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 NO. 09/2026 **READ AND CIRCULATE** **Dated: 05-11-2026**

Dear Comrades,

- **SECOND CONCILIATION MEETING WITH ALC (C) ON 03-11-2026 – NO CONCRETE PROGRESS – OUR STRUGGLE CONTINUES WITH RENEWED DETERMINATION**
- **STRIKE POSTER DISPLAY CAMPAIGN ON 06-11-2026 – ENSURE PROMINENT DISPLAY AT ALL BRANCHES / OFFICES**
- **BLACK BADGE WEARING PROGRAMME ON 12-11-2026 – LET US DEMONSTRATE OUR COLLECTIVE ANGER, UNITY AND SOLIDARITY**
- **STRICT IMPLEMENTATION OF WITHDRAWAL OF ALL EXTRA CO-OPERATION – LET US INTENSIFY OUR UNITED STRUGGLE TO PROTECT OUR HARD-WON RIGHTS AND UPHOLD BILATERALISM**

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NO POSITIVE RESPONSE FROM MANAGEMENT – OUR STRUGGLE MUST CONTINUE!

Following the submission of our Strike Notice dated 03-10-2026, the first conciliation meeting was held with the Assistant Labour Commissioner (Central), Mangaluru, on 23-10-2026. As there was no positive development in resolving our legitimate demands, we had already communicated the outcome to our members through our Joint Circular dated 24-10-2026.

The **SECOND CONCILIATION MEETING** was held with the ALC (C), Mangaluru, on 03-11-2026 at 5.00 PM. The discussions continued for nearly two hours. However, despite detailed deliberations and our earnest efforts, there was **NO CONCRETE PROGRESS ON OUR MAJOR DEMANDS,** except for the payment of overtime wages, which Management agreed to settle and subsequently disbursed along with the October 2026 salary.

Even in respect of overtime payment, we have received grievances from members that certain employees who had worked on 21-01-2026 have not received their overtime wages, while some others have received lesser amounts than what they are legitimately entitled to under the applicable Bipartite Settlement. We shall pursue these discrepancies with the Management until every eligible employee receives their rightful dues in full.

It is indeed unfortunate that, despite repeated representations, discussions and the intervention of the Conciliation Authority, **Management has failed to take any meaningful initiative towards resolving our legitimate and long-pending demands.** Its continued reluctance to address the core issues has resulted in a complete lack of forward movement in the second round of conciliation as well. **The responsibility for the continued impasse squarely rests with the Management.**

Our Organisations have always stood for meaningful dialogue, mutual respect and bilateral negotiations. However, bilateralism cannot be upheld through unilateral decisions,

disregard for negotiated settlements and continued neglect of legitimate employee demands.

In this backdrop, both our Organisations have decided to proceed with the announced agitational programmes with **GREATER DETERMINATION, STRONGER UNITY AND RENEWED MILITANCY.** We call upon every member to implement the following programmes in letter and spirit.

1. STRIKE POSTER DISPLAY CAMPAIGN ON 06-11-2026: As part of our scheduled agitational programme and preparations for the proposed **ONE-DAY ALL INDIA BANK STRIKE ON 18-11-2026** all Branches and Offices must prominently **display the Strike Posters from 06-11-2026 onwards.** Strike Posters have already been dispatched to all Branches and Offices through Post / Courier. Members are requested to ensure that the posters are displayed prominently at their respective Branches / Offices, thereby making customers, the general public and all concerned aware of our legitimate demands and the compelling reasons behind our proposed strike action.

Let the message of our united struggle reach every corner of the Bank. The prominent display of Strike Posters must reflect our collective determination to defend our hard-won rights, resist unilateral actions and uphold the time-tested principles of bilateralism.

2. BLACK BADGE WEARING PROGRAMME ON 12-11-2026: As a further expression of our protest, resentment and collective determination, both our Organisations have decided to observe **BLACK BADGE WEARING DAY ON 12-11-2026.** Sufficient numbers of Black Badges have already been dispatched along with the Strike Posters to all Branches and Offices. We call upon **EVERY MEMBER, WITHOUT EXCEPTION,** to wear the Black Badge **throughout the working day on 12-11-2026 as a mark of protest against the unilateral actions of Management and in support of our legitimate demands.**

Let every Black Badge convey our collective resentment against the unilateral termination of the existing Promotion Policy MOS/MOU, our opposition to the proposed CTC recruitment model and our determination to secure an early settlement of all pending demands.

LET OUR BLACK BADGES SPEAK LOUDER THAN WORDS! Members are also requested to **share photographs of the Black Badge Wearing Programme in their respective Regional Union WhatsApp Groups,** showcasing the strength, unity and solidarity of our Organisations across the Bank. **Let the entire workforce stand united and demonstrate that our collective voice cannot be ignored!**

3. STRICT IMPLEMENTATION OF WITHDRAWAL OF ALL EXTRA CO-OPERATION: The success of any organisational struggle depends not merely upon announcing programmes but upon **their disciplined, wholehearted and effective implementation by every member.** Accordingly, we once again reiterate our call for **STRICT IMPLEMENTATION OF WITHDRAWAL OF ALL EXTRA CO-OPERATION** throughout the period of agitation (i.e. 03-10-2026 TO 18-11-2026), as already announced.

