



Karnataka Bank Officers' Organisation (Regd.)

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

Somayaji House, II Floor, Bunts Hostel Road, Mangaluru - 575 003

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Circular No. 03/2022

7th April 2022

Dear Comrades,

CHARTER OF DEMANDS - INVITING SUGGESTIONS FROM THE MEMBERS

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Members are aware that our wage revision is due from **01-11-2022** and our central organisation AIBOA has to formulate the Charter of Demands for the officers well in time. In this connection our apex organisation has invited suggestions / feedbacks from all the units as well as the members **within 15 days** so as to enable it to discuss and finalise the Charter of Demands in the UFBU before submitting the same to the IBA.

Accordingly, we call upon our members to send their suggestions/view points on the broad issues pertaining to the Charter of Demands, to our Union Head Quarters preferably by e-mail so as to reach **us on or before 22-04-2022** so that the same can be consolidated at our end and sent to AIBOA.

Since time is the essence please expedite with your suggestions / feedbacks well within the time schedule.

In this connection, we reproduce herewith the AIBOA Letter dated 07-04-2022 for your reference and guidance.

With warm greetings,

Yours comradely,

**(SURESHA HEGDE S)
GENERAL SECRETARY**



ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE
2nd Floor, 109/10, Angappa Naicken Street,
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V. RAMABHADRAN
CONVENOR
WAGE COMMITTEE

07-04-2022

To:

ALL AFFILIATED UNITS / STATE COMMITTEES

Comrades,

OFFICERS' WAGE REVISION

FRAMING UP THE CHARTER OF DEMANDS

Our Wage revision will be due from 1st November 2022. Keeping in mind the necessity and also the time constraints, the Extended Office Bearers' meeting held at Ernakulam on **5th & 6th March, 2022 constituted a committee**, with the undersigned as the **Convenor and Com. Sanjay Khan, Com. Nirmal Datta, Com. Gaurav Goyal and Com. Jayakala as members**, to collect the details from the Units and members thereby facilitating the formulations of the charter of demands appropriately.

To have the collective expressions from the members through State Committees, it is advised to decimate the information pertaining to the demands and the **feed back may please be sent by e mail and also by post to our office within a 15 days time.**

The broad issues are:

1. Construction of Pay scales by merging the DA.
2. Merger of special allowance + DA upto October 2022.
3. Reasonable loading on Basic Pay.
4. Stagnation free pay scale.
5. Increase in quantum of HRA commensurate with the market rent.
6. Increase in quantum of CCA commensurate with the cost of index.
7. Post allowance to Branch heads / department heads.
8. Scrap New Pension Scheme and extend Old Pension scheme to officer employees w.e.f. 1st April 2010.
9. Sick leave should be at the rate 30 days per year without any ceiling.

10. Officers working in “Grid” should also be given the benefit of 20 days leave on an average, as they are now eligible to have only 6 days leave decided by RBI/ NPCI.
11. Maternity leave should be extended from 12 weeks to 24 weeks, as per Central Government latest amendment.
12. Regulated working hours for officers.
13. 5 days a week.
14. Insurance for the workforce against the technological disruption and the loss suffered by Bank.
15. Tax exemption on Gratuity payable to the workforce beyond the ceiling as prescribed under Gratuity Act.
16. Total tax exemption on leave encashment.
17. Loan and Advances.
18. Improvement in LFC and monetisation of LFC.
19. Immediate updation of Pension.
20. Senior citizens are to be taken care of by the State/Country as is prevailing in various countries all over the world. Hence payment of Pension/Family Pension/ updation of Pension is to be borne by the Central Government.
21. Pension is not an income. It is a fund into which a sum of money is added during an employee’s employment years and from which payments are drawn to support the person’s retirement from work in the form of periodic payments. Hence it should not be taxed.
22. The non financial demands/residual issues of the last settlements which are not settled so far are to be settled.
23. Any other issue which is relevant to the wages.

Please respond positively and immediately.

Yours comradely

Sd/-

(V. RAMABHADRAN)

CONVENOR – WAGE COMMITTEE

SECRETARY - AIBOA

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