



KARUR VYSYA BANK EMPLOYEES' UNION

**DIAMOND JUBILEE CELEBRATIONS
1959-2019**



KARUR VYSYA BANK EMPLOYEES' UNION

(Affiliated to AIBEA)

Plot "E", New No.44 Old No.33B, 8th Street,

Sourashtra Nagar, Choolaimedu,

Chennai – 600094. Phone:044-24837383

E-Mail: kvbeu1959@gmail.com Website: www.kvbeu.co.in

PRESENT TEAM OF OFFICE BEARERS OF OUR UNION:

POST	NAME - COMRADES	BRANCH NOW
President (w.e.f 03/03/2019)	D.ARUMUGAM	CENTRAL OFFICE - IAD
Vice - President	G.SHYAMSUNDAR	RETIRED
Vice - President	P.NARASIMHARAO	CUDDAPAH
Vice - President (w.e.f 03/03/2019)	S.SURIYANARAYANAN	ERODE-SAMPATH NAGAR
General Secretary (w.e.f 01/07/2018)	I.VENKATESAN	CENTRAL OFFICE - PBG
Secretary (w.e.f 01/07/2018)	C.VIMALRAJJ	AYOTHIAPATTINAM
Joint Secretary	P.SREENIVASAN	TIRUCHI-THILLAI NAGAR
Joint Secretary (w.e.f 03/03/2019)	S.KRISHNAMOORTHY	KARUR-WEST LNS
Treasurer	A.SRINIVASAN	CHENNAI-EGMORE
Organising Secretary	M.SAI SRI SHANKAR	PENDURTHI
Organising Secretary	P.VENKATRAMAN	PALAYAMKOTTAI
Organising Secretary	B.RAVI SHANKAR	RETIRED
Organising Secretary	BIJUTHURUTHIYIL	KOTTAYAM
Organising Secretary	M.RAVI	MADURAI - DO
Organising Secretary	N.SHANMUGASINGARAM	HOSKOTE
Assistant Secretary	T.SEKAR	CHENNAI-ARUMBAKKAM
Assistant Secretary	NARAYAN DE	KOLKATA-BURRA BAZAAR
Assistant Secretary	SANJEEVGARG	NOIDA



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ACKNOWLEDGEMENT

The Executive Committee had rightly decided to release a booklet about our Diamond Jubilee Celebrations. We are thankful to Com.C.Vimalraj, Secretary of our Union. When the committee had entrusted the task to him, he, within a short period, prepared the draft sketch of the booklet.

We are much grateful to our President Com.D.Arumugam, who had been continuously associated with this movement for more than two and a half decades made additional inputs in shaping this book. We acknowledge Asst. Secretary, Com.T.Sekar, who provided photos etc., we thank him also.

We thank all the Committee members and Office bearers of Salem, Madurai and Coimbatore area for the contribution made by them in the Diamond Jubilee Celebrations held in their respective area.

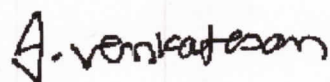
We place on record our gratitude and thanks to all the Comrades who helped us in bringing this booklet.

We also record our gratitude to M/s Uma Graphics, Prop. Sri K.Subramanian, for bringing out this booklet in the shortest possible time.

Much effort had been taken in incorporating all the events and incidents to the best of our knowledge. If some of the events had been left out, it does not diminish their importance.

On this happy occasion of our Diamond Jubilee, it is befitting that we pay tribute to those legends that gave so much to our living and had contributed for this Movement KVBEU.

The only choice before us is to preserve and carry forward their task to still further and in that endeavour, our JOURNEY CONTINUES.



I.VENKATESAN

General Secretary.

28.12.2019

SOURCES AND REFERENCES:

"Sands of Time" is compiled by Com. V. Krishnamurthy, former General Secretary - released during the 40th anniversary of our union.

"Blazing the trail.... The Journey continues" compiled by Com.S.S.Vyasraj former Vice-President and released by Com.N.S.Sridhar, former General Secretary on the occasion of Golden Jubilee Celebration of our union.

KARUR VYSYA BANK EMPLOYEES' UNION DIAMOND JUBILEE YEAR -1959-2019

For every citizen of this great country India, an unforgettable day is 15th August 1947.

For every worker in this nation 31st October 1920, the day when the great organization AITUC was formed, is important.

For all bank employees, we shall never forget the 20th April being the formation day of AIBEA in 1946.

All Karur Vysya Bank employees will bear in their minds the two days viz 1st July 1916, the inception day of our Bank KVB and 3rd Sept. 1959, the inception day of our Union. These two days are not merely to be remembered but rejoiced as well.

Our beloved Karur Vysya Bank Employees' Union (KVBEU) has completed Sixty years of meaningful and glorious existence as a militant Unit of AIBEA on 03.09.2019. It is an occasion to celebrate, to rejoice and look back at the path travelled in our long journey of 60 years.

It is an occasion to remember the sacrifices of our founding Leaders and scores of other Comrades but for those conviction and commitment vision and zeal the birth of KVB Employees Union would not have been a reality.

For us in the Union Diamond Jubilee is a happy and momentous milestone in our onward march. It is not only on occasion to look back and cherish our glorious past but also to recommit ourselves to the ideals of unity and struggles under the inspiring banner of AIBEA.

We acknowledge the visionary zeal of our founding leaders who had shown the seed of the union and registering the union under the Indian Trade Unions Act 1926. Today KVBEU stands as a symbol of unity under the mighty edifice of AIBEA.

We offer our salutations to the founding leaders/ members.

FOUNDERS OF KVBEU:

	COMRADES	
1	VENKATASUBRAMANIAM K	PRESIDENT
2	KRISHNAN K	GENERAL SECRETARY
3	VENKATESAN S	VICE-PRESIDENT
4	NARAHARI S	JOINT SECRETARY
5	VENKATACHALAM T S	TREASURER
6	RAMACHANDRARAO V	EC MEMBER
7	PERUMAL R	EC MEMBER
8	SUBRAMANIAM M	EC MEMBER
9	ADHINARAYANAN S	EC MEMBER
10	MARUTHANAYAGAM S	MEMBER

While paying tributes to the founding leaders of our Union many of whom are not with us, we are fortunate that Com.S.Adinarayanan, Com.T.S.Venkatachalam and Com S.Venkatesan are with us. The contributions made by them since the inception of our union will go down in the history of our movement as glittering diamond chapters.

In the formation of union in the initial stages, the efforts taken by founding leaders and Com.K.J.Joseph, Com.C.S.Ramasamy are commendable and we place on record our gratefulness for the services rendered by them in building up a strong organization in our bank.

We place on record the services rendered by the formers Presidents and General Secretaries of our Union.

	PRESIDENTS	
	COMRADES	
1	VENKATASUBRAMANIAM K	1959 TO 1971
2	NARAHARI S	1972 TO 1981
3	MAYAKRISHNAN A	1982 TO 1985
4	RAJENDRAN J	1985 TO 2010
5	VISWANATHAN P	2010 TO 2019
	GENERAL SECRETARIES	
	COMRADES	
1	KRISHNAN K	1959 TO 1971
2	SUNDARARAJAN M	1972 TO 1978 1981 TO 1982
3	KRISHNAMURTHY V	1979 TO 1981 1982 TO 2007
4	SRIDHAR N S	2007 TO 2018

Feathers in the cap

The following leaders represented our union in AIBEA and respective state federations. Our leaders represented us in AIBEA and other state federations in the past.

General council members of AIBEA from us.

1. Com.V.Krishnamurthy - From KPBEF
2. Com.J.Rajendran - From TNBEF
3. Com.N.S.Sridhar - From TNBEF
4. Com.P.Viswanathan - From TNBEF

The following leaders were office bearers of respective state federations.

1. Com.S.Narahari - TNBEF
2. Com.M.Sundararajjan - TNBEF
3. Com.J.Rajendran - TNBEF
4. Com.V.Krishnamurthy - KPBEF
5. Com.N.S.Sridhar - TNBEF
6. Com.I.Venkatesan - TNBEF (at present)

Not only the above mentioned personalities have contributed for this organization. Many EC members, CC members, Zonal Secretaries who had served this organization during different periods from various centres have contributed their mite. Very strong committed comrades who were though not popular but had full faith in the organization are the real contributors. Even in the freedom movement though martyrs are many, only a few are remembered. All members of the movement have played their due role in the organization by participating in every call of the organization.

Our conferences from the year 1959:

CONFERENCE OF KARUR VYSYA BANK EMPLOYEES' UNION
UNION STARTED ON 24/03/1959
REGISTERED ON 03/09/1959
FIRST CONVENTION WAS ORGANISED AND DEMANDS WERE CHARTERED ON 15/08/1959
BANK ANNOUNCED A WAGE REVISION ON ITS OWN ON 26/08/1959
22/12/1959 FIRST CONCILIATION AT MADRAS
FIRST WAGE SETTLEMENT WAS SIGNED ON 20/04/1960
SECOND WAGE REVISION SETTLEMENT WAS SIGNED ON 04/06/1963

DATE	CONFERENCE No.	HELD AT
11/10/1959	1	DINDIGUL (1)
09/07/1961	2	TRICHY (1)
03/06/1962	3	SALEM (1)
04/08/1963	4	ERODE (1)
24/05/1964	5	VILLUPURAM (1)
08/08/1965	6	KARUR (1)
02/11/1966	7	MADURAI (1)
03/09/1967	8	NAMAKKAL (1)
05/05/1968	9	TIRUPUR (1)

06/04/1969	10	KUMBAKONAM (1)
03/05/1970	11	TIRUVANNAMALAI (1)
01/05/1971	12	MADRAS (1)
27/05/1972	13	KARUR (2)
06/10/1973	14	TANJAVUR(1)
04/08/1974	15	ERODE (2)
11/10/1975	16	TRICHY (2)
26/09/1976	17	COIMBATORE (1)
01/10/1978	18	MADRAS (2)
01/10/1979	19	BANGALORE (1)
25/01/1981	20	MADURAI (2)
16/01/1982	21	MADRAS (3)
15/01/1983	22	VIJAYAWADA (1)
26/01/1985	23	BANGALORE (2)
25/01/1987	24	VELLORE (1)
23/10/1988	25	TRICHY (3)
26/01/1991	26	ERODE (3)
01/05/1993	27	COIMBATORE (2)
30/04/1995	28	MADRAS (4)
25/01/1998	29	TIRUPATHI (2)
01/10/2000	30	MADURAI (3)
01/05/2004	31	BANGALORE (3)
01/12/2007	32	CHENNAI (5)
02/10/2010	33	SALEM (2)
13/04/2014	34	CHENNAI (6)
10/12/2016	35	TIRUCHI (4)
28/12/2019	36	CHENNAI (7)

(Number of times the GB held in a particular place is given in bracket)

