



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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Circular No. 37/ 11 /2022

14/12/2022

Dear Comrades,

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD ON 11th DECEMBER 2022

The Executive Committee Meeting of our Union was held through Virtual Mode on 11th December 2022. Office Bearers, Executive Committee Members and Women Council Members participated in the virtual meeting. Com.T. Sekar, President presided over the meeting. He said that the Executive Committee Meeting was scheduled to take place on 10th & 11th December, 2022 at Chennai. However, due to cyclone the meeting was adjourned and hence this meeting is conducted through virtual mode. He requested all to fully participate in the deliberations and place their view points. He requested the General Secretary to report the developments.

Com.General Secretary reported the developments that took place after the last virtual meeting held on 13th October, 2022.

Members deliberated on the following issues :

Branch Sales & Service Executive :All the OBs & ECMs spoke on this subject. They expressed that the BSSEs recruited in the last few months are posted in various branches and they are entrusted with all the works that are being performed by the regular Clerks. This is against the bi-partite settlement. When Union is continuously demanding for recruitment of adequate clerks, management is recruiting BSSEs. These BSSEs are performing the works of our Clerks rather than the works for which they are recruited. Management should immediately stop entrusting the works of our regular Clerks to these BSSEs and Union should immediately take appropriate steps in this regard.

Shortage of Sub-staff : In more than 300 branches there are no Sub-staff. In this cadre also, there is no recruitment for the past 5 years. Already many temporary employees have completed the prescribed days and waiting for the interview. Management should immediately commence the recruitment process of permanent Sub-staff from the temporary employee panel.

Shortage of Clerks: For the past 5 years there is no recruitment but on the other hand due to promotion, retirement etc. the strength of the Clerks are coming down. Now the management had issued circular for the promotion of Clerk to Officer. Once the promotion process is over, again the strength of Clerks will come down. Hence, management should immediately initiate the process of recruitment of Clerks under IBA pay scale and post them at the needy branches.

Committee Members opined that already there is long delay in the settlement on the above issues and suitable time frame must be fixed for achieving the above demands.

General Secretary reported that in respect of BSSE issue, when the circular was issued by HRD immediately Union represented to the management and the said circular was put on hold. However, during this period, it was observed that even though the HRD circular was put on hold, in many branches the BSSEs were entrusted with all the regular works of the Clerks. Union wrote a detailed letter to our MD & CEO opposing the entrustment of regular works of the Clerks to these BSSEs as it is violation of the industrial level bi-partite settlements. Last week President and General Secretary met the Top Executives of our Bank and explained in detail about the entrustment of the regular works of our Clerks to the BSSEs which is against the Bi-partite settlement provisions and it should be stopped. Management heard our view points and assured to advise the concerned departments suitably.

In respect of recruitment of Sub-staff from the temporary employee panel, management informed that the process will commence during this month.

With regard to recruitment of Clerks, we impressed upon the Management about the need to go recruitment of regular clerks under IBA pay scale as many branches are suffering from shortage of Clerks. Management informed that they are having plans to recruit Clerks in the coming period.

The Executive Committee while welcoming the above positive developments from the management side had decided to wait till the end of this month. If there is no progress on the above issues, the Executive Committee will meet during next month and take appropriate organizational steps for achieving the above demands.

Other issues discussed :

- Reduction in the Rate of Interest on all the Staff Loans.
- Increase in the Tea / Coffee allowance & Educational reimbursement expenses.
- Due to shortage of staff in many branches, members are not able to complete their allotted work especially financial related transactions with the stipulated works hours. Hence, management has to consider payment of Overtime for the works done by the members beyond the stipulated working hours.
- In some of our Currency Chests, regular clerical works are entrusted to outsourced persons, which is violation of the bi-partite settlement. Regular clerks should be posted in those currency chests.
- Claiming Diem Allowance / Local Deputation Allowance in the Wisefin software is very cumbersome especially for the Sub-staff members as they are not having access to HR.com.
- In many branches Clerks are holding second set of safe keys. Clear cut circular should be issued by the Management in respect of their roles and responsibilities.
- Many operational issues are faced by the members in the branches especially in network connectivity issue. Due to this the customer service is getting affected at the branches.
- Lot of issues is faced by the Concurrent Checking Clerks in the new concurrent checking system introduced by the bank.

- In some branches, FIT is commenced only after the close of the working hours. Central Office circular is not duly adhered to by the branches. A circular should be issued by the management on the FIT issue for the information of the members.
- In some branches, leave is denied to the employees and marked as Absent even though leave is applied in the system in advance.
- Long pending request transfers to be considered by the management.
- Union should conduct coaching class for the Sub-staff comrades who are appearing for the upcoming promotion examination.
- Area Meetings should be conducted at all centres at regular intervals. Like-wise frequent branch visits should be made by the Office Bearers and the Executive Committee Members which will create confidence among the members towards the union.
- Co-ordination between KVBEU & KVBOA should be further strengthened at all levels.

General Secretary informed the committee members that all the above issues will be taken up with the concerned departments for redressing the same.

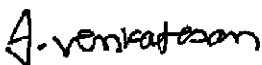
The Executive Committee congratulates the members of KVBOA and extends its fraternal support for the agitation programme launched by KVBOA for achieving their various demands.

Com.President while summing up the day's proceedings thanked all the Office Bearers, Executive Committee Members and the Women Council Members for their active participation in the deliberations. He assured that all the issues raised in the Committee would be taken up in the coming days.

The Virtual meeting concluded by 4.00 p.m.

With greetings,

Yours comradely,



I. Venkatesan

General Secretary

ADIEU

Com.S. Krishnamoorthy, affectionately called as Com. SKM, Ex-Joint Secretary of KVBEU working in Karur West branch is retiring from the services of our Bank on 31st December, 2022 after putting in more than 36 years of service. He joined in our Bank in the year 1986 as Trainee Clerk and was posted in our Coimbatore Main branch. After completing the Trainee period of four months he was transferred to our Batlagundu branch. In the year 1988 he was transferred to Central Office, Karur. After his transfer to Karur he became the activist of the Union and fully involved in all the union activities in Karur. In the year 1991 after our Erode conference, Union leadership nominated him to the post of Central Committee Member and thus commenced his trade union career. In the year 1993 in the Coimbatore conference he was elected as Zonal Secretary representing Karur area, which post he held for several years.

In the year 2019, he became Joint Secretary of our Union. In our 37th conference held in Coimbatore in May, 2022, he stepped down from the Post paving the way for younger comrades to assume higher responsibility. With his good knowledge he used to effectively put forth his view points in the Office Bearers and Executive Committee meetings. He is an organizational comrade and used to effectively organize various meetings and programmes in Karur. Like-wise in all our Union conferences you can find this comrade along with other comrades fully involving in all the activities. He took special care in the welfare of the Sub-staff and Part-time employees.

In the year 1995 and in 2003 our Union conducted various struggles including strike action. As a union functionary he along with other comrades successfully implemented all the struggle programmes in Karur braving the attacks of the management. In the history of KVBEU, Karur always occupies a special place as it is the headquarters of our Bank. Functioning as a trade union activist and as a union leader in Karur needs total commitment towards the trade union ideology and this comrade possess that grit and determination.

Many colleagues who have joined along with Com.Krishnamoorthy have become Managers and Executives. However, this comrade had chosen trade union as his career. Today in our Union we have many young comrades. They have to emulate these good qualities of Com.Krishnamoorthy and work for the common cause and also serve for the well-being of our fellow comrades.

KVBEU wishes Com.Krishnamoorthy a happy, healthy and active retired life.