



## **Karnataka Bank Officers' Organisation (Regd.)**

Regd. Office: Mangalore (D.K.)  
(Affiliated to AIBOA)

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Circular No. 01/2017

February 20, 2017

Dear Comrades,

### **CHARTER OF DEMANDS - INVITING SUGGESTIONS FROM THE MEMBERS**

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Members are aware that our wage revision is due from 01-11-2017 and our central organisation AIBOA has to formulate the Charter of Demands for the officers well in time. In this connection our apex organisation has invited suggestions from all the units as well as the members within 15 days so as to enable it to discuss and finalise the Charter of Demands in the UFBU before submitting the same to the IBA.

**Accordingly, we call upon our members to send their suggestions/view points on the broad issues pertaining to the Charter of Demands, to our Union Head Quarters preferably by e-mail so as to reach us on or before 07-03-2017** so that the same can be consolidated at our end and sent to AIBOA.

Since time is the essence please expedite with your suggestions well within the time schedule.

In this connection, we reproduce herewith the AIBOA Circular Letter No. 2/VII/2017 dated 18-02-2017 for your reference and guidance.

With warm greetings,

Yours comradely,

Sd/-

(K.RAGHAVA)

**GENERAL SECRETARY**

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#### **AIBOA Circular Letter No. 2/VII/2017 dated 18-02-2017**

To:

**ALL AFFILIATED UNITS / STATE COMMITTEES**

Comrades,

#### **OFFICERS' WAGE REVISION**

#### **FRAMING UP THE CHARTER OF DEMANDS**

Our Wage revision will be due from 1<sup>st</sup> November 2017. You are aware that the Government of India is repeatedly reminding the Public Sector Banks, to conclude the wage revision exercise well ahead of the schedule. They are attempting to bring in certain steps, which will not be a justified one.

Keeping in mind the necessity and also the time constraints, it was decided by the CC held at Chennai on 07.01.2017 to constitute the committee to collect the details from the Units and members the requirements thereby facilitating the formulations appropriately. The members of Charter of Demands Committee are:

Com.V.Ramabhadran [**Convenor**], Com. Arvind Porwal, Com. Nirmal Dutta, Com. Sanjay Khan, Com. Ajoya Kumar Routray, Com. Vinod Sharma and Com. Rajiv Tamhane.

We have the details of 7<sup>th</sup> Pay Commission and the settlements arrived at in the financial sector too subsequent to our joint note signed on 25.05.2015. To have the collective expressions from the members through State Committees, it is advised to decimate the information pertaining to the demands and the **feed back may please be sent by e mail and also by post to our office within a 15 days time.**

**The broad issues are:**

1. Construction of Pay scales by merging the DA and also the special allowance + DA upto October 2017 with loading thereon
2. Stagnation free pay scale
3. Increase in quantum of HRA commensurate with the market rent.
4. Post allowance to Branch heads / department heads
5. Extension of defined contribution and also defined benefit scheme to officer employees w.e.f. 1<sup>st</sup> April 2010.
6. Sick leave should be at the rate 30 days per year without any ceiling.
7. Officers working in "Grid" should also be given the benefit of 20 days average, as they are now eligible to have 7 days only decided by RBI/NPCI.
8. Maternity leave should be extended from 12 weeks to 24 weeks, as per Central Government latest amendment.
9. Regulated working hours for officers.
10. 5 days a week
11. Insurance for the workforce against the technological disruption and the loss suffered by Bank.
12. Tax exemption on Gratuity payable to the workforce.
13. Total tax exemption on leave encashment.
14. Loan and Advances

Please respond positively.

Yours comradely,  
Sd/-  
**S. NAGARAJAN**  
**(GENERAL SECRETARY)**