

**KARUR VYSYA BANK
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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General Secretary : Ph : 9840517499

Circular No. 38 / 7 / 2025

February 3, 2025

Dear Comrades,

We append hereunder the text of our letter dated 31.01.2025 written to our Management in respect of 1.Reckoning of Special Pay for Privilege Leave Encashment & 2.Issue of Obituary Circular by HRD for the information of our Members.

With greetings,

Yours comradely,

**T . SEKAR
GENERAL SECRETARY**

KVBEU / 38 / 9 / 2025

January 31, 2025

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

Dear Sir,

Reg: Reckoning of Special Pay for Privilege Leave Encashment.

At the outset, we thank our Management for implementing the wages and other benefits of the 12th Bi-partite Settlement in our Bank. This is a significant step toward ensuring employee welfare and satisfaction.

As per the Bi-partite Settlement, the component of Special Pay is also eligible for Provident Fund, Gratuity, Privilege Leave encashment etc. In our Bank, from 1st April 2024, all the Customer Service Associates (earlier Clerks) and Office Assistants (earlier Sub-staff) are paid Special Pay every month and this component is added in the Pay Slip itself. The Special Pay is permanently attached along with their Basic Pay. We understand that this Special Pay is not reckoned along with other Pay components while considering the encashment of Privilege Leave and the employees are receiving the Privilege Leave encashment amount without addition of

special pay component (encashment of annual Privilege Leave and encashment when surrendering LFC).

We request you to look into the above matter and reckon Special Pay for LFC Surrender, encashment of Privilege Leave for every year and encashment of Privilege Leave at the time of Superannuation by our employees

Yours faithfully,

Sd/-
T.Sekar
General Secretary

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KVBEU / 38 / 10 / 2025

January 31, 2025

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

Dear Sir,

Reg : Issue of Obituary Circular by HRD.

In our Bank, it is the practice that in the unfortunate event of death of any Kayveebian, Human Resources Department would issue circular duly sharing the grief on the loss of the Kayveebian and also offer condolences to the Members of the bereaved family.

However, we observe that for the past few years, the said practice of issuing circular by our Human Resources Department has been stopped. We come to know on the death of any Kayveebian in a particular month only when we receive the Death Relief Fund from our Human Resources Department, duly collected @ Rs.30/- per Member.

We request our Human Resources Department to restore the practice of issuing Obituary Circular in the unfortunate event of death of any Kayveebian. This will help the other Kayveebians in the Bank to share the grief and also offer their condolences to the bereaved family.

Yours faithfully,

Sd/-
T.Sekar
General Secretary