



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

(Regd. No. 2756)

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Circular No.: 35-56/45/2019

02.12.2019

PROCEEDINGS OF THE EXECUTIVE COMMITTEE MEETING HELD AT CHENNAI ON 23rd & 24th NOVEMBER 2019

The Executive Committee Meeting of our Union was held on 23rd & 24th November '2019 at our Thrift Society premises, Chennai. The meeting commenced at 10.00 a.m. Com.D. Arumugam, President presided over the meeting and welcomed all to the committee meeting.

Homage : Com.P. Sreenivasan, Joint Secretary moved the resolution on homage. Two minutes silence was observed for the demise of Com.Gurudas Dasgupta, former General Secretary AITUC, Com.M.S. Dawood, former President, TNBEF, Com.Rishi Kumar Yadav, Clerk, Lucknow, Com.Gavvala Tara, PTE, Boduppall.

Com.C. Vimalraj, Secretary read the minutes of the previous executive committee held at Chennai on 27 & 28.7.2019. Committee Members pointed out that some of the points which were discussed in the meeting does not find place in the minutes and it should be added. After incorporating the same, the minutes was approved by the committee unanimously.

Com.A. Srinivasan, Treasurer placed the accounts for the period from 1.7.2019 to 31.10.2019. After replying to the clarifications sought by the members, the accounts for the above period was adopted unanimously.

Com.General Secretary placed the draft "36th Conference General Secretary's Report" before the committee for detailed deliberations and adoption. The draft report contains various chapters viz., Homage, International Scene, National - political and economic scene, Banking Industry, Our National Organisation - AIBEA, Our Bank - KVB, Our Union - KVBEU, Tasks and Acknowledgements.

Committee Members had detailed discussion on all the chapters and also gave various suggestions. After incorporating all the modifications / additions suggested by the committee members, the draft General Secretary report to be placed in the ensuing 36th conference was adopted unanimously.

With this the first day proceedings was concluded. In the evening, Office Bearers meeting was held. In the meeting, conducting the upcoming 36th conference successfully and other issues were discussed in detail and decisions were taken.

On 24th November '2019 the meeting commenced at 10.00 a.m. Com.General Secretary reported the decisions taken in the Office Bearers meeting. Com.President invited the committee members for deliberations.

- Monetary compensation not yet received for the work done on holidays for the software migration and upgradation.
- Shortage of Clerks and Sub-staff in many branches. Due to this, the working hours get elongated. Also customer service is getting affected.

- Due to centralization of some of the works like KYC updation etc., the customer service is getting delayed. KVB is known for best customer service and this type of delay will affect our business growth.
- This time, the number of sub-staff promoted is less.
- Sub-staff should be allowed to have access in the revamped HR.com website.
- In some branches, even though members apply leave well in advance and feed it in the system, Managers are denying leave.
- There must be official negotiation with the management at periodical intervals.
- Debiting 1 day leave of the employees on 21.12.2018 in respect of the officers strike and the steps taken by the union to restore the leave.
- In the name of DSR, undue pressure is exerted on the workmen. The approach of the branches and divisional offices are de-motivating the employees. Already branches are suffering with dearth of staff and members are finding it difficult to complete their routine work within the stipulated working hours. In majority of the branches, only single Cashier is provided. This new concept of scoring marks is adding further pressure on the members. Further, this new culture is affecting the harmonious interpersonal relationship at the branch level. Our members all these years in addition to their routine works are sourcing new business for the bank and DSR marks should not be used as a tool to measure the performance of the employees as our service conditions are well defined under Bi-partite settlement.

Com.General Secretary replied for the above points. In respect of recruitment of adequate clerks and sub-staff and also on the DSR issue, union had already written detailed letter to the management. He further informed that union is continuously following up the matter with the management and resolved many individual issues especially in the area of disciplinary proceedings.