The following instructions must be scrupulously followed by all members:

A. WORK STRICTLY AS PER RULES: Perform all duties strictly in accordance with the **prescribed rules, regulations, systems and procedures.** Refrain from **extending any extra co-operation beyond the prescribed requirements.**

B. WITHDRAWAL FROM OFFICIAL WHATSAPP GROUPS: Members using their personal mobile phones for official communication shall **exit from all official WhatsApp Groups.** No official communication shall be undertaken through personal mobile phones.

C. NO OFFICIAL CALLS BEYOND WORKING HOURS: Members using official / office mobile phones shall not **attend official calls from the Authorities between 6.00 PM and 9.00 AM.**

We reiterate that these instructions constitute an integral part of our duly announced organisational programme and must be implemented uniformly, consistently and in a disciplined manner by every member. **LET US DEMONSTRATE THAT ORGANISATIONAL CALLS ARE NOT MERE ANNOUNCEMENTS, BUT BINDING COMMITMENTS TO BE IMPLEMENTED BY EACH AND EVERY COMRADE!**

OUR STRUGGLE – OUR JUST CAUSE – OUR COLLECTIVE RESPONSIBILITY: The time has come to demonstrate, through our collective action, that the **unity of Karnataka Bank employees is our greatest strength and our determination to defend our rights is unshakable. The proposed ONE-DAY ALL INDIA BANK STRIKE ON 18-11-2026 is not merely an agitational programme; it is a decisive organisational battle to protect our hard-won rights, restore the sanctity of negotiated settlements, resist unilateral decisions and uphold the time-tested principles of bilateralism in our Bank.**

The success of this struggle rests upon the **wholehearted participation, unwavering commitment and disciplined implementation of every programme by each and every member.** Let no Branch remain behind, let no Office remain inactive and let no Comrade remain indifferent to this collective responsibility. **We appeal to every member to rise to the occasion, stand shoulder to shoulder and transform our unity into an irresistible force.** Let the Strike Poster Campaign, Black Badge Wearing Programme and Withdrawal of Extra Co-operation reflect the strength, solidarity and fighting spirit of our Organisations.

Let Management realise that the collective voice of united employees cannot be silenced, their legitimate demands cannot be ignored and their hard-won rights cannot be taken away through unilateral actions. With renewed determination, militant unity and unwavering solidarity, let us march forward towards the successful culmination of our struggle.

18-11-2026 – LET KARNATAKA BANK WITNESS THE POWER OF EMPLOYEE UNITY!

UNITY IS OUR STRENGTH! SOLIDARITY IS OUR WEAPON!

NO UNILATERALITY – UPHOLD BILATERALISM!

OUR RIGHTS – OUR STRUGGLE – OUR VICTORY!

LET US FIGHT UNITEDLY – LET US WIN UNITEDLY!

EVERY COMRADE MATTERS – EVERY BRANCH COUNTS – EVERY PARTICIPATION STRENGTHENS OUR STRUGGLE!

With fighting greetings,

Yours comradely,



(Paneendra K. G.)
GENERAL SECRETARY, AIKBEA



(Suresha Hegde S.)
GENERAL SECRETARY, KBOO

ALL INDIA STRIKE

AT

KARNATAKA BANK
ON 18.11.2026

WE DEMAND

- WITHDRAWAL OF NOTICE OF TERMINATION OF PROMOTION POLICY MOU / MOS AND RESTORATION OF EXISTING PROMOTION POLICIES
- NO CTC RECRUITMENT IN ANY CADRE IN THE BANK
- EARLY SETTLEMENT OF STAFF WELFARE MEASURES AND STAFF CREDIT FACILITIES DEMANDED
- NEGOTIATED TRANSFER POLICY FOR OFFICERS AND AWARD STAFF
- ABSORPTION OF ELIGIBLE DAILY WAGERS INTO REGULAR OFFICE ASSISTANT / PTHK POSITIONS ON SCALE WAGES
- TREAT "COMPULSORY LEAVE" AS "SPECIAL LEAVE"
- EXTEND PAYMENT OF EX-GRATIA TO PENSIONERS/ FAMILY PENSIONERS AND PROVIDE PENSION OPTION TO ELIGIBLE RESIGNED EMPLOYEES IN TERMS OF THE 12TH BIPARTITE SETTLEMENT / 9TH JOINT NOTE
- IMMEDIATE SETTLEMENT OF PENDING OVERTIME CLAIMS
- PAYMENT OF GRATUITY TO HD CANVASSERS
- PAY FIXATION AND PROTECTION FOR EX-SERVICEMEN RE-EMPLOYED AS ARMED GUARDS

ALL INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION ®
AND
KARNATAKA BANK OFFICERS' ORGANISATION ®

BADGE WEARING ON 12.11.2026

ALL INDIA STRIKE

AT

KARNATAKA BANK

ON 18.11.2026

OUR DEMANDS

- WITHDRAWAL OF NOTICE OF TERMINATION OF PROMOTION POLICY MOU/MOS AND RESTORATION OF EXISTING PROMOTION POLICIES
- NO CTC RECRUITMENT IN ANY CADRE IN THE BANK
- EARLY SETTLEMENT OF STAFF WELFARE MEASURES AND CREDIT FACILITIES DEMANDED
- OTHER PENDING DEMANDS

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