

GOLDEN JUBILEE OF A GOLDEN DAY

FIFTY YEARS OF KARUR VYSYA BANK EMPLOYEES UNION

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 ABEA 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.

It is quite natural for us to recall and celebrate the day when the pioneers founded this great organization KVBEU in every year of its existence. It is all the more relevant in this Golden Jubilee Year that our present leaders and young cadres irrespective of the periods of service are to cherish the vision, values, and sacrifices of our great founders.

Our Bank was started in the year 1916, when the world was witnessing the tumultuous First World War. Not only running an industry by Indians under the British Raj is very hard but conducting a Banking business is more difficult during those periods. It was founded by the great illustrious personalities and patriots Shri. M.A.Venkatarama Chettiar and Shri.Athi Krishna Chettiar. The seeds sown by these two visionaries have taken deep root over the years. Today, it stands tall and strong like a great banyan tree catering to the needs of the Indian masses, providing employment to thousands of workers and the list goes on.

The electrifying militancy and inseparable unity amongst the working class of this great nation brought them under the umbrella of AITUC, presided by the illustrious freedom fighter and patriotic son of this mother land Com. Lala Lajpat Rai. Formation of this national organization during 1920 kindled the fire in the minds and heart of thousands of Bank baboos also. During 1946, an year before our Independence, ABEA was born at Calcutta. Other places from the Gangetic north to the Kaveri south and from the Arabian Coast, Mumbai to the Hoogly Bank, Calcutta also followed suit. From the 20th April 1946 onwards, the Bank workers movement never looked back. They are on their onward march. The national organization ABEA gave fillip to the white-collared working class in several other sectors to form Trade Unions. In the deep South Madras region, the Bank Employees' movement was not so much charged in the same magnitude as it was in the north, east or west. When we look back to history, we find that during 1950s, there was a large volume of small

banks going into liquidations one after the other and the life of the Bank workers were in total jeopardy, especially in Kerala.

In this backdrop, a few courageous, militant and committed hands of employees of Karur Vysya Bank, under the presidentship of Com Venkatasubramanian, organized the union titled " Karur Vysya Bank Employees Union". The Union was duly registered at Madurai on 3rd Sept. 1959. It may be interesting to note that the Union was first formed with workmen and officers combine. The officers and the branch managers (Agents) were also the members of KVBEU during those times. The first conference of the Union was held at Dindigul on 11.10.1959. It was remarked by our founding father Com. K.J.Joseph that the procession on the streets of Dindigul was a mammoth one. Newspapers carried the news item about the conduct of the conference and published widely the names of the delegates who have participated in the conference. Thus, the news had attracted the attention of the management and the conservative parents of a few employees. The family members also joined the bank in advising the members not to be too active and venture in the union. But, true to its brave odyssey, our TU moment continued its onward march without any let up.

Now the scenario had come under the notice of Tamil Nadu Bank Employees Federation. The spirited leader, Com. N.Sampath, had hastened to our guidance. A fatherly leader who is loved by all cadres has come to the battlefield and led the movement at the formation days. He is having a midas touch who won successive settlements for the welfare of Bank employees all over India, and renowned world over for championing the cause of workers everywhere. He directed TNBEF to look into our struggle and supervise our path of agitation.

The TNBEF deputed the then Assistant Secretary of AIBEA Com. K.J.Joseph and the Vice President of TNBEF Com. C.S.Ramaswamy to help and guide the infant KVBEU. They nurtured and nourished this organization. The Union was affiliated to AIBEA through the TNBEF. True to the tradition, our bank management was also perturbed at the workers joining hands and organizing themselves as a Union. The membership for the Union was enrolled in a camouflage and in a concealed manner. The able and timely assistance of TNBEF materialized quickly in making the KVBEU cadres to manage the affairs by themselves. **The Founder President was Com. Venkatasubramanian, with Com. K.Krishnan as General Secretary. Com. S.Narahari as Joint Secretary with Com. Venkatesan and Com. Venkatachalam as other office bearers. They are the leaders of all times.** They had to take on the disruptors bravely. To approach the staff for enrolling them into the organization, they have to go from place to place, when travel facilities were minimal, tedious and time consuming, and particularly when the finance of the Union was so scarce not to permit costly expenses. Continuity of his membership by any member was an arduous task since there existed no check-off system from the pay towards subscription. Every individual member had to secure himself and

promote the organization also. These are presented for the younger generations to get assimilated of the initial hardship faced by these comrades in upbringing this Union.

