



Karnataka Bank Officers' Organisation (Regd.)

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

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Circular No.11/2015

READ AND CIRCULATE

August 10, 2015

- ◆ **CLARION CALL OF MUMBAI MANAGING COMMITTEE
STRENGTHEN THE PROCESS OF BILATERISM FOR OFFICERS IN OUR BANK**
- ◆ **OUR OFFICIAL WEBSITE LAUNCHED ON 01-08-2015**

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The Managing Committee meeting of our Organisation was held at Mumbai on 2nd August 2015 at Hotel Galaxy, Santa Cruz (East) Mumbai with Com. B.Jayarama Naik, President of the Organisation presiding over. Our Managing Committee had the unique privilege of the participation of Com. S.Nagarajan, General Secretary, AIBOA, Com.P.R.Karant, General Secretary, KBEA, Com. Narendra Kotiawala, State Secretary, AIBOA Maharashtra, Com. M.V.Muralidhar, President, KBEA. Com. N.R.Gaokar, our Organising Secretary, welcomed the participants on behalf of the Mumbai Region.

Com. B.Jayarama Naik, President, in his introductory remarks gave a call to strengthen the officers' movement in our Bank under the banner of KBOO. He further underlined the importance of unity and solidarity of the officers in the present juncture and in this context appealed to members to participate actively in all the deliberations keeping this view in mind.

Com. K.Raghava, your General Secretary, in his address hailed the successful conclusion of the Bipartite settlement and signing of the 7th Joint Note on 25-05-2015 as historic event with significant achievements for the officers. He also congratulated the officers for working tirelessly and contributing towards a record net profit of the Bank for the year 2015 resulting in a well-deserved Ex-gratia of Rs.35600/-. He also touched the challenges before the banking industry especially for the old generation private sector banks like ours, pointedly drawing the attention of the members to the certain recent developments in ING Vysya Bank and Dhanlaxmi Bank which are a cause for concern for all of us, he said. He further appealed to the committee to participate in the 2nd September 2015 All India Trade Union strike wholeheartedly to preserve and protect the hard won rights of the working class which is under threat nowadays.

The audited accounts for the year ended 31-12-2014 were placed by the Treasurer **Com. Suresha Hegde S.** After a threadbare discussion and clarifications by the General Secretary, the accounts were adopted unanimously.

NEED TO STRENGTHEN THE PROCESS OF BILATERISM: The Managing Committee was briefed by the General Secretary about certain recent developments in the Industrial relations front in our Bank which is a clear departure from the procedures and practices followed for

ages in the Bank, hurting the feelings and sentiments of the officers and the Organisation representing them. The issues are mainly related to transfers, reduction in the journey period, non-consideration of request transfers, discharging of duties on Sundays and holidays much against the direction of ABOA, levying of penalty on ABMs on CERSAI matter and accountability aspect for Branch Managers in BIR etc.

In this connection the following resolution was moved by the General Secretary and the Managing Committee in one voice supported the resolution placed for consideration and further authorized the General Secretary to take all required steps to strengthen the “process of bilaterism” in the Bank. The said resolution is reproduced herewith:

RESOLUTION ON STRENGTHENING INDUSTRIAL RELATIONS APPARATUS IN OUR BANK: The Managing Committee of Karnataka Bank Officers’ Organisation, being in session in Mumbai on Sunday the 2nd August 2015 notes with concern the recent developments in the Industrial relations front in the Bank wherein certain rights and facilities were denied to our members unilaterally on the specious plea of administrative exigencies which is a clear departure from the well-established conventions and practices.

The Managing Committee deliberated threadbare on various developments in the area of Industrial relations climate and unanimously resolved to work towards restoring back the position, keeping in mind the cardinal principle of growth of the Bank is interlinked with the progress and self-respect of the officer community and also the trade union organisation espousing their cause.

The Managing Committee unanimously approves the various steps taken by the General Secretary in defending the hard won rights and interest of our members and further authorizes him to take all appropriate steps in this direction. The Committee also unanimously resolves to entrust the authority to the General Secretary to roll out ways and means in all possible workable alternatives to strengthen the process of consultative exercise of Industrial relations forum in the Bank and thereby upholding the principle of Bilateralism.

DEMANDS AND SUGGESTIONS:- The members deliberated thoroughly on the above said agenda and placed before the Committee many demands and suggestions, the chief among them are as follows:

- 1) Fair and transparent transfer policy for officers in our Bank
- 2) Self-appraisal report marks to be informed to the concerned Managers/officers
- 3) Pressure and stress faced by the Branch Managers in the context of SRS/BIR and the accountability aspect
- 4) Increase in Staff Housing loan amount
- 5) Increase in Staff loan amount
- 6) Increase in BDE
- 7) Increase in Petrol and conveyance expenses
- 8) Increase in rent for leased quarters
- 9) Increase in CTS compensation amount
- 10) Increase in vehicle loan amount
- 11) LFC-change of schemes - one more option
- 12) Issue of reduction in the journey period for officers on duty travel
- 13) Increase in out of pocket expenses for Marketing Managers
- 14) Campaign to enhance the organizational awareness level of the members

Your General Secretary while replying to the demands and suggestions put forth by the members, assured to take up the issues with the Management.

