



Circular letter 07/2018

READ AND CIRCULATE

Kodialbail, Mangaluru -3

Date : 30.08.2018

Dear members,

HAPPY NEWS - MANAGEMENT CONCEDES TO ALL OUR FOUR DEMANDS

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Inspite of hectic schedule of the Managing Director of the Bank Sri. M.S.Mahabaleshwara, at our request and perseverance, Management obliged us by inviting us for a Joint Meeting with regard to our demand of enhancement of Canteen Allowance, Enhancement in existing Clean Loan facility, Enhancement of existing Gold Loan Limits and our demand to avail Four Wheeler and Two Wheeler Vehicle Loan simultaneously. This Joint Meeting convened at Head Office on Wednesday, 29.08.2018 at 5.00 p.m. was successful one in all respects with mutual respect to each other which was visible all through.

In his opening remarks, the Managing Director acknowledged and appreciated the active involvement of the workforce with regard to **implementation of KBL Vikaas Transformation Project in the Bank** so far and expressed that every member of staff will put in his best efforts in taking the said Transformation Project forward so that the Bank could achieve the targets with regard to all parameters as per the carved road-map. **The Bank First attitude, if implemented with conviction and devotion by the workforce, it is definite that the results will be encouraging, as envisaged, in the days to come, he asserted.**

CANTEEN ALLOWANCE STANDS ENHANCED TO RS.1100/- PER MONTH :- It is a matter of satisfaction and happiness for us to report that we are successful in increasing the quantum of Canteen Allowance by Rs.350/- per month which is a very substantial one if compared with the amount enjoyed by the members in other peer banks. **With the enhancement of Rs.350/- per month, the Canteen Allowance has now crossed the four figure mark and it will be Rs.1,100/- per month.** Though the Management was refusing to consider any enhancement beyond Rs.1,000/- per month ultimately we could succeed in getting it settled at Rs.1,100/- thereby enhancing the quantum of canteen allowance by almost 50%. We are confident that our members at all levels will

be happy to enjoy this enhanced facility as we are the privileged one of having canteen allowance crossing four figures. **This enhanced quantum will come into effect from 1st September 2018.**

ENHANCEMENT IN EXISTING CLEAN LOAN FACILITY :- Members are aware that as of now the clean loan facility enjoyed by our members are as follows :

	One year confirmed service	On completion of 5 years service
Officers	1,00,000.00	2,50,000.00
Clerical staff	68,000.00	1,80,000.00
Sub-Staff	42,500.00	1,00,000.00
Part-time Employees on scale wages	Pro-rata basis of sub-staff limit	Pro-rata basis of sub-staff limit

Comrades are aware that we sought the enhancement of the above Clean Loan facility by 100% in accordance to the letter served by us with regard to the subject matter. It is heartening to note that the Managing Director opined that he is not against enhancement in the quantum but one should consider the capability of the concerned staff members to repay the said loan with interest without giving any scope for default. Keeping this in mind it was agreed by both the Management and the Associations that the enhanced quantum will be as follows:-

	One year confirmed service	On completion of 5 years service
Officers	1,50,000.00	3,75,000.00
Clerical staff	1,00,000.00	2,70,000.00
Sub-Staff	65,000.00	1,50,000.00
Part-time Employees on scale wages	Pro-rata basis of sub-staff limit	Pro-rata basis of sub-staff limit

ENHANCEMENT IN EXISTING GOLD LOAN LIMITS :- All of us are aware that as and when we face problems with regard to cash management in our family life, the immediate best way to wriggle out of cash crunch is to avail loan by pledging our own gold ornaments. Therefore, we had sought enhancement in the quantum of Gold Loan by doubling the

amount. Here also the Management was of the opinion that they are for the enhancement in the quantum, **however, insisting strictly the members should have discipline and in principle approach while availing the gold loan and advantage should not be taken by staff members under any circumstances deviating from the terms and conditions of the Loan to be availed.** It is agreed by both the parties that the Gold Loan facility stands enhanced as follows:-

	Existing Limit	Enhanced Limit
Officers	2,00,000.00	3,50,000.00
Clerical staff	1,50,000.00	2,50,000.00
Sub-Staff	1,00,000.00	1,75,000.00
Part-time Employees on scale wages	Pro-rata basis of sub-staff limit	Pro-rata basis of sub-staff limit

From the above figures, members can observe that the Clean Loan facility has been enhanced by 50% and the Gold Loan facility has gone up by 75%. If you look from any angle, this enhanced quantum is definitely a substantial one and the members can utilize the same whenever they have certain definite financial commitment in their family. **However, we caution and prevail upon every member that the loan should be availed only under the genuine circumstances for self and his family benefit only. Debts beyond the capability by any member is not a healthy practice as the commitment will be out of the reach of the members concerned.**

AVAILMENT OF FOUR WHEELER AND TWO WHEELER LOANS SIMULTANEOUSLY

:- Comrades are aware that as of now “A member can have only one loan at a time for buying either a four-wheeler or a two-wheeler”. This was insisted by the Management at a time when a Four Wheeler Loan facility was introduced to our members in the past. However, as of now, if you look into the reality, those who are having four-wheelers cannot always utilize the same for their conveyance considering the maintenance cost due to the fuel price as well as other aspects of the maintenance, they are forced to have a two wheeler vehicle too for their conveyance. Hence we felt that if a loan can be availed for this purpose, acquiring the said two wheeler will be without much financial burden. Therefore, we have sought for the removal of this restrictive clause. During the Joint Meeting, the Managing Director sought a clarification from us whether it will be proper to have both the loans as no such facility is available in other Peer Banks. As a submission, we have clarified that the overall limit of deduction will take care with regard to availment

of any loan by a staff member and if he/she now decides to have this facility, they may have to forego the benefit of availing some other loan facility as the total deduction shall be within 50% of the gross salary.

Responding positively to this clarification, the Managing Director was pleased to consider our demand knowing fully that as of now it is not available in any other Peer banks.

All the above three credit facilities will be effective from 15th Sept. 2018, which please note.

Comrades, as we told in the beginning, if you now go through the above Circular, you have understood the benefit that could be achieved during the Joint Meeting. What is more important to be noted is the positive approach and attitude that was resorted to by the Management with regard to all our demands raised. **We go on record to thank our Managing Director who not only conceded to our demands but also enlightened us with regard to several aspects of Bank's functioning and the responsible role that has to be undertaken by us to steer this institution to greater heights.** Comrades, this makes us more responsible and accountable with regard to all aspects of our functioning as well as discharging the duties. **Giving the best to the institution of ours and taking what we deserve should be our endeavour so that the collective efforts that are being channelized as a "Team KBL" would result in achieving the goals that has been set forth for the onward march of our beloved institution.** Let us be second to none in implementing this in letter and spirit. We are sure that our members at all levels will understand this approach and raise to the occasion so that we will cross all barriers and lead our institution for further glory.

With greetings,

Yours comradely,

Sd/-
(P.R.Karant)
Gen.Secretary, AIKBEA

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

ALL INDIA BANK EMPLOYEES' ASSOCIATION	...	...	...	ZINDABAD
ALL INDIA BANK OFFICERS' ASSOCIATION	...	...	...	ZINDABAD
OFFICERS' WORMAN UNITY	...	...	...	ZINDABAD