MOU / SETTLEMENTS BETWEEN KVB LTD & KVBEU

DURING SIXTIES - 5 MOU 'S SIGNED BETWEEN KVB LTD & KVBEU

DURING SEVENTIES - 20 MOU'S SIGNED BETWEEN KVB LTD & KVBEU

DURING EIGHTIES - 40 MOU ' S SIGNED BETWEEN KVB LTD & KVBEU

DURING NINETIES - 22 MOU ' S SIGNED BETWEEN KVB LTD & KVBEU

Sl.No	Year	Year wise Sl.No	Date of Discussion	MOU or settlement Signed on	Signed under section
1	1960	01	20/04/1960	20/04/1960	
2	1963	01	04/06/1963	04/06/1963	
3	1964	01	05/09/1964	05/09/1964	
4	1966	01	17/07/1966	17/07/1966	
5	1967	01	14/12/1967	14/12/1967	
6	1970	01	25/06/1970	08/07/1970	
7	1971	01	25/02/1971	25/02/1971	
8	1971	02	12/07/1971	12/07/1971	
9	1971	03	21/08/1971	21/08/1971	
10	1972	01	19/03/1972	19/03/1972	
11	1972	02	27/04/1972	27/04/1972	
12	1972	03	27/12/1972	29/12/1972	
13	1973	01	11/01/1973	12/01/1973	
14	1973	02	26/05/1973	26/05/1973	
15	1973	03	04/10/1973	04/10/1973	
16	1975	01	07/10/1975	07/10/1975	2(P)
17	1975	02	07/10/1975	07/10/1975	2(P)
18	1977	01	09/03/1977	29/04/1977	2(P)
19	1977	02	09/03/1977	29/04/1977	2(P)
20	1978	01	15/10/1978	15/10/1978	
21	1979	01	28/05/1979	28/05/1979	
22	1979	02	22/11/1979	22/11/1979	
23	1979	03	09/12/1979	09/12/1979	
24	1979	04	10/12/1979	10/12/1979	
25	1979	05	21/12/1979	21/12/1979	
26	1980	01	19/02/1980	19/02/1980	
27	1980	02	20/02/1980	20/02/1980	
28	1980	03	21/07/1980	21/07/1980	
29	1980	04	23/07/1980	23/07/1980	
30	1980	05	22/09/1980	24/09/1980	
31	1980	06	24/09/1980	24/09/1980	2(P)
32	1980	07	24/09/1980	24/09/1980	2(P)
33	1980	08	24/09/1980	24/09/1980	2(P)
34	1981	01	23/03/1981	23/03/1981	
35	1981	02	02/07/1981	02/07/1981	
36	1981	03	14/11/1981	14/11/1981	

37	1982	01	02/07/1982	16/08/1982	
38	1982	02	16/08/1982	16/08/1982	2(P)
39	1982	03	16/08/1982	17/08/1982	
40	1982	04	20/11/1982	20/11/1982	12(3)
41	1983	01	12/04/1983	21/04/1983	
42	1984	01	19/01/1984	20/01/1984	
43	1984	02	12/03/1984	13/03/1984	
44	1984	03	11/10/1984	12/10/1984	
45	1985	01	04/04/1985	04/04/1985	
46	1985	02	15/05/1985	16/05/1985	
47	1985	03	24/05/1985	25/05/1985	
48	1985	04	27/05/1985	27/05/1985	
49	1985	05	27/05/1985	27/05/1985	12(3)
50	1985	06	24/06/1985	25/06/1985	
51	1985	07	03/07/1985	04/07/1985	
52	1985	08	10/10/1985	24/10/1985	
53	1985	09	26/10/1985	26/10/1985	
54	1985	10	16/11/1985	16/11/1985	2(P)
55	1985	11	23/11/1985	25/11/1985	
56	1987	01	04/05/1987	04/05/1987	2(P)
57	1987	02	18/09/1987	28/09/1987	
58	1988	01	18/11/1988	19/11/1988	
59	1989	01	21/07/1989	21/07/1989	
60	1989	02	23/07/1989	23/07/1989	
61	1989	03	11/09/1989	11/09/1989	
62	1989	04	07/10/1989	18/11/1989	
63	1989	05	18/11/1989	01/12/1989	
64	1989	06	25/11/1989	29/12/1989	
65	1989	07	13/02/1989	16/02/1989	
66	1990	01	09/12/1989	25/01/1990	
67	1990	02	13/02/1989	03/02/1990	2(P)
68	1990	03	03/02/1990	03/02/1990	
69	1990	04	01/11/1990	01/11/1990	12(3)
70	1991	01	02/04/1991	10/09/1991	
71	1991	02	10/09/1991	10/09/1991	
72	1992	01	05/06/1992	06/06/1992	
73	1992	02	17/06/1992	25/06/1992	
74	1992	03	26/11/1992	21/12/1992	
75	1992	04	03/12/1992	03/12/1992	

76	1993	01	16/06/1993	27/08/1993	
77	1993	02	06/10/1993	06/10/1993	
78	1994	01	03/12/1993	12/01/1994	
79	1994	02	09/05/1994	02/08/1994	
80	1995	01	11/01/1995	23/03/1995	
81	1995	02	23/03/1995	23/03/1995	
82	1995	03	02/09/1995	18/09/1995	
83	1996	01	10/06/1996	21/06/1996	
84	1997	01	15/05/1997	14/07/1997	
85	1997	02	28/11/1997	28/11/1997	12(3)
86	1998	01	04/11/1997	13/03/1998	
87	1998	02	07/09/1998	10/10/1998	
88	2000	01	16/11/2000	18/11/2000	
89	2002	01	31/08/2001	08/02/2002	
90	2002	02	31/08/2001	08/02/2002	2(P)
91	2003	01	21/11/2002	20/02/2003	
92	2004	01	08/01/2004	21/01/2004	
93	2005	01	05/04/2005	05/12/2005	
94	2006	01	01/07/2006	22/08/2006	
95	2006	02	13/09/2006	13/09/2006	12(3)
96	2006	03	19/12/2006	19/12/2006	12(3)
97	2008	01	31/01/2008	04/02/2008	
98	2008	02	04/11/2008	24/11/2008	
99	2009	01	05/02/2009	25/02/2009	
100	2010	01	27/09/2010	30/09/2010	
101	2011	01	18/11/2011	23/12/2011	
102	2012	01	18/12/2012	21/12/2012	
103	2014	01	20/03/2014	24/03/2014	
104	2016	01	24/10/2016	31/12/2016	

UNIQUE FEATURES OF KVBEU :

It is the only organization that has a clause in the Bye law to get affiliated permanently to AIBEA. Even before the AIBEA makes that as a prescription code for its affiliates.

Has no rival Union in the Bank. Only one Union and that is affiliated to AIBEA.

It is the one of the Bank employees' organizations in the country that collects subscription from their members @ 0.5percent of their Basic Pay.

It is one of the organizations wherein all the participating members are the delegates for its General Body conference. Members right from the part time employee to the President of the Union attend the conference as a delegate at their own cost.

It is the only organization which encompasses all members from across the nook and corner of the country. It does not have a federal structure but presents a monolithic column.

PF contribution of members to the PF fund is yielding them monthly interest on a compounding formula, a unique feature made possible due to the efforts of the Union and other PF Trustees.

Com.Arunachalam memorial Fund:

The name of late Com.Arunachalam (Former Vice President) and KVBEU are inseparable. It is relevant to recall the contribution done by our former Vice President Late Corn. N.Arunachalam. He died in harness during the year 1996 leaving us in lurch. After his demise, his wife had contributed a sum of Rs.2 lacs to the Union to start a Scholarship scheme for the wards of needy employees. The corpus fund is named as Corn. Arunachalam Memorial Fund. The interest of the fund is being utilized for the past two decades to reward those wards of the members who have scored high marks in SSLC and higher secondary examinations. Hundreds of children are benefited by this philanthropic assistance.

STRUGGLES, STRIKES AND AGITATIONS :

Strikes and agitations are the ultimate weapon available in the hands of workers to achieve their reasonable objectives and demands. When Bi literalism fails then the responsibility is cast upon the Unions to involve their rank and file in the struggle path to achieve their goal. It is the age old and time tested formula best available.

The organization AIBEA was born out of sacrifices of many cadres. It is a socially committed organization not content with only periodical wage revisions but the upliftment of the status of the Bank employee is in the full mind of the leaders.

In all the struggles of our AIBEA, our Union's participation was widely appreciated by all . Whenever there are Dharnas at District, State or National level, the participation by our cadres were overwhelming and in the Parliament Morcha, our cadres' participation was splendid.

At micro level our own struggles were launched and there were periodical strike programmes condemning the high handed and anti labour attitude of the Bank. The date was 26.6.1980, a Strike along with Karur Chalo programme.

On March 1985, enmasse Transfer of Madras Reconciliation Department to Karur was executed by the Bank. Members were relieved by publishing their names in the newspaper.

Union handled it ably and got them retransferred through a conciliation process.

On 5.5.1995 the Bank invoked para 522(1) of Sastry Award (Discharge of Simplicitor) for the first time in the Banking Industry by dismissing a Lady employee. The 1995 Chennai Conference gave a clarion call for a strike action. . The Strike became an overwhelming success. The dismissed employee was reinstated into the services of the Bank.

On 14.7.2003, another Strike urging upon the management to settle the pending issues including retransfer of those who went on non request transfers. Many members and in particular, the activists and Office Bearers of the Union were the victims. At that time, a mass retrenchment move was unleashed by the Tamil Nadu Government against its striking employees and even the Supreme Court could not stop the menace. But our members withstood the terror tactics by the Management and the strike became a Success. The process of getting them retransferred had already been initiated by the Bank and other issues are settled one by one.



Apart from the above, there are other demonstrations and Dharna programmes preceding the Strikes and in particular, a joint Dharna organized by KVBEU and KVBOA urging upon the Reserve Bank to lift the Ban on recruitment during 1993 was held. It is remarkable that the RBI had given autonomy to Private Sector Banks to go in for recruitments as per their needs.

A Joint UFBU dharna was conducted at Karur to implement the Pension settlement signed at the All India level on 29.10.1993 in our Bank also. The settlement was implemented in our Bank in toto and the retired pension optees heaved a great sigh of relief.

There are other Dharna programmes as well to achieve our own demands at Karur. The participation by our activists, committee members and Office bearers was full.

Dharna at Karur on 08/11/2013 demanding to have own pension fund in the Private sector banks and to extend Defined pension scheme to the new entrants also and opposing the Banking reforms, Banking licence to corporate houses, increase in FDI and FII in private sector banks. Com.C.H. Venkatachalam, General Secretary, AIBEA inaugurated the Dharna programme.

Whenever there are calls given by United Forum of Bank Unions (UFBU), our cadres are second to none in taking part in the struggle events including various strikes.

The mass organization, Joint Trade Union calls were also carried out by our union for demonstrations and All India Strikes. Apart from taking part in the Strike programmes, our Office bearers were the members in the steering committees of many action programmes.

To repeat the past in future, our cadres shall join the main stream by participating in the national level struggles called by AIBEA, UFBU and the National Joint Trade Union councils.

Continuous and consistent training is imparted on our cadres to distinct between the institution and the management. Whenever our hard earned rights are questioned or at stake, our members are second to none to react. When there is an attempt to attack the basic structure of the institution by the rulers, our members retaliate with conviction.

OUR CALL FOR SOCIAL CONCERN:

Our organization is not solely for the betterment of our members alone. It has a concern and vision for the mankind i.e., Social cause. It is not a surprise that we act true to the vision and mission of our parent organization AIBEA.

40th YEAR CELEBRATIONS :

Our Union celebrated its 40th anniversary at Madurai in the year 1999. Com. Tarakeshwar Chakraborti, General Secretary of AIBEA, addressed our members. A booklet titled "Sands of Time" compiled by Com.V.Krishnamurthy, our former General

Secretary, was released on that occasion, by the Union. It helped the next generation entrants to have handy information about our Union.

GOLDEN JUBILEE CELEBRATIONS:

Union had conducted Golden Jubilee celebrations during the year 2008 - 2009. Special meetings were conducted at Madurai, Coimbatore, Coimbatore, Bangalore, Vijayawada, Hyderabad, Karur and the culmination function at Chennai. Leaders from our AIBEA and various State Federations and also the Executives from the Bank have participated in the above functions at the respective centres. A small booklet "Blazing the trail.... The Journey continues" containing the history of KVBEU was brought out on the occasion of the golden jubilee.

