

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. 04/2024

READ AND CIRCULATE

06.03.2024

Dear Members,

- ❖ MAMMOTH, MAGNIFICENT AND MEMORABLE JOINT MASS RALLY HELD AT MANGALURU!
- ❖ SPECTACULAR SHOW OF UNITY AND CONFIDENCE OF THE MEMBERS OF BOTH THE ORGANISATIONS!
- ❖ DEMAND FOR ADEQUATE RECRUITMENT IN ALL CADRES AND WORK-LIFE BALANCE!
- ❖ OPPOSING OUTSOURCING OF PERMANENT AND REGULAR JOBS AND CONTRACTUAL EMPLOYMENT!



A mammoth and magnificent **JOINT MASS RALLY** of our members was held at C V Nayak Hall, Mangaluru on Sunday, 3rd March 2024 at 10 a.m. We take immense pride in reporting the overwhelming turnout and active participation of our members, which serves as a testament to the **unity, solidarity and spirit that define our unions**. It was a **first JOINT MASS RALLY** organised by the both

the Associations. It is a historic trade union movement and the record number of participants who came from far and wide branches **truly reflecting the unflinching trust, loyalty and confidence of the members in the banner of AIKBEA and KBOO and its leadership**. The **best part of the rally was the rock - like discipline and also the seamless enthusiasm of the members it manifests throughout the Mass Rally**. The programme commenced with the rendering of **Kranthi Geethe "Ham Honge Kamiyab Ek Din"** by the **Office-bearers, CC members and activists of AIKBEA and KBOO from the Head Quarters**.

Com. Paneendra K. G., the General Secretary, AIKBEA, in his address heartily congratulated the members for their unprecedented response to the Joint Mass Rally with the participation of record number of members. Further, in his presentation, he recalled the contribution of the veteran trade union leader **Com. P R Karanth, honorary Chairman of AIKBEA** for the welfare of the members of **AIKBEA** and also for his role in strengthening **AIKBEA** and **KBOO** and paid rich tributes to him. **He also touched on the Centenary Year Celebration of the Bank and**



stated that seed sowed by the Founders of the Bank has now grown as a big tree, providing employment to thousands of peoples. He reiterated the importance of growth

and development of the Bank and “**Bank First Attitude**”. He complimented the **KBOO** for its **Golden Jubilee year**. He further stated that this year **AIKBEA** entered into **Diamond Jubilee Year** and all these years it has played an important role for the welfare of the employees and highlighted the improvement achieved recently in Staff Housing Loan, Vehicle Loan and Clean loan schemes etc. He also expressed his happiness in extending the **2-wheeler loan and staff housing loan facilities to the Part Time Sweepers (PTS) of the Bank for the first time**. Further, in his address he complimented the women employees and officers for their participation in large numbers in the Joint Mass Rally and greeted them in advance for the **114th INTERNATIONAL WOMEN’S DAY** to be celebrated on 8th March.

Further, referring to the unfortunate death of **Shri. K A Vadiraj**, General Manager and Chief Compliance officer of the Bank and consequently both the Organisations giving call for a “**Flash Strike**” on **13-11-2023** and observe that day as “**Black Day**” as per the direction of **AIBEA** and later deferred the strike after the Management’s discussion with both the Organisations. Further, he informed in detail the developments which took place prior to the submission of Mandate by the Bank to IBA and stated that **12th Bipartite Settlement /9th Joint Note will be a reality in our Bank shortly**. He further emphasized that there is an acute shortage of staff in all cadres at our branches and offices and opined that immediate recruitment is the only way to solve this issue.



Com. Suresha Hegde S., the General Secretary, KBOO in his address extended his heartfelt appreciation to the members for their massive participation in the Joint Mass Rally and making the programme a magnificent event. Further, in his presentation, he acknowledged the role played by the **AIKBEA and its leadership especially Com. P R Karanth** for the formation, growth

and strengthening of **KBOO**. He also complimented the **AIKBEA** for entering into Diamond Jubilee year. He further stated that the Management has noticed the resounding unity and militancy of members of the both Organisations.

In his presentation he elaborately touched upon the unbridled work pressure especially in a private sector bank like ours and its toll on the workforce and on their work-life balance. He recalled that way back in February 2006 itself, our apex organisation **AIBOA** in its Silver Jubilee Conference held at New Delhi had discussed this issue and importance of work-life balance for the workforce in Banks and adopted a **resolution for regulated working hours and 5-day week for the workforce**. After a long struggle we got 2 Saturday holidays during 2015 and are expecting all Saturday holidays very soon. Dwelling on the issue further, he stated that **shortage of staff at Branches and offices is another main reason for undue work pressure, late sitting which affects the work-life balance**. He compared last 10 years Bank’s Business Turnover, No. Branches and No. Staff statistics and stated that there is staff shortage in the bank and adequate recruitment in all cadres is the need of the hour to ease the work pressure on staff working in the branches / offices and also for the growth and development of our beloved bank.

