



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

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

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Dear Comrades,

- ❖ **“TRADE UNION AWARENESS PROGRAMME” HELD AT MANGALURU - AN UNPRECEDENTED SUCCESS!**
- ❖ **RECORD PARTICIPATION OF MORE THAN 450 MEMBERS!**
- ❖ **CONGRATULATIONS AND RED SALUTES TO YOU, COMRADES!!**

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The massive participation of **more than 450 members with boundless enthusiasm** in the **“Trade Union Awareness Programme” held at AIKBEA Auditorium, Mangaluru on Sunday, 17<sup>th</sup> March 2019 at 10 a.m.**, made the programme an unprecedented success. The record participation of more than 450 members has beaten all the previous records of such gatherings organised by KBOO in Mangaluru, **truly reflecting the unflinching loyalty, trust and confidence of the members in the banner of KBOO and its leadership.** The spacious AIKBEA Auditorium could not accommodate such a mammoth gathering of members and many members are seen occupying the window-sill and even the steps – **such is the seamless enthusiasm and response of the members for the call of the Organisation – a scene which is seen to be believed!!** The programme commenced with the rendering of **“Kranthi Geethe” by the Mangaluru comrades.**

The programme was presided over by **Com. B. Jayarama Naik, the President of the Organisation.** In his address he exhorted the members to remain fearless and steadfast in facing the offensive of the Government-bankers combine with confidence and commitment.

**Com. Binoy Viswam, Member of the Parliament and the workers' voice in the Rajya Sabha,** in his inaugural address profusely complimented KBOO for organising such Trade Union Awareness Programmes and extended his full support to all its programmes and activities. Elaborating further on the subject of Trade Unions and why it is a must, he emphasized that qualitative loyalty and awareness on the part of the members are very important **in the face of “Divide and Rule” tactics resorted to by the managements.**

Dwelling on the concept of “Truth” – a worker’s truth and a truth of the management/capitalists, he opined that finally the truth of the worker shall prevail because he only creates nation’s wealth!

**Com. S. Nagarajan, General Secretary, AIBOA**, in his key note address described the present day officer as an “Undeclared Roman Slave”. Dealing with the issue of latest bipartite talks, he said that the **game plan of the bankers is to divide the award staff and officers and to thrust their pet concept of variable pay on the officers community.**

**Com. K. Raghava, your General Secretary**, in his address heartily congratulated the members for their unprecedented response to the programme with the participation of more than 450 members and in the same breath profusely offered his sincere apologies for the inconveniences caused to the members for not able to accommodate all members in the auditorium. Further, dwelling on the present day woes of the officer community, especially working in a private sector banks like ours, he said **unbearable work pressure without any scope for work-life balance, is the main issue.** While complimenting the successful migration of the Bank to Fin Ten, he dealt at length about the after-effects, wherein the officers are working for more than 10-12 hours per day for the completion of ABH process without getting adequate support from the help desk/chat desk which itself is literally choked to the brim with countless calls for help/clarifications etc. This hampers Branch Managers/Officers work schedule in so far as they are not in a position to fulfill any of the commitment assured to the customers in a given time frame. He also identified the challenges before the officers as – **threat to their job security and job guarantee and a tendency to violate mutually agreed settlements under one excuse or the other.** He further said that **unbridled outsourcing of permanent and perennial nature of jobs to private parties in the name of technological upgradation and cost cutting measures etc., is another menace which is jointly opposed by both AIBEA and AIBOA**, for it not only kills jobs but also there is a growing danger of it compromising with the safety, security and confidentiality of banking transactions. In this context, he called upon the members to maintain a rock-like unity and be prepared for struggles and sacrifices in the days to come to preserve and protect their hard-won rights !

**Com. P.R. Karanth, the General Secretary, AIKBEA** in his address emphasized that the **officers are part and parcel of the working class fraternity and they can not afford to keep separate from them.** Dwelling on the subject of precarious income disparity situation existing in our country, he opined that bank employees are well paid only because they are well – organised, compared to the plight of lakhs of unorganized sector workers. He further called upon the members **to read all the union circulars and to maintain a total unity because “United we stand, divided we fall”.** The programme was also participated by **Com. K.G. Paneendra, President, AIKBEA.**

The **inter-active session** proved to be very successful in highlighting the various issues confronting the officer community in and around branches/offices in Mangaluru. The main issues raised are the issues pertaining to the pathetic way of implementation of CAVC programme. Due to the faulty technical issues, it takes not less than 19 to 30 days to open an account, making the position of the branch staff very precarious viz- a- viz the prospective customers that too when the Bank itself is in the midst of a vigorous CASA campaign. Another issue raised pertains to the ill-treatment of officers and humiliating working conditions prevailing in some Depts operating in old HO building. Undue pressures are mounted/unreasonable daily targets are set on the officers which invariably results in compromising with the quality/security of work turned out. Frequent transfers are another issue, especially mid-academic transfers which affects the family life and children’s education mid-way and which also creates a negative impression in the mindset of the prospective candidates seeking promotions. The issues faced by the branches in the post - Fin Ten migration situation wherein the “**feedback**” are not promptly responded to, are the other issue raised. The issue of less number of holidays allowed to the officers coming under the NPCI is another issue raised by a member and compensatory allowance to the fully disabled bank employees on account of accidents etc. and the helpless situation of officers working in FIC branches especially regarding remittance work which he was compelled to carry out singly and the hardships in availing of leave in case of emergency, 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.

Earlier, **Com. Suresha Hegde S., Organising Secretary** welcomed the gathering and **Com. Shashikanth Raayasa, Joint Secretary** proposed a vote of thanks.

The programme concluded with feisty slogans hailing the unity of **AIBEA/AIBOA, KBOO/ AIKBEA and Twin Banner Unity.**

With warm greetings,

Yours comradely,

Sd/-

**(K. RAGHAVA)**

**GENERAL SECRETARY**

<b>ALL INDIA BANK OFFICERS’ ASSOCIATION</b>	...	...	...	<b>ZINDABAD</b>
<b>KARNATAKA BANK OFFICERS’ ORGANISATION</b>	...	...	...	<b>ZINDABAD</b>
<b>OFFICERS - WORKMEN UNITY</b>	...	...	...	<b>ZINDABAD</b>