KVB 100 AIBEA 70 CELEBRATIONS:



The year 2016 is an important year in the annals of our Bank as well as our national organization AIBEA. Started in the year 1916, our Bank had completed 100 years and started in the year 1946, our AIBEA had completed 70 years. The union had decided to conduct special meetings at important centres and celebrate the event. The main object of such celebration was that since large number of youngsters have joined the Bank, it is an opportunity for the Union to inculcate the glory of our Bank, the path travelled all these years, the contribution made by all the seniors for the growth and development and also to create the sense of belonging in the minds of the youngsters. Similarly, the history of AIBEA will also be information regarding how AIBEA is working for the welfare of the members, in improving the service conditions of the employees and also its concern for the economic development of our country. Accordingly, the special

meetings were conducted at Ernakulam, Vijayawada, Madurai, Hyderabad, Kolkata, New Delhi, Ahmedabad, Bangalore, Chennai. The culmination function was conducted at Karur in July, 2016 which was attended by the then MD & CEO of our Bank Sri.K. Venkatraman, Directors of our Bank and Com.B.S. Rambabu, Secretary, AIBEA.

DIAMOND JUBILEE CELEBRATIONS:

We started our Diamond Jubilee celebrations on 03rd September 2018 with greetings of all the Founder Members and Former Office Bearers of our Union over phone by the former President Com P.Viswanathan.

On 3rd September 2018 we honoured Com.S.Narahari, one of the founder members of our Union, through our Madurai Comrades Com. M.Ravi, Organising Secretary, Executive Committee Members Com.K.Bhaskaran & Com. S.Prasanna Venkatesh and a member of KVBEU Com. Sankaranarayanan.

Also a circular was issued by the union about the Diamond Jubilee of our Union.

Since, nowadays majority of our members belong to younger generation and it is very much essential for them to know how our leaders and cadres of ester years have built this mighty organization surmounting various challenges. We have requested our yesteryear leaders to share their experience which will be very much motivating for our members. We are reproduced the messages thus received from the Former leader by a way of a circular.

We are reproducing the messages thus received from the leaders here below:

Deep in my heart... Com.Narahari-one of the Founders of KVBEU



Com.S.Narahari honoured on 3rd September 2018 by Com. M.Ravi, Organising Secretary, Executive Committee Members Com.K.Bhaskaran & Com. S.Prasanna Venkatesh and a member of KVBEU Com. Sankaranarayanan.

On the happy occasion of our beloved and glorious organisation KVBEU stepping into the 60th year on 3rd September 2018, I salute and congratulate all our comrades, both young and old for strengthening the Organisation along with me holding the National Organisation AIBEABanner high.

Before joining KVB, I worked as a proof reader in "Deshabhimani" magazine. I got myself involved in the Student movement. Then onwards, I started fighting against all forms of exploitation, raised my voice to establish justice and worked for the upliftment of the workers and the working class movement.

I joined KVB as a Clerk in Madurai Branch on 26th October 1950 with S.S.L.C. passed qualification. At that time, I was paid a monthly salary of Rs.50/- .There was no union in KVB, but I became a member of the Madurai (City) Bank Employees' Union. During 1953, I along with other Bank Employees in Madurai participated in the agitation against the "Sastry Award". This Award was against the interest of the bank employees, denied point to point adjustment in DA and actually reduced the salary. From then on, I actively involved myself in the Bank Employees Movement and started organising bank employees in and around Madurai and also engaged myself in strengthening our national organisation AIBEABanner.

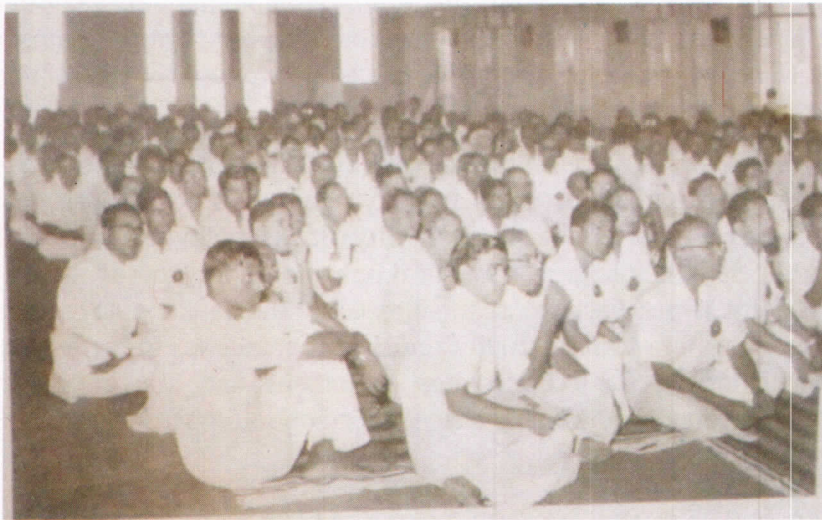
In the year 1959, fifteen Comrades, then working in Madurai Branch (Tamil Nadu), the only branch then available in Madurai, placed the first step forward in the formation of Our Union KVBEU. At that point of time the employees of KVB were paid only meager salary with no working hours and poor service conditions. I was the youngest in the

branch and was asked to take the responsibility of forming Our Union, KVBEU. A Branch Meeting was held and a resolution was passed to form a Union and to register it under Trade Union Act. Accordingly, Our Union Karur Vysya Bank Employees' Union was started and registered under Trade Union Act on 3rd September 1959.

Payment of Bonus was the cause for the spark to start our KVBEU. KVB was paying Bonus to its employees only to profit making branches. No Bonus was paid to employees of loss making branches. Higher amount of Bonus was paid to Head Office employees who were not generating profit but were only compiling the figures. This differentiation and discrimination of employees in the Payment of Bonus by the Bank infuriated the employees working in KVB. The Madurai Branch employees represented for payment of equal Bonus to all employees to the Board of Directors of the Bank, when they had visited the Madurai Branch. The representation did not yield any fruitful result and the employees decided to form the Union KVBEU to fight for their genuine demands and better working conditions.

After the registration of the Union, Madurai Branch employees visited all the branches and enrolled the employees at branches as members of KVBEU. Defying all odds, the founders of the KVBEU were able to enroll 100% membership.

The First conference of our union known as "Acquaintance Conference" was held at Dindigul on 11.10.1959. Com. K.J. Joseph, the then Assistant Secretary of AIBEA and the then Vice President of TNBEF, Com. C.S. Ramasamy a leader of PNB Staff Union and Com. N.K. Venkatachalam, then Secretary of Madurai City Bank Employees' Union participated in the Dindigul Conference and assured the fullest support of AIBEA and TNBEF to the infant KVBEU. These three leaders continued their help and guided the KVBEU during the initial years.



First Conference of KVBEU held at Dindigul on 11-10-1959

KVBEU submitted the Charter of Demands to the KVB Management for Increase of Wages and improvement of Service Conditions. The management did not come forward to settle the issues through mutual discussions. A dispute was raised before the Labour Commissioner. In the conciliation held on 22-12-1959 the Regional Labour Commissioner advised both the Bank Management and the KVBEU to mutually discuss and evolve a settlement. After mutual discussion, on 12th April 1960 the First Bilateral Settlement on Wage Increase and Working hours as Seven and Half hours was signed. Thereafter, many settlements and minutes of understanding were signed between the Bank Management and KVBEU.

On 1-08-1979 after the conclusion of the Third Bipartite Settlement, our Bank became party to the All India Bi-partite Settlement from 3rd Bi-partite Settlement through a separate settlement dated 22-11-1979. On the request of KVBEU, the AIBEA leaders played a vital role in the inclusion of our Bank as a party to the Third Bipartite Settlement. From then onwards, employees of KVB became at par with the employees of Public Sector Banks.

Before 1960, banks in India were closed and people lost their hard earned savings. AIBEA considered it necessary, to save peoples' money and to stop closure of banks and if need be, the banks should be allowed to merge with other banks. At that time, there was no such provision in the Banking Regulation Act. Com. Prabhat Kar, AIBEA General Secretary was then a MP from West Bengal. Com. Prabhat Kar played a vital role in the Parliament and his speech forced the Government to amend the Banking Regulation Act to permit merger and amalgamation of Banks in order to save the smaller and weaker private banks. At last Section 45 of the Act was amended and the Parliament approved it. Thereafter Liquidation stopped and mergers started.

Between 1962 and 1964 our Bank KVB took over 4 Banks viz. Selvavirithi Bank Ltd., Coimbatore Bagyalakshmi Bank Ltd., Salem Sri Kannika Parameswari Bank Ltd., and PGAV Bank Ltd., Kombai.

In KVBEU, I functioned as Joint Secretary and President. I had the opportunity to serve as General Secretary and President of Madurai District Bank Employees Union and also served as Vice President and Joint Secretary of TNBEF. I helped and stood with the comrades of Padhinen Grama Arya Vysya Bank, Bank of Tanjore, Tamilnad Mercantile Bank, Chettinad Mercantile Bank, Kanika Parameswari Corporation, Madurai Hindu Permanent Fund during the formation of unions in those Banks.

It is green in my memory, the acquaintance I had with leaders like Com.Prabhatkar, Com Parvana, Com Tarak, Com C.S.Subramaniam, Com N.Sampath, Com K.J.Joseph, Com C.S.Ramasamy and Com N.K.Venkatachalam.

In the general trade union movement, I had the privilege to associate myself with veteran trade union leaders like Com M.Kalyanasundaram, Com A. Balasubramaniam, Com K.T.K. Thangamani and Com P.T.Narayanan. During a farmers agitation, I was in

Madurai Central Jail for 15 days along with the Leaders of Farmers organisations.

I retired from KVB on 30th September 1992, after putting in 42 years of service. After my retirement, I was very much enthused when I was with KVBEU Comrades in their 34th Conference held at Chennai in April 2014 and also in the 35th Conference held at Trichy in December 2016.

Comrades, extend best customer service in the branches and maintain the identity of KVB.

We have built this organization union step by step, brick by brick on the foundation of Unity, Struggles and Sacrifices.

Unity, Militancy, Conviction, Courage and Struggles will alone strengthen KVBEU and also help to improve the Service Conditions of the employees.

Comrades, march forward with more Unity. Hold high the banner of AIBEA and KVBEU.

I convey my Revolutionary greetings to all KVBEU Comrades.

AIBEA ZINDABAD KVBEU ZINDABAD

With Greetings

S.NARAHARI
MADURAI.

Unite & Fight to Turn the Tide, Clarion Call from AIBEA... Com. M.Sundararajan



Com MSR with Com CHV

On this historical and important occasion of 60th Birth day of our beloved KVBEU, I am very happy and glad to interact with you all through this letter. Red Salute to all KVBEU Comrades. On this happy occasion, I wish to reminisce my fond memories.

After completing my intermediate course, I was unemployed for more than three years searching for a job. I could feel the pangs of being unemployed. Even today, the bane unemployment not only exists but is getting more aggravated and the number of unemployed is swelling. Promises of job creation which are heard only during elections have been turned out to be myth only to be fool people for votes. In fact the country is witnessing jobless and job loss growth. No job generation and the reality is drastic downsizing of manpower. Increasing joblessness is harmful to the trade union movement and the society at large. It affects the bargaining power of the Trade Union. The huge army of unemployed is always preserved to keep the wages of the worker low and also as a threat for workers that they can be replaced. Social justice enjoins the Unions to take up the unemployment issue and fight for the recruitment. Trade Unions are instruments of social change.

In 1960, at the time of opening of the branch of Pathinengrama Arya Vysya Bank (PGAV Bank) at Madurai, I joined in that bank branch. No written appointment order was given and orally I was asked to work for six months as "Unpaid Apprentice". After 6 months, my salary was fixed as Rs.60/- per month and the annual increment Rs.2/-.

During that time, the condition in PGAV Bank was that the existing employees were not paid annual increments for more than three years. Employees were seething with anger and in agitated mood. The bank suggested retrenchment. Had retrenchment been done, I would have been the first victim to be sent out of the bank under "Last Come First Go" principle.