As we have pointed out earlier, once again the typhoon of Banks' liquidations had taken place so continuously that the RBI had to persuade Karuk Vysya Bank to take over 4 small banks viz.,

1. Selva Vridhi Bank, Coimbatore in 1963
2. Salem Sri Kanyaka Parameswari Bank , Salem in 1964
3. Padhinen Grama Arya Vysya Bank, Kombai in 1964 and
4. Coimbatore Bhagyalakshmi Bank, Coimbatore in 1964.

With the taking over of these banks, KVB got more branches and the employees of those banks had become the employees of KVB automatically. Of course, they became the members of KVBEU also. The membership strength of KVBEU had substantially increased. When the mutual and collective bargaining was made with the management by the registered Union through joint discussions and negotiations, the fear of our bank employees was allayed. They started asserting their rights. Slowly and steadily, the working hours and compensation for overtime work came into practice. The Promotion Policy was settled to upgrade the employees' status. There were periodic wage revisions and DA compensations as was prevalent in other big banks.

Even though there are instances of threats and coercions here and there in our Bank against the initiation of Union activities, **it was not at all so barbarically brutal as found in their northern counterparts. There might have been incidences of not allowing the sub staff (peons) to wear footwear inside the manager's cabin. It was not so worse as in the North India where the peons were made to make a full prostration by lying flat on the ground as obeisance to the Manager and whenever the boss comes out of his cabin, the entire staff would stand and perform their duties until the boss retreats to his room.**

It was true that the very first demand of AIBEA became a reality in the year 1969 on 19th day of July, making the 20 top privately owned Banking corporations nationalized. A sea change was ushered into the work culture among the Banks and their employees. There was a volte face from the regular banking for the CLASS to the MASS and the employees started respiring clean and free air. Unions of Bank employees right from the RBI to the Co-operative Banks have started to assert their rights. Bankmen's responsibility grew and their response to the people was immensely satisfactory. Though not forming part of the nationalized group, our members quickly realized the expectations of the people and are commendably proving that they are second to none. The role of the Union in shaping the members in this achievement is embedded in history.

Our union KVBEU had become known to other organizations due to its militancy and rock like unity and its unstinted support to the cause of the

working class of this nation. The post of Presidentship of the Union was next adorned by Com. S.Narahari. His simplicity and total dedication to the workers earned him name and fame and it was natural for the cadres to request him to lead them in the organization. Union made rapid strides under his stewardship. More branches were opened and more employees added their strength to the Union. He maintained good relations with our federation leaders and ensured the continuance of recognition the Union enjoyed among the bank unions. He was virtually the pillar stone of Madurai Ramnad District Bank Employees' Union and he presided over its affairs for a quite a long period. Com. M.Sundararajan who ascended the post of General Secretary in 1960 was a leader of par excellence. During his tenure, KVBEU had grown into its full size. His relationship with the cadres was widely acclaimed. His guiding spirits, negotiation skills and compassion for the affected members all got interwoven with the success story of our Union. His foresightedness in making the cadres socially identified has paid rich dividends. These two leaders were responsible for the phenomenal growth of our Union.

Negotiations and settlements in early days:

It was on history that our Union representatives used to discuss with our management only after finishing their respective work and the negotiations used to get prolonged beyond late night till 3.00 AM. Our leaders used to catch the first bus to reach their places to attend to the next day's work at the branches. Our leader Com. Joe used to quote that *"most of the directors, especially Mr. AVS and Mr. MGS were simple men with spotless integrity. It was easier to deal with them even when we disagreed on several issues, because they were transparently honest and had no pretensions."*

There were innumerable settlements like the one on wage revision, appraisers wage structure vis –a- vis clerical, parity of wages of employees of erstwhile taken over bank with KVB employees, seniority fixations, 1970 settlement to reduce regular working hours from 7 hours to 6 1/2 hours, Gratuity settlement, Insurance coverage and compensation for cash carrying staff, HRA/CCA settlements, etc. Bank also agreed to give preference to the sons and daughters of the employees during recruitments. House building loans were also secured for the employees.

The bank had created Grade III officers in lieu of our demand for Special Assistants and they were the members of our Union and their settlements were also signed. Com. TV.Chari (retired as Scale III Manager), Com. S. Nagarajan (retired as CGM) and Com. S.Palniswamy (retired as AGM) were served with notices of termination from the services. Union observed Protest day. On 25.6.1973, these actions were kept in abeyance and it was given up ultimately.

