



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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25.09.2021

Dear Comrades,

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD AT CHENNAI ON 19th&20thSEPTEMBER 2021

The Executive Committee meeting of our Union was held on 19th & 20th September 2021 at our Thrift Society office, Chennai. Com.D. Arumugam, President welcomed all the office bearers and executive committee members to the meeting. He requested them to deliberate all the issues in the committee meeting. He said that due to covid - 19 pandemic the committee meeting could not be conducted during last month.

Homage :Com.N. ShanmugaSingaram, Vice-President moved the resolution on homage. Two minutes silence was observed for the demise of our colleagues 1) Com.K. Narayanan, Sub-staff, Coimbatore Saravanampatti 2) Com.B. Rajesh, Chief Manager, CBU - Hyderabad 3) Com.Pasumarti Naga Udaya, Clerk, Kakinada 4)Com.T. Lakshmipathy, Asst. Manager, Bangalore BTM Layout 5) Com.Tarav Shiva, Asst. Manager, Divisional Office, Delhi 6) Com.Biswajit Purkait, Sub-staff, Divisional Office, Kolkata 7) Com.A. Manimaran, Asst. Manager, Coimbatore Main 8) Com.B. Madhavan, Manager, Divisional Office, Tirupathi 9)Com.B.N.T. Suneetha, Clerk, Guntur Gujjanagundla 10) Com.A. Ronald Regan, Asst. Manager, Divisional Office, Trichy 11) Com.Mahantesh Patil, Manager, Hiriyur 12) Com.C.S. Saroja Devi, Clerk, Central Office, Karur 13) Com.Sanjiv Bhasin, Manager, COC, Coimbatore 14) Com.Prakash Ghadshi, Sub-staff, Mumbai Prabhadevi 15) Com.K.M. Mohanram, Asst. Manager, Manapparai 16)Com.Seethaladevi, Clerk, Chrompet New Colony 17) Com.L. Benedict Arokiam, Sub-staff, Central Office, Karur, Com.K.J. Ramakrishna Reddy, General Secretary, Kotak Mahindra Bank Employees' Union and other important personalities, trade union leaders who died during this period, persons who lost their live including bank employees during this covid pandemic.

Com.S. Krishnamoorthy, Joint Secretary read the minutes of the last Executive Committee meeting held at Chennai on 13th& 14th February 2021 and the same was adopted by the committee.

Com.T. Sekar, Treasurer placed the accounts for the period from 1.1.2021 to 31.8.2021. After replying to the clarifications sought by the committee members, the same was adopted unanimously.

Com.General Secretary reported in detail the activities and developments that took place after our last committee meeting. He also reported the issues both HRD related and also operational areas that were placed before the management in the official negotiation held on 19.8.2021. He said that management had noted down all the issues that were raised by the union and we are expecting their response on the same.

Com.S. Krishnamoorthy, Joint Secretary also reported the issues that were placed before the management in the above official negotiation. He further said that new trends are emerging in the bank and we should prepare our members to face these challenges in the coming days.

Executive Committee Members deliberated at length on the following issues.

Shortage of Clerks and Sub-staff in many branches : Committee Members reported that the workload of the Clerks in the branches is getting increased day by day. In the last few years, nearly 500 Clerks have been promoted as Asst. Managers and management had not recruited any clerks to replace the promotion vacancy. In addition to this, there are retirements, death etc. and this also caused shortage of clerks in many branches. Apart from carrying out regular works, clerks are advised to carry out many non-financial transactions. Due to this, the working hours gets elongated. In many branches there is only 1 Clerk and they are the joint custodians. It further adds to their workload.

Further, in many branches there are no sub-staff and due to this the clerks are forced to perform the role of sub-staff also. In many branches there is no temporary employee panel and it should be revived by the management.

Committee Members spoke that this issue is discussed in various committee meetings and also union had passed a resolution in the 36th conference held in Chennai in December 2019 urging upon the management to go for adequate recruitment. Also letters were written to our MD & CEO on this subject. However, management is yet to respond to our demand. Hence, a concrete decision has to be taken in this meeting for taking forward this issue and achieving the same.