The PGAV Bank Employees' Union was formed under the guidance and Presidentship of Com. N.K.Venkatachalam, the then General Secretary of Madurai Bank Employees Union and got it affiliated to AIBEA. I was one among those who formed the union and held the post of the Executive Committee Member of the Union.

The management of the PGAV Bank wanted to merge with the Bank of Madura (this bank merged with ICICI Bank). The salary and the service conditions then existing in Bank of Madura were worst and its management was very brutal and anti employee. PGAV Bank Staff Association opposed the merger with Bank of Madura. Union commenced the Non Cooperation movement. This struggle compelled the management of the PGAV Bank to discuss the merger issue with the Union. The Union suggested that the PGAV Bank be merged with Karur Vysya Bank. Thereafter, an agreement between the Management of the Karur Vysya Bank Limited (1), Management of the Pathinen Grama Arya Vysya Bank Limited (2) and The Pathinen Grama Arya Vysya Bank Staff Association (3) was signed on 5th September, 1964. PGAV Bank was merged with Karur Vysya Bank on 14-12-1964. I became the employee of Karur Vysya Bank. From then, I functioned as Vice President and General Secretary of Karur Vysya Bank Employees' Union.

THE KARUR VYSYA BANK LTD., EMPLOYEES UNION, MADURAI.

(Regd. No. 2756)

Photo taken during the Visit of Com. PRABATKAR, M. P., General Secretary A. I. B. E. A. to our Union on 12-10-1961

OFFICE BEARERS & EXECUTIVE COMMITTEE MEMBERS (1959-60)



Sitting: (Left to Right) Comrades: K. KRISHNAN, (General Secretary) N. K. VENKATACHALAM, (General Secretary, M. B. E. U.)
N. SAMPATH, (General Secretary M. S. B. E. F.) PRABATKAR, M. P., (General Secretary A. I. B. E. A.)
K. T. K. THIAGAMANI, M. P., (President, L. I. C. E. U.) K. VENKATASUBRAMANIAM (President)
S. VENKATESAN (Vice President.)

Standing: (Left to Right) Comrades: S. ADINARAYANAN, (E. C. Member) S. VENKATACHALAM (Treasurer)
S. NARAHARI, (Joint Secretary) M. SUBRAMANIAM, R. PERUMAL, V. RAMACHANDRA PAO,
(E. C. Members)

Promotion Policy did not exist in KVB. Pick and choose was then the practice and the Union was demanding for a Promotion Policy. On 25th June 1970, an agreement was reached between the Management and the Employees' Union wherein it stated that a Policy regarding Promotions of Staff will be evolved after discussions with the Representatives of the Union. The First Promotion Policy Settlement was signed on 25-2-1971 and it was agreed that 60% of the vacancies in the Officer Cadre will be filled in by promotion from among the clerical staff and it also provided promotion of Sub-staff to Clerical cadre.

In the year 1976, KVB celebrated its Diamond Jubilee. KVBEU placed a demand to the KVB management to sanction two increments to the employees. Discussions were held and finally the KVB management agreed to grant one increment for Diamond Jubilee. Eventhough the bank was prepared to pay one increment, the then prevailing "Emergency" in the country was not in favour of the employees. The Bank Management informed that the Union has to get the RBI approval for the release of the Diamond Jubilee increment. KVBEU took up this issue with the AIBEA and Com D.P.Chanda, the then President of AIBEA approached RBI and got the permission for the payment of Diamond Jubilee Increment to KVB Employees. During this period the KVB employees received totally four increments, two increments for upgradation of KVB to "A" Class Bank, one increment for Diamond Jubilee Celebration and one regular increment.

Holding the position in KVBEU, I had been signatory to many settlements the details of which to my memory are as under:

A Memorandum of Settlement dated 7.10.1975 agreed:

- To implement in toto the provisions of the Third Bipartite Settlement to be arrived at between IBA and AIBEA.
- To introduce a Housing Loan Scheme.
- To implement the Hospitalisation Benefit to the Employees as per Bipartite Settlement dated 8-11-1973 and effect from 01-10-1975.
- To extend facility to the workmen to purchase Mopeds, Scooter, Motor Cycle upto 2.5 H.P.
- Bank agreed to maintain the Register for Mutual and Request Transfers.
- Bank agreed to have joint discussions with the Union Representatives once in three months.

A Memorandum of Settlement dated 14.3 1977 agreed:

- Casual labourers who completed 240 days will be absorbed as Temporary Peons. After completion of six months temporary period they will be confirmed. Temporary Peons will be fitted in the time scales of pay.

- Casual labourers will be paid wages at the rate of Rs.8/- per day at Metropolitan centres and Rs.6/- per day at other centres.
- Clerical Recruitment procedure and Confirmation.
- Housing loan scheme to Employees was introduced.
- Disciplinary Action against the employees will be followed by the bank as per the procedure as laid down in First Bi-partite Settlement dated 19-10-1966
- Leave Fare Concession.

I worked in KVB for 33 years and got retired on 30-9-1997. I am now the President of Karur Vysya Bank Retirees Association. Though not holding any position in the KVBEU, even after my twenty one years of retired life, I still continue my relationship with the present leadership and also with the Comrades of KVBEU. In the recently held KVBEU Youth Meet at Madurai, I was invited by the KVBEU leadership to speak the History of AIBEA. I was very much delighted when I attended the 35th All India Conference of Karur Vysya Bank Employees' Union held at Trichy in December 2016 along with Com.S. Narahari, one of the founder members and former President of KVBEU.

From the year 1962, as an AIBEA soldier I am functioning in the Bank Employees Movement. Even today, I continue to be in the movement. In the recently held Madurai Ramnad District Bank Employees' Union Conference, I was elected as the President. Earlier, in the same organisation I had held the position of Treasurer, Joint Secretary and General Secretary. I was also the Vice President and Joint Secretary of the Tamilnadu Bank Employees' Federation.

I am proud that I have closely associated and served under the leadership of Com.N.Sampath, Com.K.J.Joseph, Com.C.S.Subramaniam, Com N.K.Venkatachalam, Com. Narahari, Com C.H.Venkatachalam, General Secretary of AIBEA and Com. E.Arunachalam, General Secretary of Tamilnadu Bank Employees' Federation. I cherish those memories.

Today, the working class of this country is on struggle path. The Government is pushing through the labour reforms in the name of "Ease of doing Business" and facilitating the employers to hire and fire, violate all labour laws, increase work load and stretch the working hours, drive out large sections of workers from the statutory protection and introducing fixed term employment. Against these attacks on the working class, the Central Trade Unions and the Independent Trade Union Federations have decided to launch two day strike on 8th & 9th January 2019. Happenings in the banking sector, you know and needs no elaborating. **Bank employees have to unite and fight to turn the tide.**

Once again, I convey my greetings to all comrades of Karur Vysya Bank Employees' Union for the solidarity which is the essence and pride of our movement under the banner of AIBEA. I am very proud that our KVBEU has grown up into a mighty organisation and one

of the well-knit units of AIBEA. I hold my head high that our KVBEU comrades are holding various positions in the State Federations and District Organisations. In the 60th year of our KVBEU, let us take pledge to carry forward KVBEU to greater heights in the days to come.

Hold aloft the flag of AIBEA and March on with Courage and Conviction.

UNITY IS STRENGTH AND VICTORY WILL BE OURS

Comradely yours

M.SUNDARARAJAN

Madurai.

**I Look Back with Pride! Message from Com.K.J. Joseph,
then Asst. Secretary of AIBEA**



Com K.J.Joseph, Com C.S.Ramasamy, Com R. Vijayakumar, Com M.V.Rajan and Com J.Rajendran KVBEU Golden Jubilee at celebration at Coimbatore on 5th October 2008

I Look Back with Pride!

When Com.Viswanathan President telephoned and informed that KVB Employees' Union is celebrating its 60th year and wanted a write up from me without which it would be "incomplete", I felt proud and thrilled to hear those inspiring words!

It was Com.C.S. Ramaswamy - who happened to be at Madurai during those days introduced me to KVB employees. He was with me in Bombay, a fine product of glorious epic of PNB struggle, a struggle that taught me to write circulars and strike bulletins.

When I recall those inspiring days, thoughts lay scattered, memories flood, emotions overflow and expressions freeze. The first conference of KVBEU was held at Dindigul. Managers and Officers actively associated with the Union in the formative days.

It was there I first met, ever smiling Com.Venkatasubrahmanyam, always calm and cool Com.Narahari and firebrand Com.Krishnan. There was large attendance and I was very much enthused and thought it better to start the conference with a small procession. It

was not acceptable because most of them present thought that it was below the "dignity" and "status" of Bank Employees to parade in the streets and shout slogans like factory or mill workers! After much persuasion, it was agreed to take out the procession but without shouting slogans!

During the deliberations there was active participation by members. There was lot of enthusiasm among the members and they returned from the conference with a sense of satisfaction, confidence and hope. Thus began my association with KVB employees.

I had several occasions to deal with the Directors of the Bank who were very simple and sincere. With all their limitations, there was transparent honesty in their dealings, though we had differed often. I remember Sri. A.V.Suryanarayana Chettiar known as Sri.AVS, a knowledgeable person and every inch a gentleman. I remember there was another director Sri.M.S.Govindarajalu Chettiar who was also very helpful. I will be failing in my duty if I don't mention Sri.Lakshminarayana Chettiar who as the then Secretary (Chief Executive) of the Bank. He was a man of character and integrity though I had "quarrelled" with him often because he was very conservative in his outlook on industrial relations. To compensate that, there was Sri.Raghavachari, Assistant Secretary, always with a disarming and bewitching smile.

In this context, I must mention the setup of the Bank. Next to Manager, the second important man was "Appraiser" because Bank thrived on jewel loans. Therefore, along with Com.CSR, I made a small effort to change the pattern of business and slowly bring it to the level of commercial banks.

We suggested to employ senior retired officers from commercial banks on contract basis and to prepare a Manual of Instructions and guidelines for change over. In this process Sri.AVS and Sri.MSG were very receptive and fully co-operated and that helped the Bank a lot. Though union was mainly concerned with the improvement of service conditions of the employees, we also made a positive contribution to give a new sense of direction and make the Bank like other commercial banks. We are proud that our efforts were rewarded and helped the growth of the Bank. If my memory is correct, it was during this period Pathinen Grama Arya Vysya Bank (PGAV) was taken over by KVB, which helped expansion of the Bank in Madurai region. Along with the assets and liabilities of the PGAV Bank, we also received a valuable asset Com. M.Sundararajan who was a very able assistant to Com.Narahari. He later became the General Secretary of KVBEU and also that of Madurai District Bank Employees Association and also played a prominent part in TNBEF.

This would give an overview of conditions how the present KVB which all of us feel proud was born. Subsequently, Sri.A.S.Janardhanan, son of Sri.AVS joined the Board of Directors and then began innovation and expansion of the Bank. He was very dynamic personality and hard task master. I had occasions to meet him often and carry some pleasant memories.

After that KVB never looked back and step by step it occupied a proud place among private sector banks.

Similarly in KVBEU also, new generation of leadership took over. Com.Rajendran, Com.Krishnamurthy, Com.Kalyanasundaram, Com.Sridhar and others were the new torch bearers who changed the character of the union.

When I look back, I feel proud and I have a sense of satisfaction in the growth of the Bank as well as the growing solidarity and unity of the employees under the banner of AIBEA in both of which I have contributed by a bit.

No doubt, AIBEA gave us pay scales, promotion policies, various subsidized loans etc. But the greatest achievement is that AIBEA gave Bank employees a sense of self-respect and dignity as human beings, otherwise insulted and humiliated slaves before unions were born. To the new generation, with all humility, I would appeal that minus Union we have no life or future. Therefore accept Union and AIBEA as part of your life. "An idea can change your life" is an advertisement, but AIBEA has changed your life is a reality.

