



Karnataka Bank Officers' Organisation (Regd.)

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

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Circular No. 18/2018

March 12, 2018

Dear Comrades,

- ◆ **ARBITRARY, UNJUST AND UNILATERAL TERMINATION OF COM. SHRAVAN KUMAR, SCALE I OFFICER, W.E.F. 08-01-2018**
- ◆ **UNITE AND FIGHT FOR JOB SECURITY AND JOB GUARANTEE**
- ◆ **POSTERING CAMPAIGN RECEIVES TREMENDOUS RESPONSE - CONGRATULATIONS COMRADES !!**
- ◆ **OUTSOURCING OF NORMAL BANKING JOBS TO PRIVATE AGENCIES – FRAUGHT WITH RISKS – AIBEA AND AIBOA**
- ◆ **PNB MEGA FRAUD – UFBU DEMANDS PARLIAMENTARY PROBE – AGAINST NIRAV MODI AND MEHUL CHOKSI OF GITANJALI GEMS AND BEZEL JEWELLERY**

Comrades, as already informed we have launched a **POSTERING CAMPAIGN** firmly opposing the **arbitrary, unjust and unilateral termination of Com. Shravan Kumar**, Scale I officer of the Bank with effect from 08-01-2018 and also demanding his **immediate reinstatement** in the services of the Bank. We have also called for a **united fight for ensuring Job Security and Job Guarantee for the officers of the Bank which are under a grave threat.**

As per the reports received from various Centres, **the response of the members and their involvement in the POSTERING CAMPAIGN is tremendous.** In one voice they have extended **their total solidarity with the cause of the POSTERING CAMPAIGN** and expressed their whole hearted **support to Com. Shravan Kumar**, Scale I officer of the Bank who has been **suffering unimaginable pain and agony since last two months.** We are very happy to note that by now, almost all the branches/offices have received the Campaign Posters and the **POSTERING CAMPAIGN** has been successfully implemented by our members in their respective branches/offices **with enthusiasm, courage and conviction. Congratulations comrades! Red Salutes to you all !!**

Few of the of the branches/offices located in northern areas will get the Campaign Posters in a day or two and we advise the members to **display the same outside the premises**

of your respective branches/offices as done earlier and make the POSTERING CAMPAIGN A GRAND SUCCESS !!

We have sent a letter on 09-03-2018 addressed to the Managing Director, in reply to his letter dated 28-02-2018 on the issue of termination of Com. Shravan Kumar. We furnish here under the excerpts of our letter No. KBOO/ 18/2018 dated 09-03-2018 addressed to the Managing Director, for the information of our members.

Dear Sir,

Reg: Termination of Shri Shravan Kumar A.K., Staff No. 9788, working as Relationship Manager in our Coimbatore - R.S. Puram Branch

Ref: 1. Our letter no. KBOO/08/2018 dated 05-02-2018
2. Your letter no. HO/HR&IR/KBOO/4455/2017-18 dated 28-02-2018

We are deeply disappointed to note that you have not conceded to our request to withdraw the termination order of our above member and instead preferred to justify the Chief General Manager's stand still further.

As regards the first para of your letter, we clarify as under: In our letter dated 16-01-2018 addressed to the Chief General Manager, while stating the facts in detail, we had urged him to withdraw the termination order. In his reply dated 29-01-2018, he has not shown any willingness to concede to our request but instead, went on justifying the termination order for the only reason that to terminate the officer is the right of the Management as per the Karnataka Bank Officers' Service Rules. The connotation was that he had no desire to withdraw the above said termination order. That has been shortly stated as his "unwillingness" as he was unwilling to concede to our request.

Further, in the first para of your letter dated 28-02-2018 you had initially called into question our version that the Chief General Manager had stated his unwillingness to do the needful in the matter. Later, in the second para therein, you were pleased to state "Moreover the Chief General Manager, in his letter has very clearly mentioned the circumstances leading to such an action as a last resort....." etc. This is because it is backed up by a rule in the OSR. Hence, our statement that the Chief General Manager was unwilling to reconsider the issue is underscored by your own letter dated 28-02-2018 and ours was only an understatement. Your averments in the last but one para of the second page of the letter further clarify our point.

Further, we take strong exception to any unsolicited interference in our function as a trade union organisation and also to attempt to correct the mode of our writing or communication which is always backed by correct reasons. In this case also, we strongly stand by the entire narration contained in our letters and circulars.

Regarding your averments made in the last para of second page of your letter, we wish to state that word "performance" or "under performance" in the banking parlance is not an abstract word. It is related to and measured in terms of achievement against the business

target allocated to a particular officer more so to a Marketing Officer/Relationship Manager, as in the present case. According to the level of achievement against the allocated target, one is evaluated either as a performer or as a non-performer as the case may be. As such, we have correctly termed the present case as of “alleged non-achievement of the business target allocated”. Further, we fail to understand in what other areas our said member had failed in his performance?

Further, any rule bad or harmful may exist as long as the group of employees governed by it loses their vigilance to protect themselves. Such of many Rules which were harmful to the employees/officers are amended in the past during Bipartite Settlements on the ground of fair play in action. Among such cases, one issue is that of para no. 536 of Shastry’s Award. As per the said stipulation, the workman employees may also be discharged by the Management without stating any reason. But after decades of its existence, the bankers undertook not to resort to termination of employees without enquiry in response to the unions’ demand. Thus, merely because an unjust and arbitrary rule existed, it need not be resorted to.

We do not subscribe to the assertion that for longer a period a Mandate or Rule prevails, its validity becomes more and more. Hence, instead of justifying unjust rules and mandates, it would be worthwhile to remove them and earn much more goodwill in the best and foremost interest of the Bank and its officers. Besides, while the Management seeks whole hearted support of the officers, it cannot afford to have and practise unjust and harmful rules it has earlier framed against officers community.

We are intending to have a discussion with the Management on Service Rules in the near future.

Yours faithfully,
Sd/-
(K. Raghava)
General Secretary

OURSOURCING OF NORMAL BANKING JOBS TO PRIVATE AGENCIES – FRAUGHT WITH RISKS – AIBEA AND AIBOA: In the name of cost cutting exercise, it is observed that there is a temptation on the part of the bankers for outsourcing of regular and normal banking jobs to private agencies, which is always fraught with risks. Besides killing of job opportunity in the banking industry, by this exercise, the bankers are unwittingly treading on a fraud prone area which is likely to expose of their strategies, systems and procedures to the private agencies. This has been amply demonstrated in the PNB fraud case wherein the fraudsters successfully manipulated the systems and procedures being followed in the banks. **AIBEA and AIBOA have taken a well justified stand against outsourcing of regular and normal banking jobs to private agencies and called for a resistance movement by creating awareness among the work force against the menace of outsourcing.**

**PNB MEGA FRAUD – UFBU DEMANDS PARLIAMENTARY PROBE – AGAINST
NIRAV MODI AND MEHUL CHOKSI OF GITANJALI GEMS AND BEZEL JEWELLERY:**

The mega fraud played by **Nirav Modi and Mehul Choksi of Gitanjali Gems and Bezel Jewellery has stunned the nation as never before.** Both CBI and ED have already started their investigation into the mega fraud which is likely to cross Rs. 20000/- crores as per reports. It is also reported that the Serious Fraud Investigation Office (SFIO) will issue summons to all the 31 bank chiefs who are part of **the big consortium advance of Rs.5280 crores lent to Mehul Choksi of Gitanjali Gems and Bezel Jewellery group.** In this connection, members may recall that AIBOA had earlier demanded the enlargement of the probe to include Private Banks also.

UFBU has rightly called for a thorough Parliamentary probe against the fraudsters and decided to hold a **Dharna before the Parliament at New Delhi on 21-03-2018** on the following demands:

- **Take tough action on all those involved, connected and responsible for the fraud.**
- **Do not single out lower level staff**
- **Do not exclude RBI's role from the investigation**
- **Avoid harassment of employees and officers by mass transfers**
- **Thorough probe by Joint Parliamentary Committee**
- **Restore people's confidence in banking system**

UFBU has rightly opposed to any kind of harassment of innocent bank employees and officers by way of transfers by the banks in the name of CVC advisory/any other excuses by making a scape goat of them. They feel that **when good things happen garlands go to the top bosses and when in trouble, lower-level staff is made to bear the burden of ignominy.** The developments in this regard shall be kept informed to the members.

MARCH WITH THE SLOGAN - ALL FOR ONE AND ONE FOR ALL !!

MAKE THE POSTERING CAMPAIGN A GRAND SUCCESS !!

UNITE AND FIGHT FOR JOB SECURITY AND DIGNITY AND SELF-RESPECT !!

With warm greetings,

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