

ALL INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION (REGD.)



(Affiliated to A.I.B.E.A.)

AND

KARNATAKA BANK OFFICERS' ORGANISATION (REGD.)

(Affiliated to A.I.B.O.A.)



Circular Letter No. 04/2023

READ AND CIRCULATE

05-09-2023

Dear Members,

**DELAY IN GIVING MANDATE TO IBA - 12TH BIPARTITE SETTLEMENT / 9TH JOINT NOTE
- OUR CONCERN THEREOF**

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Members are aware that the 11th Bipartite settlement for the Award staff and 8th Joint Note of Officers upto Scale VII have expired on 31-10-2022. The next Bipartite discussion for the wage revision has already commenced between IBA and United Forum of Bank Unions (UFBU) and two rounds of discussions have also taken place on 28-07-2023 and 31-08-2023. Now, it is informed by UFBU and also our Apex Organisations AIBEA & AIBOA that our Bank has yet to give their mandate for the current bipartite wage revision exercise which is under progress.

It is a matter of great concern to all of us that the Management is delaying the giving of mandate to IBA for the bipartite wage revision for Award staff and Officers up to Scale VII which has been followed hitherto in our Bank over the period of last 5 decades. The delay in giving mandate has not only created a lot of confusion in the minds of rank and file about the stand of the Management in honouring the time-tested bipartite system but also affected their morale. Moreover, the entire workforce of the bank has been contributing immensely for the growth and development of our dear Bank and the Bank has continued to earn record net profits in the recent years as well as in the current financial year with strong financials. **In spite of better financial performance of the Bank, the delay in giving mandate by the Management for bipartite wage revision to IBA has hurt the sentiments of all the staff members.**

Under the circumstances, we have addressed a joint letter to the **Managing Director** of the Bank bearing OR No.362/2023 dated 04-09-2023 and urged the Management to give Mandate to IBA at the earliest. We are furnishing herewith the excerpts of the same for the information and guidance of the members:

Dear Sir,

Reg: Delay in giving mandate to IBA for 12th Bipartite settlement / 9th Joint Note.

Ref: Our Joint letter OR/ 340/2023 dated 26-04-2023

We draw your kind attention that Salary and Emoluments/Allowances/ Benefits etc. of our bank's workforce upto Scale VII are governed by the industry level Bipartite Settlement / Joint Note for more than 5 decades. **You are also aware that the 11th Bipartite settlement for Award Staffs and 8th Joint Note for Officers upto Scale VII has expired on 31-10-2022.** The negotiation for next Bipartite Settlement/Joint Note between IBA and United Forum of Bank Unions (UFBU) has already been initiated and two rounds of discussion have already taken place on 28-07-2023 and 31-08-2023 at Mumbai and are progressing well.

In this regard, on 26-04-2023 vide our letter under reference, we have urged the Management to honour the existing system of paying and revising Salary and Emoluments/Allowances/

Benefits etc. to our staff members as per Bipartite Settlement / Joint Note for Award staffs and Officers up to Scale VII and requested to give necessary mandate to IBA in the matter at the earliest.

Now, we have received information from **UFBU** as well as from our Apex Organisations **AIBEA & AIBOA** that our Bank is yet to give the mandate to IBA for the current bipartite negotiation which is already progressing as stated above.

It is very surprising and also a matter of concern for all of us to note that the Management is yet to give the Mandate to IBA for the current bipartite negotiation in spite of communication received from IBA in the month of January 2023 itself and also our persuasion on many occasions in the matter. **After hearing about this delay from UFBU circular, all the staff members have become restless and also furious as their legitimate demand and aspirations are not met by the Management so far.**

We are also drawing your kind notice that throughout our 6 decades of journey, the industrial relationship between the Management and both the recognised Trade Unions in our Bank are harmonious. Therefore, any further delay in giving Mandate to IBA may affect the harmonious relationship existing between us, besides, strong resentment from all the staff members. We hope that Management will not give scope for such an unpleasant situation during the Centenary Year celebrations of our beloved Bank.

Therefore, we earnestly urge the Management to take immediate steps to submit a Mandate to IBA for the ongoing wage negotiation for Award Staffs and Officers upto Scale VII without further delay. We are awaiting immediate and favourable response from the Management in the matter in the interest of our dear Bank and its entire workforce.

Thanking you,

Yours faithfully,

Sd/-
(Paneendra K G)
General Secretary, AIKBEA

Sd/-
(Suresha Hegde S)
General Secretary, KBOO


CC to:

- 1, The General Secretary, All India Bank Employees' Association, Chennai, for Information
2. The General Secretary, All India Bank Officers' Association, Chennai, for Information

The developments in the matter will be informed.

With greetings,

Yours comradely,


(Paneendra K G)
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