I began this write up with a heading "I look back with pride". Now I would urge upon you to look forward to future with hope. As a Nation we are in the midst of all sorts of confusions and crisis. Banking Industry is in ICU. Negotiations on wage revision are being prolonged.

There is an increasing attack on Trade Union rights. Democratic space to dissent is dwindling. Political parties are yet to get over from ego clashes, petty prejudices and inflated over confidence to build a united opposition. Trade unions are the only hope.

Strengthen AIBEA and merge and mingle with the mainstream and contribute our bit to give a push to move forward. We are under an eclipse. But eclipses are short lived. Sky will be bright and clear shortly. Let us all sing together the immortal song of Martin Luther King - "We Shall Overcome We Shall Overcome We Shall Overcomesome day".

AIBEA is our strength and hope. I am aged (94 plus) but not OLD. Even today I feel the thrill of being a proud product of AIBEA.

Dear young Sisters and Brothers! Never forget, what you and I have become today in life is because of AIBEA - the mother of all shades of Trade Unions of Bank Employees in India. Forward! Never look back

(JOE)

PALAKKAD

11.10.1959 - First Conference of our KVBEU held at Dindigul

PATH ,WE TREADED..... MESSAGE FROM COM.V. KRISHNAMURTHY, FORMER GENERAL SECRETARY - KVBEU.



If anybody thinks that my short biography is going to create big change in the minds of my comrades I am wrong and pretentious and others too. I am a bubble amidst the waves of struggles, so let me be with that identity. Let me share my stray thoughts with a tiny greed that it will provoke my comrades ideology of our class has ignited millions of masses, more than images of individuals . Unfortunately, it is not so in this nation. Mere pretenders with loud mouth and endless lies are more believed. To-day, as they are rulers by blunders of democracy. Yet we will go firm with our beliefs. We are made of different stones.

Standing at the cross road, as prisoner of my conscience, I am struggling with memories of the past, where thousands of struggles took place to liberate the labour from the slavery. Flying back to present times, I am again trying to capture our middle class mind set, whose dreams are of glamorous or glorious life style more pay pockets. We can also trace the erosion of class consciousness. "Where wealth accumulates and men decay"- Can we muse as Oliver Goldsmith?

We were debating about economic upliftment of poor, our standard of living, our right to employment, our job permanency and our post retirement safety by way of pension and other superannuation benefits. We were debating about social integrity and protection of public sectors as bones of national economy. We with a commitment talk about the peasants and agriculture workers endangered living conditions. The thick ashy layers of the ignited fire of class conscience, unity, ideology and struggles are partly corrupted by the invasion of ultra-nationalism, hate campaigns, silencing of political debates among

the workers. This counterfeit heroic rhetoric is entering into mass movements with an attempt to replace our actual agenda of establishing a classless society. We, as educated, are turning to victims of reactionary politics of scums. Our major concern is that our rights are again in peril. Are we waking up or hiding our heads as Ostrich? We shall answer soon.

Think- For centuries, these communal gangs were the Nobles of the Durbars of 565 Princely States with royals Kings in India, paying booty to British Empires. For the communal disruptionists, the rulers however brutal or Emperors whatever foreign- were Avatar or demi-god. Exploiting the peasantry or labour was Raj Dharma. Poorer were destined to die with hunger and poverty-god had cursed them or abandoned them. These Right Wingers never displeased the British, the feudal vultures, the Zamindars or ruling Samastanams, who made the poor to bleed.

We search the history of class struggle. These right wing pseudo-patriots were advisors in the 565 kingly states and were negotiators with the British Empire. When Britains were flagging the rural poor or emigrating them to their colonies at Madagascar, Surinams or Africa lands, no tears were shed by them. In the peasants struggle, we found them in the gallery of Zamindars. In our struggle against cotton mills or Jute factories they were hoisting flags of communalism. Strikes were broken by them.

When the politically liberated, democratic nation emerged after 1947, these religious fanatics and fundamentals adopted the leaders of corporate as their new monarchs and betrayed us, the labour class. They pulled a junk of workforce as their wings as Nazi's did in 1930s and breached the Unity of the working class. Misfortune is, communal flavoured cannabis and heroin eaters collaborated with MNCs too, while calling others Unpatriotic. Devotees to these false gods of politic were detracting working class mission. They hated class struggle. Class ideology is anaemic in them. So, the working class movements were disabled by these Black Leg Organisations.

Centuries of sacrifices and growing political unionism are partly paralysed by this section. It has created its niche in our movements. Class struggles have turned to be mere wage struggle and working class will become another social gathering. This is nothing but a Stockholm syndrome. It means when someone is in the captive state, he will first hate and revolt against the captor, he slowly reconcile to live with his chains and hand cuff and finally will become one among the demons. So, our task has become more arduous. Our confrontation not only against the corporates, the political right wings of the nation, but also against the grave diggers among us. Despite of all these infections and diseases, a massive number still carry the banner with their total commitment Unionisation and its political ideology even to-day. The rural movements are more powerfully heard, threatening the CORPORATE+RICH FEUDALS+GOV COMBINES. Our red salute to them.

My pen may not be drawing its sketch within the frame of our Union and our struggle. The new generations whose edifice is pillared for their present images, earnings and social

status shall turn back the tales of heroic struggles of their selfless leaders and cadres, especially in the last century. We restrain our time frame within 1946. Bank Employees have organised. We turn back to see the emerging of Sen Award 1949 or Sastri Award 1952. Bank employees strike forced the parliament to involve in a long debate. Com.P. Sundaryya CPM MP, Andhra, Dr.B.R.Ambedkar, Cabinet Minister, V.V.Giri, Prime Minister Jawaharlal Nehru had a long interaction. Basic Pay of Rs.85 to Rs.280 with an annual increment of Rs.5/- or rural Basic wage of Rs.51 as basic was a big national issue. Except Imperial Bank or present SBI all were Private and two or three foreign Banks. Comrades, Four Awards and Ten Bi-partites and 65 years of journey over. The basic pay structure starts with Rs.11765-00 with many allowances and ends with Rs.42020-00 with so many allowances for clerk and Rs.9560-00 to Rs.23785-00 to subordinate staff. (2015) I do not deal/add other perks.

Who brought you these dynamic changes? Who brought to a permanency in services, despite banks are defying the LAW and still trying to run their Contract Labour system, everywhere. Nobody in the ruling gave a gift. One Million members, 70 years fight of a national organisation-is that not the force? So, many wars and so many voices, yet Union stood to win.

But most painful factor is, before our eyes, the government blessed loots are going on and corporates are robbing the precious wealth created by us. You can see the future of our livelihood is endangered. ARE WE NOT ABLE TO WAGE A MAJOR WAR OF CONFRONTATION WITH THIS CORPORATE+BANKER + GOVERNMENT COMBINED CONSPIRACY? It is a blot on us to be silent. Mere strike and slogans are not cure for this. We need surgical strike. The whole Banking industry shall rise up and tell them to stop their melo-drama. Our commitment to national interest cannot be compromised against these financial terrorists.

We have our inner pains. A section of new generation has misplaced or mentally deleted their ancestry. Many times they are confused, WHICH SIDE THEY ARE! Some condemn that they are egoistic, some feel that they are total selfish borns, parasites, scabs and ideologically illiterates. The Saturday or Sunday leave were achieved by Union struggles. They were not able spare a day to meet their comrades in a Union meets. Ignoring them is dangerous as they will spread the virus and bringing them to our main stream is our organisational task and skill. It is responsibility of every committed comrade in this movement. Members shall vibrate with personal spirit and emotion to the movement.

How the new generation will learn? They will learn their lesson in two modes. One recalling the old path, vibrating to all the calls of union and move with a faith on organisation. The second one, a crisis mode, when endangered as trapped animal in the hands of the corporates, as any worker, he will also fight, by uniting and launching a powerful struggle and strikes, as in the past. The first one keep him as enlightened unionist, the second one make him as Unionist. Ultimately, when they were compelled to confront the CORPORATISED SARKAR and their invisible master, the ruling parties in the

government, our cadres will come to realise who are their enemies and who are their friends. Who are fighters and who are betrayers. When we struggle, We will be wounded, we will shed our fear - we will win .

To-day, Software Professionals as they branded themselves are training themselves to attend Trade Union meetings, after ignoring and rejecting the Proposal of com. M.K.Pande, then General Secretary of CITU 12 years back. Time has educated them that nothing can save them from being thrown in the waste paper bin and no voice will raise protest as they are millions of isolated robots working in the same compound. They were under HR drugged or sedated illusions that the owners of the enterprises and corporatized government are their Sathgurus. Mislead Management Preachers, they fail to recognise that that their speedy figures and fatigued eyes and brilliant brains pour dollars in the coffers of the corporates. The top heads do carry home, billion dollar Profits in the form of dividends . World has designed an idiotic Financial accounting to reward an unknown investors. Those who has nothing to do with Production earns 20 to 200% dividend whereas the labour without whom the industry cannot open its hardware is Paid 8% to 10% of the total expenses of a corporate .Anyway, from the beginning they had failed to track their DNA of working class. Their origin as labour species they started realising. More time it will take for them to plant their red banner inside their compound. So, we believe our comrades will have their DNA protected, if they have to resist the return of slavery. Those who learn lessons from others suffering are intelligent.

Permit me to trace recent history of our movement in India. India, 1947, before independence was broadly divided as 17 provinces of British empire and 565 princely state. Along with the liberation struggle in this nation, the country was witnessing the rise of labour forces and their continuous war against the corporates. Jute, cotton, metal, mining industries, plantations were flourishing then. This struggle was powerful and many times witnessed bloodshed. Thousands of labour forces were shot dead in several bloody conflicts. They were erased from the books of history because, it will reveal the real face of Indian capitalists and their political agents. More of their silent betrayals.

Without adding my comment I am quoting the lines from the origin of Labour acts Under the

Head 'LABOUR IN INDIA 1938-1939'-:

"65% of population live on working in land. Agriculture labourers are not land holders. In order keep the wolf of hunger, to keep their soul and body together, they had to seek alternative jobs in towns or cities. Migrant workers mostly living on the deserted areas and streets seeking jobs. There was an Universal opposition and strong resistance from the employers to regulate the labour standards. Why and what are they?

Employers were free to do what they want. There was no restriction to employ any child of any age. Hours of work as excessive as the employer can exploit, wages were as

minimum as that could allow workers to survive instead of fall dead by hunger. No periodical or weekly holidays. There is no recess or time to have some meals. Horrible working condition, unhygienic environment and polluted factory air, no basic sanitation for men, women and children.

Factories Act of 1881, came as a relief to certain extent. Working age of children was raised to nine. Restriction of working hours was limited to eleven. Women in Bengal opposed this as their wages were reduced according to working hours. Factories Act of 1891 showed more improvement. Compulsory stoppage of work for half an hour between twelve to two everyday for rest and food. Unionism was non-existing factor and if any one ventilate grievance or immobilised by injury, they were replaced as spare parts. Electrification of Jute and cotton mills in 1900 resulting in 14 to 16 hours of work, shift systems and loading of work by using more machines. The workers struggle started growing and cat call strikes, conflict between black legs, thugs engaged by employers and lakhs of work forced rocked the industrial sectors.

The first world war broke out. Thousands of army uniforms, tents, food, beasts, packages, war materials, men to cater the British war zones. Workloads were doubled and the owners became fat cows of wealth. The working class found new venues of road building, townships, factories, rail roads, and sea and air traffic areas with an enormous improvement in the economic activity. 1914 to 1918 the war changed the face of the nation.

Russian October Revolution 1917 suddenly gave a new message to the working class. We have nothing to lose except our chains. The outbreak was so powerful and explosive, the management themselves gave a memorandum to the Viceroy to regulate working hours and working conditions. By strike, man-days lose according to statics in 1921 to 1925 was 37,317,904 days. Workers involved 1,919,714 mainly in Bombay and Calcutta.

