



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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Dear Comrades,

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING OF THE UNION HELD AT CHENNAI ON 27th & 28th JULY 2019

The Executive Committee meeting was held in our Co-operative Thrift Society premises, Chennai. The meeting commenced at 10.00 am. Com.D. Arumugam, President presided over the meeting. He welcomed all the Office Bearers and Executive Committee Members to the Executive Committee meeting. In his address he briefly spoke on the developments that are taking place at the all India level especially in the area of labour reforms pursued by the central government. In the banking industry also, lot of changes are taking place and he requested the committee members to deliberate all the issues in the meeting.

Homage : Com.P. Sreenivasan, Joint Secretary moved the resolution on homage. Two minutes silence was observed for the demise of Com.S. Narahari, former President of our Union, Com.Tirath Ram, Sub-staff, Jalandhar, Com.K. Vishnupriya, Asst. Manager, Jadcherla branch, Sri.Girish Karnad veteran progressive Kannada theatre personality, Smt.Sheila Dikshit, former Chief Minister of New Delhi, Sri.Crazy Mohan, popular Tamil Drama writer and cine dialogue writer, Com.S. Viswanathan, retired Clerk KVB Garia branch.

Com.C. Vimalraj, Secretary read the minutes of the previous E.C. meeting held at Chennai on 3rd March 2019. Committee members have unanimously approved the same.

Com.A. Srinivasan, Treasurer placed the accounts for the period from 1.2.2019 to 30.6.2019. After giving clarifications for the points raised by the committee members, the accounts for the above period was adopted unanimously.

Com.I. Venkatesan, General Secretary reported in detail the various developments and activities that took place after our last Executive Committee Meeting. He requested the Committee Members to deliberate on all the issues and place their view points.

The following issues were deliberated by the committee members.

Shortage of staff at the branches : Committee members reported about the shortage of clerks and sub-staff in many branches. In some branches, there is only one clerk. This shortage of workmen is affecting the customer service, increase in the workload, elongation of working hours, problem in availing leave etc. Committee Members also pointed out in many branches there is no sub-staff at all. Further, in addition to newly opened branches even in well established branches there is no substaff. This results in our members performing that work also in addition to their routine works. Committee Members requested the union to take up the matter with the management for recruitment of adequate number of clerks and sub-staff.

Com.General Secretary informed that union will write a detailed letter to the management on the need for recruiting and posting adequate clerks and sub-staff in the needy branches.

DSR points - issues faced by the members : Committee Members spoke on this issue. In addition to carrying out the routine branch works, our members are contributing their mite and sourcing new business. Today we are witnessing shortage of staff at some of the branches due to which the working hours is elongated. Further, majority of the branch works are carried out by the Clerks under Teller power. In spite of this, our members are carrying out the call of the Corporate Office for improving the overall business of the Bank. However, in the name of achieving DSR points, some of the divisional offices are exerting undue pressure on the workmen on a daily basis, which is affecting their morale. Hence, they have requested the Union to take up this matter with the management.

Com.General Secretary informed that union will write a detailed letter to the management based on the views expressed by the committee members.

Upgradation of our Bank software to new version : Committee members reported some of the practical problems experienced by the members in the new version. It has been decided that after collecting the details, the matter will be taken up with our Information Technology Department.

In addition to the above, the following issues were also deliberated by the committee members.

- Monetary compensation to be paid to the employees who worked on holidays on account of upgradation of our flexcube software.
- To seek a date for an official negotiation with the management for discussing our various demands and issues.
- Problems are faced by the members in availing the leave even for 1 or 2 days. Some Branch Managers are marking "Absent" even though advance information is given by our members for availing leave.
- Early release of Sub-staff promotion exam result.
- Practical problems faced by the Clerks (Cashiers) who are holding the second set of safe keys.
- In some branches, Teller batch closing is getting delayed due to the late authorization by the Officers.
- Funds in Transit (FIT) time and other norms are not adhered to by some branches. Late hour remittances are made at the branches. Sub-staff members are not permitted to escort the FIT team even though circular instructions are there that they can accompany the FIT team.
- Sub-staff members should be allowed to have access in our HR.com.
- Network connectivity issue is witnessed in some branches due to this customer service is getting affected.
- Problems faced by the members in the 7 day banking branches.
- Delay in settlement of medical bill claims by the TPA Vidal.
- Delay in updating non-financial and other KYC details by the RPC. Delay in CDM and other technological products related claim settlement. Complaints received from customers about frequent downtime and non-functioning of CDMs/ATMs more particularly in Semi-urban and rural areas. Committee Members informed that KVB is known for good customer service and this type of issues is affecting the image of the Bank.

