

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 07/2023

READ AND CIRCULATE

Dt.12-11-2023

Dear Members,

**Our call for Strike on 13th November, 2023
Discussions with the management positive
Hence, Strike is DEFERRED
Congratulations to your unity**

* * *

After the shocking news of the suicide of Shri Vadiraj K.A, General Manager of our Bank, as per the advice of our parent organization, AIBEA, we had given the call for observing All India Strike in our Bank on 13-11-2023 to express our sympathies with the family of late Shri Vadiraj, K.A. and to protest against the changing managerial climate in our Bank resulting in increasing pressures at various levels. The unanimous decision of our organisations was wholeheartedly welcomed by our units and members all over the country.

Yesterday, our MD&CEO sent us an email communication explaining their views and suggesting discussions between our Unions and Mangaluru based General Managers. Accordingly, 6 General Managers and the CBO of our Bank participated in the discussions held in our Union office premises. Later, MD, ED and COO also joined the discussions through VC.

During the discussions we conveyed our strong emotions and feelings over the manner in which Shri Vadiraj, K.A had committed suicide and the pressure under which he was working. We clarified to the management that while all the employees and officers of our Bank are committed to work for the growth of our beloved Bank with dedication and involvement, undue pressure on the staff would only be counter-productive and hence the same should be avoided. Management assured that our views and feelings have been taken due note of and it is their endeavour to promote healthy work culture.

We also raised issues relating to the industrial relations climate and the non-submission of mandate to IBA. Our MD assured that mandate would be given to the IBA and other issues can be discussed further. Management proposed that further discussion can be held on the 15th instant. The management also proposed that 13th November, 2023 can be observed as Black Day jointly by the management and all the staff to mourn the unfortunate death of Shri. Vadiraj, K.A.

We informed them that we shall consult the leadership of AIBEA and revert back to them. Accordingly, we had a Google Meet discussions with the General Secretary of AIBEA today afternoon and apprised him of the developments. He opined that since the management is

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positive in their approach, we may consider to defer the strike.

The General Secretary of AIBEA also talked to our Executive Director and during this discussion, the ED confirmed the discussions held with our Unions. The General Secretary of AIBEA informed him that upon receipt of written communication from the management on the issues, our Unions would reconsider the call for strike.

Accordingly, thereafter, the General Manager-HR sent us a letter as under:

Quote : *“This has reference to the detailed discussions we had with you yesterday and also the assurances made by our Managing Director & CEO and Executive Director in addressing your concerns.*

We propose that Monday, 13th November, 2023 be observed as a Black Day by the entire staff of our Bank together to mourn the unfortunate loss of our colleague Shri. Vadiraj, K.A. by wearing black badges by all the staff and Executives and by observing 2 minutes silence in all the Branches and offices at 3-00 PM. A joint message can be sent to all the Branches in this regard.

*We also wish to inform you, as assured in yesterday’s discussions, that the **management shall convey the Bank’s mandate to the Indian Banks’ Association** regarding the ensuing wage revision for the Employees and Officers of our Bank covered as part of the Unions of our Bank.*

We also invite you for a discussion with the management on 15th November, 2023 when other issues can be discussed. We seek your co-operation and not to proceed with any precipitated action in the interest of our Bank” – unquote.

In view of the above, in consultation with the General Secretary of AIBEA, we have informed the management of our decision not to implement the strike on 13th November, 2023. **Hence all our members are requested to note that the strike call is deferred.**

As agreed between the management and our Unions, we shall jointly (management and Unions) observe 13th November, 2023 as Black Day by wearing black badges and by observing 2 minutes silence at 3-00 PM in all Branches and offices.

We shall participate in the discussions with the management on 15th November, 2023 and inform our members in due course.

We congratulate all our members for their total unity and preparedness to implement the call of the Unions. We also thank our MD and ED for their coming forward to understand our feelings and viewpoints which paved the way for an amicable solution.

As all of us are aware, Karnataka Bank is our beloved Bank and everyone of us is committed to take this Bank to greater heights but we only want a congenial atmosphere for the same. We are hopeful that things would be better in the days to come.



(Paneendra K G)

GENERAL SECRETARY, AIKBEA

With greetings,



(Suresha Hegde S)

GENERAL SECRETARY, KBOO