Workmen Compensation Act 1923, Industrial Dispute Act 1947, Trade Union Act 1926, one after another act were introduced to appease the workers, by the then British Government. But with so many acts and regulatory authorities, the owners of the companies were still running their tyrannical empires. Even though labour movements were rising up and their war with their corporates, the leadership was more in the hands of communist party of India. The party had to confront both enemies, one the British and the other Indian Industrial owners.

The Peshawar Conspiracy case (1923), Cawnpore Conspiracy (1924), the Meerut conspiracy cases (1929-1933) were foisted on the leadership for their fearless struggle against the British empire. The accused leaders were sentenced for life. Communist Party was banned and many times the leaders had to go underground to avert arrest and jail. Panic stricken British considered communists as more dangerous political party of the British Empire. 1923 to 1935 these trials continued and more than 31 comrades were in Indian Prison. So, life of those Martyrs, who sacrificed for the working class were being erased by sands of time. They left us a legacy to face the tyranny of the state.

We read the history of freedom struggle, the unwritten part is the working class struggle against the ruthless exploitation. Our internal struggle continues as Corporates do not want to leave the work forces to gain the fruit of their labour rights. Even to-day our red banner raises in some cities, in some villages against the exploitation and denial of human rights.

Finally, it was union that moulded the leaders and they were steeled by the attacks. Defeats too make us more vibrant and harden us. Our job is half done. Comrades, the world is built by you, as a worker. You shall be proud of it. Your honour and rights are more valuable than those who eat and grow rich as parasites. It is intellectual perversion to believe that richest have the right to own the wealth we create. We are crusaders of our working class ideals. Our mission continues.

Class conflicts are perennial in the life of Union. Those who failed to remember the past history of struggle and Unionisation are condemned to repeat the life of slavery. With our unfailing trust on our ideals, we move forward. History is on our side, fight, so also victory.

GREETINGS FOR 60TH YEAR OF FORWARD MARCH.....

V.KRISHNAMURTHY

BANGALORE.

Mail ID : krishnam2007@gmail.com

Message from Com.J. Rajendran, former President - KVBEU



I am very much delighted in extending my revolutionary greetings to all on the prestigious occasion of our beloved Organisation celebrating 60 years of yeomen service. I have been with this mighty Organisation throughout my entire service and I deem it a pleasure in reaching out to you all through these pages.

Just to recap my earlier years, I wish to share some anecdotes. I am from a remote village of Tamilnadu where untouchability and oppression were in practice in my school and college days. I joined the bank in the year 1972 and after completing training period, temporary period and probationary period, I was confirmed in the year 1974. Basing upon the good report given by three Managers, I was deputed for senior clerk training for advances and foreign exchange at Indian Overseas Bank Central Office. Everybody was then under the impression that sooner or later I would be offered promotion. But the fortune turned to be otherwise. In the year 1974, Union Conference was held at Erode. It was my first chance to attend the same. We five comrades attended the conference from Chennai. My maiden speech was "why union did not send the membership forms so as to enroll me as a member. I voluntarily came forward to become a member". Frankly speaking, another comrade's name was proposed and that comrade was facing some enquiry at that time. Therefore the leadership refused to accept his name and so, I hastened. Thus, members may judge the integrity of the union leadership even in the formative years. From then on, my tryst with the Union never looked back.

In the annals of our movement, two settlements played a major role and I am duty bound to mention them here. In the year 1975, a settlement was arrived at between and union and the management which I consider a turning point in promoting the service conditions. The promotion policy on the lines that were prevailing then in Indian Bank, fixation of casual labour wages and most prominently an undertaking that the 3rd

Bipartite would be implemented in toto were salient features of that settlement. What a farsighted vision of the movement. If at all we are enjoying salary structure with our counterparts in public sector banks, a beginning was made through this settlement. The matter did not end there. When there was a hesitation in giving a mandate to IBA the union created a pressure and finally management gave the consent and thereafter it is history. Few Private Sector Banks are yet to extend Bi-partite settlement provisions.

How many young comrades are aware that negotiations were held in late night when the Directors were free after their daily business work. In Com. Joe's word "even though they are conservative they are honest. Trade union leaders were treated with respect". When we are giving our due respect to their honesty, we should give equal credit to the cadres' attitude towards the union. Coming to the second settlement arrived at in the year 1980. This settlement was secured after a prolonged struggle which abolished the typewriting lower grade pass for confirmation etc. Equal pay for equal work was achieved for casual labour or temporary workmen.

In the year 1983, Central Office complex was constructed which compelled the union to invoke the contract labour act provisions to regularise the security guard, electricians and part time sweepers. To achieve this, we had to visit the corridors of ALC office and from Sub-Magistrate to High Court. Why I am telling this, these are all hard earned rights and none of us is having the right to compromise it.

Provident Fund: Unique system is available to you. When the management tried to take away the benefit, this union filed a case and it went up to highest judiciary i.e. Supreme Court. To fight for the cause of labour, we had even filed a contempt petition before Supreme Court. Here I am duty bound to mention the name of my colleague and former Joint Secretary Com N. Kalyanasundaram for his workaholic nature in addressing all the welfare measures like PF GSI and EDLI. He was often consulted by other union leaders in this welfare measures. Did any of our comrade is aware that we are enjoying the monthly Compounding of interest on PF subscriptions?

In the year 1985, Madras Reconciliation Department was shifted to Karur. Employees were also transferred enmass. Our attempts to get relief for the comrades ended in futile and we raised a dispute. Since members refused to accept the relieving orders, they were intimated through evening newspaper. We never expected and through the Assistant Labour Commissioner (central), we did arrive at a settlement to the satisfaction of both the parties.

To find a solution for the recruitment of substaff and having exhausted all the avenues, we sought the intervention of Regional Labour commissioner. Tripartite meeting were held and a 12(3) settlement was arrived at to the satisfaction of all and this settlement is in practice and the comrades are witnessing it.

During the year 1980 another historical event took place. It is none other than the formation of our Co-operative Society. When all other Bank-wise comrades had the

privilege of their own Thrift Society to take care of their financial needs, why not one for Kayveebians. In August 1980, 100 comrades have lent their signature for establishing a Society. This Society is crowned with many adjectives. This Organisation is also unique since its membership consists of all cadres. We leave to the members to judge its importance and growth.

Not even a single issue of our comrades was left out to be represented. Karur comrades under the leadership of Com.A. Mayakrishan, former president of KVBEU, set an example. They have successfully established a Housing Colony which has become an eye opener for other area comrades. Two such housing colonies were established in Chennai one at Chitlapakkam and another one at Urapakkam.

In between, another initiative was undertaken. This time this was taken to unite and strengthen the Union. It is the Sports and Cultural Organisation at Chennai. This has brought out the talents of our members in various fields i.e. Carrom, Chess, Cricket and literature. Our management was kind enough to extend grants and inter- bank tournaments were held and members happily participated. The Blood donation camps arranged at various centres where our members had played a greater role.

How many youngsters are aware that there was one scheme existed in our Bank. It is tiny deposit system called Honey bee Deposit scheme. When the management wanted to abolish this system they solicited our opinion. The honey bee deposit collectors were earning a meagre income and solution was arrived at by extending jobs to them if not to their son or daughter or son-in-law as the case may be. This could not be made possible but for the generous and kind hearted approach of management. This Settlement is even being quoted at State level / all India level. Such is your heritage.

In 1981, when eligible bonus was declined we went to the extent of questioning the accounting system of our bank and we sought judicial intervention.

GSLI : To cultivate savings habit, we gave our consent for introducing this scheme. Over a period it has undergone so many changes and new entrants were allowed to join this scheme till few years back. Such enabling provision is not available anywhere now.

In the field of social cause, our cadres proved to be second to none in extending their helping hand. Whether it is Kargil War, Surat earthquake, Maharashtra earthquake, Tsunami calamity, Mumbai floods, Kerala floods and whenever staff members could not meet their hospitalization bills, all came forward and contributed their mite.

The members love and affection towards Union is well demonstrated when they accepted half a percent of their basic pay as union subscription. It is continuing even after three decades. I am proud to state here that we were the first to introduce this concept in the entire banking fraternity of India.

If there is no mention about Ex-gratia in these memoirs, it would be incomplete. We are the pioneer in this area and uninterruptedly getting on for more than two decades. The history of Ex-gratia cannot be told in few lines.

The pension is a boon to the bank employees. I am one of the beneficiaries. If pension is not there I can't imagine the plight of the retired bank employees. The vision of AIBEA particularly Com.Tarak is commendable. When we have decided to come out of the Act, no stone was left unturned in embracing the pension settlement and here the role of Com.N.Kalyanasundaram cannot be measured in words. Within a reasonable time, the amount credited to Government got refunded and credited to members account.

Whatever we were able to achieve it is because of the able support and guidance we got from TNBEF and AIBEA. The state level and all India level leaders have often placed on record about our militancy and participation to all the calls of AIBEA. Late Com N.Sampath former President AIBEA and Com.CHV, General Secretary of AIBEA showed special care and affection towards this organization because of its militancy and its pursuit towards more welfare measures.

KVBEU always maintained a close relation with the two Central Trade Unions. i.e. AITUC and CITU. Not a single conference was held without the representation from these two labour unions.

Our disputes before the Tribunal as well as before the High Court were contested by Justice K.Chandru and Justice Hari Parandaman when they appeared as labour lawyers. Both of them never appeared for any management.

The contribution by the leaders like Com.S.Narahari, Com.M.Sundararajan, Com.A. Mayakrishnan, Com.V. Krishnamurthy, Com.N. Kalyanasundaram, Com.M. Divakaran, late Com.K. Chandrasekara Rao, late Com.N. Arunachalam, Com.N.S.Sridhar and other office bearers were invaluable and immeasurable.

I wish to drive home that the above leaders rose from lower rung of the Organisation. We enjoyed complete confidence, dedication and love of our comrades. We could secure some of the benefits through various acts which were created by the working class struggle. Now attempts are being made to snatch the provisions or deny such provision or dilute the act. Keep vigil and fight along with the working class to keep yourself dignity.

Comrades the leaders and the cadres have built this dear organisation by their sacrifice, unflinching loyalty and struggle. This single edifice has given you a reasonable standard of living and dignity. It is for you to take it to a higher plane. That will be one way of respecting and expressing your gratitude.

I always cherish and nourish my association with this great organization. I urge upon the new entrants to have a look at "The Sands of Time" brought out by Com.V.Krishnamurthy and also "Blazing the trail.... The Journey continues" brought out by Com.N.S.Sridhar for enriching their knowledge about this towering structure. This will strengthen your emotional bond with the Union and its validity during these turbulent times.

You all came with a good educational background, handy and compatible with the devices and have a strong desire to move forward in the career as well as in personal

strata. A clear understanding of our service conditions and procedural aspects of the systems will surely achieve your goal. That will ensure that you are moving in the right direction. Keep a close rapport with your colleagues and elders, get right advice and interact with Union leaders. Participate in all the activities of the Union and have a straight approach to strengthen the hands of Union. You are not a lone survivor in the Society and hence, get involved in all social upliftment programmes. This will ensure that you grow along with the environs.

With these few lines, I conclude by wishing you great days ahead.

J. RAJENDRAN

CHENNAI.

MESSAGE FROM COM.P. VISWANATHAN - FORMER PRESIDENT - KVBEU



Dear Comrades,

I convey my Revolutionary Greetings to the present and the past members of Karur VysyaBank Employees Union. KVBEU was conceived, gestated and had its birth in the year 1959.

KVBEU has now completed its purposeful existence of Sixty years. These years were not an easy task - so also will be the forward march. KVBEU has fought many a battle in the past and many more battles have to be fought in the coming years. History of KVBEU from 1959 has been documented. Remember, there would have been many incidents prior to 1959 which have all led to the formation of the KVBEU. I salute the unknown and known Comrades of KVBEU.

