



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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Circular No.: 36/14/2020

01.09.2020

Dear Comrades,

OFFICE BEARERS MEETING

A virtual meeting of the Office Bearers of our Union was held through video conference on 30th August 2020. The meeting commenced at 10.30 a.m. Com.D. Arumugam, President presided over the meeting. In his address he said that due to covid pandemic and also on account of various restrictions imposed by the government authorities in conducting meetings, non-availability of transportation etc. we could not conduct the office bearers meeting and other meetings during this period. Hence, it was decided to have this office bearers meeting through video conference. He also briefly reported about the background in which the recent MOU on our 11th bi-partite wage settlement was signed by UFBU with IBA on 22.7.2020 and also the subsequent discussions that are taking place with IBA by our Workmen Unions in signing the full fledged settlement. Office Bearers hailed and congratulated the leadership of AIBEA and UFBU in signing this MOU with IBA.

Com.General Secretary reported the important developments and activities that took place after our 36th conference held at Chennai. Due to the outbreak of this covid pandemic, we are facing a worst situation in the country. He said that inspite of various constraints and difficulties faced during this lockdown period especially on the non-availability of transport facility, our members are attending the office and extending the best service. He reported the pending issues that were being taken up with the management and the matters that were being settled. He also reported about the meeting of the new MD & CEO of our Bank jointly by the representatives of both Union and OA during last week.

Office Bearers deliberated on the following issues.

- Recruitment of manpower : For the past 3 years there is no recruitment in our bank. During this period on account of promotions, retirement, resignations etc. there is severe shortage of Clerks in many branches. This shortage of manpower at the branches is not only increasing the workload of the employees, but also affecting the customer service. Like-wise many branches are functioning without sub-staff. Hence, recruitment has to be commenced and sufficient staff is to be posted at the needy branches.
- Lockdown related issues : During this lockdown period, due to the non-availability of transport many employees are using their own vehicle and travelling several kilometers

and reaching the branch. Due to this they are forced to spend huge amount every month. Management has to consider extending monetary benefit to the employees who are attending the office during this period. Further, due to non-availability of transport facility, some of employees especially women employees are not able to attend the office. Management has to consider Special Leave for such employees at least for the month of April '20. Also Special Leave should be considered for the employees who are tested covid positive and was under treatment.

In many branches inspite of the clear instructions given by the Central Office, sanitization is not done at regular intervals. Daily large number of customers are visiting the branches and if the sanitization and fumigation is not done at periodical intervals, it will pose serious health issue to the staff members and to the customers at the branches. Further, there is no uniform procedure adopted in respect of closure of branches where covid positive cases are found and the central office instructions given in this regard are not adhered to by the branches.

- No official negotiation took place with the management for the past few years even though issues are represented and resolved at department level. Hence, union should take up the matter with the management for the early convening of the official negotiation.
- Branch Managers are pressurizing the employees to achieve the sales target. Already we are witnessing shortage of staff and in this covid situation, employees are working under tremendous pressure at the branches. This type of attitude of the branch officials will further demotivate the employees. We have already passed resolution in our recent 36th conference for the removal of this concept and our employees will continue to contribute for the growth and development of the bank.
- In respect of claiming various reimbursements, it is observed that recently HRD had put up a condition that the same should be claimed within 20th of that particular month. If not claimed within the prescribed time, it will get lapsed. While majority of the employees are claiming the reimbursements in time, some of the members due to reasons beyond their control are not able to claim the same within the month. Hence, Office Bearers opined that wherever employees are not able to claim the reimbursements on a particular month, they should be permitted to claim in the subsequent month /quarter and should not be denied of this facility.
- Our AIBEA and various State Federations are announcing various programmes. Our members should fully take part in all such programmes without fail.

Com.General Secretary thanked all the Office Bearers for deliberating the various issues that are being faced by our members at the branches. He informed that in respect of lockdown related issues, union is regularly taking up the matter with the HRD officials. Further, union will take up all the above issues with the management.

Com.General Secretary further informed that normally in the month of August our Thrift Society will conduct its general body and declare dividend to its members. This year due to covid pandemic and the lockdown issue, the same could not be done in time. Hence, the

society had taken up the matter with the Central Registrar, New Delhi for conducting the general body meeting through virtual mode. Once the approval is received, the matter will be proceeded accordingly. Further, the central government had extended time upto 31.12.2020 for conducting the annual general meeting.

Com.President while winding up the deliberations thanked all the Office Bearers for participating in this virtual meeting and also effectively participating in the deliberations. He said that this is the first attempt by the union in conducting such virtual meeting and whatever shortcomings that were noticed will be rectified in the subsequent meetings. With this the meeting concluded by 2.00 p.m.

With greetings,

Yours comradely,



I.VENKATESAN

General Secretary

**ALL INDIA BANK EMPLOYEES' ASSOCIATION (AIBEA)
NATIONAL CONFEDERATION OF BANK EMPLOYEES (NCBE)
INDIAN NATIONAL BANK EMPLOYEES FEDERATION (INBEF)
NATIONAL ORGANISATION OF BANK WORKERS (NOBW)**

CIRCULAR TO OUR UNIONS & MEMBERS

28-8-2020

Dear Comrades,

Bipartite Talks with IBA

Further to the signing of MoU on 22-7-2020, IBA set up two separate Working Groups for workmen employees and officers respectively to discuss and finalise the distribution of the agreed cost into various payslip components so that the full-fledged Settlement can be signed at the earliest.

A preliminary round of the meeting of the Working Group for Workmen was held on 20th August, 2020 through virtual mode. IBA was represented by Chairman of the Working Group Shri Rakesh Sharma (MD&CEO, IDBI Bank), Shri S K Kakkar, Sr. Advisory-HRA, IBA and other members of this Small Committee. From our side, we were represented by the General Secretaries of our four organisation. Since BEFI did not sign the MoU, IBA did not invite them to be part of this Small Working Group.

Today, a meeting of this Working Group was held in Mumbai in IBA's office. Our 4 organisations attended the meeting.

Gist of discussions:

Out of Rs. 7898 crores (15%) of total amount agreed in the MOU for employees and officers put together, the amount apportionable for workmen employees would be Rs. 3385 crores.

Out of this. Rs. 495 crores would be towards Pay + DA and balance Rs. 2890 crores would be distributed to other components.

Tentative proposals on new Payscale were discussed and the same would be finalised in the next round of meeting. The issue of dispensing with the Graduation increment and constructing the clerical paycales accordingly was discussed but not yet finalised.

DA rates from November, 2017 would be 0.07% per slab of 4 points of quarterly average increase over 6352 points.

We took up the issue of grant of one more stagnation increment and also improvement in periodicity i.e sanction of all stagnation increment every two years for clerical cadre like substaff. Issue will be further discussed and finalised

Some discussions took place on Special Pay, Special Allowance, etc. but it was decided that the same would be finalised after finalising the paycales.

Further discussions will be held in the next round of meeting to be held shortly.

With greetings,

Yours comradely,

Sd/-	Sd/-	Sd/-	Sd/-
C H Venkatachalam	S K Bandlish	Subhash Sawant	Upendrakumar
Gen. Secretary	Gen. Secretary	Gen. Secretary	Gen. Secretary
AIBEA	NCBE	INBEF	NOBW

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