



Karnataka Bank Officers' Organisation (Regd.)

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

Somayaji House, II Floor, Bunts Hostel Road, Mangaluru - 575 003

Ph: (O) 2443358, President: 9449571317, Gen. Secretary: 9449051322 Website: www.kboo.in

Circular No. 7/2018

READ AND CIRCULATE

February 12, 2018

Dear Comrades,

ARBITRARY, UNJUST AND UNILATERAL TERMINATION OF COM. SHRAVAN KUMAR – OUR MANAGING COMMITTEE UNANIMOUSLY RESOLVES TO LAUNCH SIGNATURE CAMPAIGN OF THE MEMBERS ADDRESSED TO THE MANAGEMENT

In the background of arbitrary, unjust and unilateral termination of Com. Shravan Kumar A.K. from the services of the Bank with effect from 08-01-2018 and the resultant de-moralization of our members, an urgent Managing Committee of our Organisation met at KBEA auditorium, Mangaluru on the 11th of February, 2018 to discuss and deliberate on the burning issue and to chalk out the programmes of action. Com. B. Jayarama Naik, President of the Organisation, presided over the meeting. Com. S. Nagarajan, General Secretary, AIBOA, Com. P.R. Karanth, General Secretary, AIKBEA along with its President, Com. K.G. Paneendra participated in the meeting.

The meeting observed two minutes silence in the memory of Com. T.R. Verma, Secretary, AIBOA, Com. S.R. Sengupta and Com. P. Lakshminarasaiah former Convener of UFBU by the Committee who passed away recently.

Com. B. Jayarama Naik, President, in his opening remarks highlighted the seriousness and gravity of the issue on hand and requested the members to actively participate in the deliberations. **Com. K.Raghava, your General Secretary**, placed before the Committee the details about the arbitrary, unjust and unilateral termination of Com. Shravan Kumar A.K. from the services of the Bank without any notice and enquiry. He also said that this is an unprecedented act resorted to by the Management which is totally against the principles of natural justice. He further underlined that this is the first case in the history of our Bank when a permanent officer is being terminated for the alleged non-achievement of targets allocated.

After intense deliberations by the entire committee on the issue, the committee expressed its oneness and solidarity with the suffering of Com. Shravan Kumar and resolved to urge the Management to withdraw the termination order forthwith.

The Committee also unanimously resolved to launch a “Signature Campaign” of the members addressed to the Management for withdrawing the termination order served to Com. Shravan Kumar. It further authorized the General Secretary to chalk out all other organisational measures in consultation with the Local Committee to mete out justice to Com. Shravan Kumar.

ACTION PROGRAMME - SIGNATURE CAMPAIGN: Comrades, accordingly, we call upon the members to participate in the “Signature Campaign” with a single minded devotion and actively involve themselves in this very important organisational action programme to mete out justice to Com. Shravan Kumar. Please sign the enclosed memorandum in duplicate addressed to the Managing Director of the Bank and send both the copies directly to the General Secretary, Karnataka Bank Officers’ Organisation, Somayaji Building, Bunts Hostel Road, Mangaluru – 575 003, expeditiously so that we can hand over these memorandums to the Management along with the letter of the Organisation. **Please treat the matter as a top priority.**

Com. S. Nagarajan, General Secretary, AIBOA, in his address extended the total support of AIBOA for all the action programmes of KBOO starting with the present “Signature Campaign”. Com.P.R.Karanth, General Secretary, AIKBEA, addressed the Managing Committee meeting and explained his organisational stand in the matter.

RESOLUTION PASSED AT THE MANAGING COMMITTEE MEETING HELD AT MANGALURU ON THE 11TH FEBRUARY, 2018: The Managing Committee of Karnataka Bank Officers’ Organisation being in session in Mangaluru on Sunday the 11th February, 2018 discussed in detail about the termination of Com. Shravan Kumar A.K., Relationship Manager working in Coimbatore - R.S.Puram branch by the Management.

The Managing Committee expresses its deep sense of displeasure on the arbitrary, unjust and unilateral termination of Com. Shravan Kumar A.K., a Scale I officer from the services of the Bank with effect from 08-01-2018 without any notice and enquiry. The Committee notes that this is an unprecedented act resorted to by the Management which is wholly against the principles of natural justice. Further, the Committee also notes that this is the first case in the history of our Bank when a permanent officer is being terminated from the services for alleged non-achievement of targets allocated which is surely going to derail the good Industrial Relations practised so far in the Bank.

Com. Shravan Kumar is a young officer of 30 years of age and is well qualified with B.E. and MBA degrees and has put in more than 4 years of service as an officer in the Bank and this sudden order of termination will surely go to ruin his future at this young age. Moreover, the above incident has affected the morale of the officer community at large and surely will de - motivate them further.

In this context, the committee urges the Management to withdraw the termination order served to Com. Shravan Kumar and restore him in the services of the Bank without further loss of time in the interest of justice and fair play in action.

The Committee notes the reply dated 29-01-2018 received from the Chief General Manager of the Bank to the protest letter No. KBOO/02/2018 dated 16-01-2018 of the Organisation urging the Management to withdraw the termination order forthwith. In his above letter, the Chief General Manager has intimated his unwillingness to do the needful in the matter. The Committee also takes into account the representation made by the Organisation to the Managing Director on 05-02-2018 in this regard vide its letter No. KBOO/08/2018 dated 05-02-2018 and further notes that the Organisation has not received any positive reply from the Management so far. On the other hand the Management has come out with an email on the 9th February 2018, justifying their stand in great detail in this regard.

Under the circumstances, the Managing Committee unanimously decides to launch a "Signature Campaign" of the members addressed to the Management for withdrawing the termination order served to Com. Shravan Kumar. It further authorizes the General Secretary to take all other organisational measures in consultation with the Local Committee of the Head Quarters to mete out justice to Com. Shravan Kumar. The Committee unanimously approves various steps taken by the General Secretary in protesting the termination order served to Com. Shravan Kumar.

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Comrades, please join hands to restore dignity of officers and to uphold the Trade Union philosophy of – **ONE FOR ALL AND ALL FOR ONE! Implement the action programme with conviction and commitment!!**

With warm greetings,

Yours comradely,
SD/-
(K.RAGHAVA)
GENERAL SECRETARY

Encl. 1. Copy of Memorandum in duplicate to be sent by our members.

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| ALL INDIA BANK OFFICERS' ASSOCIATION | ... | ... | ... | ZINDABAD |
| KARNATAKA BANK OFFICERS' ORGANISATION | ... | ... | ... | ZINDABAD |
| OFFICERS - WORKMEN UNITY | ... | ... | ... | ZINDABAD |

To,

The Managing Director & CEO,
Karnataka Bank Ltd.,
HO, Mangaluru - 575002

Dear Sir,

Re: Appeal to withdraw the termination order of Shri Shravan Kumar A.K.

* * *

1. We the members of Karnataka Bank Officers' Organisation working in Karnataka Bank Ltd.,.....Branch/Office express our deep concern on the termination of Shri Shravan Kumar A.K., Relationship Manager, working at our Coimbatore – R.S. Puram branch from the services of the Bank with effect from 08-01-2018.
2. We note that Shri Shravan Kumar A.K. is a Scale I Officer of the Bank working since 02-08-2013 and the termination order has affected our morale to a great extent.
3. In this context, we appeal to your good selves to kindly withdraw the termination order and restore him in the services of the bank in the interest of justice and fair play in action.

Yours faithfully,

| Sl .No. | Name | Designation | Signature |
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Cc. to The General Secretary, Karnataka Bank Officers' Organisation, Mangaluru for pursuing the matter.