For clerks there was no time bound confirmation of services. If at all, it used to be after prolonged training followed by temporary and probationary periods spanning to even 3 years. In our bank there was a

special clause: the clerical would be made permanent and confirmed only when they pass the typewriting lower/junior examination. After long struggles these draconian clauses were scrapped. The training period was also considerably reduced.

During 1974, young graduates were recruited in the bank and it was the beginning of infusion of young blood in the Union. Com. J.Rajendran was inducted as Vice president just after his confirmation in the Erode Conference . During 1977, Com. V.Krishna Murthy became the Vice President of the Organisation and Com. A. Mayakrishnan as the Joint Secretary. Com. M.Sundarrajan handed over the mantle of administration of the Union to Com. V.Krishnamurthy in 1979 Bangalore conference, expressing full faith and hope that the organization is very safe in the hands of young blood.

During the year 1975 there came an understanding with the management wherein the provisions of the Bi-partite settlements will be implemented in our Bank in toto. This served as a basis for ensuring the benefits enshrined in the Bipartite to be made available in our Bank. Another significant achievement during this period is the regularization of temporary employees in the Bank.

Social status of any bank employee, his need based loan requirements, recreation (LFC) or Leave facilities, housing loans etc would not have become a reality without a collective bargaining (Union). From Training period of appointment till his/her retirement and beyond , Union takes care of members' well being. In these exercise, Union had secured many welfare measures for the employees to be implemented by the Bank.

It has become a culture for the Banking industry to have very minimum staff to have maximum turnout of work and to maximize the profit. It is the Union that has been demanding for adequate man power to match the load of business. Here is a presentation of one interesting figure that during 1974 our Bank's deposit was 18.46 Crores and profit was nearly 3 lakhs with 540 employees(including Officers). Today the business is more than Rs.25000/- crores with 205 crores of profit but with only 3500 employees.

To enter as a workman in the Banking industry itself, Union is responsible for inducting him into the organization. To-day recruitments were conducted more methodically and with less bias. The wages for any employee is discussed at the all India level between the Unions and IBA and got settled with a periodicity of 5 years. Promotion policy paves the way for cadre enrichment. Not feeling content with arriving at a policy, the Union has also undertook refining the settlement to suit the promotion of younger generations who come with latest talents.

The recruitment policy for sub-staff is regulated through a settlement entered into between the Union and the Bank. Their training for promotion examination is also taken care of by the Union. Gratuity, Pension and so

on and so forth as terminal/retirement benefits are all settlement-governed. Job guarantee is the assurance for any employee. At the will of the management, no employee can be hired or fired. Any punitive measure against the employee is only through the process of laid down service conditions. Union acts as a watchdog in ensuring that these hard earned benefits accrue to its members. The continuous pursuit of the Union in taking up the welfare measures to the next higher level resulted in the Bank announcing Death Relief, Group Insurance, Death compensation, compassionate ground appointments, etc.

A constant pressure and a decision to launch an agitation resulted in making Karur Vysya Bank sign as a party to the Bi-partite settlement thereby full-fledged implementation of all the clauses right from First Bi partite was made possible in our bank. In the year 1976, we got one additional increment to commemorate the Diamond Jubilee Celebrations of the Bank. During 1977, there were guidelines to sanction Housing Loan and a Promotion Policy for our employees came into vogue. It is a matter for jubilation that when a handful of Banks are yet to become a party to the Bi partite settlements even today, we were able to achieve more for our workers thanks to the mechanism of collective bargaining.

The Promotion policy settlement signed by us during 1980 for clerical to officers and for sub staff to clerical holds good and stood the test of time for a period of three decades and with a little changes to suit the present day environment, we are reaping the benefits even now. We take pride to state that hundreds of Sub staff have become clerks through the settlement and many a sub staff adorn the Scale III officers and Executive chairs today. Many a hundred clerks have been promoted to Officers and they have scaled the ladder of promotion to proclaim that they are now the top executives of our bank. At any given point of time, more than 75% of Officers are from clerical cadre in our bank. They have become the members of Officers Association affiliated to AIBOC. Cutting across the affiliations, we continue to maintain good relationship with our OA. With the advent of UFBU, the relationship has still become stronger.

We wish to record that the guidance, leadership and superintendence we received from our parental body and especially Com. N.Sampath in all the stages of settlements is praiseworthy.

LABOUR DISPUTES AND LEGAL LITIGATIONS:

There are 3 means for a Trade Union to achieve their motto viz.,

1. Collective bargaining with the management through bilateral negotiations thereby arriving at settlements and understandings ,
- 2) When the negotiations fail to yield results, involving the members of the Union in struggle path compelling the management to come to the negotiating table to achieve the reasonable demands.

