



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

(Affiliated to AIBEA)

Plot "E", New No: 44, Old No: 33B, 8th Street, Sourashtra Nagar
Choolaimedu, Chennai - 600094, Tamil Nadu
Phone: 044-45542649 E-Mail: kvbeu1959@gmail.com

President : Ph : 88073 37880

General Secretary : Ph: 98405 17499

Circular No. 38 / 2 / 2024

06-12-2024

PROCEEDINGS OF THE 38th CONFERENCE HELD AT MADURAI ON 23rd & 24th NOVEMBER, 2024

The 38th conference of our Union commenced on 23rd November, 2024 at 9.30 a.m. with the hoisting of our beloved AIBEA flag by our President Com.T. Sekar amidst the joyful crowd who raised slogans to rent the air. Our all India leaders Com.C.H. Venkatachalam, Com.E. Arunachalam and other fraternal leaders were present on that jubilant occasion. Then the inaugural session commenced. Com.R. Logeshwaran, Secretary invited all the dignitaries to the dais. The official agenda began with the rendering of Tamil Thai Vazhthu. Com.Sekar commenced the proceedings by inviting Com.C.R. Kumaran, Chairman of the Reception Committee to offer his welcome address. Inviting the audience and the leaders on the dias, Com.Kumaran briefly spoke on the present day economic situation in the country, the challenges faced by the banking industry, the role continuously played by AIBEA in defending the public sector banks and the glorious history of KVBEU. He thanked the union for selecting Madurai city to be venue of the 38th conference. Explaining the meticulous arrangements made by the Reception Committee, he requested the delegates to make the best use of their presence by actively taking part in the deliberations.

Com.T. Sekar, President rose to render his maiden Presidential address. In his address he dealt the situation prevailing in the country, various programmes conducted by our AIBEA etc. He further spoke on the situation prevailing in our Bank, the need for providing adequate manpower in the branches and the need for integrating the youngsters into the trade union movement. He also thanked the reception committee for making elaborate arrangements for the successful conduction of this conference.

The dignitaries were honoured with a shawl and presented with mementos by the Reception Committee members.

Com.C.H. Venkatachalam, General Secretary, All India Bank Employees' Association inaugurated the conference. In his speech first he congratulated the Union for holding the conference in a democratic way as per bye-law provisions. He said that he was very happy to see that a large number of members, majority of whom are youngsters and women employees working in various branches of the country in participating in the conference which goes to prove the love and affection they have towards their Union. He recalled the contribution made by late Com.S. Narahari former President and Com.M.Sundararajan, former General Secretary in building up this Union. He also congratulated KVBEU for being the only Union in the Bank under the banner of AIBEA.

He elaborated in detail the economic situation prevailing in the country. He said that due to the neo liberal policies pursued by the government at the centre, there is all round economic slowdown in all

the industries. The government is not taking any concrete steps to revive the economy but diverting the attention of the people. The educated youth are not able to get permanent employment and many of them turned into Gig workers. The hard earned labour laws are amended to suit the industrialists. Against all these wrong economic policies and anti-labour policies, the central trade unions are opposing and conducting various agitations. Our AIBEA always identifies itself with the working class of this country and he exhorted our Members to participate in all the programmes announced by AIBEA along with the Central Trade Unions. He also spoke in detail about the present position of the banking industry, inaction of the government to recover the huge bad loans especially from the corporates etc. He further said that AIBEA is giving special attention to all the Private Sector Bank Unions as new challenges are being faced by them. He also said that another important issue AIBEA has taken up today is recruitment of adequate Workmen in all the Banks including old private sector banks. Today the workload of the counter staff has increased and the Bank Managements have to provide adequate staff for smooth running of the branches and also to give good customer service. He further said that AIBEA is planning to commence agitation programme exclusively for recruitment of Workmen in all the Banks.

He further said that KVB is one of the old generation private sector banks contributing for the economic growth and development of the country. He congratulated the Management and all the employees for crossing Rs.1,75,000/- crore in total business. He requested the management to provide adequate staff at the branches to effectively carry out the works assigned to the employees and also to render best customer service as KVB is known for extending best and personalised service. He also lauded the union for having one of their future tasks of preserving and maintaining the identity of the Bank as there is threat to the existence of old generation private sector banks in the country due to the unwarranted banking sector reforms pursued by the government. He wished our conference all success. His hour long speech was well received by the delegates.

