



KARUR VYSYA BANK EMPLOYEES' UNION
(Affiliated to AIBEA)
CHENNAI

KARUR VYSYA BANK OFFICERS' ASSOCIATION
(Affiliated to AIBOC)
KARUR



April 15, 2025

Dear Comrades,

You are all aware that The Co-ordination Committee of both KVBEU & KVBOA met recently and discussed the various issues pertaining to both Workmen & Officers.

We are submitted two letters to our management on 17.02.2025 and 01.03.2025 for the early commencement of recruitment of Workmen & Officers under IBA Pay Scale and also for withdrawal of the concept of Career Development System (CDS).

Even after nearly two months, we have not received any positive response from the management. Hence, we are forced to take trade union path as decided in the Co-ordination committee of KVBOA & KVBEU. Today we have submitted our further course of action to our management through a letter. The same was reproduced hereunder for your information.

We advise all our members to actively participate in all the agitation programs as mentioned in the letter and make the programs successful.

With greetings,

Yours comradely,

T. SEKAR
GENERAL SECRETARY, KVBEU

S.RENGAN
GENERAL SECRETARY, KVBOA

.....

April 15, 2025

To:

The MD & CEO,
The Karur Vysya Bank Ltd,
Central Office,
Karur.

Dear Sir,

Reg: 1. Recruitment of Workmen & Officers under IBA Pay Scale
2. Withdrawal of the Career Development System (CDS)
3. Settle all the pending demands and issues.

We wish to bring to your kind attention the long-pending issues concerning the recruitment and employment policies at Karur Vysya Bank (KVB). Both the Karur Vysya Bank Officers' Association (KVBOA) and the Karur Vysya Bank Employees' Union (KVBEU) have repeatedly raised concerns, particularly regarding the continuation of CTC - based recruitment instead of IBA - governed norms, in the interest of protecting the bank's stability and the welfare of KVBIans. Despite our agitations in 2022 and 2023, followed by joint representations submitted to your good office on February 17, 2025, and March 1, 2025, we regret that no constructive response or resolution has been provided by the management.

Today we find in many branches, there is severe shortage of Officers, Customer Service Associates and Office Assistants in many branches. Instead of initiating the recruitment process of the above cadres under IBA Pay Scale, to our dismay, we observe that our HR Department is still persisting in hiring employees under the CTC Model. As Per the 12th bipartite settlement, the roles and responsibilities of the workmen cadre have been significantly enhanced, naturally increasing their demand across branches. However, more than half of the branches are currently operating without Office Assistants, forcing them to rely on continuous deputations the need for their recruitment is both evident and urgent.

Further, our H R Department had unilaterally introduced the concept of Career Development System (CDS) for the workman cadre against industrial settlement. Additionally, PIP letters have been issued to officer cadres based on an unscientific CDS assessment, further exacerbating discontent among employees. Also both the Organisations have already submitted their pending demands and issues to our Human Resources Department, but till today there is no positive response for our representations.

The Joint Coordination Committee of KVBOA and KVBEU view these actions as

a deliberate disregard of the established industrial relations practices and a targeted undermining of IBA - protected benefits. **The management's neglect of our legitimate demands and the over-burdened working conditions of both officers and workmen cadres are unacceptable.**

In light of the above, we are compelled to initiate democratic trade union action to express our collective dissatisfaction. The following immediate actions have been decided upon:

S.No	Date	Programme
1	25.04.2025	Memorandum Campaign
2	02.05.2025	Badge Wearing
3	09.05.2025	Exit from all official WhatsApp Groups.
4	16.05.2025	Work to rule. Withdrawal of extra co-operation.

If the management fail to provide a positive resolution to our demands; both the Organisations will take next course of action in consultation with our Parent Organisations (AIBEA & AIBOC).

We sincerely hope that the management will reconsider its stance, engage in meaningful dialogue with the representatives of both the Organisations and address these issues promptly to avoid strain in the industrial relations. We hope the management continued its support in fostering and preserving positive industrial relations.

“We demand IBA Recruitment and Withdrawal of CDS”

Yours faithfully,

Sd/-
T.Sekar
General Secretary
KVBEU

Sd/-
S. Rengan
General Secretary
KVBOA