- Defence Representative training to be given to our union functionaries.
- Frequent branch visits to be undertaken by the Office Bearers to build confidence among the members especially the youngsters.

Com.General Secretary replied for the above issues raised by the committee members. With regard to branch level and individual member's problem he requested the committee members to inform the headquarter then and there with full details whenever such things are happening in order to take up the matter with the concerned department for redressal. In respect of other issues which are related to the policy matter of the Bank, we are regularly in touch with the departments and pursuing the matter.

Diamond jubilee celebrations of our Union : Com.General Secretary informed that as per the decisions taken in our Office Bearers meeting, a Blood Donation Camp was organized at Government General Hospital, Salem on 19.7.2019 in co-ordination with Salem District Bank Employees' Association. Our members more particularly youngsters working in and around Salem District have enthusiastically participated and donated blood.

Further, it has been decided to conduct a **Special Meeting at Madurai on 18th August 2019 (Sunday)**. Members working in and around Madurai District will be attending this meeting. We are inviting leaders from Tamilnadu Bank Employees' Federation, Divisional Manager, Madurai and also former leaders of our Union to this meeting. It has also been decided to conduct a Special Meeting on the occasion of the Diamond Jubilee celebration of our Union at **Coimbatore during the month of September 2019**. Also the Blood Donation camp would be organized in Trichy, Karur and Chennai in the coming months.

36th Triennial Conference of our Union : Com.General Secretary placed the proposal of conducting the 36th Triennial Conference of our Union on **28th & 29th December 2019 (Saturday & Sunday) at Chennai**. Committee Members unanimously accepted the above proposal. Office Bearers and Committee Members of Chennai area have thanked the Executive Committee for having given a chance to host the Conference in Chennai and assured that it will be conducted in a excellent manner with the full co-operation and support of the comrades in Chennai city.

Com.President spoke in detail about the origin of the bi-partite settlement, its salient features etc. He also spoke about the salient features of our internal settlement. He requested the committee members to be well versed in our service condition so that whenever any member seeks clarification, they can guide them suitably. He also reported the latest developments in the 11th bi-partite wage settlement talks between IBA and UFBU.

Com.General Secretary reported the memos and charge sheets received by our members. He also reported about the pending departmental enquiries constituted against our members for various acts of misconduct. He requested the committee members to advise their area members to strictly follow the bank's systems and procedures without any deviation.

Com.T. Sekar, Vice-President KVB Staff Co-op. Thrift and Credit Society reported the decisions taken in the Board meeting of the Society. He informed that the Annual General Meeting of our Society will be held on 15th August 2019 at Chennai and requested all to attend the same.

Com.President summed up the two days committee proceedings. He appreciated all the Executive Committee Members for their effective participation in the meeting. Further, he requested the committee members to educate their area members about the importance of strictly adhering to the systems and procedures of the bank without any deviation and also the need for updating the latest developments taking place in the banking industry.

Com.N. Shanmuga Singaram, Organising Secretary proposed vote of thanks and the meeting concluded by 5.00 p.m.

With greetings,

Yours comradely,



I.VENKATESAN

General Secretary

We are happy to inform that our Executive Committee Member Com.V. Raju has been elected as Vice-President of Virudhunagar District Bank Employees' Association.

KVBEU dips its banner in grief on the sad demise of veteran bank employees union leader and former President of Tamilnadu Bank Employees' Federation Com.M.S. Dawood. He was 93 years old. He was also the leader of Standard Chartered Bank Employees' Union for several years.