



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

Plot "E", New No: 44, Old No: 33B, 8th Street, Sourashtra Nagar,
Choolaimedu, Chennai – 600 094, Tamil Nadu.

Phone: 044 – 45542649 E-Mail: kvbeu1959@gmail.com

President : Ph : 9840517499 General Secretary : Ph: 04324 - 220956 / 9003097744

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Dear Comrades,

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD ON 22nd & 23rd JULY, 2023

The Executive Committee Meeting of our Union was held on 22nd & 23rd July, 2023 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. He said that the committee meeting is being convened at a very crucial time. He requested the committee members to deliberate on all the issues so that appropriate decisions can be taken for achieving our various demands.

Com.S. Prasanna Venkatesh, Joint Secretary moved the resolution on homage. Two minutes silence was observed for the demise of Com.M. Ganesan, Sub-staff, Bodinayakanur branch, Com.Doosa Sahithya Kumar, Sub-staff, Hyderabad Kalyan Nagar branch and hundreds of people who died in the tragic rail accident in Odisha.

Com.R. Sampath, Treasurer placed the accounts for the period from 1.12.2022 to 30.6.2023 and also the audited balance for the year ended 31.12.2022. After replying to the clarifications sought by the committee members, the same were adopted unanimously.

Com.General Secretary reported in detail the various developments that took place after our last executive committee meeting. He said that Union is continuously taking up the matter with the management especially in the area of recruitment of Clerks and Sub-staff, BSSEs issue etc. Union representatives also met the management and took up the above issue. While the management said that they will look into the matter still there is no positive response from them. He further said that today members at the branches are suffering a lot due to shortage of Clerks and Sub-staff. We have waited for a long time and as there is no positive response from the management, we have to commence our agitation programme for achieving the above demands. He requested the Executive Committee Members to deliberate on all the issues including the various operational issues our members are facing in the branches.

Executive Committee Members welcomed the proposal placed by the General Secretary for commencing the agitation programme.

Recruitment of Clerks and Sub-staff : Committee Members spoke in details on the shortage of clerks and sub-staff in various branches and how it affects the day to day functioning. In many branches there is only 1

clerk. In many branches there is no Sub-staff. For the past several years, Union is representing to the management for recruiting adequate clerks and sub-staff and post them at the needy branches. However, management has not considered the same.

Branch Sales & Service Executives (BSSEs) : Committee Members noted with concern that the BSSEs are not entrusted with the works for which they recruited. Rather they are entrusted with the works performed by the Clerks of our Bank. Union has also raised this issue with the management on several occasions, still BSSEs are doing the clerical works and it is violation of the bi-partite settlements. Today there is shortage of clerks in many branches. Management should immediately stop entrusting clerical works to the BSSEs. As the BSSEs are doing the works of the Clerks of the Bank, they should be converted as Clerks under IBA pay scale.

Executive Committee suggested various agitation programmes like Mass Memorandum, Badge wearing, demonstration etc. and requested the Office Bearers to take appropriate decision.

Committee Member also suggested to explore the possibility of joining with KVBOA in our agitation programme.

In the evening Office Bearers meeting was held. The issues deliberated in the committee meeting and also the various suggestions given by the committee members are discussed in the meeting. Office Bearers noted that in the official negotiation held with the management and also in the Minutes of Understanding, it was agreed by the management to look into all our issues and also commence the recruitment process. In spite of lapse of more than six months, none of the issues have been resolved. Hence, it was decided to commence the agitation programme as per the following schedule.

- 1) Passing Resolutions in the Executive Committee and forwarding the same to MD & CEO of our Bank and
- 2) Submission of Mass Memorandum by all our Members to MD & CEO of our Bank during the first week of August, 2023.

Second day proceedings (23.7.2023) :

General Secretary reported the decisions taken in the office bearers meeting. He said that in the first phase, the following agitation programmes will be implemented.

- 1) Passing Resolutions in the Executive Committee and forwarding the same to MD & CEO of our Bank.

Resolution No.1 : Stop entrustment of clerical works to BSSEs and conversion of all the BSSEs as regular Clerks of our Bank.

Resolution No.2 : Recruitment of Clerks and Sub-staff in our Bank

- 2) Submission of Mass Memorandum by all our Members to MD & CEO of our Bank during the first week of August, 2023.

Union will be sending the printed copies of the Memorandum to all the branches. All the Members in the branches / offices should sign the same and send it to our Union Office, Chennai. In turn, union will consolidate all the copies of the memorandum received from our members and submit it to our MD & CEO. This programme should be completed in the first week of August, 2023. This will be the first phase of our agitation programme.

Executive Committee unanimously approved the above proposals placed by the General Secretary and assured to fully implement the same at their place.

Executive Committee also authorized the Office Bearers to take further organizational steps if there is no response from the management. Executive Committee also authorized the Office Bearers that in addition to taking organizational steps, to explore the possibility of pursuing legally especially in the area of BSSEs performing the works of the regular Clerks of our Bank which is violation of the Bi-partite settlement and also recruitment of Sub-staff as per the settlement.

