

**KARUR VYSYA BANK  
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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January 5, 2023

Dear Comrades,

**Reg: Negotiation with the Management.**

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Our Management invited the Union for negotiation on 3<sup>rd</sup> January, 2023 at Central Office, Karur for discussing various demands and issues submitted by us. From the Union, Com.T.Sekar, President, Vice-Presidents Comrades M. Sai Sri Sankar, R. Athinarayanan, D. Subramani, General Secretary Com.I. Venkatesan, Secretary Com.R. Logeshwaran, Joint Secretaries Comrades N. Shanmuga Singaram, S. Prasanna Venkatesh and Treasurer Com.R.Sampath attended the negotiation. Management side was represented by General Managers – HRD, IAD, ITD, Deputy General Manager – Legal Department and Chief Manager – HRD. General Manager, HRD welcomed all and requested the union representatives to present all our demands and issues for discussion. From our side, we thanked the Management for inviting the union for this negotiation and requested that such type of negotiation should be held at regular intervals. After that we placed the following demands and issues.

**HUMAN RESOURCES DEPARTMENT RELATED ISSUES :**

- Sub-staff recruitment to be commenced from the Temporary Employee panel.
- Recruitment of adequate Clerks : Many branches are suffering from shortage of Clerks due to superannuation, promotions, resignations etc. Hence, adequate recruitment of Clerks should commence under IBA pay scale.
- Branch Sales & Service Executives (BSSEs) -We reiterated our stand point that BSSEs working in various branches should not be entrusted with our clerical works as it is violation of the Bi-partite Settlements. They should be entrusted with the works for which they are recruited.
- Outsourcing of Clerical works in Currency Chests -Our regular Clerks should be posted in the currency chests.
- Increase in the quantum of various reimbursement expenses viz. Coffee / Tea expenses, Newspaper and magazine, educational expenses, increase in local deputation allowance, increase in the cost of reimbursement of Master Health check up.

- In the Two Wheeler loan category, purchase of E-Vehicle to be considered.
- Reduction in the Rate of Interest on various staff loans.
- Encashment of lapsed Casual Leave and Privilege Leave – facility to be restored.
- In respect of payment of Ex-gratia, there shall not be any disparity in the name of Business Departments and Non-Business Departments. All the employees are working for the growth and development of our Bank and should be uniformly paid the Ex-gratia.
- Due to the increase in the workload in many branches employees are not able to complete their allotted work especially financial related transactions within the stipulated working hours. Hence, management has to consider payment of Overtime for the works done by the members beyond the stipulated working hours.
- A consolidated circular to be issued on Funds in Transfer (**FIT**) norms.
- Management has to notify the number of vacancies in respect of promotion of clerical staff to Officer – Scale I cadre for the year 2022 – 2023 as per the Promotion Policy Settlement. Also work is to be entrusted to the promote Clerks as per the Promotion Policy settlement.
- Specific Office Orders to be issued for funds transfer or travel between branches for official purposes.
- In some branches, leave is denied to the employees and marked as Absent even though the leave is applied in the system in advance.
- Inordinate delay in the settlement of medical bills by Safeway TPA.

**Sub-staff Members issues :**

- Change in the Question Paper pattern (both English and Basics of Banking and also Arithmetic) for Sub-staff to Clerical promotion examination with more focus on day to day banking operations.
- Sub-staff are not having access to HR.Com, FRS.Com, WiseFin Module. Due to this they are not able to feed TA bills. Inordinate delay is noticed in settling the TA bills. Divisional Offices are issuing deputation orders to the Sub-staff. Hence, they themselves can process the TA Bills submitted by the Sub-staff and forward the same to EMC for sanction.
- A Career path to be defined for Permanent Part-time Employees.
- Identity Card (ID) to be provided to all the Permanent Part-time Employees

## **OPERATIONAL ISSUES**

- Concurrent checking – issues faced in the new concurrent checking system
- FCR and CTS related issues.
- Slow network connectivity issues in the branches.
- Infrastructure issues.
- Joint custodian – Issues faced by the Clerks who are holding the second set of safe keys.

Management representatives positively responded to all our above issues and demands and assured to take up the same with the Top Management. Management representatives also requested the union representatives to request our members to strictly adhere to the laid down systems and procedures of the Bank.

Comrades, the official negotiation with the management had commenced after a gap of few years. We are confident that management would consider our above demands and issues favourably. The further developments in this regard would be informed to our members in due course.

With greetings,

Yours comradely,



I.Venkatesan  
General Secretary