and General Manager (HR&IR), you had preferred to make a deep study of the concerned MOU (dated 26-12-2012) and come back thereafter, but did not turn up. The reason for such casual approach on such an important issue is known only to you. That's the plain truth.

Non-availability of adequate number of suitable candidates was not just strange, but also a fact. Hence, naturally the successful candidates were less than the declared vacancies.

The candidates who had given willingness and appeared for the interview were assessed for their potential/skill sets as required for the respective cadre. We reiterate and confirm that in accordance with the letter and spirit of the MOU (dated 26-12-2012), all the suitable candidates are selected.

Regarding the 'terms and tone of the letter', etc., please make an introspection and then you will realise from where it all originated.

Further, we have not leveled any allegations against you, as again misunderstood by you to suit your own convenience, rather narrated only the facts so as to put the entire thing in its right perspective.

As regard to your last para of the aforesaid letter, we have already called for your views vide our letter dated 19-12-2018 and hence please furnish your views, if any, expeditiously, as the financial year end is fast approaching, so as to enable us to examine all your suggestions for a way forward/amicable resolution.

Nevertheless, all formal and informal channels of communications is always open. In fact, the real concern /issue is dwindling number of promotion optees and its consequences on career growth of officers and the consequential reduction in leadership bench strength. In this background, as custodian of the welfare of officers' fraternity, it is the collective responsibility of us to fine tune the promotion and placement policies/guidelines periodically, so as to suit current days requirement of the Bank as well as to address the aspirations of the entire cadre. Hence, the situation calls for a matured and realistic approach with collaboration, co-operation and consultative mindset, so as to bring all the concerned to the main stream. Accordingly, with this background, on examining your valid views/suggestions, we will immediately take a view on calling you for taking forward the initiative.

Yours faithfully,

Sd/-

Mahabaleshwara M S

MANAGING DIRECTOR & CEO

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We also furnish here below the excerpts of our reply letter No. KBOO/50 /2019 dated 23-01-2019 addressed to the Managing Director, for the information of our members:

Dear Sir,

Re: Scale III and Scale IV Promotion Exercise

Ref: Your Letter No HO/HR&IR/KBOO/3422/2018-19 dated 09-01-2019

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We acknowledge receipt of your above letter and write to state as follows:

We reiterate what we have already narrated in detail in our letter dt. 28-12-2018 as to what had transpired in the chamber of the COO when the GM (HR&IR) took the undersigned there. We had then itself categorically told the COO that the ratio of candidates who gave their willingness to appear for interview in Scale III and Scale IV is more than 1:1.6 or more and hence, quite comfortable.

The undersigned was one of the signatories to the MOU and, as such, was and is thoroughly conversant with the terms as well as the implications of the same. There was, therefore, neither the occasion nor need for him to clarify further in the matter. After that no meeting was called by the Management either formal or informal, on the subject issue. Hence, statement in your above letter that there was "casual approach" on the part of the undersigned is a clear distortion of facts, since the number of persons who had given their willingness to appear for the interview and the number of vacancies, read with the MOU in force, had thrown up a comfortable ratio, i.e. 1:1.72 and 1:1.8 in Scale III and Scale IV respectively.

Anyway, we continue to believe in the practice in vogue, the world over, to arrive at a reasonable resolution of any issue between two or more parties, of recourse to a meaningful and transparent exchange of views across the table on the relevant points drawn up in an appropriate Agenda after due notice. It was in line with this established practice that we had, in our earlier letters requested you to invite us for a discussion in order to arrive at an amicable resolution of the issue.

We note that your above letter says that all formal and informal channels of communications are always open. We also firmly believe that differences have to be and can be resolved across the table. Hence, we would welcome a meeting with the Management at an early date so as to arrive at a mutually acceptable settlement on the issue. We await your early response.

Yours faithfully,  
Sd/-  
(K.Raghava)  
General Secretary

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We note to inform the members the developments in the matter.

**UNION IS STRENGTH –MARCH WITH THE SLOGAN  
ALL FOR ONE AND ONE FOR ALL!!**

With warm greetings,

Yours comradely,  
Sd/-  
**(K. RAGHAVA)**  
**GENERAL SECRETARY**