CO-OPTION OF ZONAL SECRETARIES: The Managing Committee with a view to fill up the vacancies and also to give representation to the newly formed Regions, co-opted the following comrades as Zonal Secretaries in their respective regions.

1) Com. Girish Chandra Dhar, Senior Branch Manager, Mulund (West) Branch, Mumbai.	Mumbai Region
2) Com. Venkatesh Shenoy, Senior Branch Manager, Dehli-Savitha Vihar Branch	Delhi Region
3) Com. Kasturi Das, Branch Manager, Narendrapur Branch, Kolkata	Kolkata Region
4) Com. Manjunatha G.S. Branch Manager, Arsikere Branch	Mysuru Region
5) Com. Madhava Bhat, Officer, Regional Office, Udupi	Udupi Region
6) Com.H.K. Sudhindra, Branch Manager, Tiptur Main Branch	Tumakuru Region
7) Com. Ajay. B.G. Branch Manager, Vinobanagar Branch, Tumakuru	Tumakuru Region

The Managing Committee warmly felicitated **Com. K.Anand**, Joint Secretary from Bangaluru Region, **Com. Suresh N. Upadhyaya**, Regional Secretary from Udupi Region and **Com. Shashidhar Moily**, Regional Secretary from Mangalore Region who have retired recently consequent upon their superannuation from the Bank, in recognition of their valuable contribution for the growth of the Organisation in all these years.

The Managing Committee had the benefit of the address of **Com.S. Nagarajan** who in his spirited address gave unequivocal support to KBOO in its effort to restore the dignity and self respect of the officer community and to strengthen the bilaterism in our Bank. He termed KBOO as a precious jewel in the crown of ABOA and pledged the all-out support of ABOA to KBOO. **Com. P.R.Karant** in his address touched the latest anti-worker labour reform agenda of the Central Govt. and exhorted the entire working class to stand united to thwart this retrograde move. **Com. Narendra Kotiawala**, nominee Director representing the officer union in OBC, extended all support to KBOO in all its endeavours. The meeting concluded with a summing up address by the President **Com.B. Jayarama Naik. Com. Anil Potdar**,

Regional Secretary proposed a vote of thanks followed by **spirited sloganeering hailing unity of KBOO & KBEA and AIBEA & AIBOA.**

LAUNCHING OF OUR WEBSITE: As already informed in our earlier communications, we are happy to inform the launching of our official website on 1st August, 2015 at Mumbai. **Com. S.Nagarajan**, General Secretary, AIBOA has inaugurated our website in the Get-together function held on that day in the midst of seamless enthusiasm and all-round joy of the members gathered. The address of the website is **www.kboo.in** and is having a multi-device compatible design which automatically adjusts to the screen width of the device and members can open it in their mobile, tablet, desktop and also in laptop easily. With this, we are happy that one of the long cherished desires of our members especially of the younger generation has been fulfilled. **We are sure this new device will be of immense use in reaching our members swiftly with news and views.** We invite our members to make the best use of the website to keep themselves abreast with the latest developments taking place in the banking industry with particular reference to our Bank.

MASSIVE GET-TOGETHER AT MUMBAI: A massive get-together of Managers/officers working in Mumbai and Navi Mumbai branches was held on Saturday the 1st August, 2015 at 6.15 pm at Manishnagar Society Hall, Andheri (W) Mumbai. **The response of our members was unprecedented with the participation of more than 175 members, truly reflecting their trust and confidence in the banner of KBOO.**

Com. B.Jayarama Naik, President in his address exhorted the members to remain united and vigilant to face the future challenges with determination. Your General Secretary, **Com. K.Raghava**, in his address complimented the members for their tremendous response to the get-together and called upon the members to strive hard to strengthen the Organisation so that we could achieve our just and rightful demands in the days to come. **Com. S.Nagarajan**, General Secretary, AIBOA, while complimenting the Organisation for the launch of our website, cautioned the members to remain vigilant to thwart the introduction of anti-union labour reforms by the Central Govt. **Com. P.R.Karanth**, General Secretary, KBEA, in his address congratulated the Organisation for the launch of website and further gave a call to face the onslaughts of the Central Govt. on the working class squarely with courage and conviction. **Com. M.V.Muralidhar**, President KBEA participated in the meeting. **The highlight of the meeting was the lively inter-active session wherein the members participated freely with their demands and suggestions.** Earlier, **Com. N.R.Gaokar**, the Organising Secretary, welcomed the gathering on behalf of the Mumbai Region. The meeting concluded with a vote of thanks by **Com. Anil Potdar**, Regional Secretary from Mumbai followed by feisty slogans.

With warm greetings,

Yours comradely,



(K.RAGHAVA)

GENERAL SECRETARY