



Circular Letter No. 08/2023

READ AND CIRCULATE

16-11-2023

Dear Members,

OUR JOINT DISCUSSION WITH THE MANAGEMENT ON 15-11-2023

* * * * *

Further to our discussions held with the Management on 11-11-2023, we have informed our members vide our Circular no. 07/2023 dated 12-11-2023 about the developments relating to meetings held with the Management in the background of our call for observing “**Black Day**” and “**All India Karnataka Bank Strike**” against alleged undue work pressure and humiliation to the workforce in our Bank which was subsequently deferred on positive approach from the Management in the discussions. During the meeting the Management invited us for further discussion with them on 15-11-2023.

Accordingly, a meeting with the Management was held at Head Office on 15-11-2023. From the Management side Managing Director, Executive Director, COO, GM HR & IR and DGM - HR & IR were present in the meeting and from our side, the Presidents and General Secretaries of both the Unions participated in the meeting.

At the outset, the Management profusely regretted the untimely death of Shri. K A Vadiraj, General Manager and CCO of the Bank. After initial remarks and exchange of views following issues were mainly discussed:

Support to the family of the late Shri. K A Vadiraj: During the discussion, we urged the Management for the following support to the family members of late Shri. K A Vadiraj due to a sudden and tragic death which caused great loss to his family.

- i. Compassionate employment to his family member
- ii. Financial support to his children for education till the graduation level
- iii. Family Floater Health Insurance policy at the cost of the Bank till the employment age of the children.
- iv. Compassionate Gratuity for the left over service.

For that, the Management responded that they will honour the commitment made to the family members of the Late Shri. K A Vadiraj.

To promote healthy work culture and environment in the Bank: During discussion, we informed that the entire workforce of our Bank has worked for the growth and development of our Bank with commitment throughout its journey and it is evident from the appreciation received from the customers for the better customer service, earned record net profits and was responsible for the strong financials of the Bank. **The need of the hour is to take the workforce into confidence and motivate them to further excel in their roles through better working conditions.** The Management assured that they will take all steps to ensure a healthy work atmosphere in the bank. The Management taken note of our views in this respect.

Mandate to IBA: As the Management has already committed to give Mandate to IBA as per their letter dated 12-11-2023, we urged them to give mandate to IBA without any further delay as followed hitherto in our bank respecting the sentiments and feelings of the entire workforce. The Management informed us that the mandate will be submitted to IBA with the approval of the board.

Adequate recruitment in the Bank in all cadres: During discussion we also brought into notice the acute shortage of staff in the bank especially in clerical cadres and non-recruitment of part time employees and sub staff in the bank. We also informed that out of 233 clerks promoted as officers many of them have not been relieved at the branches/offices even though they have been promoted to officers cadre on 01-09-2023. Many of the branches are working with less staff because of shortage of clerical staff and not resorting to matching recruitments. We also urged the Management to absorb waitlisted clerical candidates. In response, the Management informed that they have undertaken staff rationalisation exercises to assess the optimum staff deployment in each branch/office taking into account volume of the work and other parameters. This exercise will be completed shortly and they will take steps for fresh recruitment based on the requirement. However, for absorbing daily wagers in sub-staff category, the Management categorically stated there will not be any further recruitment under sub-staff category. Disagreeing with the contentions of the Management, we reiterated our demand and stated that we will continue to pursue this issue.

Compulsory Leave: Earlier also, we have taken up this issue with the Management and urged them to revisit the compulsory leave guidelines and to grant “special leave” for such kind of “compulsory leave” having no impact on usual leave entitlement of the staff members. Subsequently, the Management issued revised guidelines in the matter. However, it is again not in conformity with IBA guidelines and as per the Bipartite settlements. During discussion, we again reminded the Management that leave rules shall be in conformity with IBA guidelines and Bipartite settlements and there shall not be any

deviations / violations in the matter. Responding for that, the Management agreed to look into the matter.

Disciplinary matters and Disproportionate punishment: We have brought it to the notice of the Management that off late in the Disciplinary matters, the Management has been resorting to disproportionate action of suspension / dismissal in some cases which is counter productive in substance and demoralises the entire workforce. We specifically quoted the example of suspension of Com. Ravichandra, Attender of Manvi Branch and dismissal of Com. Sathyavathi, Typist cum Clerk, Kannarpady – Kadekar Branch. We urged the Management to be reasonable in these cases. We also urged the Management to take a holistic view in the disciplinary cases and to avoid disproportionate punishment in the disciplinary matter. The Management took note of the same.

Employees Stock Option Scheme (ESOS) of the Bank: Recently, the Bank has instructed the staff members who invested a small portion of the staff clean/Jewel loan proceeds to ESOS unknowingly the provisions of ESOS scheme. Upon inspection comments, the Management has instructed to close such staff loans entirely with commercial rate of interest instead of staff concessional rate of interest. Which resulted in huge interest burden on staff members besides managing the funds to close the entire loan. We urged the Management to reconsider its decision on charging commercial rate of interest on the entire loan amount and reverse the extra interest charged in these cases as a special case. As the said members do not have any ill intention in investing the proceeds of the loan in our ESOS scheme.

Further, the retired staff of our Bank could not exercise the ESOS option within six months from the date of their retirement due to non-communications about this restrictive clause. We urged the Management to send the communication / reminders in future cases and also give justice to existing retired staff who could not exercise the option. The Management informed that they have taken note of the issue and assured that they will send the communications in the future cases of retirees and for existing cases they will study the provisions of the ESOS scheme.

Centenary Year Gift: Earlier, we had placed our demand for a Centenary Year Gift to the existing as well as retired staff of the Bank in the form of **GOLD COIN** of a very good amount and urged the Management to invite us for a joint discussion in the matter. We have taken up this matter again during the discussion and **informed that the previous Management had assured to give Rs.1 lakh ex-gratia to the staff members if the Bank crosses Rs.1000 crore net profit. Our Bank has earned net profit of Rs.1180 crore during Financial Year 2022-23 and coincidentally it was in the beginning of Centenary Year of the Bank. Hence, we urge the Management to give Centenary**

Year Gift gold coin worth Rs.1 lakh as assured by the Bank's previous Management.

The Managing Director informed us that before he joined our Bank, the Board has already formed a Centenary Year Committee and they had already decided on the Centenary Year Gift for working staff as well as retired staff. Hence, he is not in a position to take up this issue as this exercise is already over.

We profusely thank All India Bank Employees Association for their guidance and great support in the matter. We also thank various State Federations, District Units and other Trade Unions for extending their solidarity support for our strike call.

We once again offer our RED SALUTE to all our members for strongly raising and supporting the call of the Associations to observe "Black Day" and "All India Karnataka Bank Strike" on 13-11-2023 and your unflinching support, unity and solidarity has made all the difference. KUDOS to you all.

UNITY IS OUR STRENGTH!

With warm greetings,



(Paneendra K G)

General Secretary, AIKBEA



(Suresha Hegde S)

General Secretary, KBOO

AII INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	ZINDABAD
OFFICERS - WORKMEN UNITY	ZINDABAD