



# KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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Circular No. 37/9/2022

04/11/2022

## **ALL INDIA STRIKE ON 19<sup>th</sup> NOVEMBER, 2022**

Dear Comrades,

Our All India Bank Employees' Association (AIBEA) has given All India Strike call on 19th November, 2022. We reproduce hereunder the circular no.28/486/2022/57 dated 23.10.2022 issued by our AIBEA for the information of our Members.

As advised by our AIBEA, we request all our Members to fully participate in the above all India strike on 19.11.2022 without fail.

With greetings,

Yours comradely,

**I. Venkatesan**

General Secretary

**CIRCULAR NO. 28/486/2022/57**

**23-10-2022**

**TO ALL UNIONS AND MEMBERS:**

Dear Comrades,

### **Rise against increasing attacks of managements**

**On employees, jobs and job security,  
Through outsourcing as against recruitments  
Attacks on Unions, our right of representation,  
Victimisation and vindictive attacks on leaders,  
Unwarranted transfer of employees from station to station  
By naked violation of Settlements and Agreements  
To destabilise and de-unionise the employees**

**Time to resist, retort and repulse - AIBEA gives the call**

**ALL INDIA STRIKE ON 19<sup>TH</sup> NOVEMBER, 2022**

We have already informed all our units and members that the instances of increasing attacks on the employees, our unions and our rights by some of the Bank managements was discussed in our Central Committee meeting of AIBEA held at Indore and it was decided to undertake protest programmes including strike actions.

In the past also there have been attacks of the managements in different Banks and our Unions have been fighting back the same. But in the recent period, the attacks are not only increasing but there is a common thread in all these attacks. There is a design in these attacks. There is some method in the madness. Hence, we have to resist, retort and repulse these attacks at the AIBEA level as a whole.

### **Victimisation:**

In **Sonali Bank**, the General Secretary of our Union has been victimized and terminated from service by the management from Bangladesh in total violation of Bipartite Settlement and Industrial Disputes Act. The reason is that he is an active leader of our State Federation. If provisions of BP Settlement is violated, if Sec. 33 of ID Act is deliberately violated, if Court orders are not respected, **what else we can do than to fight back.**

In **Federal Bank**, CC Member of AIBEA and an office bearer of Federal Bank Employees Union has been vindictively dismissed by the management on a flimsy allegation. A minor misconduct is being deliberately blown up as a major misconduct with a view to victimise him. He is a protected employee under the ID Act but management does not care for the same. Without caring for the provisions of law, he has been dismissed from the Bank. The only reason is that this young comrade is an activist of our Union. **What else we can do than to fight back.**

### **Retrenchment and threat to job security :**

In **MUFG Bank (Bank of Tokyo)**, the General Secretary and other office bearers of our Union have been retrenched by the management in the name of business rationalization but fresh employees are recruited in their place. 8 employees have been thrown out of the job in an illegal manner. One fine day at 4-30 PM, management telephonically informed these employees that they stand terminated with immediate effect and were physically forced out of the Bank. Our plea for relocating them to other Branches is refused by the Bank. **What else we can do than to fight back.**

In **Citi Bank**, in the name of selling their consumer division business to Axis Bank, the management is attempting to abolish all workmen in this Division and retrench all the clerical staff. Our Union is pleading with the Bank to discuss and sort out the issue but management is refusing to discuss with the Union and thus, the jobs of our employees are hanging under Damocles sword. If our job security is threatened, **what else we can do than to fight back.**

In **Standard Chartered Bank**, when some of the Cost-to-Company employees joined our Union, they have been victimized and terminated.

### **Denial of 11<sup>th</sup> BPS Wage Revision :**

In **Catholic Syrian Bank and DBS Bank (e-Lakshmi Vilas Bank)**, 11<sup>th</sup> Bipartite wage revision is yet to be given. Employees have observed 13 strikes so far in Catholic Syrian Bank. But management is still adamant. **What else we can do than to fight back.**

### **Refusal of Trade Union Right :**

In **Bank of Maharashtra**, the management is refusing to discuss with the duly elected union representatives in utter violation of Trade Unions Act, 1926. Thus, there is a collapse of IR machinery. Management is forcing the Unions to vacate the Union offices. Bipartite Settlement is wantonly violated and clerks and substaff are transferred out of their stations. Regular jobs are being outsourced in violation of Bipartite Settlement. Unilateral decisions have become the hallmark of the management's attitude. Despite agitations and strikes, the management is persisting with their anti-union approach. **What else we can do than to fight back.**

### **Outsourcing of permanent jobs – threat to jobs and job security:**

In **Bank of India**, the management is wanting to outsource cash movement jobs and housekeeper jobs. Adequate recruitments are not made. There is increasing tendency for unilateral decisions affecting the policies and interests of the employees. **What else we can do than to fight back.**

In **Bank of Baroda** also, the management has issued instructions to outsource housekeeper jobs to contract agencies in violation of the provisions of BP Settlement. They also want to add additional duties to clerical and substaff over and above BPS under the garb of digitalisation. Because Unions are resisting, other issues and

demands are not being resolved. Even IR meeting with our All India Union is not being held. **What else we can do than to fight back.**