Com.General Secretary informed that all the Committee Members have spoke on this important issue that is being faced by our members at the branches. He said that a Resolution will be passed in this committee meeting urging upon the management to immediately go for recruitment of adequate number of Clerks and Sub-staff to tide over the shortage of manpower at the branches. Further, Com.General Secretary informed that in our Bank the recruitment of Sub-staff takes place through temporary employee panel. Union will collect the names of the temporary employees who have already attended the interview, those who have already completed 180 days work etc. and submit the same to the management.

Com.General Secretary placed the proposal of the Office Bearers for passing a Resolution in this meeting on the need for adequate recruitment of Clerks and Sub-staff in our Bank. The Executive Committee accepted the above proposal and the Resolution on "Recruitment of Clerks and Sub-staff in our Bank" was unanimously passed in the meeting. The Resolution is reproduced at the end of the circular.

The Executive Committee also authorized the Office Bearers to take appropriate organizational steps inclusive of agitational programmes for achieving the above demand.

Other issues :

- Committee Members welcomed the decision of the management in holding official negotiation with the Union after several years. They said that it should be held at regular intervals.
- Management should consider payment of ex-gratia for the year ended 31st March 2021.
- Lot of difficulties experienced in claiming TA bills in Wisefin software module. Many TA bills are pending to be sanctioned by EMC. Like-wise Sub-staff are not having access in Wisefin Software module for claiming TA bills. Due to this Sub-staff members are not able to claim the TA bills.
- As there is severe shortage of Clerks in the branches, the Concurrent checking work should be taken out of the purview of the clerical work.
- In many branches, Clerks are holding second set of safe keys. HRD should issue clear cut circular guidelines on the role of the Clerks in this area.

- In many branches, our members are finding it difficult to avail leave even for short duration due to shortage of staff. Some Branch Heads are not authorizing the leave even though it is applied in the system well in advance. In some Divisional Offices, the leave are not authorized in time. Due to this, the system is displaying leave mismatch and our members are not able to claim their Coffee / Tea allowance, Magazine allowance etc. as the system is not allowing to claim citing the reason as "leave mismatch".
- Even though the name of the DSR has been changed as Branch Sales Rewards, still individual target is fixed for Clerks & Sub-staff. Committee Members informed that while the members are contributing their mite for the growth and development of the Bank, fixing target to individual workmen should be removed as it is beyond the bi-partite settlement.
- In the name of Daily Campaigns, undue pressure is exerted on the workmen. Already many branches are working with only one / two clerks and our members are finding it difficult to complete the routine works within the working hours. Without taking all these factors into account, the Divisional Offices are pressuring the workmen.
- There is no clarity on the role of the workmen in carrying out the non-financial transactions as day by day new works are introduced by the Corporate Office. This elongates the working hours daily.
- Authorisation is not done by the branch officials in time especially in cash section. Due to this, members are forced to sit even after the working hours.
- Sub-staff are not having access to the revamped HR.com website. They are also not having access to view their own SB account and take print out of the statement of account from the system.
- In some branches, Huddle Meetings are used by the Branch Heads to demotivate the employees which is totally against the circular guidelines issued by HRD.
- Lot of issues are emerging in the CTS outsourcing work, which in turn affects the image of the Bank in the minds of the customers.
- In some of our Currency Chests, the works hitherto carried out by our award staff (Clerks) were outsourced. Our own award staff alone are to be posted in all the Currency Chests.
- Due to centralisation of many works, it is getting delayed at COC, Coimbatore. This is affecting the customer service.
- In some of the rural branches, network connectivity problem is noticed. This in turn affects the customer service.
- Proper functioning of the CCTV cameras especially in the cash counters are to be ensured by the Divisional Offices.
- A small team consisting of OBs & ECMs to be formed to study the various issues our members are facing in the operational areas and forward their view points to the union headquarters. This will help the union in taking up the matter with the management for redressal.
- Union should issue series of circulars on our service conditions and other issues which will benefit our youngsters.
- There must be co-ordination with KVBOA on common issues.
- Our Union should take initiative in consultation with our AIBEA for convening the meeting of the Private Sector Bank Unions.

Com.General Secretary appreciated the committee members in placing their view points on all the issues concerning our members. He said that already many of the above issues were taken up with various departments at Central Office and it will be followed up in the days to come. Union will pursue all the above issues in the days to come.