Sri. J. Natarajan, Executive Director of our Bank, the Guest of Honour of the conference delivered his speech. He said that he was very happy to attend this conference and meet the employees. He said that our Bank is progressing well in all the important business parameters and appreciated all for this achievement. He said that CSAs & OAs are the front line staff of the Bank and are having direct contact with the customers. He said that all these years, our Bank has grown thanks to the good connect our employees are having with the customers. He requested all to continue this good work and source new business from our existing customers. He further said that today the Bank is facing a lot of challenges due to economic conditions, competition from peer group banks etc. He congratulated the KVBEU and its members for contributing to the growth and development of the Bank. He also said that today while many transactions are taking place in digital mode, still customers are visiting the branches for carrying out their banking transactions due to our good customer service. Customer service is our forte and we have to maintain it.

He further said that Management is always taking care of the interest of the employees and also said that the 12th Bi-partite Settlement was implemented in the bank. He said that Management will continue to take care of the interest of the employees. He wished our Conference all success.

Com. E. Arunachalam, General Secretary, Tamilnadu Bank Employees' Federation delivered his special address. At the outset, he congratulated all the members who have come from various parts of the country and attending this conference. He spoke in detail the present economic condition, policies implemented by the ruling class which is affecting all sections of the society etc. He said that central trade unions and other independent federations are opposing all the anti-employee, anti-people policies

of the government through various struggle programmes. He also spoke on the present day banking scenario and the role of the AIBEA is fighting against the unwarranted banking sector reforms. He said that the role of Trade Union is much more needed in today's situation and it alone can protect the jobs and job security of the employees. He also quoted the example of how AIBEA & TNBEF plunged into action when two leaders of the Tamilnad Mercantile Bank Employees Union were suspended by their management on flimsy grounds. He said that the massive participation of all the bank employees in the Maha Dharna organised TNBEF in Thoothukudi recently against the above action of the TMB Management and it was a successful one.

He said that the role of the trade union is to see that the institution also grows and many welfare measures are also considered by the Management to its employees. He urged the Union to take up the matter with the Management for commencement of recruitment of Workmen. He further said that today many private sector bank managements are focusing on recruiting new form of employees under cost to company model for doing our regular works. As a trade union, we have to oppose CTC employment as there is no job security for these types of employees.

Com. A.R. Sujith Raju, Convenor – Private Sector Bank Unions Cell offered his fraternal greetings. At the outset he expressed his happiness to see such a large gathering of employees majority of them are young comrades. who have come from various parts of the country and attending this conference. He spoke about the scenario prevailing in the old private sector banks. He said that our parent organization AIBEA is continuously giving more focus on Private Sector Bank Unions. He also reported the important decisions taken in the Private Sector Bank Unions Cell held in Nainital recently.

Unions Cell had extended its fullest support to the struggle conducted by the TNBEF for the withdrawal of the suspension order issued to the President and General Secretary of Tamilnad Mercantile Bank Ltd. He further said that the coming days will be a challenging one and we should align with the working class of this country and march forward. He also said that it is the duty of the organized sector to organize the unorganized and outsourced employees who are engaged in various banks under various names and basically they belong to the working class. He wished our conference all success.

Com.S. Rengan, General Secretary, Karur Vysya Bank Officers' Association extended his fraternal greetings. He said that at the apex level, a Co-ordination Committee has been formed and many issues of common interest are discussed. He further said that the Co-ordination Committee had conducted two joint meetings one at Villupuram and another one at Vijayawada which was well attended by the Members of both the Organisations. In future such type of meetings must be conducted at various centres. He said that today new policies are being implemented by our Bank and together we have to face the same and protect the interest of our Members. He stated that KVBOA is going to conduct various programmes for recruitment of Officers under IBA pay scale. He requested the leadership of KVBEU to join along with KVBOA for recruitment of Workmen and Officers under IBA pay scale in our Bank. He wished our conference all success.

Com.J. Rajendran, President, Karur Vysya Bank Retirees Association greeted our conference. In his fraternal greetings he said that he is happy to attend all the Conferences of KVBEU right from his first conference. He further said he was overwhelmed with the participation of a large number of youngsters in the conference. These youngsters should be the catalyst of the change. They should involve in all the union activities and strengthen the union at all levels. He further said that the youngsters should be well versed in all the Settlements signed by the Union with the Management. They should actively participate in the delegates session and put forth their views. He wished that this conference will be a grand

success in the annals of our union.

