



Karnataka Bank Officers' Organisation (Regd.)

Regd. Office: Mangalore (D.K.)

(Affiliated to AIBOA)

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Dear Comrades,

OUR XVIII CONFERENCE – A SPECTACLE OF STRENGTH, UNITY AND GRANDEUR!

Our XVIII Conference held on the 22nd and 23rd of October, 2016 at Devadiga Samaja Bhavana, Mannagudda, Mangaluru **was an unprecedented success with the participation of more than 1300 delegates and guests, which is a record in itself.** The massive gathering of members, executives, fraternal delegates and guests immensely contributed towards making our Conference an unforgettable event!

The two day Conference resembled a festival atmosphere with meeting and mingling of comrades coming from far and wide places throughout the country, eagerly sharing and discussing their experiences with their friends and colleagues. **A spirit of seamless camaraderie prevailed among the delegates throughout the Conference, truly demonstrating the concept of “All for One and One for All”.**

The Conference proved to be a memorable experience **both in grandeur and content, exhibiting the magnificent strength, stature and unity of the officer community under the great banner of Karnataka Bank Officers' Organisation.**

INAUGURAL SESSION - 22-10-2016

The inaugural session, commenced at 4 p.m. sharp on the 22nd October, 2016 with **Com. Jagannathan M.**, Vice-President, inviting the guests to the dais. The inaugural function was indeed a grand affair with **Com. B.Jayarama Naik**, President of the Organisation presiding over. Your General Secretary, **Com. K.Raghava** welcomed the guests and the invitees amidst thunderous slogans and applause.

COM. S. NAGARAJAN - THE INAUGURAL ADDRESS

Com. S. Nagarajan, General Secretary, AIOA expressed his immense pleasure in inaugurating our XVIII Conference and profusely complimented KBOO as a disciplined Organisation with 100% membership under the great banner of AIOA. While expressing his satisfaction about the fact that the bank officers and bank employees are the wealth creators of the nation, he cautioned that the **technology is making inroads into the banking field at a great speed and wondered whether human beings have any place/space in it!** While drawing the attention of ill-effects of technology, he gave the example of recent hacking of debit cards in lakhs!! **When digitalization comes, the human assets will be removed from the trajectory, ruthlessly, he said!** Technology is going to be a divider between the haves and have-nots of knowledge, he further cautioned. Quoting the example of Japan, Com. Nagarajan wondered whether “Robots” will be manning the bank counters in the near future!! **He gave a call that trade unions should never allow a situation where technology will overtake the human assets!!!**

Stressing the importance of health, he said 27½ hours is the ideal working hours for the bank officers and bank employees and in this context advocated a banking with 3½ days holiday per week. In this context, he stressed that regulated working hours for the officers is the need of the hour which brooks no further delay and should be settled as a matter of priority in the next wage negotiations. He heartily complimented KBOO, saying that he is proud of KBOO since its twin mission is to work for the Bank and also to protect the hard won rights of its members and in this context exhorted the Bank officers to take the Bank to a greater heights! **While calling for protecting, preserving and taking forward the principles of trade union movement, he prophesied that, “the world suffers not because of the violence of the bad people but because of the silence of the good people”!!**

ADDRESS BY THE CHIEF GUEST – SHRI P. JAYARAMA BHAT

Shri P. Jayarama Bhat, Managing Director & CEO, complimented KBOO as a disciplined Organisation and congratulated the KBOO for the recent 4 settlements and further assured that the remaining three demands will also be settled at the earliest. He whole-heartedly complimented the **officers and employees for their hard work, resulting in the all-round growth of the Bank in the midst of a bad economy.** While expressing his disappointment for not reaching the targeted growth in the recent years, **he gave a clarion call for achieving the milestone**

business turnover of 1,00,000 crore by 31st March, 2017 and further to march forward towards the vision 2020 business goal set by the Bank. The need of the hour, he said “is to have legitimate and sustainable business, quality business and Bank first attitude”.

While expressing his concern over the increase in frauds, he called upon everybody to shed casual approach, respect the rules and regulations and to change the work culture. In this context he exhorted the officers not to obey unlawful orders even coming from the top Management. He concluded his address by saying that “customer should enjoy banking with us, employees should have a good feeling and we need to grow big, strong and great”.

RELEASE OF SERVICE CONDITION BOOK

An updated “Hand Book on Service Conditions” incorporating all the improvements consequent upon the signing of 7th Joint Note on the 25th of May, 2015 and all the internal settlements entered into between the Management and the KBOO including the latest settlements upto 13-10-2016, was released by Com. S. Nagarajan, General Secretary, AIBOA on the happy occasion of our XVIII Conference. All the delegates were given a free copy in the delegates session.