Karur Vysya Bank was started in the year 1916, during British rule. Between 1916 and 1959, forty two years there was no Union in KVB. Just think of that period. What was then the working condition of the KVB Employees? The employees were subjected inexplicable degree of exploitation, oppression and the humiliation. Their murmurs were not taken cognizance of by the Bank. Within every employee of the KVB, there was frustration due to the daily sufferings and tortures and these collectively got up in flames and thus culminated in the formation of KVBEU with the full support of AIBEA and TNBEF.

Under the colonial rule, the workers were bereft of their basic rights, no right to form association and no right of collective bargaining. It was the Russian Revolution in 1917 that inspired the workers of the world and also the Freedom fighters around the world.

From then onwards, the workers resistance and uprisings started to accelerate. This momentum brought in a fear in the minds of British rulers. Rowlatt report, followed by Rowlat Act to limit civil liberties made the Indian Public angry and their manifestation of collective protest was quelled and recorded in the history as the infamous Jalianwalla bagh massacre in the year 1918. As an immediate response to the Jalianwalla bhag massacre indulged in by the British army Rabindranath Tagore renounced his British knighthood. Jalianwalla bagh massacre provoked the average citizens of India to stand up and revolt against the British rule in India.

On 31st October, 1920, AITUC (ALL India Trade Union Congress) was formed under the Presidentship of Lala Lajpat Rai in Bombay. AITUC is now in its Centenary year of existence.

Subsequently, many more Unions were formed as an offshoot. Indian workers started to weld together and formed trade unions in various industries. The number of struggles & strikes increased, the workers participation in strike increased and also the number of mandays lost due to strike increased. In India, it was after the Russian Revolution, the Trade Union Act was passed in 1926, which provided to workers the right to organise and gave them a legal status. Trade Disputes Act, 1929 made provisions for establishment of Courts of Inquiry and Boards of Conciliation with a view to investigate and settle trade disputes. This Act prohibited strikes or lock-outs without notice in public utility services. The Royal Commission on Labour was set up in 1929 to make inquiries in to the then conditions of labour in Industrial Undertakings and Plantations in India. The Payment of Wages Act, 1936 intended to be a remedy against unauthorized deductions made by employer and unjustified delay in payment of wages and also the Weekly Holiday Act, 1942. A Court of Enquiry constituted under the Trade Disputes Act, under the chairmanship of Calcutta High Court Judge B.N.Rau known as "Rau Court of Enquiry" - 1940 justified the workers claim for Dearness Allowance and stated that the need for DA payment arose out of the rise in prices for which the employees were not responsible. Our Great Organisation AIBEA was formed in 1946. The Industrial Disputes Act came into being in the year 1947. The intensity of the freedom struggle combined with workers agitations compelled the British to leave India in 1947.

Prior to nationalisation of banks, all Banks were owned by private persons. The bank management recruited only their known persons as employees of the bank. Even whispering against the management was sufficient to send the employee out of job. Hence, starting union in banks was very difficult and those adventuring it had the risk of losing their jobs. Though there existed Trade union Act and Industrial Dispute Act and other Labour laws, the fear among the workers prevented them from forming the union. But the unbearable oppression and exploitation of the management prompted few workers to start union. Ever since AIBEA was born in 1946, it took up the task of improving the economic and working conditions of the Bank Employees. Those days, the bank employees were paid low and paltry wages and their service conditions were without dignity and job security. Bank management refused to speak to the workers and

negotiate with its Union. This compelled the Unions to continuously fight for better wages before various tribunals. Awards of the various tribunals did not satisfy the aspiration of the Bank Employees and the demands of AIBEA. Consequently AIBEA came to the conclusion not to participate in tribunals and raised the demand of Industry-wise Bipartite Settlement. In 1966, the First Bipartite Settlement covering different banks having different profitability and different paying capacity was achieved in the Banking Industry. Now, ten Bipartite settlements are over and the negotiation for the Eleventh Bipartite Settlement is under process.

Those days in KVB, the wage, increment sanction, recruitment and promotion were vested solely with the Board and no labour policy existed. Regulated working hours were unheard of. Every worker knew only the entry time and they could leave the office only after completion of the day's work of cash receipt and payments, entering the debit /credit transaction, day book, main day and General Ledger postings. Every month figure taking, tallying and submission of statements further elongated the working hours. Less manpower and more work extraction. Trainee, temporary and probation employees were the most exploited section of the workers. No holidays and all days working. Written Law of the land prescribed the working hours, weekly holiday and so on but the reality was that these were denied to the employees by the employers to make greedy profit. Already frustrated employees with the prevailing unbearable exploitation and the decision of the bank management to pay Bonus to employees according to the profit of the branch sparked to form KVBEU. A section of KVB employees working in Madurai formed the Union and got it registered in 1959. Then, it was a Union which comprised of Agents, Officers and Employees including Appraisers. KVB management with the malafide intent to crush the newly formed union, unilaterally announced a new wage offer and also to coerce the employees vested with it the power to decrease, defer increments and also to terminate the employee. Against this KVBEU raised a dispute before the Labour Commissioner Madras. In the conciliation meeting held on 22nd December 1959, the Regional labour Commissioner advised both the KVB management and the KVBEU to negotiate and evolve a settlement and both the parties accepted the RLC advice. From then on, bilateral negotiation process started between the KVB Management and the KVBEU. Bilateral Settlements on wages, reduction of working hours, recruitment of sub-staff from Casual Labourers, promotion policy, funds transfer procedure, compassionate appointment and many other issues which were narrated by the leaders in their greetings message. All demands could not be achieved through negotiation. There were incidents of negotiation failure and the union forced to take up the struggle path. At times, both the bank and union utilised the conciliation machinery and also various courts to resolve the disputes. Karur Vysya Bank and Jammu Kashmir Bank were included in Third Bipartite Settlement through a separate settlement signed by AIBEA and IBA on 22-11-1979 after the conclusion of the Third Bipartite Settlement. Thereafter, all the ten Bipartite Settlements and the Pension Scheme was extended to the Employees of KVB and now KVB management has given mandate to IBA to negotiate on their behalf the Eleventh Bipartite Settlement.

Contradictions and conflicts continue. What next? What is to be done?

Sixty years of KVBEU affiliated to AIBEA has to remain more vigilant on the health of the bank, movement of shares and the risk of take over, increasing NPA & its provision and its impact on profit, industrial relations, and demand recruitment of adequate manpower in all cadres, stop outsourcing of permanent jobs, defend the existing rights and to achieve further more benefits.

Sixty years of KVBEU affiliated to AIBEA has to continuously focus the slogans & demands of AIBEA.

Sixty years of KVBEU affiliated to AIBEA has to further integrate with the general trade union and working class movements and its struggles.

Sixty years of KVBEU affiliated to AIBEA has to continuously prepare its members ideologically, improve union functioning at all levels, infuse more democracy by ensuring election of branch secretaries and activate women employees & young comrades in trade union activities.

Sixty years of KVBEU affiliated to AIBEA has to work for the growth of the bank and extend

the best service to the bank customers.

I am proud that I was the member of KVBEU affiliated to AIBEA for more than 41 years.

I wish to conclude with excerpts from the Manifesto to the workers of India 1920 - Com Chaman lall, General Secretary, All India Trade union Congress: "Workers of India! The time has come for you to assert your right as arbiters of your country's destiny. You cannot stand aloof from the stream of national life. You cannot refuse to face the events that are making history today for India. You are the mass of the population. Every movement on the political chess board, every step in the financial or economical arrangements of your country, affects you more than it affects any other class. You must become conscious of your responsibilities. You must understand your rights. You must prepare yourselves to realize your destiny... 'Workers of India' the earth is your common heritage. It is not specially reserved for professional politicians or Simla bureaucrats, or the mill owning plutocrats. Your nation's leaders ask for SWARAJ, you may not let them leave you out of the reckoning. Political freedom to you is of no worth without economic freedom."

The above excerpts of the manifesto to the workers of India are relevant even today.

I bring to your memory the theme of AIBEA's 28th Conference "UNITE AND FIGHT TO TURN THE TIDE IN OUR FAVOUR"

March on KVBEU Comrades.

KVBEU ZINDABAD

AIBEA ZINDABAD

BANK WORKERS UNITY ZINDABAD

WORKING CLASS UNITY ZINDABAD

WORKERS OF THE WORLD UNITE

Revolutionary greetings

Comradely yours

P.VISWANATHAN

Chennai

MESSAGE FROM COM.N.S. SRIDHAR - FORMER GENERAL SECRETARY - KVBEU



I am extremely happy to note that our beloved KVBEU which was started in the year 1959 had completed sixty years of meaning and purposeful existence. On this happy occasion I extend my warm greetings to all the members of our union.

September, 1959 witnessed the birth of our Union at the banks of the river Vaigai in Madurai, Tamil Nadu. Five young comrades Com. Venkatasubramanian, Com.K.Krishnan, Com.Venkatesan, Com.S.Narahari and Com. T.S.Venkatachalam ignited the light and hope of many members working in our Bank the importance of a Trade Union Movement for their life and livelihood. Thus after 43 years of the formation of our Bank, the plight of the Employees without any labour policy, recruitment pattern, wage structure, equal distribution of wages, justified working hours and job security, had been streamlined by these five Comrades who sowed the seed by forming the great movement KVBEU in our Bank. Due to their struggles and scarifies, many better service conditions have been able to be secured in our Bank which are prevailing now. With scarce resources and limited availability of time, they have virtually sweated out in their efforts in building up this union.

During this sixty years period, the strength of the employees have increased and the business of the Bank had grown manifold with the contribution of the entire workforce. Today the majority of our membership are youngsters and it is a welcoming sign. It is the responsibility of our senior members to constantly interact with them and educate and enlighten them about the trade union activities and their duty to the society at large.

In our great organization KVBEU, as a front line soldier, I was entrusted with the responsibility assuming the position of General Secretary, which post I held for more than a decade. With the co-operation and support of our members, we could enter into

many settlements with our management. In the year 2014 in our Chennai conference, our own union building at Chennai was inaugurated by none other than the doyen of the bank employees' movement late Com.N. Sampath in the august presence of the founder of our union late Com.S.Narahari.

I am proud that I was the member of KVBEU for nearly 40 years.

Our dear KVBEU had completed 60 years of meaningful and purposeful existence. A responsibility has been cast upon the present generation to carry forward this movement to still further heights. It is our duty to not only preserve the identity of our beloved institution KVB against the unwarranted banking sector reforms of the government, but also to uphold the militancy of our Union at all times. The leaders and activists of the past had shown the way and we have to travel on the path set by them. With the participation and co-operation of our members more so by the younger generation and with rock like unity, I am sure that KVBEU will march to greater heights in the days to come.

I also wish the 36th triennial conference of our Union which is going to be held in Chennai on 28th & 29th December 2019 a grand success.

Long live AIBEA

Long live KVBEU

With greetings,

Yours comradely,

N.S. SRIDHAR

CHENNAI.

DIAMOND JUBILEE CELEBRATIONS

3rd September 2018 marked the beginning of the 60th year of our beloved union. The Executive Committee had decided to celebrate this important event by conducting special meetings at important centres and also conduct Blood Donation camps at selected centres. Accordingly we have conducted Special Meeting and Blood Donation camp at the following centres.

BLOOD DONATION AT SALEM:



Our Union's Diamond Jubilee celebrations started with Blood Donation Camp at Salem.

Our Union is always in the forefront in identifying themselves with the common cause. As a part of our Diamond Jubilee celebration we have organized a Blood Donation Camp at Salem on 19th July 2019 the historic day of our bank nationalization. In correlating the 50th year Anniversary of Bank Nationalisation Salem District bank employees' Association joined with us for this noble cause. Many members of that area especially Youngsters enthusiastically volunteered themselves and donated their Blood at Government Hospital Salem. It is our wish that this type of Camps should be conducted at various centers in the coming days also.

