



Circular Letter No.6/2018

READ AND CIRCULATE

Kodialbail, Mangalore-3

Date: 21.06.2018

Dear members,

EX-GRATIA QUANTUM – BEST BARGAIN – GIVEN CIRCUMSTANCES!!

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With satisfaction and contentment we like to report that yesterday evening at Head Office premises of the Bank, we had a successful Joint Meeting with the Management with regard to the quantum of Ex-gratia to be disbursed for the year ending March 2018.

The quantum agreed to be disbursed as Ex-gratia under the given scenario of the Banking Industry as a whole including that of our Bank is of satisfaction and in fact a matter of happiness for all of us to note. Initiating the discussions, the Managing Director of the Bank opined that the quantum of Ex-gratia to be disbursed this year should be reduced at least by 28% as profit has come down to that effect for the year ending March 2018. However, when we refused to agree for such a drastic reduction in the quantum of Ex-gratia and argued to minimize the reduction substantially, the Managing Director expressed his unwillingness as that will cross 5% of the Net profit which is the maximum amount that can be allocated for payment towards Ex-gratia in accordance to the Management.

Rejecting the said stand of the Management, we argued that come what may, it is not possible for us to get the Ex-gratia quantum reduced by 28% and the Management should further improve their offer minimizing the reduction in quantum substantially. Ultimately, the Managing Director agreed to disburse the Ex-gratia by reducing the quantum to 21.5% compared to that of last year though it crosses the maximum amount so far allocated amount for the payment of Ex-gratia in the Bank. Taking into consideration the facts and figures and the capabilities of allocation, we agreed though not fully satisfied. Hence the payment of Ex-gratia for the year will be as under :

Sub-staff	Clerk	Officers
Rs.19,500/-	Rs.21,850/-	Rs.27,775/-

It is further agreed between the parties that the above amount of Ex-gratia will be disbursed on 5th July 2018 to all concerned.

P.T.O.

Comrades, you are all aware that the general scenario of the Banking Results of last year, which is nothing but loss and huge losses all over. You may be surprised to note that even 4 peer banks operating in First Generation category have also landed in loss for the year ending March 2018.

However, it is a matter of pride and deep satisfaction for us working in the Karnataka Bank, as we are, that our Bank could withstand these negative trends and could gather substantial profit in spite of huge amount of provisions in multiple of crores has to be made as per the regulator's guidelines. Therefore, the Ex-gratia amount as agreed upon is a matter of happiness to one and all of us which every one of you should understand. We also go on record to appreciate our Managing Director who did not insist on his initial drastic reduction in the quantum of Ex-gratia to be disbursed this year and agreed for minimizing the reduction to 21.5% compared to that of Ex-gratia quantum disbursed last year subsequently which enabled us to arrive at an amicable understanding.

Comrades, we should know, one basic factor here that without the growth of our dear institution with regard to all parameters, it is not possible for we, the workforce, to get any benefits including that of Ex-gratia year after year. Hence, every one of us should have **THE BANK FIRST ATTITUDE AND APPROACH** so that we can take the Institution to greater heights and glory in the days to come. In fact, our prosperity and benefits too is enshrined and entwined with the progress of our Bank. Hence what is required by all of us is **a dedicated team work in unison so that we will walk the miles to achieve further success and glory for our beloved institution.**

With greetings,

Yours comradely,

Sd/-
(P.R.Karanth
Gen.Secretary, AIKBEA

Sd/-
(K.Raghava)
Gen. Secretary, KBOO

AII INDIA KARNATAKA BANK EMPLOYEES' ASSOCIATION	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	ZINDABAD