



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd.No.2756)

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Circular No. 38/ 11 / 2025

02.05.2025

Dear Comrades,

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD AT CHENNAI ON 26th & 27th APRIL, 2025

The Executive Committee meeting of our Union was convened on 26th & 27th April 2025 at the KVB Thrift Society Hall, Chennai. **Com. G. Ramkumar, President**, presided over the meeting and welcomed all Office Bearers and Executive Committee Members. He congratulated the newly elected committee members, marking the first physical gathering after the 38th Conference.

Homage : Com. S. Prasanna Venkatesh, Joint Secretary moved the resolution on homage. Two minutes silence was observed for the demise of Com. Sandip Shriramji Kamble, Office Assistant, Nagpur, political leaders, victims of global conflicts and natural calamities.

In his maiden presidential address, Com. G. Ramkumar highlighted the historical struggles of trade unions in securing workers' rights, particularly in banking, and emphasized organizational growth through area visits, meetings, and participation in events post the 38th Conference. He urged members to actively participate in **May Day celebrations** across all centers.

Com. R. Logeshwaran, Secretary, read the minutes of the last Executive Committee Meeting held on October, 2024 and the same was unanimously approved by the Committee.

Com. R. Sampath, Treasurer, presented the expenses incurred for conducting our 38th Conference at Madurai in November, 2024 and also presented the accounts for the period from 1.10.2024 to 31.3.2025 and also presented the audited Balance Sheet for the year ended 31.12.2024. After giving necessary clarifications sought by the Committee Members, the accounts were adopted unanimously.

Com. T. Sekar, General Secretary, welcomed all the Office Bearers and Executive Committee Members. He reported the developments that took place after our 38th Conference held at Madurai in November, 2024. He said that about few months back, HRD had issued circular on Career Development System (CDS) and brought Customer Service Associates also in this CDS. Union had immediately written letter to our Management opposing to bring CSAs also into CDS and demanded for removal of the same.

Along with KVBOA also we wrote letter to our Management for withdrawal of the CDS. He said that few days before Union Representatives had discussions with the Executives of HRD and reiterated our view points on this issue. Finally Management agreed to put on HOLD the said CDS Circular for Customer Service Associates. Really it is a welcoming sign and we thank the Management for considering our representation. General Secretary also thanked the leadership of KVBOA in jointly representing this CDS issue with the Management which yielded good result.

Com.General Secretary further said that apart from the above issue, Union is continuously following the pending issues with the Management viz. recruitment of adequate CSAs and OAs, issues faced by CSAs who are holding second set of safe keys, long pending transfers especially for our Office Assistants, Grant of Ex-gratia to Pensioners in our Bank as per the 12th Bi-partite Settlement etc. He requested all the Committee Members to discuss in detail all the above issues and also other issues faced by our Members in the branches so that it can be taken up with the Management for redressal.

Key issues deliberated by the Committee Members.

- It is a welcoming sign that Management had put on HOLD the Circular on Career Development System (CDS) for Customer Service Associates.
- **Adequate recruitment of CSAs & OAs:** Committee Members spoke in detail about the severe shortage of CSAs & OAs in many branches. Due to this additional workload is added on the existing workmen. In the 12th Bi-partite Settlement, additional roles have been entrusted for the Customer Service Associates. Further, during the current financial year, Bank had opened many new branches across India. However, no CSAs are posted in the newly opened branches. Already Management had entered into a Minutes of Understanding with the Employees Union on 30th January, 2024 wherein they have agreed to recruit CSAs & OAs. Management has to immediately commence the recruitment of Workmen and post them in all the newly opened branches and also in the branches where there is shortage of Workmen.
- HRD website slowness during attendance marking.
- Customer service disruptions due to prolonged post-business-hour meetings.
- In some Divisions, pressure on members for Rollover Jewel Loan processing.
- Designating CSAs holding second safe keys as Senior Customer Associates with appropriate allowances as per 12th Bi-partite Settlement.
- Request for separate access for Office Assistants to view salary accounts and circulars.
- To urge the management to be consider Long-pending transfers for Office Assistants.
- Converting PTS to Office Assistants (with consent) in branches where there is no Office Assistant.

