



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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PROCEEDINGS OF THE 36th CONFERENCE HELD AT CHENNAI ON 28th & 29th DECEMBER, 2019

Dear Comrades,

The 36th conference of our Union commenced on 28th December, 2019 at 9.30 a.m. with the hoisting of our beloved AIBEA flag by our President Com.D. Arumugam amidst the joyful crowd who raised slogans to rent the air. Our all India leaders Com.C.H. Venkatachalam, Com.E. Arunachalam, Com.S.D. Srinivasan and other fraternal leaders were present on that jubilant occasion. Then the inaugural session commenced. Com.C. Vimalraj, Secretary invited all the dignitaries to the dias. The official agenda began with the rendering of Tamil Thai Vazthu. Com.Arumugam commenced the proceedings by inviting Com.S.D. Srinivasan, Chairman of the Reception Committee to offer his welcome address. Inviting the audience and the leaders on the dias, Com.Srinivasan briefly spoke on the present day economic situation in the country, the challenges faced by the banking industry, the role continuously played by AIBEA in defending the public sector banks and the glorious history of KVBEU. He thanked the union for selecting Chennai city to be venue of the 36th conference. Explaining the meticulous arrangements made by the Reception Committee, he requested the delegates to make the best use of their presence by actively taking part in the deliberations.

Com.D. Arumugam, President rose to render his maiden Presidential address. He said that this conference is conducted in the back drop of our union celebrating the Diamond Jubilee year of our beloved union. He dealt in his address the economic situation prevailing in the country, the strike call given by the central trade union and our AIBEA on 8.1.2020 against the neo liberal policies and anti-labour policies pursued by the government and the path travelled by the union in all these 60 years. He further traced the situation prevailing in our bank, the need for conducting official negotiation by the management with the union, the need for integrating the youngsters into the trade union movement. He also thanked the reception committee for making elaborate arrangements for the successful conduction of this conference.

Our President invited **Com.C.H. Venkatachalam, General Secretary, All India Bank Employees' Association** to inaugurate the conference. He said that he was happy to see large number of members especially youngsters have come to attend this conference. He congratulated KVBEU for enrolling all the members in the union and attained 100% status. He further said that this is the 60th year of KVBEU and recalled the sacrifices made by the leaders like late Com.Narahari who built the union in the formative years facing lot of challenges. He elaborated in detail the economic situation prevailing in the country. He said that due to the neo liberal policies pursued by the government at the centre, there is all round economic slowdown in all the industries. The rural economy is in distress, the manufacturing industry is witnessing recession and due to this many industries are resorting to lay off, retrenchment etc. The government is not taking any concrete steps to revive the economy

but diverting the attention of the people. The hard earned labour laws are amended to suit the industrialists. Against all these wrong economic policies and anti-labour policies, the central trade unions have given an all India strike on 8.1.2020 and AIBEA is also participating in the strike. He requested the delegates to fully participate in the above strike action programme. He also spoke in detail the present position of the banking industry, rising NPAs and the inaction of the government to recover the bad loans especially from the corporates, merger of public sector banks etc. He said that AIBEA is continuously campaigning against the ill-effects of merger of public sector banks and will take further actions to protect the public sector banks, which is very vital for the economic growth of our country.

He also gave details of the ongoing 11th bi-partite wage negotiation talks with IBA both on financial and non-financial issues. He said that AIBEA with other unions in UFBU would strive to achieve the best settlement. He wished our conference all success. His hour long speech was well received by the delegates.

Sri.J. Natarajan, President & COO of our Bank, the Guest of Honour of the conference delivered his speech. He said that he was very happy to attend this conference being conducted in the 60th year of our union. At the outset he said that management is having good relationship with the employees union. As far as business growth is concerned, today the bank is facing lot of challenges due to economic condition, competition from peer group banks. Customer Service is our forte and requested the members to maintain that in the days to come. He further said that bank has embarked on digital mode and only few Banks in the country had moved towards digitalisation and KVB is one among them and in another few years, we will be the leader. We have to adapt to the changing situation in the banking industry, reposition ourselves and move forward. He requested the members to strictly adhere to the laid down systems and procedures without any deviation and also fully involve themselves for the growth and development of our bank. He assured the members that management will invite the union for an official negotiation and discuss all the issues raised by the union. He wished the conference all success.

Com.E. Arunachalam, General Secretary, Tamilnadu Bank Employees' Federation delivered his special address. He appreciated the union for successfully completing 60 years of purposeful existence and moving forward. He said that KVBEU is one of the strong units of TNBEF. He spoke on the present position of the banking industry, rising NPAs in the banking industry, ill-effects on the merger of public sector banks and how it will affect not only the employees but also the customers of those banks as eventually merger of banks will lead to closure of branches. He cited the example of the merger of Associate Banks merger with SBI, merger of Vijaya Bank and Dena Bank with Bank of Baroda and the present move of the government to merger 10 public sector banks into 4 public sector banks. He also spoke on the anti-people policies of the government and the need to counter the same through struggles. He requested the members to fully take part in the all India strike on 8.1.2020 along with the other working class of this country.