3) Certain issues require only judicial remedy. Without fear or fervor, Our Union never hesitated to approach the conciliation machineries and labour courts and even upto the Supreme Court to pursue our justifiable demands.

All the above strategies have been adopted by our Union at appropriate time to achieve the objectives of the organization and in the interest of members.

Innumerable litigations had to be filed before various courts and tribunals to achieve justice. Right from Bonus case, contract labour regularization, temporary employees working in the permanent vacancies, Provident Fund coverage for the one state Bank KVB (then) to implement statutory provisions in regard to the PF contribution was fought before the Supreme Court and got the orders in our favour. Due to intervention of the conciliatory machinery, temporary employees' regularization through a recruitment process was arrived as a tri- partite agreement before the RLC Chennai in the year 1990.

It is pertinent to mention that more than 180 appraisers of the bank have been terminated overnight under the guise of invoking the provisions of their contract employment. Their cause has been espoused right from conciliation and we got the favourable judgement for their regularization at the tribunal, High Court as well as Division Bench of Chennai HC. Now the case is being pursued at the Supreme Court level by the Union on a Special Leave Petition of appeal by the Bank.

Union does not want to glorify the outsourcing process except in the permitted areas as per the 8th Bi- partite settlement. One such area of operations is the work done by the Contract employees at Regional Processing Centre- Coimabatore (then it was at Chennai), we have filed the case before the ALC Chennai, and the Ministry of Labour, Govt of India has turned down the reference. Though it is open to the Union to seek remedy at the appellate courts, we prevailed upon the Bank to have regular employees at RPC to do account opening and other allied works.

There are innumerable individual cases being fought day in and day out by the Office Bearers of our Union for the cause of workers. Some are at enquiry stage. When the delinquent employees were awarded punishment of dismissal and wherever the punishment of increments cut are proposed disproportionate to the magnitude of the misconduct, the Union had rightly taken up the matter to the court for legal remedy and it is remarkable that there are decisions to reinstate the dismissed employees with adequate compensation including back wages with attendant benefits. A few employees have been taken back into the services of the Bank.

Internal talents are nurtured and encouraged to represent at domestic enquiries. The cadres thus graduated are jewels in the crown of our trade union activity.

We feel elated to mention that our Bank came forward to issue shares to their staff with a very low premium during 1995 along with the Rights Issue for the existing share holders. Though RBI has granted permission for the issue and approved its pricing, SEBI had objected to the pricing for the employees, and thus the fruits did not reach the hands of the employees. Union filed a Writ before Madras HC urging the SEBI to revoke their unreasonable orders. The judgement was pronounced in our favour only during 2007. The orders could not be implemented as the exercise of issue of shares is already concluded. Now the gesture of the management is that they have decided to issue ESOP to the staff of KVB. The special resolution on this matter is also approved by the AGM. The desire of the fore-fathers of this Bank that the employees of our Bank shall hold its shares is coming to be true. Today our Union stands tall in making its members a proud owner of his Bank.

Forget not comrades that litigations are not for litigation sake. Even the famous Judges and juries have opined that the litigations have to be sorted out at the first stage itself through negotiations and understandings. The saying applies not only to individuals but to the body corporates also. We have full faith in the bilateralism since it will put an end to avoidable litigations.

STRIKES AND AGITATIONS (AIBEA and KVBEU):

Strikes and agitations are the ultimate weapon available in the hands of workers to achieve their reasonable objectives and demands. When Bilateralism 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. The very first resolution of AIBEA adopted was to Nationalise the banks in India. Very important milestones of the AIBEA is abridged as follows:

- Nationalisation of Banks- Achieved by AIBEA during 1969 and every year that day is being celebrated as the Bank Nationalisation day.
- 36AD of the Banking Regulation Act was promulgated by the Parliament during 1968 to curb the basic rights of the Union. Followed by the struggles by the bankmen of the country, the clause of that statute is now in a dormant status.
- In 1973, Madras conference adopted a resolution on the Health of the Banking Industry. Again it was renewed during 1985 conference at Bangalore and in the present

context with a new dimension, the Health of the Banking Industry is pursued to achieve the Social objectives. Every time, there are innumerable agitations and Strikes. The cause is well understood by the committed cadres of the Indian Banking Unions and we have our goal to achieve "PEOPLE'S MONEY FOR PEOPLE'S WELFARE".