- Abolishing split-hour branches for business growth and employee welfare.
- Increasing loan quantum, education reimbursement, and reducing interest rates on staff loans.
- In some branches, there is no separate Washroom facility for Women employees. Management has to provide the same in all the branches where women employees are working.
- Proposal for one-day disciplinary, trade union, and service condition classes.
- Increasing the Death Relief Fund from Rs. 30/- to Rs.100/-..

Com.General Secretary appreciated all the Committee Members for their valuable suggestions and assured that these issues will be taken up with the Management.

In the evening on 26.4.2025, Office Bearers meeting was held and various issues were discussed in the meeting. Com.General Secretary reported the decisions taken in the Office Bearers meeting.

All India Issues:

Com.General Secretary reported the recent discussion held between IBA and the UFBU on our issues viz. Five Day Banking, Recruitment of adequate Manpower etc. He further said that on 20th May, 2025, all the Central Trade Unions and Independent Federations have given a Call for Nationwide Strike against the anti-people and anti-labour polices, new labour codes being implemented by the Central Government. Our national organisation AIBEA is also joining in this all India general strike and requested all the affiliates to fully participate in this strike. As advised by our AIBEA, all our Members have to participate in this General Strike on 20th May, 2025 and make it a success.

Com.General Secretary further stated that our Tamilnadu Bank Employees' Federation is conducting its 24th Conference in Chennai on 22nd & 23rd June, 2025. He requested the Committee Members and Zonal Secretary in Chennai area to mobilise our Chennai city Members for the inaugural session. In respect of our KVB Thrift Society, he said that after the enhancement in the Surety loan upto Rs.10.00 lakh, Society had disbursed over Rs.5.00 crore in the month of April 2025 for the benefit of our Members.

Com. R. Logeshwaran, Secretary, explained in detail the Memos and Charge Sheets issued by HRD to some of our Members during this period. He said that majority of the issues involved are non-adherence to the systems and procedures and circular instructions. He requested the Office Bearers and Executive Committee Members to educate their area members on the need to follow the systems and procedures of the Bank and if any Member face issue at the branch or DO level, the same shall be brought to the notice of the Union headquarters so that it can be represented to our Management. By this our Members will also be saved from the ordeal of receiving Memos, Charge Sheets etc.

He also gave clarifications on the Medical insurance reimbursement process adopted by the TPA.

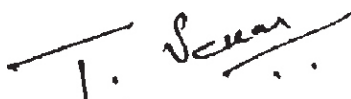
Com.President requested our Senior Office Bearers to give their suggestions and guidance to the newly elected committee Members.

Com.M. Sai Sri Sankar, Vice-President and Com. N.S hanmuga Singaram, Joint Secretary spoke their experience in the trade union movement in the last 30 years. They said that today lot of challenges are being faced by all the Unions and our Union is also no except to it. We have to continuously equip ourselves on the various developments that are taking place in the banking industry and also in our Bank. Further, Unity is utmost necessity for smooth functioning of the Union. Today many young comrades have come forward and took up the post of Office Bearers and Executive Committee Members in our Union. Proper Orientation should be given to them in trade union movement. There may be difference of opinion on issues among us, but it should not come in our union functioning. We should keep aside our difference of opinion, focus only on issues and exhibit Unity among our Members. This alone will help us to face the challenges and achieve many benefits for our Members. They wished all successful trade union career.

The meeting concluded with a vote of thanks by **Com. G. Chenna Kesavalu, Asst. Secretary.**

With greetings,

Yours comradely,



T. Sekar

General Secretary

MARCH ON TO ALL INDIA STRIKE ON 20th MAY 2025

**MARCH ON TO OUR TNBEF 24th CONFERNECE AT CHENNAI ON
22.06.2025 & 23.06.2025**