Com.I. Venkatesan, General Secretary proposed a vote of thanks. With this, President announced closure of the inaugural session of the conference and adjourned the meeting for lunch after singing of the National Anthem.

Delegates session : The delegates session commenced at 4.00 p.m. Com.T. Sekar, President presided over the session. Com.N. Shanmuga Singaram, Joint Secretary moved the resolution on Homage and 2 minutes silence was observed for the departed souls during this period. Com.President invited the General Secretary to place the General Secretary's Report. Com.General Secretary spoke in detail on all the issues right from the international scene, national scene, banking industry, our Bank and our Organisation KVBEU. He reported the activities that took place in the last 2 ½ years, the issues settled by the union, problems our members are facing at the branches, activating the organization at all levels and our future tasks.

Next Com.President requested our Treasurer Com.R. Sampath to place the accounts. Com.Treasurer placed the audited statement of accounts for the years 2022 and 2023. Com.President invited the delegates to seek any clarifications on the accounts. As no clarifications were sought by the delegates, he declared that the accounts for the above period are adopted unanimously amidst thunderous applause by the members.

The deliberations by the Members commenced which went upto 8.00 p.m. After that Com. President informed that the delegates session is concluded for the day and the same will be resumed on the next day. He informed that the next agenda will be calling of nomination for the Office Bearers posts. He further said that Com.C.R. Kumaran, General Secretary, Madurai District Bank Employees' Union and his Team will function as Election Officers and conduct the election process.

Accordingly the Election Officers called for the nomination for the post of Office Bearers and two All India Executive Committee Members for Office Assistant (Sub-staff). Com.I. Venkatesan, General Secretary submitted the proposed panel of Office Bearers and two All India Executive Committee Members for Office Assistant for the ensuing term. Com.C.R. Kumaran, Election Officer has accepted the same. Further, no other nomination for any post has been received by the Election Officer.

With this the first day conference proceedings was over by 9.00 p.m.

Second Day proceedings on 24.11.2024:

The second day proceedings resumed at 10.00 a.m. Various Members spoke on the General Secretary report and also on various issues faced by them at the branches.

- Shortage of Customer Service Associates is noticed in many branches. Due to this, workmen are forced to sit beyond the working hours and complete the works assigned to them.
- Shortage of Office Assistants is there in many branches. The existing Office Assistants are deputed to nearby branches where there is no Office Assistant for completing the pending works. This increases the workload on the existing Office Assistants.
- In some of the newly opened branches, no Customer Service Associate is posted.
- Management has to immediately commence recruitment of workmen as agreed in the MOU and post them at the needy branches.

- In many branches BSSEs are posted. Even though their job profile is to source new business from the customers through marketing and service them, it is observed that they are entrusted with the works that are being done by the CSAs. Union should immediately take up the matter with the Management.
- Undue pressure is exerted on the employees by the branch officials and DO officials in the matter of selling third party products to our customers.
- Issues faced by the clerks who are holding a second set of safe keys as joint custodians. Recently, in some branches, HRD had entrusted the special pay duties of Senior CSA as per 12th Bi-partite Settlement to our CSA who are holding the second set of safe keys. Union should immediately take up the matter with the Management and clear cut guidelines to be issued.
- Our Consumer Banking Department had issued a circular advising all the CSAs to contact customers and source new business. However, no infrastructure like Landline connection, Mobile phone etc. is provided in the branches. Due to this, CSAs are forced to contact the customers from their personal mobile phones. Further, in many branches there is only One CSA and it is very difficult to carry out the above work apart from doing our routine works.
- Availing leave is becoming very difficult especially in single CSA branches due to shortage of staff at the branches.
- In some branches, the Branch Heads are de-motivating the employees in the Huddle Meeting.
- Union should continuously pursue with the management for getting long pending request transfers for Office Assistants.
- Union should periodically issue circulars in the form of Educative Series which will help the Members to update themselves in the systems and procedures.
- As new trends are emerging in the Bank, Union should protect the jobs and job security of the employees.
- Periodical branch visits must be made by the Office Bearers and Executive Committee Members. This will help them to not only know the issues faced by members but will also instill confidence among the Members.
- Area meetings at various centres to be conducted at periodical intervals which will make our union more vibrant.

