

Circular Letter No. 05/2023

READ AND CIRCULATE

26-09-2023

Dear Members,

MANDATE FOR OUR WAGE REVISION – DELAYING TACTICS OF THE MANAGEMENT

* * * * *

Comrades are aware that the Management is yet to submit their mandate to IBA for the ongoing wage negotiation for the Award staff and the Officers upto Scale VII. In this regard, both the Associations have given a joint letter to the Management on 04-09-2023 and expressed our concern for the delay in submitting the mandate to IBA and urged the Management to submit the Mandate to IBA immediately. It has been communicated to our members vide our Joint Circular 04/2023 dated 05-9-2023.

In response to our letter, we received a reply from the Management vide their letter dated 12-09-2023. In their letter, they have stated that they are **evaluating the matters relating to IBA mandate for the current bipartite negotiations and also alternate pay structures**. More importantly, both the Managing Director and Executive Director in their address to the workforce during their branch visits and Town Hall meetings stated that the Management has the plans to introduce performance linked variable pay. This has added salt to their wounds and the members are further agitated.

We reproduce here below the excerpts of the Management letter No. HO.MDS/KBOO & AIKBEA/1983/2023-24 dated 12-09-2023 addressed to both the Organisations for the information of the members.

Dear Sirs,

Reg: IBA Mandate for 12th Bipartite settlement / 9th Joint Note

Ref: Your Joint Letter OR No. 362/2023 dated 04-09-2023

* * *

We acknowledge the receipt of your above referred letter.

In the interest of entire workforce, we are committed to continue and foster harmonious relationship that is being maintained and nurtured throughout 6 decades between the Management and both the trade unions in the Bank.

While Employee Welfare including compensating them appropriately and providing them with other fringe benefits will be kept on top in all our business endeavours as being done hitherto, we expect the matching results and contributions from each employee. The Management will always prefer to reward the performing employees with industry matching emoluments and other benefits.

That being the case, your allegation that the employees have become restless/furious is a prejudice. Management hasn't taken any steps to meddle with the Welfare of employee and will not give scope for the same.

We are evaluating the matters relating to IBA mandate for the current bipartite negotiations and also alternate pay structures. The Bank will consider all aspects related to staying competitive in the market prior to any decision in this regard.

We once again reiterate our commitment for spirit of bilateralism and look forward for your whole-hearted continued support and co-operation.

Yours faithfully,

Sd/-

Raja B S

GENERAL MANAGER & CLO

After, studying the letter and approach of the Management providing Mandate to the IBA and performance linked variable pay, we have addressed a joint letter to the Management on 25-09-2023. We opposed alternative pay structure, performance linked variable pay and also urged the Management to submit Mandate to the IBA immediately and engage our Associations in a dialogue to initiate the process. We are furnishing hereunder an excerpt of our joint letter OR. No. 369/ 2023 dated 25-09-2023 addressed to the Managing Director for the information of the members:

Dear Sir,

Reg: Mandate to IBA for 12th Bipartite settlement / 9th Joint Note – Undue delay by the Management.

Ref: 1. Our Joint letter OR/ 340/2023 dated 26-04-2023

2. Our Joint letter OR/ 362/2023 dated 04-09-2023

3. Your letter HO/MDS/KBOO&AIKBEA/1981/2023-24 dated 12.09.2023.

We are in receipt of your above referred letter and noted the contents.

2. We deeply appreciate your concern to enhance the relationship maintained by the Management in the last six decades with our two Associations. Our dear Bank has

been built brick by brick by the entire workforce toiling hard and with dedication over the years. As a result, our beloved Bank has strong financials and earned good net profits continuously since its inception and continued that successful journey this year also with a record net profit. The commitment of the entire workforce never lagged behind in building the Bank at all these years and more particularly during the testing times. Our records speak of our expressions. This being the case, the workforce expected that the Management will submit the Mandate for the ongoing wage revision at the earliest as done hitherto. But, when we learnt from the discussions held with the IBA that our Bank has not given the mandate to them, this not only disturbed the entire workforce but also our two Organisations. Therefore, the Management's statement in the above said letter under ref. No.3 that ***"your allegation that the employees have become restless/ furious is prejudice"*** is not correct.

3. The Management also stated in the above said letter that ***"We are evaluating the matters relating to IBA mandate for the current bipartite negotiations and also alternative pay structures"***. Adding to the fire, we came across statements of made by yourselves as well as the Executive Director of the Bank during the branch visits and also in Town Hall meetings at various centers that the Management has plans to introduce performance linked variable pay. This has created further confusion among the workforce and they are further agitated. **Further, our Apex Organisations AIBEA and AIBOA are against performance linked variable pay. As such, both the Organisations totally reject the plan of the Management to introduce performance linked variable pay in the Bank.**

4. Moreover, ours is a service industry and the performance of the Bank, Regions, Branches are based on Bank's policy, competitive products, pricing, adequate infrastructures and team efforts of the entire workforce to give prompt customer service and mobilise business to the Bank. **Therefore, we would like to categorically make our stand clear that we are against the performance based variable pay structure or alternative pay structure in lieu of Bipartite Settlement.** The workforce of our Bank up to Scale VII are getting Salary and Emoluments/Allowances/ Benefits etc. **as per industry level Bipartite Settlement / Joint Note in the last five decades, as it is transparent, time-tested and well accepted by the entire workforce of the Bank. Hence, we would urge upon you to provide the mandate to IBA for the current wage revision immediately and engage our Organisations in a dialogue to initiate the process to recognise the well-being of the workforce in a more transparent manner.**

5. We are confident that the issue of mandate would be resolved without any hassles. **We are also hopeful that the Management will not give scope for the workforce to go on a agitational path during the Centenary Year Celebration of our beloved Bank on the Mandate issue.** We are awaiting immediate and favourable response from the Management in the said matter in the interest of our dear Bank and its entire workforce.

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

The developments in the matter will be informed.

UNION IS STRENGTH!
INDIVIDUALLY WE MAY BE A SINGLE DROP!
BUT COLLECTIVELY WE WILL FORM AN OCEAN!
LET US UNITE AND BE READY TO FIGHT TO SAFEGUARD OUR HARD-WON RIGHTS!

With greetings,

Yours comradely,


(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