DIAMOND JUBILEE CELEBRATIONS AT MADURAI ON 18.08 2019:









The epitome of our pride today when we celebrate our Diamond Jubilee is that the birth place of our Union is Madurai.

The city of Madurai witnessed the celebration mood on the morning of 18th August, 2019. Many new and young cadres evinced keen enthusiasm by their participation. Our Former General Secretary, Com.M.Sundararajan, recalled his association with the Union during the period he worked. Com.J.Rajendran Former President recalled the sacrifices made by the founders of the union and expressed his happiness. Com.Ramaraju Vice President TNBEF delivered his key note addresses. In his speech, he mentioned about the growth of our bank with our contribution. On our invitation Mr.Giridharan Divisional Head greeted the function and appealed to us that we should prove our work of excellence in the present competition. Apart from the dignitaries, our founders namely Com.T.S.Venkatachalam(Founder Treasurer)and Com.Adinarayanan(former EC member) were honoured at the celebrations. Also we could see former office bearers of our Union namely Com.P.V.Sridhar, Com.M.Ramakrishnan. Com.T.P.Manoharan, Com,M.Seshadri and Com.E.Sivaji Rao were among the leaders who honoured.

Our Madurai comrades had taken the best efforts in arranging our Diamond Jubilee Celebration on that day which was reflected by the participation of very large members from Madurai and nearby areas.

DIAMOND JUBILEE CELEBRATIONS AT COIMBATORE:





The Second meeting of our Diamond Jubilee Celebrations was held at Coimbatore on 22.09.2019. The participation was as very much enthusiastic as we had witnessed earlier.

Com.E.Arunachalam General Secretary TNBEF delivered his key note address. At Coimbatore we were overwhelmed by the presence and participation of Com K.J.Joseph(Joe), Former Asst Sec of AIBEA and Com.C.S.Ramasamy former workmen director of PNB. Com.Joe recalled in the meeting about the negotiations made by him for our Union with then Management of our bank. Also he said they were very honest and upright in their approach, Com .CSR also recalled the hardship faced in running the union and happy on seeing our growth during these 60 years and congratulated us. The function was felicitated by Sri.R.Venkatesan Divisional Head Coimbatore and Com.S.Meenakshi Subramaniam General Secretary of Coimbatore District bank employees association on our invitation. Apart from dignitaries one of our founders and first Vice-President of our Union Com.S.Venkatesan honoured by us. It is with rejoiced that apart from our senior members many young and women comrades participated in this function. We congratulate the Coimbatore comrades for their massive participation.

The diamond jubilee celebrations is no doubt a joyous occasion to celebrate the past achievements of the organization but equally important would be to undertake an exercise for further steps that are needed to make this organization more stronger in the days to come, in the force of the various challenges that are before us.

The whole edifice of the organization stands on the strength of our members hence a strong membership alone can ensure a strong organization. The strength of the membership will correspond to its conviction, discipline and loyalty. A mechanical or contractual or casual approach to the organization is not desirable. A member with full understanding involvement and consciousness will alone add intrinsic strength to the organisation. Hence in the emerging scenario where deunionisation is being attempted the task of the organisation to more and more unionise the members in the strict sense of the term is our prime responsibility.

Red salute to our 3000 plus strong membership, on the happy occasion of diamond jubilee year 2019. The completion of 60 years is one more milestone in the onward march of our movement. It will be an occasion to recall the past and learn the experiences from the history of our movement so as to derive the inspiration and strength to carry forward. The path ahead is going to the full of challenges and struggles.

On this solemn occasion of diamond jubilee of our union let us take a pledge to further weaken the weaknesses and emerge stronger to meet the challenging tasks of the future.

Alongside the growth of our Bank, We are confident that our Union would also celebrate its Centenary and further more occasions.

KVB STAFF COOPERATIVE THRIFT AND CREDIT SOCIETY:



Established in the year 1980 by our Union under the leadership of Com.J.Rajendran at Chennai. Later our Officers Association also Joined with us. This is the only Staff Society in our Bank, where right from Executives to Part time employees are members. This year our Society enters the 40th year.

Our UNION Office:



The Building of the Union at Bangalore was chiefly built out of the funds contributed by the members of the Union.

In the year 1993 union office in our own building was inaugurated by the veteran bank employees union leader and former President of AIBEA Com.N.SAMPATH ON 5TH September 1993 at Bangalore. This was yet another unique milestone in the onward march on our union. Com.M.S.Krishnan, General Secretary of AITUC commence the first Trade Union Class on 6th September 1993 by his lecture. On 19th Sept.1993 , Comrade Tarakeshwar Chakraborti then General Secretary of AIBEA Visited the union building.

After Com.V.Krishnamurthy retirement the Union Office was shifted from Bangalore to Chennai.



The Chennai premises which was also a landmark of our union built out of the sale proceeds of Bangalore Union Office Building. Our union office at Chennai and our grand own premises was inaugurated by our guiding factor and close associate to our activities Com.N.Sampath former President of AIBEA and TNBEF at our 34th conference held at Chennai on 13/04/2014.





FORMER OFFICE BEARERS :

Former Office Bearers who served our Union - Comrades

	PRESIDENTS	
1	COM. K. VENKATASUBRAMANIAM	MADURAI
2	COM. S. NARAHARI	MADURAI
3	COM. A MAYAKRISHNAN	KARUR
4	COM. J. RAJENDRAN	CHENNAI
5	COM. P. VISWANATHAN	CHENNAI
	VICE PRESIDENTS	
1	COM. S. VENKATESAN	MADURAI
2	COM. R. NARASIMHAN	KARUR
3	COM. S. SHANMUGAM	SALEM
4	COM. V NARAYANAN	MADURAI
5	COM. B. RAGHUNATHAN	KOMBAL
6	COM. R. PONNUSAMY	TANJORE

7	COM. N. NAGARAJAN	COIMBATORE
8	COM. G. PANCHABAKESAN	MADRAS
9	COM. V. SWAMINATHAN	KARUR
10	COM. M. VIVEKANANDAN	KARUR
11	COM. M. PRABHAKARAN	COIMBATORE
12	COM. P.V. SRIDHARAN	ERODE
13	COM. S. KANNAN	MADRAS
14	COM. S. PIRAMANAYAKAM	KARUR
15	COM. V. VEERASAMY	AUNDIPATTY
16	COM. S. RAMACHANDRA RAO	VIJAYAWADA
17	COM. G. SIVAKUMARAN	COIMBATORE
18	COM. P. GUNASEKARAN	THENI
19	COM. R. VENKATARAMAN	COIMBATORE
20	COM. N. ARUNACHALAM	KARUR
21	COM. K. CHANDRASEKHAR RAO	VIJAYAWADA
22	COM. M. RAMAKRISHNAN	KARUR
23	COM. V. SWAMY IYAH	MADURAI
24	COM. S.S. VYASARAJ	BANGALORE
25	COM. M. DIWAKARAN	CHENNAI
26	COM. T.P.M. MANOHARAN	THENI
27	COM. D. NAGARAJAN	COIMBATORE
28	COM. M. SESHADRI	CHENNAI
	GENERAL SECRETARIES	
1	COM. K. KRISHNAN	MADURAI
2	COM. M. SUNDARARAJAN	MADURAI
3	COM. V. KRISHNAMURTHY	BANGALORE
4	COM. N.S. SRIDHAR	CHENNAI
	JOINT SECRETARIES	
1	COM. K.V. VENKATESAN	KARUR
2	COM. V.S. RADHAKRISHNAN	KULITHALAI
3	COM. M. GANAPATHY	VILLUPURAM
4	COM. L. MUTHUKRISHNAN	CHENNAI
5	COM. N. KALYANASUNDARAM	KARUR
6	COM. E. SHIVAJI RAO	ERODE

	TREASURERS	
1	COM. R. KRISHNAN	MADURAI
2	COM. R. SRINIVASAN	MADURAI
3	COM. R. MOHAN	BANGALORE
	ORGANISING SECRETARIES	
1	COM. J. HEMACHANDRA RAO	NELLORE
2	COM. P. MANJUNATH DURGADARSHAN	TRIVANDRUM
3	COM. R. ANANDHAN	CHENNAI
4	COM. N. SWAMINATHAN	CHENNAI
5	COM. G. RAGHURAM	BANGALORE
6	COM. S. GUPTHA	SALEM
	ASSISTANT SECRETARIES	
1	COM. R. PARTHASARATHY	MADURAI
2	COM. D. N. VYAS	SURAT
3	COM. JAMAN C OZA	MUMBAI
4	COM. EDWARD IRUTHAYAPATHINATH	MADURAI

Present Team of Executive Committee Members of our Union:

Sl. No.	NAME - COMRADES	BRANCH - NOW
1	KASIVISWANATHAN K N	POLLACHI
2	UMAMAHESH K	TIRUPATHI-MAIN
3	VENKATARAMANAN P	CHANNAI-TAMBARAM
4	SRINIVASAN D	MADURAVOYIL
5	ROHITH J	CHENNAI-PERUNGUDI
6	SINGARAVELU R	CUDDALORE
7	GANESH KUMAR V	PATTUKOTTAI
8	KUMARASAMY M	NAMAKKAL WEST
9	ASHOK R	PERUNDURAI KEC NAGAR
10	MANOJ JEBARAJ M	TIRUCHENCODE
11	BOOPATHI N	KARUR-DO
12	VASANTHA KUMAR T	CBE-NANJAPPA ROAD
13	SESHADRI S	KOLUMAM
14	ILANGO VAN S	MAYILLADUTHURAI
15	SATISH KUMAR R	MANACHANALLUR
16	KAMALA KANNAN A A	ODDANCHATRAM
17	BHASKARAN K	MDU-ANNANAGAR
18	ATHINARAYANAN R	GUDALUR
19	GOMATHINAYAKAM S	SURANDAI
20	KARNAN V	DHARAPURAM
21	GANESH R	ARCOT
22	PONNUSAMY R	KADUVANUR
23	RAJU V	KALASALINGAM UNIVERSITY - EC
24	BALAKRISHNA G	HINDUPUR
25	GANESH BABU K V	MANDAPETA
26	SUNILKUMAR A	KHAMMAM
27	GAJULA CHENNAKESAVULU	PUTTUR
28	MURUGESH L	MYSORE
29	ANNADURAI S	NELAMANGALA
30	MANOHARAN A V	KANNUR
31	ANUPAM SUR	KOLKATA-DO
32	KALYANI SRINIVASAN	MUMBAI-MULUND
33	ZALA DHARMENDRABALDAVBHAI	AHMEDABAD-SATELLITE
34	PRASANNA VENKATESH S	MDU-PALANGANATHAM
35	NANDA KISHORE BABU G	BANGALORE-JC ROAD
36	BASKAR P	TIRUCHI-SURIYUR
37	GOVINDARAJAN S	CHENNAI-TEYNAMPET
38	SUBRAMANI D	CBE-KALAPATTI
39	SAMPATH R	CENTRAL OFFICE
40	NAGARAJA GUPTHA P	PERUNDURAI PATTU
41	RAMKUMAR G	KONALUR
42	KISHORE A M	CHENNIMALAI



கருர் வைஸ்யா வங்கி

ஊழியர் சங்கம்

வைர வீழா கொண்டாட்டம்

சேலம் - 19.07.2019



**KARUR VYSYA BANK
EMPLOYEES' UNION**

**Diamond Jubilee Celebration
@ Madurai**

18th August 2019



**KARUR VYSYA BANK
EMPLOYEES' UNION**

**Diamond Jubilee Celebration
@ Coimbatore**

22nd September 2019