



# KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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Circular No. 36 / 40 / 2022

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Dear Comrades,

## **PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD AT CHENNAI ON 26<sup>th</sup>& 27<sup>th</sup> MARCH 2022**

The Executive Committee meeting of our Union was held on 26<sup>th</sup>& 27<sup>th</sup> March 2022 at our Thrift Society office, Chennai. Com.D. Arumugam, President welcomed all the office bearers and executive committee members to the meeting. He requested them to deliberate all the issues in the committee meeting.

**Homage** :Com.P. Sreenivasan, Joint Secretary moved the resolution on homage. Two minutes silence was observed for the demise of our colleagues 1) Com.P. Sudhakar, Manager, Ravulapalem 2) Com.S. Bhavaniraji, Manager, Kuruvikondampatti 3) Com.K. Jaisankar, Asst. Manager, Agaram 4) Com.K. Rameshbabu, Clerk, Alavayal 5) Com.C.S. Ramaswamy former leader of TNBEF and AIPNBEF and other important personalities, trade union leaders who died during this period.

Com.C. Vimalraj, Secretary read the minutes of the last Executive Committee meeting held at Chennai on 19<sup>th</sup>& 20<sup>th</sup> September 2021 and the same was adopted by the committee.

Com.T. Sekar, Treasurer placed the accounts for the period from 1.9.2021 to 28.2.2022 and also the Audited Balance Sheet for the year ended 31<sup>st</sup> December 2021. After replying to the clarifications sought by the committee members, the same were adopted unanimously.

Com.General Secretary reported the discussions took place with the management on 18.2.2022 on our various demands and issues. He also reported in detail the activities and developments that took place after our last committee meeting.

Com.S. Krishnamoorthy, Joint Secretary supplemented the discussions that took place with the management on 18.2.2022.

Executive Committee Members deliberated at length on the following issues.

**Shortage of Clerks and Sub-staff** : Executive Committee members spoke in detail on this subject. They said that day by day the strength of clerks and sub-staff are coming down at the branches due to promotions, retirement etc. Due to this the workload of the existing clerks are getting increased and are not able to complete their regular works within the stipulated working hours. Hence, management has to immediately commence the recruitment of Clerks and Sub-staff. As workmen are working beyond the stipulated working hours, union has to take up the issue with the management for payment of Over-time (OT). Like-wise Sub-staff is also not provided in many branches and the clerks are forced to carry out their works also. Committee members felt that even though Union is representing this matter to the management for the past few years, still there is no positive response from the management on this important issue. A concrete decision has to be taken in the meeting for achieving this demand.

**Sales target for sourcing business :** In the name of sourcing new business, daily campaigns are conducted by the Divisional Offices. As per the instructions of the Divisional Offices, pressure is exerted on the workmen by the branches for canvassing new accounts, sourcing new insurance policies etc. on a daily basis. Today staff shortage is noticed in many branches. Like-wise there is no sub-staff in many branches. In spite of all these difficulties, workmen are carrying out their assigned works and extending good customer service. In some branches, the branch officials are advising that workmen should not close their branch batch and not to leave the branch without sourcing new business which is totally violation of the settlement provisions. Without analysing all these things, divisional offices and branch officials are putting pressure on the workmen which is causing strain in the industrial relations at the branches.

Committee Members felt that this sales target fixed to workmen is causing unhealthy competition amongst the Kayveebinans at the branches which in turn affects the customer service. Hence, this concept of sales target is to be removed for the workmen cadre and also undue pressure must not be put on the workmen employees in this regard.