ADDRESS BY THE GUESTS OF HONOUR

Com. M.A. Srinivasan, Deputy General Secretary, AIBOA, in his address profusely complimented both our Bank and KBOO as role model organisations. He lauded the performance of our Bank which is head and shoulder above many banks including many giant Public Sector banks and in this connection gave full credit to the officers and the workmen for their hard work. While drawing the attention of the officers to the brazen attempt being made by the Govt. /IBA combine towards dismantling of Public Sector Banks by way of mergers and privatization, he cautioned the members to be wary of their machinations. Dwelling upon the theme of AIBOA Conference Logo, i.e. “Save Banking Industry”, he opined that both AIBEA and AIBOA are thinking on the same lines!!

Com. P.R. Karanth, General Secretary, KBEA, in his address confessed that he was charged with emotions whenever he was with the officers because of historical reasons. He said that it was a matter of great satisfaction to note that “starting the journey with 23 members - KBOO now becoming a union with 100% majority with more than 2700 members is a tremendous achievement to be proud of.” He further said that the twin objectives of the union - growth of the Bank and

amelioration of the service conditions of the members, should be borne in mind always. Dwelling on the subject of technology, he expressed his concern over the recent hacking of 32 lakh debit cards, swift system and e-mails and called for stringent supervision and effective mismanagement to thwart the perpetration of frauds in this area. In this context, he further opined that “industry surviving only for somebody else will not be tolerated”. Drawing the attention about our Bank’s sluggish growth, he said dialogues are necessary between the Management and the unions to plug the loopholes in this respect. He concluded his address by profusely complimenting both KBEA and KBOO by saying that “the two unions are unique in functioning where demands are served jointly, pursued/negotiated jointly and circulars of successful outcome are issued jointly”.

Com. K. Vishwanath Naik, Chairman, AIBOA –Karnataka State Committee, in his address warmly complimented both our Bank and KBOO working with wonderful co-operation for the all-round growth of the Bank. Further, expressing his immense happiness he said that both KBOO and KBEA are role model unions with 100% membership and working together in the true spirit of the Twin Banner. **Com. Chandrashekar Shetty**, General Secretary, AIBOA-Karnataka State Committee extended his warm greetings to our 18th Conference and wished the Conference all success. **Com. M.V. Muralidhar**, President, KBEA, participated in the two day Conference and shared the dais.

PRESIDENTIAL ADDRESS

In his presidential address, **Com. B. Jayarama Naik**, expressed his total happiness over the record gathering for the 18th Conference and in this connection, congratulated the members for their massive response to the call of the Organisation. He further complimented the members for the success of the recent 4 settlements and gave full credit to their wonderful unity which made the settlements possible! While congratulating Com. S. Nagarajan, General Secretary, AIBOA for the splendid achievements of the Bipartite Settlement/7th Joint Note, he called upon the members to contribute their 100% for the growth of the Bank. While concluding, he stressed that struggle path is the only path available to the trade unions to thwart the anti-people banking reforms, and in this context exhorted the members to further strengthen the KBOO in the days to come.

The inaugural session concluded with a vote of thanks proposed by **Com. K.S.Shreedhara Jois**, Vice-President of our Organisation.

MUSICAL EVENT BY TAGORE DAS & PARTY: The musical programme arranged after the conclusion of the inaugural session proved to be a great success with our delegates and guests enjoying the light musical event to their hearts content. M/s Tagore Das & Party enthralled the audience with their enchanting and melodious vocal music for about 2½ hours.

DELEGATES SESSION -23-10-2016

The Delegates session commenced at 9.45 a.m. on the 23rd October, 2016 with **Com. B. Jayarama Naik**, President, presiding over. **A record number of 1075 delegates participated** in the Delegates session along with large number of probationary officers participating as observers.

PRESENTATION OF GENERAL SECRETARY'S REPORT: As the first agenda of the session, your General Secretary, **Com. K.Raghava** presented his report on the activities of our Organisation for the last three years. In his presentation spanning about 2 hours, he extensively touched the various developments taking place in the international economic scenario and its impact on the Indian economy. He also dealt at length about the origin and genesis of the concept of present banking sector reforms and labour reforms measures pursued by the Central Govt. While highlighting the achievements of the Organisation, he underlined the tasks ahead for the members to safeguard their jobs and also to protect and preserve the hard won rights which are under constant threat!

