



KARUR VYSYA BANK EMPLOYEES' UNION (Regd.No 2756)

(Affiliated to AIBE)

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Dear Comrades,

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD ON 22nd & 23rd JUNE, 2024

The Executive Committee Meeting of our Union was held on 22nd & 23rd June, 2024 at our Thrift Society office, Chennai. Com.T. Sekar, President presided over the meeting. He welcomed all the Office Bearers and Executive Committee Members to the meeting.

Com.S. Prasanna Venkatesh, Joint Secretary moved the resolution on homage. Two minutes silence was observed for the demise of Com.K. Thillairajan, Office Assistant, Thiruvallur branch and other important personalities who died during this period.

Com.R. Sampath, Treasurer placed the Audited Balance Sheet of our Union as on 31st December, 2023.

Com.R. Logeshwaran, Secretary read the Minutes of the last Executive Committee Meeting held at Chennai on 24th & 25th February, 2024. After giving necessary clarifications sought by the Committee Members, the same was adopted by the Committee.

Com.General Secretary reported in detail the various developments that took place after our last executive committee meeting. He said that one of the important issue agreed by the Management in the MOU is recruitment of Sub-staff from the Temporary Employees Panel. Accordingly, our HRD had conducted the interview process during last month and the results are expected in another few days. Union also followed up the matter with the HRD for commencing the promotion process from Office Assistant to CSA as per the Settlement. Similarly Union is also following up the matter with the Executives in HRD for commencing the recruitment of Customer Service Associates as agreed in the MOU.

Com.General Secretary further reported that on 8th March, 2024, UFBU had signed 12th Bi-partite Settlement with IBA. After the signing of this 12th BPS union had followed up the matter with our Management for its implementation. During the second week of April 2024 our HRD had released the salary arrears and in April 2024 new pay scales have been implemented. He thanked the Management for implementing the 12th Bi-partite Settlement in our Bank. He further said still few more issues especially in the area of Leave is to be implemented. Union had already taken up the issue with HRD and it has been reported that necessary change in the software are being carried and it will be implemented in the coming days.

Com.General Secretary also reported the details of the discussion had with the Management recently especially on the issue of CSAs who are holding the second set of safe keys and acting as Joint Custodian, undue pressure exerted on the CSAs in some branches to deviate from the circular instructions of ABG in the matter of rollover of jewel loan,

Com.President requested the Committee Members to initiate the discussion on the report presented by the General Secretary.

Committee Members deliberated on the following issues.

Recruitment : Executive Committee Members expressed their happiness on the recruitment of Office Assistant from the Temporary Employee panel as per the MOU and thanked the Management for the same. Committee Members urged the Union leadership to continue their follow up with the Management for the early commencement of recruitment of Customer Service Associates as agreed by the Management in the MOU. Today many branches are affected with shortage of CSAs and posting of adequate CSAs is required.

Joint Custodian – holding of second set of safe keys : Committee Members spoke on the practical issues faced by the CSAs who are acting as Joint Custodians. In many of the branches there is only one CSA and being the joint custodian, they have to not only carry out the cash and other section works but also act as joint custodians. Further, there are no clear cut circular guidelines issued by the Bank on the roles and responsibilities of the clerical joint custodians. Management has to frame suitable guidelines.

Rollover of Jewel Loans : Recently, our ABG had released various circulars on this subject and advised all the branches to strictly comply with the same. However, in the name of business development, in some branches, CSAs are pressurized by the branch officials and DO officials to deviate from the ABG circular instructions and carry out the transactions.

- Slow network connectivity in many branches. Due to this frontline staff is facing issues with the Customers and the customer service gets affected. In some branches, Biometric machines provided are not working properly.
- Issues faced by our Members in the Digital Concurrent checking.
- Some Divisional Offices and branches are exerting undue pressure on our Members for selling third party products and also seeking commitment letter.
- In many branches due to increase in workload and also due to shortage of adequate manpower, our Members are working beyond the stipulated working hours. Union has to take up the matter with the Management for payment of Over time.
- Lot of issues are there while claiming TA bill in Wisefin software especially after attending the Training Programme. The sanctioning of the TA bills is getting delayed at EMC. The present process should be simplified in the system.