Organisational issues : Com.General Secretary placed the following proposals which were discussed in the Office Bearers meeting.

- 1) The process of election of Branch Secretaries have to be completed in all the branches at the earliest. The Executive Committee Members have to follow up the matter with the branches in their jurisdiction.
- 2) Electing Executive Committee Members in the areas where vacancies have arisen on account of co-option of Executive Committee Members as Office Bearers.
- 3) Extensive branch visits by the Office Bearers along with the respective area ECMs.
- 4) Conducting area meeting at important centres(either physical mode or through online) depending upon the ground situation.
- 5) Conducting Branch Secretaries meeting.
- 6) Conducting meeting exclusively for women employees at important centres. To start with the meeting will be held in Chennai.

Co-option of Office Bearer : Com.K. Bhaskaran, Asst. Secretary retired from the services of our Bank on VRS. Consequent upon his retirement under VRS, he had relinquished his post. The committee had accepted the same. Com.General Secretary placed the proposal of the Office Bearers to co-opt Com.S. Prasanna Venkatesh, Executive Committee Member, Madurai Palanganatham branch as Asst. Secretary. The Executive Committee unanimously approved the above proposal of co-option of Com.S. Prasanna Venkatesh as Asst. Secretary.

The Executive Committee also placed on record the valuable contribution made by Com.K. Bhaskaran in building up our union. The committee wished him happy, healthy and active retired life.

ALL INDIA ISSUES

Com.General Secretary reported the decisions taken in the General Council Meeting of our AIBEA held on 1.8.2021 to carry out the various struggle programmes against the move of the Central Government to privatize the public sector banks. As per the General Council decision, all our branches / offices have to submit Memorandum to the Prime Minister (format enclosed) signed by all our members. The Memorandum should be signed and sent to the respective area Executive Committee Members. After receiving the Memorandum from the branches, our Executive Committee Members should send the same to Union Headquarters and we shall arrange to send the same to the PMO office. Com.R. Logeshwaran, Organising Secretary, Chennai is entrusted with the task of co-ordinating with our Office Bearers and Executive Committee Members in this regard.

Further, our members should also actively take part in all the programmes organized by their respective State Federations / District Associations. Looking to any eventual developments, AIBEA / UFBU will call for strike action at very short notice. Our members should be fully geared up and equipped to plunge into action at a moment's call. Also in line with the decision of the General Council Meeting of AIBEA, the Executive Committee adopted a Resolution against the move of the Central Government to privatize the Public sector banks and also duly endorsing the decisions taken in the General Council Meeting.

Struggle in Catholic Syrian Bank : Com.General Secretary informed that the Workmen and Officers in Catholic Syrian Bank (CSB) are on agitation path for the non-implementation of 11th B-partite Settlement in their Bank and are going to observe 3 days strike (29,30.9.2021 & 1.10.2021). Our AIBEA and UFBU had extended its fullest support to the above agitation programme and requested all the Units and members to extend their support by way of participating in the demonstration / dharna programmes organized by UFBU of CSB. KVBEU extends its fullest support to the agitation programme launched by the Workmen and Officers in Catholic Syrian Bank.

Com.President spoke on the Group Medical insurance scheme and the issues our members are facing in claiming the hospitalization bills.

The pending charge sheets issued to our members were reported by Com.General Secretary. He said that of late, many young comrades are receiving charge sheets due to the non-adherence of systems and procedures. He said that our members while working in the branches should strictly follow the systems and procedures of the Bank without any deviation. If the members face any issues in this area, the same should be brought to the notice of the Union so that we can take up the matter with the management.

Com.N.Shanmuga Singaram and Com.M. Sai Sri Sankar, Vice- Presidents reported the pending departmental enquiries initiated against our members.

Co-operative Thrift Society : Com.T. Sekar, Vice-President and Com.D. Arumugam, Senior Director reported about the latest developments in our Thrift Society. They said that the auditing work is in progress and once it is completed, the Board of the Society will meet and fix the date for the Annual General Meeting. They have also requested the OBs & ECMs to enroll all our members in our Thrift Society.

