KARUR VYSYA BANK EMPLOYEES' UNION
(Affiliated to AIBEA)
CHENNAI

KARUR VYSYA BANK OFFICERS'ASSOCIATION
(Affiliated to AIBOC)
KARUR

September 15, 2026

Dear Comrades,

The Coordination Committee of Karur Vysya Bank Employees' Union (KVBEU) and Karur Vysya Bank Officers' Association (KVBOA) wishes to apprise all members of the latest developments concerning our long-pending and legitimate demand for recruitment of Workmen and Officers under the IBA Pay Scale, together with several other important issues pertaining to the welfare, service conditions and working environment of the workforce. The demand for IBA-scale recruitment is neither new nor a sudden development. For several years, both Organizations' have consistently raised this vital issue with the Management individually and jointly. Despite the substantial growth in the Bank's business and operations, recruitment under the IBA Pay-scale has not been undertaken commensurate with the increased workload, resulting in acute manpower shortage across branches and offices. Our Organizations jointly represented the matter from 17.02.2025, followed by a further representation on 07.10.2025 and a reminder dated 27.10.2025 to the Management, seeking immediate commencement of recruitment under IBA norms. In the absence of any satisfactory response, the Coordination Committee was compelled to initiate a series of democratic agitation programmes during January and February 2026, including submission of mass memorandum to the Chairperson and Board of Directors, wearing of solidarity badges, Work as per the systems and procedures of our Bank, the Joint Dharna at Karur on 22.02.2026 and exit from official WhatsApp groups as part of the protest programme. The enthusiastic participation of Officers and Workmen demonstrated the unity, discipline and determination of our membership.

As the Management continued to remain non-committal and failed to provide a concrete and time-bound assurance, **Phase-II of the agitation was launched with mass demonstrations before Divisional Offices. The demonstration at Trichy on 17.03.2026 was a grand success, with nearly 140 comrades participating**. Similar programmes were planned at other Divisional Offices. However, in view of the **Tamil Nadu State Assembly elections**, the further programmes were kept in abeyance for the time being. These programmes have conveyed a clear and unmistakable message: **business expansion cannot be sustained by continuously increasing the workload on an inadequately staffed workforce.** Adequate manpower is indispensable not only for employee welfare but also for operational efficiency, quality customer service, effective risk management, regulatory compliance and the long-term stability and sustainable growth of the Bank. Recruitment under the IBA Pay Scale must therefore be treated as an urgent organizational and business necessity rather than as a mere employee demand.

Further, our struggle is not confined to recruitment alone. Several other legitimate demands remain pending and require early resolution, including

- **Reduction of interest rates on Staff Loans**
- **Enhancement of lease accommodation and various existing/new allowances**
- **Resolution of operational difficulties and infrastructure deficiencies at branches**
- **Payment of Ex-gratia to all eligible Officers and Workmen without gating conditions**
- **Extension of ESOS benefits to all eligible staff without gating conditions**
- **Conversion of eligible CTC employees into IBA pay scale.**
- **Payment of Ex-gratia to Pensioners and extension of the re-joining option to the resigned employees.**
- **Recruitment of Office Assistants from the Temporary Panel**

and other pending matters concerning employee welfare, service conditions and working arrangements.

The Bank recorded a remarkable profit of Rs. 2,510 crore last year, which is a matter of pride for all stakeholders. However, such achievement is the result of the collective efforts of the entire workforce. It is therefore only fair and equitable that the wealth created through the contribution of employees should be shared with them without discrimination. **The denial of Ex-gratia benefits to several employees, despite the Bank achieving higher profits, has understandably caused serious disappointment among the workforce.**

Our Organizations have also expressed serious concern regarding the (Circular No: 201/2026-INF) **ESOS 2025 conditions, which place Workmen and Officers at a disadvantage while appearing to extend greater benefits to the Executive cadre. We are not opposed to Employee Stock Ownership or to the Bank's growth and profitability. On the contrary, we take pride in the Bank's progress and remain committed to its continued success. Our concern is with unequal treatment and restrictive conditions that prevent all eligible employees from sharing equitably in the benefits arising from the Bank's performance. During our discussions with HR Executives, we have strongly demanded equal and fair treatment for all eligible employees and equitable sharing of the wealth created through their collective efforts.**

KVBEU discussed these matters with HRD on 05.06.2026, while KVBOA held discussions with HRD on 24.06.2026. Despite these discussions and subsequent follow-ups, the Management has not yet furnished a comprehensive written response to the issues raised by both Organizations and the minutes of the discussions have also not been finalised and signed**. In view of the continued pendency, the Coordination Committee submitted a further letter to the Managing Director & CEO on 03.09.2026, requesting an appointment within a week to discuss the outstanding demands and seek appropriate and time-bound resolution.**

The Coordination Committee once again reiterates that our Organizations remain committed to resolving all outstanding matters through dialogue, negotiation and constructive engagement. At the same time, prolonged silence or indefinite delay on the part of the Management cannot be an acceptable response to issues that directly affect the working conditions, welfare, remuneration and dignity of employees. The Bank's growth has been made possible by the dedicated contribution of its entire workforce, and sustainable growth requires an adequately staffed, fairly compensated and motivated workforce. We therefore call upon the Management to recognise the urgency of these matters and initiate meaningful action towards their resolution. **In the event that no satisfactory response or tangible and concrete progress is forthcoming within a reasonable period, the Coordination Committee shall review the matter and, at its meeting on 20th September 2026, decide upon an appropriate further course of democratic organisational action**. Until then, every member is called upon to remain united, vigilant, disciplined and organizationally prepared to respond to any future programme announced by the Joint Coordination Committee.

Comrades, the strength of our movement lies in our unity. The participation of our members in the various programmes has demonstrated that KVBEU and KVBOA stand firmly together in defence of the legitimate interests of Workmen and Officers. Let us preserve this unity, strengthen our Organizations and continue our collective efforts with confidence and determination. We stand for the growth and prosperity of the Bank, but we also stand uncompromisingly for justice, equality, dignity and fair treatment for every employee. The fruits of the Bank's growth must reach all sections of the workforce without discrimination. Let our collective voice remain strong and our resolve unwavering until our legitimate demands receive a fair, meaningful and time-bound resolution.

UNITY IS OUR STRENGTH.
ORGANISATION IS OUR POWER.
COLLECTIVE ACTION IS OUR ANSWER.
JUSTICE FOR EMPLOYEES IS OUR GOAL.

"Together we shall fight. Together we shall prevail."

With militant and united greetings,

T. Sekar

T. Sekar
General Secretary

S.Rengan
General Secretary