Further, he stated with concern that more and more recruitments are taking place in top Management level on CTC basis in the name of different business verticals. He underlined that **contractual employment is not good**. Further he cautioned that the policies of the Govt.

in privatisation of public sector banks and codifying existing Labour Acts into 4 Labour Code in the name of reforms will affect working conditions of the workforce. **He finally exhorted the members to remain vigilant, fearless and united to face the offensive of the Government-Bankers combine with courage and confidence.**



Com. Poornima P Rao, the President, AIKBEA, in her address congratulated **AIKBEA** for entering Diamond Jubilee year and **KBOO** for completing 50 years and stated that it was the dream of **Com. P R Karanth** to have a **JOINT RALLY** which has come true. She stressed the importance of **Twin Banner unity** and also gave a fervent message to the members about their responsibility to strengthen both the Organisations **AIKBEA** and **KBOO** to protect their futures.

The **inter-active session** proved to be very successful and was very lively in highlighting various issues being faced by the workforce in the bank. The main issues raised by our members are:

- * Demand for adequate recruitment of staff in all cadres on regular employment to mitigate acute staff crunch in the branches / offices.
- * Issues about using the **personal mobile number** of the Clerical / Officers in Bank's multiple business WhatsApp group resulting in inconvenience to members and affects their work-life balance.
- * Criticism about more and more tie-ups with TPPs and more TPP personnel in the branch than the staff members of the Bank which causes inconvenience to bank staff and poses security risk.
- * Bank customers become prey due to multiple TPP business channel partners and their aggressive / mis-selling which affects the reputation of the Bank and resulting in losing our core banking business.
- * Suggestions to provide adequate land line phones to branches for follow-up activities.
- * Hassles in updating Customer ID, mobile no., email etc. and delay /non-receipt of OTP resulting in undue delay in processing / updating customer ID.
- * New Technological Products / Schemes are introduced with improper testing resulting in bad impressions about our products / services.
- * Branch PCs are connected with multiple devices like printers, passbook printers, scanners etc. which forces the staff to share domain passwords in case staff is on leave.
- * Complaint about slowness of PCs in the Branches due to old OS/RAM and too many Apps. Need to upgrade the PCs of the branch with higher RAMs for smooth working in the branches.
- * Suggestions to well defined and simplified Policies / SOP of the Bank for easy understanding /proper implementation and smooth functioning.
- * Suggestions for simplified Loan Proposal module in the system instead of complicated multiple modules for smooth and early process of loan proposals.
- * Suggestions to take a lenient view in the case of small / minor lapses to avoid demoralization effect on staff members.
- * Demand for increasing Canteen allowance, Newspaper Allowance, Conveyance allowance and introduction of reimbursement of petrol bill as conveyance to award staff.
- * Suggestion to modify eligibility parameter as "25 years of continuous service in the bank" instead of "unblemished 25 years of service" for giving Milestone award to staff members.

* Showing strong displeasure for not giving entry to the many staff members for the Centenary Year Celebrations program.

The General Secretaries of both the Associations, in their reply, assured to take up the issues with the Management at the earliest.

Com. K. Raghava, the President, KBOO, was presided over the program and in his presidential address, richly complimented the members of the both Organisations for their enthusiastic response for the call of the Associations and stated that **AIKBEA** and **KBOO** both are trade union body and **all trade unions are functioning as per the protection given under Constitution of India under Article 19(1) (c)**. He further stressed that 5-day week banking is a much needed measure to maintain the work-life balance in the present day stressful working scenario in the bank. He further stated that we should always remember that the present day decent and well deserved wages of bank staff are secured by many sacrifices and pains suffered by all our members under the great banner of **AIBEA/AIBOA/UFBU/KBOO/AIKBEA** and gave a **clarion call to the members to strengthen the Organisations**.

Earlier, **Com. Vasanthalakshmi, the Vice – President, AIKBEA**, welcomed the gathering and **Com. Manjunath Kulkarni, Treasurer, KBOO** proposed a vote of thanks.



The programme concluded with feisty slogans hailing the unity of **AIBEA/AIBOA, KBOO/ AIKBEA/Twin Banner Unity/ Demand for Adequate recruitment and work-life Balance/ oppose to Outsourcing of Permanent and Regular Jobs and Contractual Employment**.

As we reflect on the success of this momentous occasion, once again, we extend our deepest appreciation to all who contributed to the success of the **JOINT MASS RALLY**. Let us march forward with confidence, commitment, and conviction, acknowledging that our unions are stronger than ever before.

With warm greetings,

Yours comradely,

(Paneendra K G)
General Secretary, AIKBEA

(Suresha Hegde S)
General Secretary, KBOO

UNITY IS POWER! UNION IS STRENGTH!