

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 05/2025

READ AND CIRCULATE

dated 09-09-2025

Dear Members,

- ❖ **HISTORIC AND HIGHLY SUCCESSFUL JOINT MASS RALLY AT KOLKATA – A MAGNIFICENT SHOW OF UNITY!**
- ❖ **DEMANDS FOR ADEQUATE STAFF RECRUITMENT IN ALL CADRES INCLUDING SUB-STAFF CATEGORY!**
- ❖ **CALLS FOR SIMPLE, SPEEDY PROCESSES AND QUICK DECISIONS TO ACCELERATE BUSINESS GROWTH!**

We are pleased to report that a historic and magnificent **Joint Mass Rally** was held on **Sunday, 7th September 2025, at Hotel Niharika, Kolkata**. The rally was a resounding success, marked by enthusiastic participation and overwhelming turnout of our members—a true testament to the unwavering unity and solidarity of our membership. The rally began at sharp 10.00 A.M.

This **first-ever Joint Mass Rally in Kolkata**, jointly organized by **AIKBEA and KBOO**, witnessed record participation from members across **West Bengal, Jharkhand, and Odisha** etc., demonstrating their deep trust, loyalty, and confidence in the leadership of both unions. The hallmark of the rally was the remarkable discipline and enthusiastic spirit of all participants, which resonated throughout the programme.

The programme commenced with a rendition of the **Bengali revolutionary song “Karar oi louho kopat Bhenge fel, kor re lopat Rokto jomat shikol – puja pashan-bedi...”** by members of AIKBEA and KBOO from the Kolkata Region.

Com. Paneendra K. G., General Secretary of AIKBEA, in his hour-long address, recalled the **glorious history of**



Kolkata and the great leaders of West Bengal who contributed immensely to both the freedom struggle and the trade union movement. He termed the rally a truly historic event and **extended heartfelt congratulations to members** for their massive participation and demonstration of solidarity.

He emphasised that our Bank, which has stood tall for more than 100 years, **is a collective responsibility to nurture further.** He appealed to members to develop a **“Bank First Attitude.”**

He also highlighted the participation of over **1,800 members in AIKBEA's 26th National Conference at Mangaluru** and thanked all for making it a grand success, while wishing similar success for the upcoming **20th Conference of KBOO** scheduled for **13th & 14th December 2025 at Mangaluru**.

Dwelling on broader issues, he criticised the Government's tilt towards corporate houses and its increasing focus on privatisation of PSBs/PSUs, warning that this threatens jobs and job security. He recalled the delays in giving a mandate to IBA during the last Bipartite Settlement and **stressed the need for collective efforts to safeguard the interests of the workforce**.

He proudly highlighted that, due to the Association's **uncompromising stand and sustained efforts, the list of cancelled waitlisted CSA candidates was reinstated in November 2023**. As a result, those candidates were subsequently appointed to the Bank. Furthermore, the Association **ensured justice for 63 CSAs/SCSAs, who were promoted to the Scale I Officer cadre in March 2025**, in addition to the 209 candidates promoted during the first promotion exercise. He concluded with an earnest appeal for greater participation and 100% commitment to organisational activities, emphasising that such unity is essential to securing a brighter future for all.

Com. Suresha Hegde S., General Secretary of KBOO, in his pointed address, **extended heartfelt appreciation to Kolkata Region members** for their massive participation despite the distance, making the event a grand success. He noted that **Kolkata—the “City of Joy”—has been a cradle of working-class struggles and trade unionism**.



Reviewing the Bank's growth over the last five years, he observed that despite spending crores on external business consultants, the Bank could achieve its **Vision 20-20 business target of ₹1,80,000 Crore only by March 2025—five years behind schedule**. He said this underlines that consultant-driven models, alien to our Bank's traditions and culture, cannot work effectively. Now that the Top Management has recognised internal talent, **he urged members to respond positively to Management's call and help restore our Bank's past growth and glory**.

He reiterated that the unity of **“Twin Banners” of AIKBEA and KBOO** stands strong with two core objectives: (1) growth and development of the Bank, and (2) welfare of the workforce, without compromising on trade union principles.

