



Karnataka Bank Officers' Organisation (Regd.)

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

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Circular No. 3/2019

February, 20, 2019

Dear Comrades,

A MEMORABLE AND MEANINGFUL "TRADE UNION AWARENESS PROGRAMME" HELD AT HUBBALLI

A most successful "Trade Union Awareness Programme" was held on Saturday, 9th February, 2019 at The Hans Hotel, Hubballi at 10.15 a.m. More than 170 members have enthusiastically participated in the programme from all over Hubballi Region, responding to the call of the Organisation, reposing their unflinching trust and confidence in the banner of KBOO and its leadership. The meeting was presided over by **Com. B. Jayarama Naik, President of the Organisation**. The programme commenced with a "**Kranthi Geethe**" rendered by **Com. Vani Siddheshwar, Branch Manager, Hubballi- Vidynagar branch**. Com. B. Jayarama Naik, in his presidential remarks underlined the importance of the Organisation and exhorted the members to maintain a rock-like unity and be ever vigilant so as to preserve and safe-guard their hard-won rights.

The programme was inaugurated by **Com. S. Nagarajan, General Secretary, AIBOA**, who in his inaugural address complimented and congratulated the KBOO for its exemplary unity and discipline exhibited throughout and added that this alone will keep us in good stead in the coming days to face the future challenges and attacks from the Government/ Bankers combine. He also dealt in detail about the present phase of wage negotiations which are passing through a critical phase and in this context cautioned the members about the dangers of the unscientific concept of variable pay which the Bankers are bent upon pushing through.

Com. K. Raghava, your General Secretary, in his address profusely complimented the members for their enthusiastic response to the programme. He also dwelt at length about the recent successful migration of the Bank to FIN Ten and congratulated the entire staff members at all levels especially the Data Centre staff who have taken the major brunt of the execution and implementation of the programme catapulting the bank to a newer and higher technological advance. He also dealt at great length about the after-effects of the migration process and various operational issues/ challenges and the difficulties faced by the Branch staff members in properly resolving the requirements of the customers

in time and to give them a prompt service in the new environment. He also threw light on the issues faced by the staff members in the completion of ABH process etc. in the branch level in the post migration scenario which results in continuous late sittings by the members.

The inter-active session which was followed proved to be very successful in highlighting the various issues confronting the members. The main issues raised by the members pertains to the after-effects of migration to Fin Ten and how the branches are struggling to give prompt and quick service to the customers in the new technological atmosphere. Here, they wanted a quick and prompt response from the Help Desk to the various operational issues raised by the branches so that the customers are not made to incur hardships in the process. They also narrated how this has affected the completion of ABH process in the branches resulting in continuous late sittings of the staff members. There is also a suggestion to make the Fin Ten software more user friendly like improving the font size etc. There was a suggestion that the issue of implementation of Centralized Account opening system once again got derailed during the post migration period, hampering the canvassing of new CASA accounts. The issue of ABH check and the resultant delay/late sittings by the staff members in the closing of the ABH process was also raised by the members. There was also suggestion to reduce the rate of interest on car loans in the prevailing market conditions and the issue of a second housing loan. There was also a suggestion to make provision to avail loans under NPS.

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

The meeting was also participated and addressed by **Com. S. Balakrishna, Vice-President, AIKBEA. Com. Louis B Rodrigues, Zonal Secretary, Hubballi Region, AIKBEA** also participated in the meeting.

Earlier, **Com. Malthesh Kulkarni, Vice-President**, welcomed the gathering and **Com. G. Sreevatsa, Regional Secretary**, proposed a vote of thanks.

The meeting concluded with the raising of feisty slogans **hailing the unity of AIBEA/AIBOA and KBOO/AIKBEA.**

We reproduce here under excerpts of letter No. HO. HR&IR/3776/2018-19 dated 05-02-2019 received from the Management, addressed to the General Secretary in connection with the issue of non-filling up of vacancies in Scale III and Scale IV.

Dear Sir,

Re: Scale III and Scale IV Promotion Exercise

Ref: Your letter KBOO/50/2019 dated 23-01-2019

We acknowledge the receipt of your above referred letter.

To formulate a common agenda for discussion and to have a meaningful and transparent exchange of views, we would like you to come up with the following:

- > Suggestions for fine tuning the MOU of promotion.
- > Suggestions/guidelines for placement/transfer policies.
- > Suggestion on conducting the lateral recruitment across Scale II, III & IV cadres.
- > Suggestions on Performance Based Incentives.
- > Any other matter related to betterment of Officer fraternity.

On receipt of your suggestions on the above, a Management Committee under the chairmanship of COO and General Manager – HR & IR as member, will call you for discussion and will also hold back-to-back meeting so as to have an amicable settlement, which please note.

Yours faithfully,

Sd/-

Mahabaleshwara M S

MANAGING DIRECTOR & CEO

In this connection, we also addressed a letter on 19-02-2019 to the Managing Director. We reproduce hereunder excerpts of our letter No. KBOO/51/2019 dated 19-02-2019 for the information and guidance of the members.

Dear Sir,

Re: Scale III and IV Promotion Exercise

Ref: Your letter No. HO. HR&IR/KBOO/3776/2018-19 dated 05-02-2019

1. We acknowledge the receipt of your letter and welcome your initiative in the direction of holding a meeting for discussion which alone could take us towards an amicable settlement. In this connection our views are as under:
2. Your letter invites our suggestions on certain points set out therein. To enable us to formulate our views it is necessary to know the specific proposals of the Management with regard to the issues set out in the captioned letter. Such proposals need to be discussed by us in our internal forum. Therefore, we request you to give us your proposals as early as possible. On receipt thereof we will discuss them in our internal forum and come back to you at the bipartite meeting.
3. Meanwhile, you may recall that the issue, which triggered the current series of exchanges, is related to non-filling up of 11 vacancies in Scale III and 21 vacancies in Scale IV for the year 2018-19. We had, in our correspondence with the Management

from 03-12-2018 onwards, repeatedly urged you to invite us for a discussion in this regard in a formal but systematic meeting across the table as we believe that such discussion alone could lead to an amicable resolution of the issue in the interest of the entire officer force and the Bank. We however, observe that the issue of non-filling up of the vacancies in Scale III and Scale IV does not find a place among the points contemplated in your above letter.

4. We, therefore, request you to arrange to frame a formal Agenda including the issue of non-filling up of the vacancies in Scale III and Scale IV for the year 2018-19 and notify us at an early date.

Thanking you,

Yours faithfully,

Sd/-

(K. Raghava)

General Secretary

We shall note to keep you informed about the developments in the matter.

With warm regards,

Yours comradely,

Sd/-

(K. RAGHAVA)

GENERAL SECRETARY)

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