

**KARUR VYSYA BANK  
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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**General Secretary: Ph: 04324-220956 / 9003097744**

Circular No. 36 / 28 / 2021

May 21, 2021

Dear Comrades,

**Reg: Letters written to our Management.**

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We reproduce hereunder the letters written to our Management on 1) Ex-gratia for the year 2020 – 2021 2) Covid – 19 pandemic – financial assistance to the affected employees & lockdown related issues and 3) COVID – 19 pandemic – total lockdown imposed by various State Governments – issues faced by our employees. for the information of our members.

With greetings,

Yours comradely,

I. Venkatesan  
General Secretary

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KVBEU / 37 / 2021

May 20, 2021

The Managing Director & CEO,  
Karur Vysya Bank Ltd.,  
Central Office,  
Karur.

Dear Sir,

**Reg: Ex-gratia for the year 2020 – 2021.**

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Our Bank Management for the past more than 3 decades is rewarding the Kayveebians by declaring Ex-gratia every year after finalization of the Balance Sheet. However, for the year ended 31.3.2020, our management did not consider the ex-gratia.

We are confident that the business position of the Bank under various business parameters

including profit for the year ended 31<sup>st</sup> March 2021 would be excellent as per the expectations of the management. Further, during the last fiscal inspite of Covid-19 pandemic, lockdown and other related issues, our entire workforce had contributed their mite for the growth and development of our institution. It is quite natural that the Kayveebians who are the main pillars are rewarded in a fitting manner.

We place our request to the management to reward the workforce with a significant quantum in the form of Ex-gratia for this year after finalization of the Balance Sheet for the fiscal 2020 – 2021.

We hope our request would be considered favourably. This would definitely further motivate the Kayveebians to move in a direction that would bring many more achievements during the current fiscal.

Thanking you,

Yours faithfully,

Sd/-  
I.Venkatesan  
General Secretary

Cc: President & COO.  
Cc: General Manager, Human Resources Department.

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KVBEU / 36 / 2021 May 19, 2021

The Managing Director & CEO,  
Karur Vysya Bank Ltd.,  
Central Office,  
Karur.

Dear Sir,

**Reg : Covid – 19 – extension of financial assistance to the affected employees & Lockdown related issues.**

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During the last financial year in the month of November 2020, our management had announced financial assistance to the Covid – 19 affected employees and monetary solace to the family members of the employees expired due to Covid – 19. This has helped the employees to overcome the trauma of Covid. As per the circular issued by our Human Resources Department, the above scheme for financial assistance shall be in force till 31<sup>st</sup> March 2021 only.

In the last two months, we are witnessing huge surge in the second wave of Covid – 19 cases all over the country affecting the lives of fall sections of people including the bank employees. In our Bank also, we are witnessing surge in Covid – 19 positive cases amongst the Kayveebians across the country. The Covid affected employees are spending huge amount towards RT PCR test, Blood test, CT scan etc. Also many are getting admitted in the hospital for treatment. Employees are finding it difficult to arrange funds for the treatment as many hospitals are not in the empanelled list approved by the insurance company. These hospitals are not ready to allow cashless treatment. Apart from the mental agony, arranging funds is causing immense hardship to the employees.

Further, unfortunately few of our colleagues have lost their life due to this Covid 19 pandemic and some of them are at their prime age. The family members are completely shattered as they have lost their bread winner.

Under the circumstances, we request the management :

- 1) To extend the scheme of financial assistance to the Covid -19 affected employees.
- 2) To extend monetary solace to the family members of the employees expired due to Covid – 19.
- 3) Wherever cashless facility is not available, management shall consider releasing advance amount to the hospital authorities where our employees are admitted for Covid treatment. This amount shall be adjusted subsequently at the time of settlement of the medical bill of the concerned employees.

**Administration of Covid – 19 vaccination for our employees :** The Parliamentary Standing Committee on Home Affairs on management of Covid – 19 pandemic appreciated the efforts and pains taken by the banking sector for providing un-interrupted and seamless banking services during the Covid – 19 outbreak and consequent lockdown. They have recognized the bank employees as Covid Warriors. The Ministry also advised the bank employees to avail of vaccination on priority basis. We understand that some of the Lead District Banks in co-ordination with the respective District Collectorate have organized Special Vaccination camp for the banking fraternity. We suggest that the Divisional Offices may be advised to contact their respective Lead District Managers and whenever such Covid Vaccination camps are organized, ask our employees to get themselves vaccinated against this deadly virus.

