

Ref: GM/RF

By e-mail: maeve.macenri@kbc.ie

12 July 2021

Ms Maeve MacEnri
Head of HR
KBC Bank
Sandwith Street
Dublin 2

Re. KBC Withdrawal

Dear Ms MacEnri

We are disappointed at the ongoing lack of engagement and the manner in which KBC continues to treat its staff in what is a shocking set of circumstances.

The Bank's position of denying its staff the most basic human rights and ignoring the industrial relations institutions of the State, as well as political parties, speaks volumes of the culture of this Bank and its senior management's fitness and conduct.

Notwithstanding this, we remain open to engage maturely and try to reach an agreement that provides some dignity and respect for the amazing KBC staff and their families.

In order to progress this we outline below our opening position for discussions:

1. The Bank confirm clearly that the option to transfer and an agreed TUPE will apply in Loan Sales to secure jobs for staff;
2. The new redundancy terms are agreed based on these proposals:
 - a. 7 weeks, inclusive of statutory redundancy, per year of service;
 - b. 3 years pay max cap;
 - c. 6 months' pay minimum payment;
 - d. €10,000 training grant or as an AVC option;
 - e. 3 months' payment in lieu of notice added;
 - f. Early retirement option (non-discounted);
 - g. Long Service award for those over 20 years' service of €15,000;
 - h. Include allowances (contact centre/hub shift allowances and car allowances and any other) and regular OT in definition of pay for redundancy purposes;
 - i. Agency workers and FTC to be eligible;

3. Retention payments annual and transparent for those who need to remain in the Bank to manage the exit;
4. Annual pay increases transparent for all staff still in KBC at that time;
5. Increased training budget while staff still working to upskill for future;
6. Financial health checks and guidance available to staff; and
7. Outplacement support available.

I look forward to a constructive reply.

Yours sincerely,

Gareth Murphy
Head of Industrial Relations and Campaigns