- There are other protest programmes like One Crore signature campaign, wherein AIBEA had collected more than 1 crore 40 lakhs signatures and submitted it to the Speaker of Lok Sabha urging the Parliament to discuss the reforms of the Banking Industry with a human face and with a Socialistic Object.
- There are other periodical struggles launched by AIBEA urging for settlement of Wage revision to drop the draconian Bhoothalingam DA formula, Parity of wage struggle, struggles in support of other sectors of the economy. In all these struggles, 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.
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- 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 a 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.
- 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.
- Our Union celebrated its 40th anniversary at Madurai in the year 1999. Com. Tarakeshwar Chakraborti, General Secretary of AIBEA, and Com. P.Mohan, M.P. addressed the members. A booklet titled "Sands of Time" was released on that occasion, by the Union. It helped the next generation entrants to have handy information about our Union.

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. When ever 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. To quote the words of Com. Prabhat kar, 'it(AIBEA) has a Social commitment'.

- Whenever any financially weak Union resort to any agitation programmes or Strike, we extend our arm by our liberal contribution.
- Whenever, any of our employee suffer due to accident or dreaded deceases, we give a call to share their grief by contributing financially to mitigate their financial hardship. Several comrades recall the organizational philanthropy which saved their life from the attack of deceases.
- Whether it is an earthquake at Granada, Gujarat or a Super Cyclone havoc at Orissa or Andhra or a Tsunami catastrophe at Tamilnadu, Andhra or Kerala. WE have extended our full contribution.
- Not contended merely by extending our monetary support, our Office bearers including the President with the team of committee members had visited the areas affected by Tusnami and distributed clothes and bed sheets to the affected persons.
- The unjustified sanctions against the Communist Country Cuba, continues for years. Our role in collecting funds and contributing for their bravery remains taller than the imperialist designs, even though the monetary quantum was modest.

- For this Golden Jubilee celebration also, our number one agenda is the Social Identification Programme.

LEADERS AND CADRES:

AIBEA deputed leaders Com. Joseph and Com. Ramaswamy during the formation times of our union. After that, leaders emerged from our own cadres viz Com. Venkatasubramanian the founder President, Com. Krishnan as General Secretary. Com. Narahari as Joint Secretary who later became President of the Union. Com. Sundararajan joined the team during 1960s and served in various capacities including the post of General Secretary.

Next generation of young leaders emerged to carry forward the mantle. Under Com J.Rajendran, Com V.Krishnamurthy and Com A.Mayakrishnan, the organization was ably managed, grown to a full size and widely recognized. Members' expectations were high and the successors lived up to it.

Com. Krishnamurthy V is the only General Secretary who had put in a long service as G S. Coming to the post of G S in the year 1979, he came again to the post in 1982 after a break. He served in that post till his retirement on 30.11.2007. A voracious reader of labour laws, he was instrumental in spreading the fire of militancy to the nook and corners. His Circulars and fiery speeches at all forums were the most sought after by the cadres in those times. He served as a Joint Secretary at KPBEF. Though having a deep knowledge of academic thoughts, he was very amenable to even the lowest rung cadre.

Com. Rajendran J is the only President who is a ceremonial testimony to the Silver Jubilee and the present Golden Jubilee celebrations of the Union. The duo traveled wide and intensively and organized the cadres and ensured they are in good stead always. Over the years, Union had endured all weathers under the stewardship of Com. J.Rajendran.

Other than the President and General Secretaries of the movement, two Joint Secretaries Com M. Divakaran and Com. N.Kalyanasundaram have contributed immensely for the development and growth of this organization for more than two decades. Com. Divakaran played a pivotal role in the formation of KVB Staff Co-op Thrift and Credit Society Ltd at Chennai. His traits in managing the financial affairs during the Chennai Conferences are fresh in the memories of cadres.

Com. N.Kalyanasundaram was the brain behind many welfare measures that our members now reap. He fought extensively with the PF authorities and was able to secure more than Rs.78.00 lacs as our due share of the erstwhile FPS. DRF, GSLI and the Insurance Linked Housing Loan Scheme are now made available thanks to his efforts. He worked in close unison with KVBOA Office Bearers who were very much ready in lending their help in all these matters.

Com. D.Arumugam, Vice President has contributed his mite by compiling the service conditions/welfare measures prevailing in our Bank for the immense benefit of our members.

Our members, apart from serving their parental body, have proved their commitment to the District organizations. Com.I.Venkatesan, our Joint secretary serves at the District organization of Karur as its General Secretary and is an illustrious by-product of our organization.