He further said that KVB is one of the old generation private sector banks contributing for the economic growth and development of the country. He requested the management to provide adequate staff at the branches to effectively carry out the works assigned to the employees and also to render best customer service as KVB is known for extending best and personalised service. He also requested the management to invite the union for an official negotiation so that all the issues raised by them can be discussed and mutually settled across the table. He also lauded the union for having one of their future tasks of preserving and maintaining the identity of the Bank as there is threat to the existence of old generation private sector banks in the country due to the unwarranted banking sector reforms pursued by the government. He wished our conference all success.

Com.P. Mathew George, Joint Convener - Private Sector Bank Unions Cell and General Secretary, Federal Bank Employees' Union gave his special address. He extended his fraternal greetings and also spoke about the scenario prevailing in the old private sector banks and the challenges in running the trade union. He said that their organisation FBEU not only took up the issues of their members but also the issues that are concerning the customers of their bank. He further said that in future there must be greater co-ordination among the private sector bank union under the banner of AIBEA to face the challenges unitedly.

Com.M. Narasimhan, General Secretary, Karur Vysya Bank Officers' Association in his fraternal greetings congratulated KVBEU for completing 60 years of purposeful existence. He said that at the apex level, there is co-ordination between the leaders of KVBOA and KVBEU and many issues of common interest are discussed. He further said that in the coming days, their organisation will take steps to have better co-ordination among the Offices and Workmen at the branch level, which will pave way for good industrial relationship and will also help in the business growth of the bank. He wished our conference all success.

Com.J. Rajendran, General Secretary, Karur Vysya Bank Retirees Association greeted our conference. In his fraternal greetings he said that he was overwhelmed with the participation of large number of youngsters in the conference. He requested the delegates that apart from participating in the union activities, as an educated class, we should identify ourselves with the working class of this country and take part in various trade union and social activities as it is the need of the hour. He wished our conference all success.

Com.I. Venkatesan, General Secretary proposed vote of thanks. With this, President announced closure of the inaugural session of the conference and adjourned the meeting for lunch.

Delegates session : The delegates session commenced at 4.00 p.m. Com.D. Arumugam, President presided over the session. Com.P. Sreenivasan, Joint Secretary moved the resolution on Homage and 2 minutes silence was observed for the departed souls during this 3 years period. Com.President invited General Secretary to place the General Secretary's Report.

Com.A. Srinivasan, Treasurer placed the audited statement of accounts for the years 2016, 2017 and 2018. Com.President invited the delegates to seek any clarifications on the accounts. As no clarifications were sought by the delegates, he declared that the accounts for the above period are adopted unanimously amidst thunderous claps by the members.

The delegates deliberated on the General Secretary's report. It went upto 7.30 p.m. Thereafter the Election Officers comprising of our former leaders Com.P.Viswanathan, Com.N.S. Sridhar and Com.E. Shivaji Rao called for the nomination of office bearers and all India Executive Committee Members for Sub-staff cadre. Two nominations were received for the post of President. In respect of other posts, only one nomination was filed. The Election Officers informed that the election for the post of President would be conducted on 29th December, 2019 afternoon and sought the co-operation of all the delegates. With this President adjourned the proceedings to the next day.

29th December, 2019 : The proceedings commenced at 10.00 a.m.

Justice Sri.K. Chandru, former Judge High Court of Madras delivered his special address. In his address, he dealt at length the Labour Law amendments made by the Central Government and how it will affect the working class of the country. He said that bank employees must align with the working class of this country in opposing the wrong policies of the government that is affecting the working class and the common people of the country.

He also spoke on the evolution of the service conditions of the bank employees right from Tribunal to Bi-partite era.

The delegate session continued. Members deliberated on various issues covering the following areas.

- Official negotiation with the management is not held at periodical interval. In the coming days, union should take steps for the early commencement of the official negotiation with the management.
- Bi-partite settlement should be fully protected and there should not be any violation.
- Issues faced by the clerks who are holding second set of safe keys as joint custodians. Clear cut circular guidelines should be issued by the management on the role and responsibility of the joint custodian.
- Network connectivity issue in rural branches.
- Only few sub-staff are promoted as Clerks during this year compared to earlier years.
- Updation in customer master is centralised and delay is noticed. Due to this customer service is getting affected as KVB is known for extending best customer service.
- Monetary compensation to be paid for the employees who worked on holidays during the software upgration.
- Shortage of clerks and sub-staff in many branches.
- In the name of DSR, undue pressure is exerted among the employees for achieving the points and reaching the target. This is affecting the team work at the branches.
- Area meetings at various centres to be conducted at periodical intervals which will make our union more vibrant.