He recalled how both unions jointly opposed attempts to reappoint resigned officers through backdoor entry, thereby protecting promotional prospects of internal candidates and ensuring fair opportunities for unemployed youth through regular recruitment.

Touching on larger industry issues, he warned of challenges such as:

- Privatisation of PSBs and stake sale in IDBI Bank and in five other PSBs.
- Delay in implementing **5-day week banking**.
- Government's attempt to push for **Unified Pension Scheme (UPS) instead of scrapping the New Pension Scheme (NPS)**.

He gave a **clarion call** for unity, militancy, and full participation in organisational struggles to face these challenges. **He also urged members to actively participate in the forthcoming 20th National**

Conference of KBOO at Mangaluru (13th–14th December 2025) and make it a resounding success.

Interactive Session – Members' Concerns

The interactive session was vibrant, with members fearlessly raising crucial issues affecting both business and working conditions. Some key points were:

- **Demand for more branches in North India** (Bihar, Odisha, Jharkhand, Chhattisgarh etc.), where our Bank's presence is minimal.
- **Adequate staff recruitment** in all cadres, on a regular employment basis, to overcome shortages.
- **Absorption of daily wagers** into Sub-staff/PTS categories who are working for more many years in the branches, aspiring of getting regular employment as per existing tradition and convention.
- **Rectification of staff imbalances**, where branches have only 1 clerk but 3–4 officers and forced to perform clerical duties.
- **Concern over reduced promotional vacancies** declared during current year and limited opportunities compared to earlier years.
- **Hardships due to frequent mid-academic year transfers**, disrupting children's education and family medical care etc. and disturbance to family life of the members due to uncertainty.
- **Apprehension about frequent deputations without formal orders.**
- **Delays in centralised process and approvals**, hampering customer service and business.
- **Unrealistic sales targets**, causing undue stress to Sales Officers.
- **Suggestion** for processing the leads generated by Sales Officers **at the branch level through branch staff/officials**, instead of pressuring Sales Officers to handle the entire process themselves. **This will allow Sales Officers to focus on their core responsibility of marketing and business generation.**
- **Slow IT systems and delayed internet banking activation**, leading to customer dissatisfaction.
- **Call for upgraded IT infrastructure, including paper token machines** for crowd management in single-window branches.
- **Request for proper support, guidance and quick decisions** from HO/Controlling Offices to boost the morale and also generate more business.
- **Criticism of excessive accountability/disciplinary letters**, which will dampen the motivation and also to hamper the business mobilisation efforts of the branches.
- **Concerns over frequent ABH checks** and delays in their removal, affecting branch operations and staff work-life balance.
- **Demand for higher allowances** such as Canteen, Newspaper, Conveyance, BDE etc. and demand for PLI and Furniture allowance, and one more chance to change **LFC option (A/B).**



Both General Secretaries assured that these concerns would be firmly taken up with Management.

Com. Girish B. S., President of AIKBEA, in his greetings, congratulated members for their massive turnout and commitment. He recalled how management's earlier attempts to weaken unions failed due to rock-solid unity, and called for further strengthening of both organisations. **He appealed to the members to work for the Bank and also**

contribute towards its growth and development.

Com. K. Raghava, President of KBOO, presided over the programme and, in his concluding address, urged members to strengthen **AIKBEA and KBOO** to face present and future challenges. **He gave a clarion call to all officers to actively participate in the upcoming 20th Conference of KBOO and make it a grand success.**



Earlier, **Com. Kasturi Das, Regional Secretary of KBOO**, welcomed the gathering, and **Com. Jyoti Choudhary, Zonal Secretary of AIKBEA**, proposed the vote of thanks.

Comrades, we extend our **deepest appreciation** to every member who contributed towards making this Joint Mass Rally an **unprecedented success**. Let us move forward with the same spirit of unity and determination, ensuring that our unions grow stronger and our collective demands are realised.



UNITY IS STRENGTH – STRUGGLE IS THE PATH TO SUCCESS!

With warm regards,

Yours comradely,


(Paneendra K G)

GENERAL SECRETARY, AIKBEA


(Suresha Hegde S)
GENERAL SECRETARY, KBOO