General Secretary informed that Office Bearers will review the position and if there is no positive response from the management on the issues placed by us, the second phase of agitation programme will be decided and communicated to the members.

General Secretary reported that Union will be writing letter to Karur Vysya Bank Officers' Association (KVBOA) seeking their fraternal support to our agitation programme.

General Secretary further informed that our AIBEA has convened a meeting of the Presidents and General Secretaries of all the Bank-wise Unions on 6th & 7th August, 2023 at Bangalore. The main agenda of the meeting is commencing agitation on the demand of adequate recruitment of workmen in all Banks. He said that from our Union, President and General Secretary would be attending the above meeting and the decisions taken in the above meeting would be reported to all.

Other issues discussed by the committee members in the meeting.

- Issues faced by the Clerks who are holding second set of safe keys as Joint Custodians. Management has to frame suitable guidelines.
- Issues in concurrent checking including scanning of vouchers by the Clerks.
- 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.
- Sub-staff members are not having access in HR.COM
- Due to shortage of staff, members in many branches are working beyond the working hours to complete the work assigned to them. Management has to consider payment of overtime to them.
- Slow network connectivity in many branches especially during morning hours.

Committee Members spoke on the women employees issue. Women employees (Officers and Workmen) are working in many branches. However, separate toilet facility is not provided in many branches. Committee advised the Union to take up the matter with the management for providing separate toilet facility to them.

Women Council : Com.G. Indumathy, women council member is nominated as Convenor of the Women Council. As a Convenor she will be attending the Executive Committee meetings of our Union.

Com.R. Logeshwaran, Secretary reported the various developments that took place at the all India level.
Com.N. Shanmuga Singaram, Joint Secretary spoke on the various operational issues our members are facing in the branches.

Com.General Secretary reported the pending departmental enquiries and also various memos and charge sheets to our members due to the non-adherence of systems and procedures of the Bank. He requested the committee members to educate their area members to strictly follow the systems and procedures and other circular instructions of our Bank.

Com.President reported the various developments that took place in the last six months including the branch visits made, conducting area meetings etc. He said that the participation of members in all the area meetings is excellent. He requested the committee members to fully implement the agitation programmes now decided in the meeting.

Com.T. Sekar, Vice-President, Thrift Society reported the latest developments. He said that the auditing work is in final stage. After that Board of the Thrift Society will meet during next month and decide the date for conducting our Annual General Meeting.

Com.R. Athinarayanan, 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.

Comrades, as a responsible organization, we have waited for a very long period for resolution of all our above demands and issues. Since there is no positive response from the management on all our issues, we are forced to commence the agitation programme to safe guard the interest of our members. We request all our members to extend their fullest support to all the calls of our Union.

With greetings,
Yours comradely,



I.Venkatesan
General Secretary

RESOLUTION - 1

STOP ENTRUSTMENT OF CLERICAL WORKS TO BSSEs AND CONVERSION OF ALL BRANCH SALES & SERVICE EXECUTIVES (BSSEs) AS REGULAR CLERKS OF OUR BANK

The service conditions of the Workmen cadre including Clerical cadre in our Bank are governed by the industrial level Bi-partite settlements and internal settlements. Our Bank is party to the All India settlement right from 3rd Bi-partite Settlement signed in the year 1979. For the past One year our Management had started recruiting Branch Sales & Service Executives (BSSEs) under Cost to Company model, posted them at various branches and given access to them to log into the FCR core banking and carry out financial transactions like RTGS / NEFT / Jewel Loan / Fixed Deposits and all other regular financial transactions that are being carried out by the Clerical cadre in our Bank. Employees Union vide its letter KVBEU / 37 / 9 / 2022 dated 15.7.2022, KVBEU / 37 / 14 / 2022 dated 29.9.2022, KVBEU / 37 / 17 / 2022 dated 2.12.2022 and KVBEU / 37 / 28 / 2023 dated 20.7.2023 raised its objection on entrusting the regular works of our Clerical cadre to the BSSEs which is violation of the industrial level bi-partite settlements and internal settlements.

In the official negotiation held between the Management and the Employees Union on 3.1.2023, we have raised our objection on entrustment of the works done by the regular clerks of our Bank to BSSEs and the same was also recorded in the Minutes of Understanding dated 14.2.2023.

Now Bank had recruited more than 600 BSSEs and posted them at various branches including rural branches. In many branches they are given access in FCR for carrying out various financial transactions like NEFT / RTGS/ Fixed Deposits/ DD issue /Jewel loan / Cash Section etc.

Hitherto in the temporary absence of clerical cadre it is the practice in our Bank that Officer will be converted as Teller and do the works of the clerical cadre. Now it is understood that our Human Resources Department is advising the Divisional Offices not to convert the Officers into Teller in the branches where BSSEs are posted. Instead the BSSEs in these branches are given access in FCR to carry out all the financial transactions.