Felicitation to Com.P. Venkataramanan, Chennai and Com.S. Illangovan, Mayiladuthurai Executive Committee Members. The Executive Committee felicitated Com.P. Venkataramanan who retired from the services of the Bank on 31st March 2021 and Com.S. Illangovan who is going to retire from the services of the Bank on 30th September 2021. Our union functionaries spoke about the contribution made by these two comrades in building up this trade union movement, their effective participation in the committee meetings etc.

In their acceptance speech both the Executive Committee Members recalled the role played by senior leaders in bringing them into this trade union movement and with the support of their area members, they functioned. They wished the union all success.

Com.P. Venkataramanan, Executive Committee Member was adorned shawl by Com.S. Krishnamoorthy, Joint Secretary.

Com.S. Illangovan, Executive Committee Member was adorned shawl by Com.C. Vimalraj, Secretary.

Com.S. Prasanna Venkatesh the newly co-opted Asst. Secretary proposed vote of thanks. He thanked the union functionaries in making excellent arrangements for the stay of committee members and office bearers. He also thanked all the office bearers and executive committee members for their effective participation in the meeting. With this the executive committee meeting concluded by 5.00 p.m.

Resolution on Recruitment of Clerks and Sub-staff in our Bank :

The Executive Committee meeting of the Karur Vysya Bank Employees' Union held at Chennai on 19th & 20th September 2021 had a detailed deliberation on the present situation of acute shortage of Clerks and Sub-staff in many branches of our Bank.

Recruitment of Clerks : In the last few years, management had not gone for recruitment of Clerks in our Bank. Further, during the last few years, nearly 500 Clerks have been promoted as Asst. Managers. Also during this period, there were retirements, deaths, resignations etc. The vacancies arisen out of the above have not been filled up.

Today majority of the branch operations are carried out by Clerks and they are independently passing vouchers of transactions upto Rs.50,000/-. Apart from financial transactions many non-financial transactions are added to the workload of the Clerks. The role of the Clerks has undergone lot of changes in these years. Concurrent checking work is entrusted to them. Like-wise in many branches, Clerks are holding the second set of safe keys and acting as Joint Custodians. Due to this, the Clerks are not able to carry out all the above assigned works within their working hours as defined under Bi-partite settlement and their working hours get elongated daily.

Already branches are reeling under shortage of staff. In the name of Daily campaigns and BSR, undue pressure is exerted on the workmen to source new business. Workmen always contribute for the growth and development of the Bank and they will continue to do so in the days to come. This type of new concepts is adding to the pressure on the workmen.

Workmen are finding it difficult to avail leave as some of the Branch Heads are stating that due to staff shortage they cannot sanction leave and this causes unavoidable strain in the industrial relations at the branches.

Recruitment of Sub-staff : In many branches there is no sub-staff. Even the temporary employees are not provided to these branches. Since there are no sub-staff in the branches, Clerks are forced to carry out the works of Sub-staff like cash stitching, voucher stitching and other related duties in addition to performing their routine works.

As per our internal settlement, recruitment of sub-staff can be done only through these temporary employees. Executive Committee request the management to issue necessary posting orders to the temporary employees who have already attended the interview and also initiate the interview process for the temporary employees who are in the panel and who have already worked for the minimum number of days as temporary employee as per the settlement. Further, as part of Career progression, the Executive Committee requests the Management to upgrade the Permanent Part-time Employees as full time Sub-staff.

There is acute shortage of clerks and sub-staff in many branches as the same is obvious from all the statistical information available with the Bank. There is increase in quantum and volume of business over the years with the resultant corresponding heavy workload of staff at the branches, which is evident from the per employee and per branch business as compared to the dwindling clerk and sub-staff strength at the branches. Further, customer service for which KVB is known for is also getting affected due to the shortage of workmen in many branches. The prolonged shortage of clerks and sub-staff is causing frustration and demotivation among the workmen. The Executive Committee is of the considered opinion that the demotivated workforce will not be in a position to deliver the desired business results.

Hence, the Executive Committee requests the Management to recruit sufficient clerks and sub-staff and post them at the needy branches to have sustained business growth and for extending best service to our customers.

With greetings,

Yours comradely,



I.VENKATESAN

General Secretary