The General Secretary replied for the issues raised by the members. He said that nearly 30 delegates majority of them are youngsters and women comrades have spoken on the General Secretary report and it is a welcoming sign. He further said that all the issues would be taken up with the Management by the New Team. He also said that a Resolution is going to be passed in the Conference urging the Management to immediately commence recruitment of CSAs and Office Assistants in our Bank. Likewise the functioning of the union would be further improved with the active participation of all the members in the days to come.

Finally the General Secretary report was adopted by the delegates unanimously amidst thunderous applause.

RESOLUTIONS : The following resolutions were moved by the Office Bearers and the same is adopted in the conference unanimously.

- 1) On price rise.
- 2) On retrograde Banking Sector reforms.
- 3) Against Labour Law amendments.
- 4) Adequate recruitment of Customer Service Associates & Office Assistants in our Bank.
- 5) Organising CTC employees, Outsourced employees & Jewel Appraisers.
- 6) Grant of Ex-gratia to Pensioners & Extending an option to the resignees to join Pension Scheme.

Election of Office Bearers : The Election Officer Com.C.R. Kumaran announced that as there is no other nomination received other than the panel of Office Bearers and two All India Executive Committee Members for Office Assistant proposed by the outgoing General Secretary, the same is accepted and the Office Bearers and All India Executive Committee Members for Office Assistant are unanimously elected in the 38th Conference amidst thunderous applause by the delegates. The list of Office Bearers and Two All India Executive Committee Members for Office Assistant has already been intimated in our previous circular.

Appointment of Auditors : Com.R. Sampath Treasurer placed the proposal of appointment of M/s.Venkat & Rangaa LLP, Chartered Accountant, Chennai as Auditors and the same was approved unanimously.

WOMEN COUNCIL : The following comrades are elected to the Women Council.

S.No.	Name	Place of work
01.	G. Indumathy	Chennai Ayanavaram – Convenor
02.	M. Kalpana	Chennai – Mogappair
03.	G. Sudha	Karur West
04.	C. Sobina	Karur West
05.	J. Jothi Johnsily	Coimbatore – Thudiyalur
06.	S.P. Sivasankari	Ayothiyapatnam – Salem
07.	Oruganti Sridevi	Bangalore – HSR Layout
08.	S. Krishna Veni	Madurai Palanganatham
09.	D. Swapna	Hyderabad – Bodupal
10.	Tanaya Roy	Kharagpur – West Bengal
11.	M. Vani	Trichy – Srinivasa Nagar

Honouring of newly elected Office Bearers : Com.I. Venkatesan, outgoing General Secretary of our Union greeted the newly elected team of Office Bearers and All India Executive Committee Members representing Office Assistant and adorned a shawl to them.

Com.I. Venkatesan the outgoing General Secretary was honoured in the conference and all wished him a happy and active retired life.

Reception Committee – a great job done : This is the fourth time Madurai comrades are conducting our conference. The job was undertaken by the members majority of whom are youngsters and women comrades working in Madurai and surrounding areas. The delegates were all praise for the successful conduct of the conference. The entire delegates had only one thing to say – Cheers to the Reception Committee. Com.S. Prasanna Venkatesh, Secretary, Com.B. Arunachalam, Treasurer and various Heads of the Reception Committee were honoured in the conference. Com.Prasanna Venkatesh thanked all the Members of the Reception Committee, Office Bearers, Executive Committee Members and also former Office Bearers of the Union in extending their fullest support and guidance to the Reception Committee Team, which made our 38th Conference in Madurai a grand success in the history of our Union.

The Manager of the Conference Hall and the In-charge of the Catering Service were honoured with shawl by the President and General Secretary of our Union.

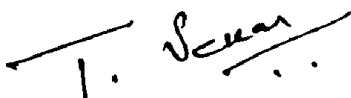
As all the items mentioned in the agenda were transacted, the newly elected President Com.G. Ramkumar announced the conclusion of the 38th Conference at 3.00 p.m.

Comrades, our task is not over now. We have to cross many miles. The overwhelming participation of the members in the conference has given a new strength and energy for the Organisation to march forward. The conference had outlined our priorities and it is for us to translate the same into action.

The 38th Conference has its own important landmark in the history of KVBEU. Let us draw inspiration from this conference and move forward.

With greetings,

Yours comradely,



T. SEKAR

General Secretary