- Sub-staff are finding it difficult to claim TA bill in Wise-fin software as they are not having access to it. They have to depend on the branch staff for the same.
- The loan quantum in Housing Loan and other loans to be increased.
- The present ROI on our various loans are to be reduced.
- Coaching Class to be taken by Union for the Office Assistants who are appearing for the promotion examination.
- Long pending transfers of Office Assistants to be represented to HRD.
- In the 12th Bipartite Settlement, the designation of Clerk has been changed as Customer Service Associate and Sub-staff as Office Assistant. Management has to provide new Identity Card.
- Special Meetings for Branch Secretaries are to be conducted by the Union.

Com.General Secretary informed that in respect of issues faced by the CSAs who are holding the safe keys and functioning as Joint Custodian, Union had already discussed this issue with the Management waiting for their response. After receiving their response, Committee shall discuss and take suitable decision.

With regard to the rollover of jewel loan, Union will write letter to the Management on the issues faced by the Members at the branches. Further, Union will also issue a circular to our Members in the form of educative series on this subject.

Com.N. Shanmuga Singaram, Joint Secretary explained the guidelines to be followed while carrying out the transactions in Jewel Loan Rollover.

Com.General Secretary further stated that in respect of the other issues deliberated by the Committee Members, the same will be taken up with the Management.

38th Triennial Conference of our Union : Com.General Secretary placed the proposal of the Office Bearers for conducting the 38th Triennial Conference of our Union on 23rd & 24th November, 2024 (Saturday and Sunday) at Madurai. Some Committee Members have suggested for conducting the Conference in Chennai. Office Bearers and Executive Committee Members of AP & Telengana have requested the Committee to give a chance to them for conducting the Conference in Vijayawada.

After detailed deliberations, the Executive Committee had unanimously accepted the above proposal of conducting the 38th Triennial Conference in Madurai on 23rd & 24th November, 2024 (Saturday & Sunday). Office Bearers and Executive Committee Members of Madurai and Tirunelveli areas have thanked the Executive Committee for having given a chance to host the Conference in Madurai and assured that it will be conducted in an excellent manner with the full co-operation and support of all the Comrades in Madurai and Tirunelveli Divisions.

Com.General Secretary informed that we have invited Com.C.H. Venkatachalam, General Secretary, AIBEA and Com.E. Arunachalam, General Secretary, TNBEF to our conference.

Com.General Secretary reported the decisions taken in the meeting of the Private Sector Bank Unions Cell held on 19th June, 2024 at Bengaluru.

Com.T. Sekar, President, Thrift Society reported the latest developments. He requested the Committee Members to enroll into the Thrift Society all the non-members in their area.

Com.President while winding up the two days proceedings thanked all the Office Bearers and Executive Committee Members for placing their view points on all the issues. He stated that after a long time, Union could achieve recruitment of Office Assistant from the Temporary Employee panel and thanked the Management for considering our long pending demand. He said that Union will continuously pursue the matter with the Management for the early commencement of recruitment of Customer Service Associates.

He further said that the next important task for all the union functionaries is to mobilize large number of Members including Women comrades for our upcoming Conference in Madurai. He also said that during this period, our Management had considered many long pending request transfers and expressed confidence that Management would consider other pending request transfers also especially for our Office Assistants in the days to come. He also requested the Office Bearers and Executive Committee Members to educate the Members in their area to adhere to the systems and procedures of our Bank.

Com.D. Subramani, Vice-President proposed vote of thanks. He thanked the union functionaries of Chennai in making excellent arrangements for the stay of committee members and office bearers. With this the executive committee meeting concluded by 5.00 p.m.

With greetings,

Yours comradely,



I.Venkatesan
General Secretary