- Ø Clerks who are holding second set of joint custodian keys are facing lot of issues especially in branches where there is only one Clerk. Management has to issue detailed guidelines on the role and responsibilities of the Clerks who are holding the second set of safe keys as joint custodian.
- Ø Concurrent checking – as majority of the branches are not having adequate staff, clerks who are assigned this work have to carry out the same after completing their regular works. This elongates their working hours. Hence, the concurrent checking work is to be taken out of the purview of Clerks.
- Ø Rate of interest on all our staff loans to be reduced.
- Ø Quantum to be increased on all our staff loans.
- Ø Virtual training programme conducted by our STC. Problems faced by our members especially in the branches where there is only one Clerk.
- Ø Seven Day banking branches and Split hour branches to be converted as regular branches.
- Ø Our members are facing lot of operations issues at the branches. Lot of circulars are issued by the various departments in Central Office on operational matters. Union should study and guide the members by way of educative series. This will be helpful to our members more particularly youngsters.
- Ø Authorisation is not done by the branch officials in time especially in cash section and due to this, the working hours of the clerks gets elongated.
- Ø In some branches, the Sales & Service Associates (SSAs) are allowed to operate the computer system and perform regular works like scanning of forms etc. This is against the circular instructions issued by our Human Resources Department.
- Ø Trade Union Class and also Class on Disciplinary Proceedings to be conducted for Union activists.
- Ø Area meetings to be conducted at various centres regularly.

- Ø One more chance to be given for the Sub-staff who have exhausted all the chances for taking up the promotion exam.
- Ø Sub-staff are not having access to HR.com, FRS.com
- Ø Problems faced by Sub-staff members in claiming TA bill in the Wisefin software module.
- Ø Conversion of Part-time employees into Substaff.

Com.General Secretary informed that Office Bearers had discussed all the above issues presented by the Executive Committee Members and placed the following proposals.

**Recruitment :** Union will once again write a detailed letter to the management on the need for recruitment of adequate clerks and post them at the branches. Today we witness acute shortage of clerks in some branches which needs immediate attention of the management. This will also be taken up with the management for immediate redressal. Simultaneously union will also issue detailed circular to our members about the present manpower shortage at the branches and the justification in our demand for recruitment of adequate number of manpower.

In respect of recruitment of Sub-staff, already Union had represented to the management for posting the temporary employees in the branches for which interview was already conducted. In respect of other temporary employees, management has to conduct the interview and complete the recruitment process. Union will continuously pursue this issue with the management.

Today due to shortage of staff at the branches and also increase in the workload, workmen are not able to complete their assigned work within the stipulated working hours. Their working hours gets elongated. Hence, Union will represent to the management for payment of over-time to the employees.

**Sales Target :** Our members always work for the growth and development of our Bank. However, in the name of sales target, for the past few years, undue pressure is exerted on the workmen on a daily basis for sourcing new business. We have already brought this issue to the notice of the management and will once take up this issue with them. Hence, our members need not succumb to the undue pressure exerted by the branch management or divisional offices. If any such instances are there, the same may be brought to the notice of the union and we will take up the matter with the management at the appropriate level. Union will always come to the rescue of our members if any such undue pressure is exerted by any branch management or divisional office.

Com.General Secretary further stated that with regard to other issues deliberated by the committee members, the same will be pursued with the management.

He further said that management had informed in the negotiation that all the issues and demands placed by the union will be looked into in the coming days. Hence, we shall wait for two months till the end of May 2022 and if no concrete results are forthcoming, the Executive Committee will decide the course of action to be adopted for achieving all our legitimate demands.

Com.General Secretary informed that a Small Committee consisting of Com.N. Shanmuga Singaram, Vice-President, Com.R. Logeshwaran, Organising Secretary, Com.S. Seshadri, E.C. Member and Com.G. Balakrishna, E.C. Member is formed to study the various operational issues our members are facing at the branches. Further, this Committee will study the circulars and other instructions issued by various departments in Central Office from time to time relating to operational areas and submit a note to the headquarters. Based on the same, Union will take up the issue with the concerned department for redressal.