Already Union is continuously representing to Management for recruitment of adequate Clerks and post them at the needy branches. In the last 5 years, the strength of Clerks has come down by more than 700 due to promotions, retirement, death, resignation etc. However, instead of initiating the process of recruitment of Clerks, Management is going ahead in recruiting more and more BSSEs, posting them in various branches and allowing them to perform all the works of the regular clerks. This clearly establishes that their exists clerical vacancy in many branches of our Bank.

Further, there are various judgements pronounced by the Honourable Supreme Court of India upholding the dictum of "Equal Pay for Equal Work".

All these years our Management is adhering to the industrial level bi-partite settlements and Labour Laws in force. The above action of the Management in entrusting the regular works of the Clerks to BSSEs is violation of industrial level bi-partite settlements.

Therefore, the Executive Committee of the Union which met at Chennai on 22nd & 23rd July, 2023 places the demand to the Management to stop entrustment of clerical works to BSSEs and conversion of all the Branch Sales and Service Executives (BSSEs) who are recruited under CTC model into regular Clerks under IBA pay scale.

RESOLUTION - 2

Recruitment of Clerks and Sub-staff in our Bank :

Recruitment of Clerks :

Adequate recruitment of Clerks in our Bank has become an urgent necessity since large number of existing vacancies remains unfilled. The last recruitment of Clerks in our Bank was conducted in the year 2017 – 2018. In the last 5 years, the total business volume of our Bank had increased manifold. Further, new branches were also opened during this period. However, the total strength of the Clerks has come down by more than 700 due to promotion, retirement, resignation, death etc.

In nearly 240 branches (around 30% of our branch network) there is only 1 Clerk. Out of this in more than 100 branches earlier there were 2 Clerks working and now reduced to only 1 Clerk, which includes sizeable number of well established Metro, Urban and Semi-urban branches. In majority of these Single clerk branches, Clerks are functioning as Joint Custodian also by holding second set of safe keys.

Today majority of the branch transactions are carried out by the Clerks and they are independently passing vouchers upto Rs.50,000/- as Teller which is not prevailing in other Banks. Due to decline in clerical strength and increase in work load, the Clerks are not able to complete their routine works within the stipulated working hours and invariably their working hours gets elongated. Bank is continuously recruiting Sales Force for sourcing new business. The customers brought in by these sales force are being serviced by the front line staff in the counters. This further adds to the existing workload of the Clerks. During the current financial year, Bank has started opening new branches. Clerks were transferred from the existing branches to these newly opened branches. Already there is shortage of clerks in the branches and this leads to further reduction in the clerical strength at the branches.

Recruitment of Sub-staff :

A Memorandum of Settlement under Section 12 (3) read with Section 18 (3) under the Industrial Disputes Act, 1947 was entered into between our Management and the Employees' Union before the Assistant Labour Commissioner (Central), II, Madras on 1st November, 1990 for the recruitment of Sub-staff in our Bank. As per this Settlement, Bank will assess permanent vacancies taking into account man-power planning, vacancies caused by retirements, resignations, deaths and promotions and such assessment will be made as far as possible once in a year and the vacancies will be notified. Further, the recruitment of Sub-staff will be made through Temporary Employee Panel. A temporary employee has to work for a minimum period of 50 days and a maximum period of 180 days to qualify for attending the interview.

Our Management was adopting the above method right from the year 1990 and recruited Sub-staff from the temporary employee panel for the past more than 25 years. However, in the last six years there is no recruitment of Sub-staff in our Bank. In more than 350 branches (more than 40% of our branch network) there are no Sub-staff, which include some of the long established branches also. Out of these NIL Sub-staff branches, in more than 100 branches previously Sub-staff was provided and now there is no Sub-staff. Further, in the branches where Sub-staff are provided they are now deputed to branches where there are no Sub-staff to clear the pending works.

During this period, the Sub-staff strength has come by more than 100 due to promotions, retirement, resignation, death etc. Since there are no Sub-staff in many branches, Clerks are forced to carry out the works of the Sub-staff like Cash bundling etc., in addition to performing their routine works. Higher authorities are advising the Clerks to carry out the Sub-staff work also.

In the official negotiation held between the Management and the Employees' Union on 3rd January, 2023, we have raised the issue of recruitment of Clerks and Sub-staff. Subsequently in the Minutes of Understanding (MOU) signed on 14th February, 2023, Management representatives have agreed that this issue is being examined and will be placed before the Top Management for consideration. Now more than 5 months have passed but Management is yet to commence the recruitment process. The prolonged shortage of Clerks and Sub-staff in the branches is causing frustration and de-motivation among the workmen. Further, it also affects the customer service.

The Executive Committee of the Employees' Union which met in Chennai on 22nd & 23rd July, 2023 urges the Management to immediately commence the recruitment of Clerks and Sub-staff in our Bank.