Com. Kasi Viswanthan, our E C Member, is the General Secretary of Pollachi Town Bank Employees Association. Com. P.Srinivasan, another E C Member, is the Treasurer of Tiruchy District Bank Employees' Association. Com. P.Viswanathan, our Joint Secretary, is closely associated with many civic exnoras and is a tireless social worker. He is actively spearheading the organizations to protect the water bodies in the state of Tamil Nadu. He also serves as the convenor of the organ of TNBEF representing Chitlapakkam area.

Our Union President was the General Council member of our parental organization AIBEA for nearly two decades. He is at present the Joint Secretary of TNBEF. Our General Secretary is at present the General Council Member of AIBEA. Other office bearers are also serving as the Central Committee members and General Council members of various state federations.

The retired leaders are not confining to their arm chair to spend their retired life. Even after retirement, they rededicate their lives for the cause of workers. Com. Sundararajan is the General Secretary of the Madurai Dist. Bank Employees Union and also the Office bearer of the TNBEF. Com. Narahari was till recently an Office bearer of the TNBEF. Com. Ponnusamy of Thanjavur serves as the President of Thanjavur Dt. Bank Employees' Association. Com. P.V. Sridhar of Erode today serves as the Vice President of the Erode District Bank Employees Association. He is also serving for the cause of Cooperative movement in the district.

It is relevant to recall the contribution done by our former Vice President Late Com. N.Arunachalam. He died in harness during the year 1996 leaving us in lurch. He was in constant touch with our comrades especially at Karur and surrounding areas. He was instrumental in implementing a novel idea of starting a coaching class for the sub staff comrades during their promotion test. He was the main facilitator of follow-ups during our negotiations with the management. He had constant contact with the TU leaders and left organizations to help our union at needy times so as to be guided by their advice. 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 Com. Arunachalam Memorial Fund. The interest of the fund is being utilized for the past one decade 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.

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.

Emergence of our Own Financial System

Even To-day corruption is one of the stumbling block in the development of our nation and rampant everywhere in our country with a systemic failure.

Many honest,dedicated and committed leaders of the bank unions were hesitant to start and lead co-operative societies for the fear they may not be in a position to pay more focus to their basic duties.

In our Union also attempts were made in late 70's to start one co-operative society. But it could not materialize due to many reasons.

IN the year 1980, Com. Rajendran J (Our President) took the initiative with the help of few other comrades.

His simplicity, honesty and integrity well known, Com J.Rajedran was advised by many leaders not only from the bank movement but also from other trade unions to exercise caution, for he might lose his footing in the Union if the venture failed. He took their advise in store to fashion a model society among the bank employees'. To-day our society is a premier one in all ways and means to others. It is our pride.

Today, our society has many firsts and but we never manifested it. Our long and continuous association with the left movement and the working class of this country is amply visible in the service conditions of the Society's staff.

Today it is one of the financially strong cooperative societies and its loans schemes have immensely helped the members for their urgent financial needs towards medical, education or housing purposes. The building of the Society 'Co-Operative House' at Chennai provides accommodation for its members at a very nominal rate.

Today the need of the hour is to carry forward the work of society with the same vigour as that of the founders.

The uniqueness of our leaders is that they had never usurped power for themselves. They made it a point to develop next level of leadership in their arsenal.

PF Trust: our role

Unlike in other banks where the role of workmen trustees is minimal, our union leaders took serious initiative and showed keen interest. The commendable role played by them is unique.

Especially the contribution of Com. N. Kalyanasundaram jointly with other PF trustees was highly valuable and is to be remembered even today. It is amazingly commendable, that he was instrumental in identifying the surplus available with the Balance Sheet of the PF Trust. This paved the way to provide extra interest or getting the refund of FPS contribution made by the members during the period of their de-coverage from the ACT to Bi Partite settlement. Providing monthly interest compounding formula to the PF fund of the members is one of great ideas that he immensely contributed.

With the demitting of their respective offices on the board of the PF Trust by our President and Com. N K S, the mantle fell on Com. D.Arumugam and Com. I.Venkatesan. They are continuing the good works of their predecessors.

