

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 08/2024

READ AND CIRCULATE

Dated 11-07-2024

Dear Members,

- ❖ **IMPLEMENTATION OF PENDING PROVISIONS / FACILITIES OF 12TH BIPARTITE SETTLEMENT AND 9TH JOINT NOTE**
- ❖ **DISBURSEMENT OF ARREARS /DIFFERENCE IN PLI AMOUNT FOR THE YEAR ENDED 31-03-2023**

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Members are aware that 12th Bipartite Settlement for Award Staff and 9th Joint Note for Officers were signed by the IBA and UFBU including our Apex Organisations AIBE A and AIBOA on 08-03-2024. Consequently, we placed our demand with the Management to implement the same in our Bank. Thereafter, the Management has informed both the Organisations on 28-03-2024 that Bipartite wage revision will be implemented at the earliest.

Subsequently, the Bank has implemented the revised salary as per Bipartite wage revision in the month of April 2024 and disbursed arrears along with the April salary. However, now, we note that even after four months of conclusion of the wage revision, some of the provisions/facilities are not being implemented and made available in HRMS. We also observed that there is inordinate delay in implementation of these provisions / facilities including release of arrears of PLI. Therefore, we have addressed a letter to the Managing Director on 11-07-2024 and urged the Management to implement the pending provisions / facilities including disbursement of arrears of PLI at the earliest. We furnish below the text of our joint letter no. 423/2024 dated 11-07-2024 for the information of our members.

**The Managing Director & CEO
Karnataka Bank Ltd.
Head Office, Mangaluru - 575 002**

Dear Sir,

Sub: Delay in implementation of some of the provisions / facilities of 12th Bipartite Settlement and 9th Joint Note including payment of arrears /difference in PLI amount for the year ended 31-03-2023.

Ref: 1. Our Joint letter OR No. 394/2024 dated 15-03-2024

2. Your letter HO. HR&IR:AIKBEA:4456:2023-24 dated 28-03-2024

3. Your letter HO.HR&IR:KBOO:4457:2023-24 dated 28-03-2024

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We draw your kind attention that 12th Bipartite Settlement for Award Staff and 9th Joint Note for Officers were signed by the IBA and UFBU including our Apex Organisations AIBE A and AIBOA on

08-03-2024. Accordingly, we placed our demand with the Management to implement the same in our Bank at the earliest vide our letter under ref. no. 1. Subsequently, we received communications from the Management vide letter under ref. no. 2 & 3 about the implementations of the same. We are glad to note that the Bank has implemented the revised salary in the month of April 2024 and disbursed arrears along with the April salary.

However, we note with concern that some of the provisions of the recent Bipartite Settlement /Joint Note are not being implemented even after the completion of four months since its conclusion. We also note that significant time has elapsed since the settlement was agreed upon and this delay has caused growing concern and dissatisfaction among the staff members. The partial implementation of the agreed Bipartite Settlement / Joint Note not only affects our members but also undermines the trust and goodwill that the settlements were intended to foster. We furnish herewith the provisions / facilities which are yet to be implemented:

- **Payment of arrears in PLI for the year ending 31-03-2023:** The arrears / difference in PLI amount for the year ended 31-03-2023 based on the revised salary under 12th Bipartite / 9th Joint Note which is not yet disbursed.
- **150% HRA** on Declaration basis in the case Award staffs on their transfer to another station.
- **Inconvenience Allowance for Award Staff:** Those who are required to work in night shift / odd hours in specialised branches / offices may be compensated by inconvenience allowance.
- Reimbursement of Rs.500/- for **Annual Eye Checkup**.
- **Compensation on Transfer for officers:** A lump sum amount of Rs.40,000/- shall be paid as compensation for officers on declaration basis upon general transfer for expenses connected with packaging, local transportation, insuring baggage etc. However, we are receiving information from the members that a reduced amount has been sanctioned by the HO, taking an arbitrary decision.
- **Leave – Revision /improvement in following types of leave which are yet to be updated/ implemented in HRMS:**
 - i. Introduction of **Half Day Casual Leave** on four occasions in a year w.e.f. 01-04-2024.
 - ii. **Bereavement Leave** on the demise of family members w.e.f. 01-04-2024. **In this regard we urge the Management to grant SEVEN DAYS leave at each instance as extended by SBI, PNB, BOB and other Banks.**
 - iii. Granting of **Sick leave** at the rate of one month for each year of service to a maximum of 720 days during the entire service w.e.f. 01-04-2024.
 - iv. Improvement in availing **Sick Leave** for single male parent, sickness of a special child of 15 years and below, availing 1-day sick leave by women employees/officers without production of medical certificate, for employees/officers aged 58 years and above availing sick leave for the hospitalisation of their spouse etc. w.e.f. 01-04-2024.
 - v. Improvement in **Maternity Leave rules** as per Bipartite Settlement / Joint Note w.e.f. 01-04-2024.

- vi. Waiving of advance notice for availing **Privilege leave** for Office-bearers and Executive Committee members of the Registered Trade Unions w.e.f. 01-04-2024.
- vii. One day **Special Leave** for Defence Representative for preparing the Defence submission of an employee/officer for a maximum of 10 occasions in a year w.e.f. 01-04-2024.

As you know that, the Bipartite Settlement was reached to address and to improve several aspects of our working conditions. These changes are crucial for maintaining employee morale, motivation, and overall efficiency within the Organisation. **The delay in implementing the same affects the members and it will deprive their legitimate rights/benefits.**

Therefore, we urge the Management to prioritize the implementation of the already agreed-upon provisions without further delay. Doing so will not only fulfill the commitments made in the Bipartite Settlement / Joint Note, but also reinforce the Organisation's commitment to its employees' welfare.

We are confident that you will take appropriate steps in this direction under intimation to us.

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, for Information.
2. The General Secretary, All India Bank Officers' Association, for Information.

The developments in this regard will be informed to the members.

WORKERS' RIGHTS ARE HUMAN RIGHTS!

With warm regards,

Yours comradely,


(Paneendra K G)
General Secretary, AIKBEA


(Suresha Hegde S)
General Secretary, KBOO

A I B E A & A I B O A	...	...	...	ZINDABAD
AII INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION	...	...	...	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD