Karnataka Bank Officers' Organisation (Regd.)

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(Affiliated to AIBOA)
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KBOO Circular No. 11/2026 **READ AND CIRCULATE** **August 26, 2026**

Dear Comrades,

- **OUR STRONG PROTEST AGAINST THE INORDINATE DELAY IN IMPLEMENTING EX-GRATIA TO PENSIONERS/FAMILY PENSIONERS AND EXTENDING THE PENSION OPTION TO ELIGIBLE RESIGNEES**
- **OUR DEMAND FOR IMMEDIATE IMPLEMENTATION WITHOUT ANY FURTHER DELAY**

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Members are aware that, consequent upon the **12th Bipartite Settlement / 9th Joint Note** dated 08-03-2024, **monthly ex-gratia was granted to Pensioners / Family Pensioners** of Public Sector Banks, including SBI. Further, **an option was extended to eligible resignees to join the Pension Scheme.** Subsequently, these benefits were also agreed to be extended to **Private Sector Banks and Foreign Banks** that are parties to the **Bipartite Settlement / Joint Note** and the Pension Scheme, as conveyed by the Indian Banks' Association (IBA) vide its communications dated 03-09-2024.

Despite the lapse of considerable time and our repeated representations, these long-pending issues remain unresolved in our Bank. Meanwhile, some of the peer private sector banks, such as **Nainital Bank, Jammu & Kashmir Bank and Federal Bank,** have already implemented these benefits, thereby providing much-needed relief and justice to their retirees and eligible resignees.

Considering the importance of these issues and the **legitimate expectations of our retired employees, family pensioners and eligible resignees,** we have now addressed a detailed representation to **the Chairman and the Board of Directors of the Bank**. In the said representation, we have **strongly protested against the inordinate delay and inaction in implementing these benefits and have demanded their immediate approval and implementation without any further delay.** We are furnishing below the text of our letter **OR No. 340/2026 dated 25-08-2026** addressed to the Chairman and Board of Directors for the information of all members.

To

The Chairman,	**The Board of Directors,**
Karnataka Bank Ltd.,	**Karnataka Bank Ltd.,**
HO, Mangaluru.	**HO, Mangaluru.**

Dear Sirs/Madam,

Reg: Inordinate delay and inaction in the grant of Ex-gratia to Pensioners & Family Pensioners and extension of the Pension option to eligible resignees - Our Strong Protest and Demand for Immediate Implementation.

Ref: 1. IBA letter No. CIR/HR&IR/G2/2023-24/1398 dated 03-09-2024
2. IBA letter No. CIR/HR&IR/G2/2023-24/1397 dated 03-09-2024
3. Our Joint letter OR/ No/ 446 /2024 dated 13-09-2024
4. Your letter HO.HR&IR/AIKBEA & KBOO/1918/2024-25 dated 24-10-2024
5. Our Joint reminder letter OR/ No/ 490 /2025 dated 14-05-2025

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We are constrained to address this communication directly to the Chairman and the Board of Directors to place on record our **strong protest and deep anguish** over the continued inaction and inordinate delay on the part of the Management in implementing two legitimate and long-overdue welfare measures for the retirees of our Bank, namely:

1. **Grant of monthly Ex-gratia to all Pensioners and Family Pensioners; and**
2. **Extension of the Pension Option to eligible Resignees to join the Pension Scheme.**

Despite our **two detailed joint representations (Refs. 3 & 5),** repeated follow-ups during formal and informal discussions, and the clear directions issued by the **Indian Banks' Association (IBA)** as far back as 03-09-2024 (Refs. 1 & 2), the matter continues to remain pending without any decision.

We wish to bring to the kind notice of the Board that our Bank has, **throughout its glorious history, taken pride in being a signatory to the Pension Scheme since 01-11-1993 and has implemented every subsequent improvement — including the second pension option to PF optees under the Settlement dated 27-04-2010, enhancement of Family Pension, and 100% DA for pre-November 2002 Pensioners etc. in letter and spirit and without undue delay.**

The present inaction, therefore, stands in **stark and painful contrast to this rich legacy.** It is a matter of grave concern that a legitimate benefit accruing to our retired employees and officers under the **Karnataka Bank Ltd. Employees' Pension Regulations, 1993,** as well as an **industry-level benefit arising from the Bipartite Settlement/Joint Note,** has been kept **pending for nearly two years,** with the matter seemingly awaiting consideration at the highest level.

It is **deeply disheartening** that, while:

- **All Public Sector Banks, including SBI, have implemented these benefits; and**
- **Peer Private Sector Banks, most notably Federal Bank, Jammu & Kashmir Bank and Nainital Bank, have already extended these very benefits to their retirees,**

Our **own Karnataka Bank**, an institution built on the **sweat, sincerity and lifelong dedication of these very pensioners continues to delay and deny what is rightfully due to them.** The retired employees are not outsiders to the institution. **They are an integral part of the Karnataka Bank family.** This **prolonged delay** is nothing short of an **injustice** and **undermining** the **very retirees who devoted the prime years of their lives to building and strengthening this beloved institution.**

We **strongly protest this inordinate delay** because:

- It is a **mark of disrespect to thousands of loyal retirees and their families** who are anxiously awaiting relief;
- It has caused **avoidable financial and emotional hardship to our senior colleagues,** many of whom are in the **twilight of their lives;** and
- It sends a **demoralising signal to the serving workforce regarding the Bank's commitment to its own people.**

We, therefore, **strongly and unequivocally demand** that the Chairman and the Board of Directors:

1. **Immediately place the matter before the Board and take a favourable decision without any further delay;**
2. **Sanction and implement the monthly Ex-gratia to all Pensioners and Family Pensioners, along with the applicable arrears, in accordance with the IBA directions; and**
3. **Extend the Pension Option to all eligible Resignees at the earliest.**

We sincerely hope that the Board will appreciate the **gravity and urgency of this matter** and act with the **sense of responsibility and fairness** that our retirees richly deserve.

We trust that better sense will prevail and that the Management will restore the **faith of the entire Karnataka Bank family both past and present** by implementing these long-pending measures immediately.

Should the Management continue to **remain indifferent to these just and legitimate demands,** we shall be constrained to consider an **appropriate further course of action to secure justice for our retirees,** for which the **entire responsibility shall rest squarely with the Management**.

We earnestly await your **immediate and favourable action,** under intimation to us, without any further delay.

Thanking you,

Yours faithfully,

Sd/-
(Suresha Hegde S)
GENERAL SECRETARY

Copy to:

1. **The Managing Director & CEO, Karnataka Bank Ltd., HO, Mangaluru**
   — For information and with a request to take up the matter with the Board of Directors.
2. **The General Secretary, AIBOA, Chennai** — For information.

We shall continue our sustained efforts until justice is rendered to our Pensioners, Family Pensioners and eligible Resignees, and these long-pending benefits are extended to them at the earliest.

With warm greetings,

Yours comradely,

(SURESHA HEGDE S.)
GENERAL SECRETARY