**Lockdown related issues :** In order to break the chain and control the spread of the corona virus, many State Governments have imposed total lockdown. During this lockdown period the public transport system including plying of autos and taxis are stopped. In some States, the Metro rail services are also stopped. Due to non-availability of public transport, our employees are using their own vehicle and attending the branch and extending their best services to our customers. By this process, they are incurring huge expenses. During last year also when similar lockdown was imposed by the Government, our employees have attended the office by using their own vehicle and incurred huge expenses. At that time from our Union we made a request to the management for extending monetary benefit for such of those employees who attended the office during that period. However, our request is yet to be considered by the management.

Now, the similar situation has again arisen and due to the non-availability of public transport our employees are attending the office by using their own vehicles and incurring huge cost. We request the management to consider our request for extending monetary benefit for such of those employees who attend the office during this lockdown period.

Further, during last year when similar lockdown was imposed, our Human Resources Department through the respective Divisional Offices has considered deputation to the employees to the nearest branch.

We request that similar type of deputation be considered to the nearest branch for the Clerks and Sub-staff who are not able to attend the branch due to the non-availability of public transport which will help them a lot.

We are sure and confident that our above requests would be considered favourably by the management. This will definitely boost the confidence and morale of the employees.

Thanking you,

Yours faithfully,

Sd/-

I.Venkatesan  
General Secretary

Cc: President & COO.

Cc: General Manager, Human Resources Department.

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KVBEU/ 35 / 2021

May 11, 2021

The General Manager,  
Human Resources Department,  
Karur Vysya Bank Ltd.,  
Central Office,  
Karur.

Dear Sir,

**Reg : COVID – 19 pandemic – total lockdown imposed by various State Governments – issues faced by our employees.**

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The second wave of the Covid pandemic has gripped the entire country and several States have been severely affected. In this pandemic, our staff members and their dependents are also getting affected due to the second wave of the Covid – 19.

In order to break the chain and control the spread of the corona virus, many State Governments have imposed total lockdown. Few days back, the Governments of Tamilnadu and Puducherry have also imposed total lockdown. In this connection, we would like to bring the issues faced by our members during this lockdown period for your kind attention and necessary redressal.

During this total lockdown period the public transport system including plying of autos and taxis are stopped. In some States, the Metro Rail services are also stopped. Many of our employees are totally depending on the public transport for attending the office. Due to the non-availability of public transport, they are not able to attend the office and have applied leave. During last year when similar lockdown was imposed, based on the representation made by the individual employees, our Human Resources Department through the respective Divisional Offices have considered deputation to the nearest branch, which helped them a lot.

We request that similar type of deputation be considered to the employees who are not able to attend the branch due to the non-availability of public transport.

Further, we request our HRD to advise the Divisional Offices and the branches to strictly comply and follow the advisories and guidelines issued by the respective State Level Bankers' Committee viz. functioning with a maximum of 50% of the staff members, adhering to the timings in respect of business hours etc.

Our Central Office has given clear instructions that that if any Kayveebian is infected with Covid and tested positive, the branch premises have to be immediately sanitized. However, we observe that it is not done at the branch level. Nowadays we see that the number of positive cases amongst our employees is increasing and this needs your immediate attention. This we suggest not only in the interest of our employees but also in the interest of the customer who visit our branches.

The second wave of Corona virus infection is spreading fast and the number of Kayveebians affected is also surging on a daily basis. Unfortunately, we have lost few of our colleagues during this one month period. We would like to state that inspite of all these difficulties and stres our employees are attending the office at this critical juncture notwithstanding the restrictions due to lockdown, anxieties of their family members, health risk etc. and extending their best service at the counter to our customers.

We are sure and confident that our above requests would be considered favourably by the management.

Thanking you,

Yours faithfully,

Sd/-  
I.Venkatesan  
General Secretary

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