UNIQUE FEATURES OF KVBEU AND KVB:

KVBEU:

- It is the only Bank employees' organization in the country that collects subscription from their members @ 0.5percent of their Basic Pay.
- It is the only organization that has a clause in the Bye law to get affiliated permanently to AIBEA. Now AIBEA makes that as a prescription code for its affiliates.
- It is one of the organization 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 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 monolythic column.
- Has no rival Union in the Bank. Only one Union and this is affiliated to AIBEA.
- The Building of the Union at Bangalore was chiefly built out of the funds contributed by the members of the Union.
- PF contribution of members to the PF fund is yielding them monthly interest on a compounding formula, a unique feat made possible due to the efforts of the Union and other PF Trustees.

Our Union was instrumental in floating a Sports and Cultural forum for the employees of the Bank. Our President was the driving force in arranging an inter-Bank Tournament at Chennai and our Cricket team participated in the event and won laurels. We also arranged blood donation campaigns. These were unheard of in those times making us pioneers in the field. These has now been annual events hosted by some Bank or the other.

KVBANK:

- Number ONE among the traditional Private Banks adjudged as such for the past one decade by the Financial rating agencies.
- Disbursing the Dividend to the Share holders uninterruptedly for the past 93 years right from the inception.
- First traditional Private Sector Bank to have achieved the 100% core Banking solution laboured solely by the employees on its pay roll.
- First Bank to be permitted Bonus issue to its share holders during 1950s as well as in the recent past also.

FUTURE TASKS BEFORE US:

50 years of purposeful existence can talk of our history. We need to carry on the thrust to complete the tasks. The process is ongoing, the struggles are unending and the conflict of working class with the ruling class is perennial. It is true that ABEA has made an employee to gain his social status and an assured standard of living. It has taught us the purpose of our Union.

Now, the clock has made a full circle and the things are once again returning to its original stage. The exploitation of the unorganized workers are to the core. There is a calculated move by the rulers to push the organized workers also into unorganized arena. In the micro level, de-unionisation is the slogan of pseudo advocates of the neo-management theory. In the macro level, the Government altogether wants to eliminate the workers from the purview of the Industrial Disputes Act. To prove their readiness at the bank levels, it is being done by way of officerisation. Many a bank have thought that the measures to make the total officerisation of workmen category will ultimately kill the unions. But it has resulted in messing up of the customer service.

Now, seeing the ill effects of their own measures, the management wants to recruit clerical staff once again. Banks do want to give incentives to senior workmen by driving them to sever their employment in the name of VRS. Without application of minds, the banks want to handover the regular jobs done by its employees to outsourcing. Consolidation of banks is being propagated by the Finance Minister and his team. A few banks' heads also play their second fiddle to that idea. Apart from the customer loosing their ethnic banking relations, workers are going to be thrown to street in the pretext

of 're engineering'. That is why AIBEA and other Unions stoutly oppose it. In the guise of liberalization and globalization, heavy FDI inflow up to 74% is being allowed. In the name of corporate democracy Sec. 12.2 of Banking Regulation Act, is being amended to pave the way for proportionate voting rights against the percentage of shares held. It is a diabolical game of the IMF and the World Bank to sell the Indian Banks to MNC's for a song. Huge deposit resources added with fixed assets are being parted with for a little or no capital investment.

To-day Lehman Bros leads by example. Its bankruptcy amply reflects the policies of the government and some over enthusiastic Bank Managements.

For Government, development means Corporates. Progress means its profits. Growth means flooding other nation's products into their country at the cost of its small and medium enterprises. Hence we shall oppose it.

Now we are clear about our future task

1. The liberalization of the present setup of Banks in the name of Globalization shall be stoutly opposed.
2. Deunionisation theory proposed by the government and the management shall be check- mated.
3. Outsourcing of Bank jobs shall not be allowed to pass through. Only the permitted areas are to be assigned to outsourcing.
4. Slowly and steadily the Banking facilities are being denied to the common man. It shall be once again restored to them. Objectives of the social Banking shall be protected and Banking for the masses shall be the motto.
5. Banks deposits or reserves or its profits except the capital are generated because of the peoples' money, it shall be spent for peoples' welfare only. It shall not be permitted to go to the coffers of the individuals for their private loot. In precise, NPA shall be dealt with an iron hand. No compromise shall be there.
6. The unorganized sector employees shall be brought under the purview of statutes to assure them the legal protection.
7. Till the AIBEA's goal of nationalizing the remaining private sector banks is realised, the present identities of the traditional Private Sector Bank's shall be protected and it shall not be allowed to become a prey to the MNC sharks.
8. Workmen-Officers unity shall be preserved. The AIBEA's resolution to make the UFBU stronger shall be the resolution of every COMRADE. The unity shall be protected as the apple of the eye.

