

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 07/2026

READ AND CIRCULATE

Dated 24-10-2026

- ❖ **MEMORANDUMS SUBMITTED TO MD & CEO**
- ❖ **CONCILIATION MEETING HELD WITH ALC (C) - NO POSITIVE DEVELOPMENTS ON OUR DEMANDS — INTENSIFY THE STRUGGLE!**

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Dear Comrades,

The overwhelming response to the Signature Campaign launched jointly by AIKBEA and KBOO is a magnificent demonstration of our unity and collective strength. On **23.10.2026**, we submitted the signed memorandums received from our branches and offices to the Managing Director & CEO of the Bank with a covering letter bearing OR No.127/2026 dt.23-10-2026, demanding withdrawal of the unilateral termination of the Promotion Policies MOS/MOU and early settlement of our legitimate demands. The said letter is reproduced hereby for the information of our members.

Dear Sir,

Sub: Submission of Members' Appeal Memorandum - Withdrawal of Unilateral Termination of the Promotion Policies MOS/MOU and Early Settlement of Pending Demands - Request for Immediate Intervention to Avoid Industrial Unrest.

We are hereby submitting the appeal memorandums signed by our members from various branches and offices of the Bank.

Our Organisations jointly launched a signature campaign to express the collective concern and strong resentment of our members over the unilateral termination of the existing Promotion Policies MOS/MOU and the delay in resolving our long-pending legitimate demands.

In response to our joint appeal, an overwhelming majority of our members have extended their wholehearted support by signing memorandums addressed to your goodselves. This remarkable response reflects the deep concern and genuine expectations of employees and officers regarding issues that directly affect their career progression, service conditions and overall welfare.

We earnestly request your personal intervention in the matter and urge the Bank to reconsider its decision to terminate the existing Promotion Policy MOS/MOU and restore the established practice of mutual consultation and negotiated understanding. We also request that the pending demands of our Organisations be taken up for early and meaningful resolution through discussions.

We wish to emphasise that our objective is to resolve these issues through constructive dialogue, mutual understanding and a fair negotiating process, while maintaining industrial peace and harmonious relations in the Bank. The strong response to the signature campaign clearly demonstrates the importance our members attach to these issues. We therefore believe that timely and positive intervention by the Bank's top management is essential to address their concerns, restore confidence and prevent the situation from escalating into avoidable industrial unrest.

We sincerely hope that the management will appreciate the seriousness of the concerns expressed by our members and initiate an early dialogue with us to arrive at an amicable and mutually acceptable settlement.

We look forward to your favourable response and positive action in the larger interest of the Bank, its employees and officers, and the continued industrial harmony of the institution.

Thanking you,

Yours faithfully,

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

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

Encl.: Signed Appeal Memorandums

On the same day, a conciliation meeting was held with the **Assistant Labour Commissioner (Central), Mangaluru, at 10.30 AM**, followed by a joint discussion with the **Bank's management at Head Office at 6.30 P.M.** Unfortunately, there was **no positive development on our major demands**, except the Management's agreement to settle the pending overtime claims. The settlement of these OT claims pertaining to overtime work performed due to CBS related technical issues on 21-01-2026 is a welcome development, but our other demands remain unresolved.

COMRADES, OUR STRUGGLE ENTERS A CRUCIAL PHASE!

Our struggle is not against our beloved Bank, but against unilateral decisions that undermine established service conditions, career progression and employees' legitimate rights. We stand for the Bank's progress, healthy industrial relations, bilateral discussions and mutual respect. We cannot accept the unilateral termination of established Promotion Policies MOS/MOU as a fait accompli.

The encouraging response to the Signature Campaign must now be translated into determined collective action. The responsibility rests on every member to implement the announced agitational programme with discipline, unity and unwavering commitment.

STRICTLY IMPLEMENT WITHDRAWAL OF ALL EXTRA CO-OPERATION FROM 03.10.2026 TO 18.11.2026

- Work strictly according to rules and prescribed procedures.
- Staff using personal mobiles shall exit all official WhatsApp groups.
- Staff using office mobiles shall not attend official calls from authorities between **6.00 PM and 9.00 AM**.

Comrades, the settlement of pending OT claims demonstrates the importance of our collective efforts. However, we cannot relent until all our principal demands are addressed. **Let us intensify our struggle and march forward united towards the ONE - DAY ALL INDIA STRIKE IN KARNATAKA BANK ON 18.11.2026.**

DEFEND OUR RIGHTS! RESTORE BILATERALISM! SETTLE OUR LEGITIMATE DEMANDS! OUR UNITY — OUR STRENGTH — OUR VICTORY!

With revolutionary greetings,

Yours comradely,


(Paneendra K. G.)
GENERAL SECRETARY, AIKBEA


(Suresha Hegde S.)
GENERAL SECRETARY, KBOO