

**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. 06/2023

**READ AND CIRCULATE**

11-11-2023

Dear Members,

**WE STRONGLY CONDEMN UNDUE WORK PRESSURE AND HUMILIATION  
TO WORK FORCE IN OUR BANK**

**OBSERVE ALL INDIA KARNATAKA BANK STRIKE ON 13-11-2023**

**OBSERVE 13-11-2023 AS A BLACK DAY**

During the current financial year when our bank has completed successful journey of 99 years and entered into its Centenary Year, every employee of the Bank has anticipated that the Management of the Bank will recognise their dedicated service and contribution for the growth and development of our dear Bank and they will celebrate the Centenary Year in a memorable manner.

On the contrary, a young General Manager and Chief Compliance Officer of our Bank Shri. K A Vadiraj aged 51 years has reportedly committed suicide on 09-11-2023 allegedly due to undue work pressure and humiliation by the Management. This news of this extreme step to end his life in such a violent manner has shaken the conscience of our workforce all over the country irrespective of their cadre. **We believe that every employee of the Bank can feel the pain of what Shri. K A Vadiraj has gone through, and can introspect on our own situation. It was not the culture of our dear family Bank earlier. It was a BLACK DAY in the history of our Bank that too in the Centenary Year. We express our deepest condolences to the bereaved family and we share our grief with the family members.**

The news of the tragic death of Shri. K A Vadiraj has come to the knowledge of our Apex Organisations. **They asked us If this is the situation of a General Manager of the Bank who came from the rank and file and who worked for more than 3 decades with all sincerity and commitment, then what may be the fate of the lower-level officers and employees of the bank in the days to come?** The trade unions also have an equal role to protect the rights and lives of the workforce. Therefore, the leaders of our Apex Organisations have taken a serious note of the unfortunate suicide of Shri. K A Vadiraj and also the circumstances under which he has committed suicide and advised us to observe **13-11-2023 as BLACK DAY and observe ALL INDIA STRIKE in the Bank.**

Accordingly, an emergency meeting of the Managing Committee of both the Unions have been called and it has been thoroughly discussed and decided to observe and implement a strike on 13-11-2023 as advised by our Apex Organisations. **The letter of the AIBEBA dated 10-11-2023 is reproduced herewith for the information and guidance of the members. We call upon you to observe the strike programme on 13-11-2023 in our Bank with total unity, commitment and conviction so that no employee of the bank shall be driven to take such a drastic step in the near future in the name of business.**



## ALL INDIA BANK EMPLOYEES' ASSOCIATION

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AIBEA/GS/2023/222

10-11-2023

To  
General Secretaries,  
All India Karnataka Bank Emp. Association,  
Karnataka Bank Officers' Organisation,  
Mangalore

Dear Comrades,

It is with extreme sadness that we have received the distressing news of the unfortunate suicide of Shri K A Vadhiraaj, young General Manger of your Bank yesterday apparently due to undue work pressure and humiliations from the top management. It is an irony that when Karnataka Bank is celebrating its glorious centenary due to the loyalty, commitment and dedication of the entire workforce in the Bank, the reward for all these contributions is the increasing pressure and changing work-culture expectations of the top management.

Please convey our heartfelt condolences and sympathies to the family of late Shri. Vadhiraaj. All of us are with them at this hour of their grief and loss.

Oflate, we are observing that in your Bank, there is a change in the style of administration of the Bank by the top management. We want the Karnataka Bank to progress and emerge as a stronger Bank but the way it is sought to be done is unacceptable. Harassment of employees, officers and Executives and undue pressure applied on them in the name of Bank's business growth will only be counter-productive and will result in unfortunate incidents like that of Shri Vadiraj.

We cannot countenance such a culture in administration of the Bank. In order to express our sympathies with the family of Shri Vadhiraaj and to demand a better managerial climate in the Bank where all the staff and Executives will be motivated to contribute for the Bank's growth, **you are advised to observe 13<sup>th</sup> November, 2023 as Black Day and observe All India Strike in the Bank.**

Yours comradely,

**C.H.VENKATACHALAM**  
**GENERAL SECRETARY**

Comrades, let us march on to **ALL INDIA KARNATAKA BANK STRIKE on 13-11-2023** and observe that day as a "**BLACK DAY**".

(Paneendra K G)  
GENERAL SECRETARY, AIKBEA

With Fighting Greetings,

(Suresha Hegde S)  
GENERAL SECRETARY, KBOO