Our members were informed vide Conference notice dated 4.11.2019 to forward to the Union any resolution, bye-law amendment which will be placed in the executive committee meeting. The Committee had not received any resolution / by-law amendment from the members and it is taken on record.

Resolutions : The Executive Committee had approved to pass the following resolutions in our 36th Conference.

- 1) Against Price Rise
- 2) Against Labour Law Amendments
- 3) Against unwarranted banking sector reforms
- 4) Recruitment of adequate clerks and sub-staff in our bank.
- 5) Union stand on the concept of daily sales report and also fixation of individual target to workmen
- 6) Centralization of some of the works carried out at the branches and its resultant effect on the customer service.

36th Conference of our Union on 28th & 29th December, 2019 at Chennai : Com.General Secretary informed that union had invited the following leaders and dignitaries for our conference and they have also given their consent.

- 1) Com.C.H. Venkatachalam, General Secretary, AIBEA
- 2) Com.E. Arunachalam, General Secretary, TNBEF
- 3) Sri.J. Natarajan, President & COO, Karur Vysya Bank
- 4) Com.Mathew George, Joint Convener, Private Sector Bank Unions Cell
- 5) Com.M. Narasimhan, General Secretary, KVBOA
- 6) Com.J. Rajendran, General Secretary, KVB Retirees Association

It is also decided to invite Justice Sri.K. Chandru, Retired Judge, High Court of Madras to our conference and address our members on the second day of the conference.

Com.A. Srinivasan, Secretary, Reception Committee reported the arrangements that are being made for the successful conduct of the conference. He said that accommodation is being provided to all the outstation comrades near the conference venue itself. He requested the committee members to provide the list of members who are attending the conference well in advance to enable the Accommodation Committee to make proper arrangements for their stay. He further said that separate accommodation is arranged for the women comrades.

Com.President requested all the office bearers and committee members to mobilise maximum number of members from their area to our conference and make it a grand success.

Felicitation to Com.A.Srinivasan, Treasurer : Com.A. Srinivasan is retiring from the services of our Bank on 31st December 2019. Starting his trade union career as an activists, he rose to level of functioning as Treasurer of the union. Office Bearers and Committee Members recalled their association with Com.Srinivasan and his contribution for building up not only KVBEU but also our Co-operative Thrift Society.

In his acceptance speech, Com.Srinivasan recalled his association with former leaders of our movement. He said that with the support of our members only he could discharge his duty as Treasurer of our Union and also President of our Thrift Society. He requested the committee to work in unison and take our beloved KVBEU to greater heights.

Com.S. Illangovan, Executive Committee Member adorned shawl to Com.Srinivasan and the committee wished him happy and healthy retired life.

Com.S. Suriyanarayanan, Vice-President proposed vote of thanks and the meeting concluded at 6.00 p.m.

With greetings,

Yours comradely,



I.VENKATESAN

General Secretary

We reproduce hereunder the letter written to our MD & CEO seeking a date for an official negotiation with the management.

KVBEU/35/45/15/2019

November 28, 2019

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

Dear Sir,

Reg : Seeking a date for official negotiation.

Greetings from Karur Vysya Bank Employees' Unin.

The various welfare measures now available in our Bank had taken shape after bilateral negotiations and understanding reached between the management and the union. Further,

apart from monetary benefits and various loan facilities, many issues concerning the workmen were mutually discussed and bilateral agreement / understanding were arrived at by the management and the union.

Continuing the same tradition, we request further improvements to benefit our employees and also discussion on the various issues concerning the workmen. The last official negotiation was held on 24.10.2016. We have already written letter dated 4.5.2018 seeking a date for an official negotiation.

We seek a date for an official negotiation with our management to discuss our various issues. We are confident that our request will be considered favourably.

Thanking you,

Yours faithfully,
Sd/-

I.VENKATESAN
General Secretary

Cc: Chief General Manager, Human Resources Department.

**ONWARD TO OUR 36th CONFERENCE AT
CHENNAI ON 28th & 29th DECEMBER '19**