CONCLUSION:-

This booklet on the history of our employees' union is only an attempt to present the glorious path treaded by our dear organization. Though it may not contain every moment and movement of its history, it will not belittle the sanctity of its halo.

We want to urge upon the new entrants to this organization that our rights are hard earned by our beloved leaders and not served on a silver platter. As such, while enjoying the benefits, we need not surrender them. We exhort this so that they shall be the torch bearers of the lofty ideals to the future generations.

No comrade is alone. He has a binding relation with the working class of the world. Let us recall the clarion and inspiring call of the first leader of working class **COM. LENIN** "**workers of the world unite and future is ours.**"

"KVBE UNION "
"ZINDABAD"

"AIBEA"
"ZINDABAD"

"BANK WORKERS UNITY ZINDABAD"

"WORKING CLASS UNITY ZINDABAD"

FOUNDER MEMBERS OF OUR UNION

COM. R.PERUMAL

COM. V.RAMACHANDRA RAO

COM. M.SUBRAMANIAM

COM. S.ADINARAYANAN

COM. S.MARUTHANAYAGAM

COM.K.KRISHNAN

COM. S.NARAHARI

COM. T.S. VENKATACHALAM

FORMER OFFICE BEARERS:

PRESIDENTS

COM. K.VENKATASUBRAMANIAM

MADURAI

COM. S.NARAHARI

MADURAI

COM. A.MAYAKRISHNAN

KARUR

VICE PRESIDENTS

COM. S.VENKATESAN

MADURAI

R.NARASIMHAN

KARUR

S.SHANMUGAM

SALEM

V.NARAYANAN

MADURAI

B.RAGHUNATHAN

KOMBAI

R.PONNUSAMY

THANJAVUR

N.NAGARAJAN

COIMBATORE

G.PANCHAPAKESAN

MADRAS

V.SWAMINATHAN

KARUR

M.VIVEKANANDAN

KARUR

| | |
|----------------------------|-------------------|
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| P.V.SRIDHARAN | ERODE |
| S,KANNAN | MADRAS |
| S.PIRAMANAYAGAM | KARUR |
| V.VEERASAMY | AUNDIPATTI |
| S.RAMACHANDRA RAO | VIJAYAWADA |
| SIVAKUMARAN | COIMBATORE |
| GUNASEKARAN | THENI |
| VENKATARAMAN | COIMBATORE |
| K.CHANDRASEKARA RAO | VIJAYAWADA |
| V.SWAMY IYAH | MADURAI |
| M.RAMAKRISHNAN | KARUR |
| N.ARUNACHALAM | KARUR |

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| M.SUNDARARAJAN | MADURAI |
| V.KRISHNAMURTHY | BANGALORE |

JOINT SECRETARIES

| | |
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| COM. K.V.VENKATESAN | KARUR |
| V.S.RADHAKRISHNAN | KULITHALAI |
| GANAPATHY | VILLUPURAM |
| L.MUTHUKRISHNAN | CHENNAI |
| N.KALYANASUNDARAM | KARUR |

ORGANISING SECRETARY

| | |
|-----------------------------|----------------|
| COM. HEMACHANDRA RAO | NELLORE |
|-----------------------------|----------------|

ASSISTANT SECRETARY**COM. S.GUPTHA****SALEM****TREASURERS****COM. R.KRISHNAN****MADURAI****R.SRINIVASAN****MADURAI****R.MOHAN****BANGALORE****PRESENT TEAM OF OFFICE BEARERS DURING****THE GOLDEN JUBILEE YEAR 2009****COM. J.RAJENDRAN****PRESIDENT****M.DIVAKARAN****VICE PRESIDENTT****G.SHYAM SUNDAR****-DO-****T P M MANOHARAN****-DO-****D.ARUMUGAM****-DO-****N S SRIDHAR****GENERAL SECRETARY****S S VYASARAJ****SECRETARY****P.VISWANATHAN****JOINT SECRETARY****I VENKATESAN****-DO-****E.SHIVAJI RAO****ORGANISING SECY****P.MANJUNATH DURGADARSHAN****-DO-****P. NARASIMHA RAO****-DO-****M.SESHADRI****-DO-****D.NAGARAJAN****-DO-****G.RAGHURAM****-DO-****D.VIMAL RAJ****-DO-****R.PARTHASARATHY****ASST SECRETARY****M.SAI SRI SHANKAR****-DO-****A.SRINIVASAN****TREASURER**

**MEMBERS OF THE EXECUTIVE COMMITTEE DURING THIS
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