General Secretary replied for the issues raised by the members. He said that 17 delegates majority of them are youngsters have spoken on the General Secretary report and it is a welcoming sign. He further said that all the issues would be taken up with the management. Like-wise the functioning of the union would be further improved with the participation and contribution of all the members in the days to come. Finally the General Secretary report was adopted by the delegates unanimously amidst thunderous applause.

The house was adjourned for the conduct of election for the post of President. The delegates exercised their democratic right of choosing their leader. After the process of counting was over, the Election Officer Com.P. Viswanathan along with his team who were involved in this democratic process announced that Com.D. Arumugam had polled more votes and has been declared elected as President. He further said that for other posts, there was no contest and all are elected unanimously.

Com.General Secretary read out the list of Executive Committee Members and Zonal Secretaries elected from their respective areas.

Thereafter the delegate session resumed once again and transacted the following agendas.

RESOLUTIONS : The following resolutions were moved by the Office Bearers and the same is passed in the conference unanimously.

- 1) Against price rise.
- 2) Against Labour Law amendments and attack on workers' rights.

- 3) Banking Sector reforms
- 4) Recruitment of Clerks and Sub-staff in our Bank.
- 5) Daily Sales Report (DSR) - Union stand.
- 6) Centralisation of branch operations and its resultant effect on customer service.

Appointment of Auditors : Com.A. Srinivasan, Treasurer placed the proposal of appointment of M/s.Venkat & Rangaa LLP, Chartered Accountant, Chennai as Auditors and the same was approved unanimously.

Our former office bearers were invited to the conference and they were honoured by our office bearers. Com.A. Srinivasan, Treasurer - KVBEU, who retired from the services of the bank on superannuation on 31.12.2019 was felicitated in the conference.

As all the items mentioned in the agenda were transacted, Com.D. Arumugam, President announced the conclusion of the 36th Conference at 6.30 p.m.

Looking back comrades, we could feel proud that large number of members from various parts of the country with more youngsters and women comrades have participated in the conference which augurs well for the union. The entire delegates, keeping the tradition and upholding the principles of trade union ideology maintained strict discipline while exercising their democratic right. There were occasions for emotional scenes during the process of democratic exercise. Yet, as disciplined soldiers of the movement, the entire rank and file maintained the dignity and decorum throughout the conference proceedings. The democratic process had clearly exhibited the fact that it is only the Organisation that is winning the hearts of the rank and file who had now renewed their confidence on the Union. It is an occasion to feel worthy of our presence in these times.

Reception Committee - a great job done : This is the seventh time the Chennai comrades are conducting our conference. The job was undertaken by the members majority of whom are youngsters working in Chennai and surrounding districts. The delegates were all praise for the successful conduct of the conference. The entire delegates had only one thing to say - Cheers to the Reception Committee.

Comrades, our task is not over now. We have to cross many miles. The overwhelming participation of the members in the conference has given a new strength and energy for the Organisation to march forward. The conference had outlined our priorities and it is for us to translate the same into action.

The 36th Conference has its own important landmark in the history of KVBEU. Let us draw inspiration from this conference and move forward.

With greetings,

Yours comradely,



I.VENKATESAN
General Secretary

We reproduce hereunder the letter written to our MD & CEO on the Resolutions passed in our Conference, for the information of our members.

KVBEU/3/2020

January 14, 2020

The Managing Director & CEO,
Karur Vysya Bank Ltd.,
Central Office,
Karur.

Dear Sir,

On behalf of members of our Employees' Union, we wish you a happy and prosperous new year 2020 and look forward to have good business growth for our Bank during this year.

The 36th All India conference of our Union was held at Chennai on 28th & 29th December, 2019. The conference deliberated on various issues including the issues our members are facing at the branches. The Conference passed Resolutions on 1) Need based recruitment of Clerks and Sub-staff in our Bank 2) Daily Sales Report - union stand 3) Centralisation of some of the branch operations and its resultant effect on customer service. A copy of the Resolution is attached herewith for your kind reference.

We request you to kindly look into the above issues and do the needful as it will further enhance the business growth of our institution in the days to come. Also we seek a date for an official negotiation with our management to discuss our various issues. We are confident that our request will be considered favourably.

Thanking you,

Yours faithfully,

Sd/-

I.VENKATESAN

General Secretary

Cc: President & COO, Central Office, Karur.

Cc: Chief General Manager, Human Resources Department.