The story is the same in **Canara Bank**. When the Union is demanding filling up of substaff and part time employees vacancies, the management is insisting on outsourcing these jobs. Because our Union is refusing to budge, the management is not coming forward to settle other legitimate demands. They are seeking to pressurise the Union. They somehow want to outsource the jobs. **What else we can do than to fight back.**

In **IDBI Bank**, management is resorting to rampant outsourcing and contractualisation. More than 10,000 contract employees have been employed. Our Union's demand for recruitment of permanent staff is being refused. When, one more option to join Pension Scheme has been extended to all Banks in 2010, till today, the management is dodging the issue. Now, to give a blow to the job security of the employees, there is attempt to sell the Bank to private hands. **What else we can do than to fight back.**

In **Central Bank of India**, it has become a Jungle Raj. After six years, the Bank is slowly coming out of the problem and posting profits. Instead of consolidating and going forward, the priority is to attack the employees and officers. Policies were unilaterally changed and officers have been posted to far off places without any reason or rhyme. Even officers who are Caregivers and who are suffering from serious ailments were not spared.

After that, more than 3300 clerical staff have been transferred from one station to another in total violation of BP Settlement and bank-level Settlement. Deployment Policy, Promotion Policy and Transfer Policy agreements have been glaringly violated. When Union approached the labour authorities, and they invoked Section 33 of the I.D Act to maintain status-quo, GM-HRD gave written instructions not to obey the orders of the Dy.CLC/RLC/ALC, etc.

When the Union went to Kerala High Court and the Court clarified that under 8<sup>th</sup> BPS, management cannot issue rotational transfers from station to another station, management is refusing to accept it.

When Unions gave the call for strike, management signed an MOU and agreed to cancel the orders. But they went back on the commitment. Hence, Unions had to revive the strike call. Again, top management intervened and agreed to amicably resolve the issue. But again management went back. Hence Unions observed the two days strike last month.

Management threatened employees to invoke break-in-service if they join the strike. To defeat the strike, Executive Director instructed Branches to allow Business Correspondents/Bank Mitras to do the work. GM-HRD issued message that those officers who worked on the strike day will be duly compensated for their 'hard work' on the strike days. Still strike was success.

After the Strike, management has issued Notice of Termination of Deployment Policy Agreements. Management is proposing to unilaterally change the policy for **transferring clerks and substaff on rotation anywhere in a State.**

Against these attacks the United Forum of Central Bank Unions has already given the call for serious of strikes including indefinite strike because of the gravity of the situation and intensity of the attacks of the management. **What else we can do than to fight back.**

In the last 76 years, AIBEA has grown only by fighting against injustices and attacks of the management. AIBEA was born to fight the managements' exploitation of employees and AIBEA exists to fight against the highhandedness of the managements. Today once again we are confronted with a situation where there are concerted attacks on jobs, job security, victimisation of leaders, vindictive actions, violation of Settlements, refusing to abide by the laws of the land, etc. in different Banks. Hence our Central Committee meeting held at Indore decided to respond to these increasing attacks by programmes and strike actions.

**Strike on 19<sup>th</sup> Nov. 2022 : Accordingly, as per the discussion amongst the Office bearers, it has been decided to give the call for All India Strike in all the Banks on 19<sup>th</sup> November, 2022.**

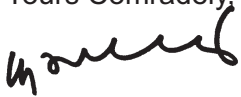
### Agitational Programmes:

25 <sup>th</sup> to 30 <sup>th</sup> Oct. 2022	Wide circulation of this Circular to appraise all our members about the strike call and the reasons
26 <sup>th</sup> Oct. 2022	Serving Strike Notice
30 <sup>th</sup> Oct. 2022 - Sun	Physical and virtual Meetings by all our unions
31 <sup>st</sup> Oct. 2022	All Unions to address letters to IBA
1 <sup>st</sup> Nov. 2022	All our India Bankwise Unions/Federations to forward the AIBEA's Strike Notice to their management
2 <sup>nd</sup> Nov. 2022	Badge Wearing
3 <sup>rd</sup> Nov. 2022	Demonstrations in all cities, towns, District HQ.
From 4 <sup>th</sup> Nov. 2022	Display of posters in all Branches
6 <sup>th</sup> Nov. 2022 - Sun	Twitter Campaign - Mobilisation meetings
7 <sup>TH</sup> Nov. 2022	Deputation to GM-HR in all the Banks
8 <sup>th</sup> Nov. 2022	Badge Wearing
9 <sup>th</sup> to 17 <sup>th</sup> Nov. 2022	Mass meetings of employees
18 <sup>th</sup> Nov. 2022	Demonstrations in all centres
19 <sup>th</sup> Nov. 2022	ALL INDIA STAY OUT STRIKE

We request all our units and members to move immediately and make all-out preparations to make the strike a total success at all levels.

With greetings.

Yours Comradely,



**C.H. VENKATACHALAM**  
General Secretary