

**KARUR VYSYA BANK
EMPLOYEES' UNION**

(Affiliated to AIBEA)



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Circular No. 38 / 44 / 2026

June 03, 2026

Dear Comrades,

We append hereunder text of our letter dated 02.06.2026 written to our management in respect of **Provision of separate women's washroom facilities, air-conditioning and basic infrastructure in branches – Request for immediate intervention and time-bound action** for the information of our Members.

With greetings,

Yours comradely,

**T . SEKAR
GENERAL SECRETARY**

KVBEU/38/40/2026

June 02, 2026

To

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

Dear Sir,

Sub: Provision of separate women's washroom facilities, air-conditioning and basic infrastructure in branches – Request for immediate intervention and time-bound action.

Ref: Our Letter No. KVBEU/38/39/2026 dated 10.04.2026

We invite your kind attention to our above-mentioned letter wherein we had requested the Bank to provide separate washroom facilities for women employees, proper maintenance of existing washrooms, air-conditioning facilities, and other essential infrastructure in all branches.

More than one and a half months have elapsed since our representation was submitted. However, it is regretted to note that no visible action has been taken in many branches. On representation with the concerned departments, it has been informed that representations from branches and divisional offices have either not been forwarded or have not reached the appropriate authorities for necessary action.

This situation has resulted in undue delay in addressing genuine issues affecting employees at the grassroots level.

During the current summer season, several parts of the country are experiencing exceptionally high temperatures. In many branches, employees are compelled to work throughout the day without air-conditioning or adequate cooling arrangements. The situation has become increasingly difficult, particularly for employees who are continuously engaged in customer service, business development, cash operations and other frontline banking activities.

The absence of proper air-conditioning facilities is not only causing physical discomfort to employees but is also adversely affecting customers visiting branches. In several instances, customers have expressed dissatisfaction regarding the inadequate facilities available in branches and branch employees are often subjected to criticism despite having no control over infrastructure-related matters.

Similarly, the issue of separate washroom facilities for women employees continues to remain unresolved in several branches. With the increasing participation of women employees across all cadres, provision of separate, hygienic, safe and well-maintained washrooms is not merely a welfare measure but a basic necessity and an important aspect of workplace dignity and employee well-being.

It is also observed that while infrastructure facilities are generally available and maintained in Corporate Offices, Administrative Offices, Divisional Offices and Back Offices, many branch offices continue to function without the minimum amenities required for employees and customers. Such a situation creates an impression of unequal treatment between administrative establishments and branch offices.

We wish to state that employees working in branches constitute the backbone of the Bank. They are directly responsible for customer acquisition, business growth, deposit mobilisation, recovery efforts, cross-selling activities and day-to-day customer service. The Bank's continued growth and profitability are substantially driven by the dedicated efforts of employees working in branches under challenging conditions. Therefore, the welfare and working environment of branch employees deserve equal importance and priority.

In view of the above, we once again request the Management to:

1. Provide separate washroom facilities for women employees in all branches where such facilities are not available.
2. Ensure proper maintenance, cleanliness, sanitation, water supply and periodic inspection of existing washroom facilities.
3. Provide air-conditioning facilities in all branches on a time-bound basis, particularly in locations experiencing extreme summer conditions.
4. Ensure that existing air-conditioning units are fully functional and that Annual Maintenance Contracts (AMCs) are renewed without interruption.
5. Conduct a comprehensive review of infrastructure facilities across all branches and prescribe minimum standards to be uniformly maintained throughout the Bank.
6. Issue necessary instructions to Divisional Offices to promptly process and forward branch representations relating to employee welfare and infrastructure requirements.
7. Establish a monitoring mechanism to review the implementation status of infrastructure-related requests submitted by branches.

The Bank's strong financial performance and consistent profitability fully justify the provision of these essential facilities. Investment in employee welfare and branch infrastructure should be viewed as an investment in better productivity, improved customer service, enhanced employee morale and the long-term reputation of the Bank.

We, therefore, request the Management to treat this matter with the urgency it deserves and initiate immediate measures. A time-bound action plan shall be communicated to us so that employees working in branches can be assured that their genuine concerns are being addressed.

We look forward to your positive response and early action.

Thanking you,

Yours faithfully,

Sd/-
T. Sekar
General Secretary