DELEGATE SESSION –AFTERNOON SESSION

In the afternoon session the General Secretary's Report was adopted unanimously amidst thunderous applause. Thereafter, the accounts for the years 2013, 2014 and 2015 were presented by **Com. Suresha Hegde S.**, Treasurer of the Organisation and the same was approved unanimously. Six resolutions were moved on the subjects of – Regulated working hours, price rise, outsourcing of permanent bank jobs, 5 Day Banking, 7th Joint Note and anti-people banking reforms by **Com. H.D.Suresh, Com. Meera Singh, Com.Durga Prasad Rao, Com. Basi Reddy, Com. H.R. Suresh and Com. Madhumathi Pai** respectively and were adopted unanimously. **Com. B.Jayarama Naik**, President moved the resolution recommending the honorary membership of the Organisation to **Com. K.Raghava** for the ensuing term in terms of Rule No. IV (1) of the bye-law. The house passed the resolution unanimously admitting **Com. K.Raghava** as the honorary member of the Organisation.

A cheque for Rs.2,50,000/-, being our contribution towards the cost of refurbishing 'RJS Bhavan' at Mamallapuram was presented to Com. S. Nagarajan, General Secretary, ABOA in the Delegate session.

SPECIAL LECTURE SESSION – A BRILLIANT TALK BY DR. ANUPAM SARAPH

Another highlight of the Delegates session is the brilliant lecture by Dr. Anupam Saraph, a future designer and an eminent thinker, on the topic “**Challenges posed by technology before Banking in India**”. While profusely complimenting KBOO for providing an opportunity to present his views, he said that banking profession is a unique profession which rests on the foundation of trust. To be worthy of the trust, the risks to the money kept by the customers in the banks are to be minimized. Technology has made inroads into banking field for “ease of doing things”. Dr. Saraph, cautioned that “**more the convenience, higher the risks and technology increases the risks**”. In this connection, he gave the example of **recent Debit Cards frauds and lamented that the trust of 3.2 million customers are compromised!** Talking about the invasion of technology in the banking field, Dr. Saraph said, “technology cannot replace what humans do”.

HONOURING OF COM. M. KESHAVAYYA –OUR FOUNDER PRESIDENT

In an emotion charged atmosphere in the Delegates session, **Com. M. Keshavayya**, our founder President was honoured in the presence of more than 1000 delegates. Your General Secretary, Com. K.Raghava, in his introductory remarks recalled the brilliant services and sacrifices of Com. M. Keshavayya and his sincere efforts in the formation and growth of KBOO. Com.P.R. Karanth also recapitulated his long association with Com. M. Keshavayya. Thereafter, Com. S. Nagarajan, General Secretary, ABOA, honoured Com. M. Keshavayya with a shawl and a memento befitting the occasion **in the midst of thunderous applause and standing ovation by more than 1000 delegates present on the occasion.** Com. M.Keshavayya, in his reply, recalled **the pitiable service conditions and pay and allowances of officers then prevailing in our bank and narrated the circumstances and the necessity to form KBOO.** He also paid rich tributes to the services and sacrifices of the senior colleagues in the movement who worked with him shoulder to shoulder. He concluded his reply by warmly wishing all strength and success to KBOO in its efforts in safe guarding the interest of the officers in the Bank.

The next agenda of the conference was the election of office-bearers and Managing Committee members for the next term. **Com. P.R. Karanth**, General Secretary, KBEA was requested to conduct the election process as the Election Commission. The General Body elected the new team of Office-bearers unanimously. Further, the new team of Managing Committee members was also elected unanimously except in the case of Mysuru and Shivamogga Regions where election took place. We have already furnished the list of Office-bearers and Managing Committee members in our earlier Circular No. 24/2016 dated 24-10-2016.

The two day Conference successfully concluded with a vote of thanks proposed by **Com. Manjunath Kulkarni**, the newly elected Treasurer. The Conference gave a clear call and direction to the members to pursue the path of unity and struggle with a single minded commitment and conviction.

This successful and memorable 18th Conference will be remembered as another land mark in the forward journey of KBOO!!

It is a matter of immense satisfaction to note that the arrangements and the proceedings of our XVIII Conference was appreciated and applauded by all our members and well-wishers. On this occasion, **we sincerely thank all our members, conveners and members of various sub-committees and volunteers for their matchless hard work put in day- in and day- out, to make the Conference a truly memorable event.** Our special thanks are due to **Com. P.R. Karanth** for taking extra care to make the Conference a splendid success.

With warm greetings,

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

AIBOA - AIBEA	...	...	...	ZINDABAD
KBOO - KBEA	...	...	...	ZINDABAD
OFFICERS - WORKMEN UNITY	...	...	...	ZINDABAD

