

**Circular No – 094/2023**

Date: 25.09.2023

To

All Members of the Association

**BENGALURU BANDH CALLED ON 26.09.2023 AND  
KARNATAKA BANDH ON 29.09.2023.**

1. Reports in press and media indicate that certain political parties, Associations and Organizations have called for Bengaluru Bandh on 26.09.2023 and Karnataka Bandh on 29.09.2023 protesting the release of water from the Krishnaraja Sagar (KRS Dam) to Tamil Nadu.
2. The issue is very sensitive and emotional. About Bengaluru bandh on 26.09.2023, the press reports indicate that the organizations and the unions operating autos and taxis have extended their complete support to the bandh call. The KSRTC Staff and Workers Federation has asked BMTC Staff not to bring out any buses from depos from 6.00 AM to 6.00 PM. The organizers have claimed that 87 independent organizations have extended their support to the bandh call.
3. The chances of dislocation of public transport system and also private transport cannot be ruled out. If the transportation both public as well as private is disturbed, the travellers in general and the employees of the establishments in particular will have difficulty in commuting to the offices/factories/establishment. The organizers may hold



demonstration and rallies which would again disturb the movement of the public.

4. Queries are being received from Members with regard to the course of action to be taken by the establishments.
5. Press and media reports indicate that the organizations are holding meeting today (25.09.2023) to decide whether to hold bandh for 2 days i.e. Bengaluru bandh 26.09.2023 and Karnataka bandh on 29.09.2023. The members may watch the developments and further reports in the matter before taking a final view with regard to the arrangement for the bandh days.
6. The establishment may consult each other and decide appropriate steps either to declare holiday or to continue to work on the bandh days depending upon the local situation.
7. The Managements may discuss with the employees / their union and work out an arrangement to ensure that there is no loss of wages to the employees and loss of production. The establishments which have 5 days working in a week may consider declaring holidays on the bandh days and change weekly holiday which would be in accordance with law.
8. The establishments which work on 6 days' pattern may hold discussion with the employees/union and in the event the Union agrees for declaring holidays on the bandh days and further agree to compensate





the loss of production by working on another holiday, such proposal may be accepted.

9. In the event the above arrangements are not possible and if the employees fail to report for duty they will not be entitled to wages on the principle of "**no work no pay**".

**For KARNATAKA EMPLOYERS' ASSOCIATION**  
**Sd/**  
**[B C Prabhakar]**  
**President**

