

**KARUR VYSYA BANK
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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Circular No. 38 / 13 / 2025

May 22, 2025

Dear Comrades,

We append hereunder text of our letter dated 21.05.2025 written to our Management in respect of Violation of Settlement Agreement in Circular No. 29/2025 Circular for the information of our Members.

With greetings,

Yours comradely,

**T. SEKAR
GENERAL SECRETARY**

KVBEU / 38 / 18 / 2025

May 21, 2025

To
The Chief Human Resources Officer,
Karur Vysya Bank Ltd.,
Central Office,
Karur.

Dear Sir,

Subject: Violation of Settlement Agreement in Circular No. 29/2025

We wish to bring to your kind attention the Circular No. 29/2025 - INF dated 27/01/2025, which assigns joint custodian and funds-in-transit duties to BSSEs, BSSMs and Lite Branch Managers. On going through the same, we observe that the guidelines outlined in the circular contravene the terms of the settlement agreement reached between the Management, Karur Vysya Bank Officers' Association (KVBOA), and Karur Vysya Bank Employees' Union (KVBEU) during the joint discussions held on 21.07.1989 and 22.07.1989 (refer enclosed minutes).

The settlement explicitly defines the category of staff and cash limits for funds transfer (e.g., single officer branches, Customer Service Associates and Office Assistants combinations, and armed guard requirements). However, the circular

unilaterally changed these norms by permitting BSSEs/BSSMs (non-Clerical / non-Officer roles) to escort funds without alignment with the agreed staff categories. Omitting mandatory armed guard provisions for high-value transfers (e.g., above Rs.15 lakhs) as per Clause (ii) and (iii) of the 1989 agreement.

The 1989 settlement caps cash transfers at Rs.30 lakhs (with specific staff combinations) for inter-branch movements and Rs.1.00 crore (with armed guards) for RBI/other bank transfers. The above circular revised the cash carrying limits (e.g., up to Rs.300 lakhs) lack parity with these terms.

Further, in the above circular, BSSEs / BSSMs are permitted to hold Safe Keys and act as Joint Custodians. In our Book of Instructions and in the various circulars issued by our HRD and IAD, it is clearly stated that Manager / Officer / Clerk are alone can hold the Safe Keys of the Bank and act as Joint Custodians. This is also a deviation from the well established practice adopted all these years and also the Book of Instructions and Circular instructions of the Corporate Office. Also the circular mandates BSSEs/BSSMs to execute indemnity bonds for joint custody, a condition not stipulated in the settlement, thereby imposing undue liability on new cadres.

We urge the Management to withdraw/amend Circular No. 29/2025 to align with the 1989 settlement terms and restore the original escort norms, staff categories, and armed guard provisions. Hold consultations with KVBOA and KVBEU before implementing such changes. We request the Management not to entrust the Safe Keys of the Bank to the employees mentioned in the above referred circular other than Manager, Officer and Clerk as available in our Book of Instructions and Circular instructions of the Bank. Also we urge the Management to post Customer Service Associates in all the newly opened branches.

We are sure and confident that our above representation would definitely considered by the Management.

Thanking you,

Yours faithfully,

Sd/-

T.Sekar

General Secretary