**37<sup>th</sup> Triennial Conference of our Union** : Com.General Secretary placed the proposal of conducting the 37<sup>th</sup> Triennial Conference of our Union on **28<sup>th</sup>& 29<sup>th</sup> May 2022 (Saturday & Sunday) at Coimbatore**. Some Executive Committee Members suggested for conducting the conference in Chennai. After detailed deliberations, Committee Members unanimously accepted the above proposal of conducting the conference in Coimbatore. Office Bearer and Committee Members of Coimbatore area have thanked the Executive Committee for having given a chance to host the Conference in Coimbatore and assured that it will be conducted in an excellent manner with the full co-operation and support of the comrades in Coimbatore.

**ALL INDIA ISSUES** : Com.General Secretary reported the decisions taken by the Central Committee of AIBEA in participating in the two days all India general strike on 28<sup>th</sup>& 29<sup>th</sup> March 2022 as per the call given by the central trade unions and various associations against the anti-people and anti-labour policies of the central government.

**Struggle in Catholic Syrian Bank** : Com.General Secretary informed that the Workmen and Officers in Catholic Syrian Bank (CSB) are on agitation path for the non-implementation of 11<sup>th</sup> B-partite Settlement in their Bank and are going to observe 2 days strike ( 30 & 31.3.2022) in addition to participating in the all India strike on 28<sup>th</sup>& 29<sup>th</sup> March 2022. Our AIBEA had extended its fullest support to the above agitation programme and requested all the Units and members to extend their support by way of participating in the demonstration / dharna programmes organized by UFBU of CSB. Further, AIBEA's Private Sector Banks' Unions Cell had also extended its all out support to this agitation. The Executive Committee congratulated the members of CSB Bank and extends its fullest support to the agitation programme launched by the Workmen and Officers in Catholic Syrian Bank.

Com.President spoke on the proposal received from the HRD on the renewal of the Group Term Insurance Scheme. Committee Members opined that even though there is steep hike in the premium, considering the social security had decided to continue the existing scheme with SBI Life Insurance Company.

The pending disciplinary proceedings and charge sheets issued to our members were reported by Com.General Secretary. He said that of late, many young comrades are receiving charge sheets due to the non-adherence of systems and procedures. He said that our members while working in the branches should strictly follow the systems and procedures of the Bank without any deviation. If the members face any issues in this area, the same should be brought to the notice of the Union so that we can take up the matter with the management.

Com.S. Prasanna Venkatesh, Asst. Secretary, Madurai informed the committee members about the steps taken by the union in regularly contacting the officials of M/s.Good Health TPA in settling the hospitalization bills of our comrades.

Com.M. Sai Sri Sankar, Vice- President reported about the Orientation Programme on Disciplinary Proceedings conducted by AP & Telengana Bank Employees Federation for the leaders of various bank-wise unions. He said that various leaders spoke and the programme was very useful.

Com.General Secretary placed the proposal of donation of Rs.30,000/- to Coimbatore District Bank Employees' Association (CDBEA) towards the renovation of their office building and the same was approved by the committee members.

Com.General Secretary informed that union had received a letter from Com.A. Pradeesh, E.C. Member, Idappadi that he is resigning from the post of Executive Committee Member as he is resigning from the services of the bank. Executive Committee accepted his letter and wished him all the best.


**Co-operative Thrift Society** :Com.T. Sekar, Vice-President reported about the latest developments in our Thrift Society.

Com.President appreciated all the committee members and office bearers for their effective participation in the committee meeting. He said that large number of members including women comrades should be mobilized for the 37<sup>th</sup> conference. He also said that before the conference area meetings have to be conducted and the Executive Committee Member for the respective areas are to be elected.

Com.Sanjeev Garg, Asst. Secretary, New Delhi proposed vote of thanks. He thanked the union functionaries in making excellent arrangements for the stay of committee members and office bearers. With this the executive committee meeting concluded by 4.30 p.m.

With greetings,

Yours comradely,



I.Venkatesan  
General Secretary

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**Venue for our 37<sup>th</sup> conference is fixed  
Sri Ayyappan Puja Sangham, Ramnagar, Coimbatore.  
March on to our 37<sup>th</sup> conference**