

13 July 2021

To: All FSU Members
KBC Bank

Proposals to Bank

I have written this week to KBC and outlined our clear position as follows:

1. The Bank confirm clearly that the option to transfer on 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 for staff.

I have asked for immediate engagement on this.

I now ask that you send these proposals to your Employee Council Reps and request that they adopt this as the position for staff. Please ask that they reply directly to yourself and update you regularly.

We have received political support from all political parties. Should KBC continue to refuse to engage with us we will refer this dispute to the WRC and again request political support for your campaign.

We will continue to support you and your colleagues in getting a fair outcome and some dignity and respect in this closure.

Gareth Murphy
Head of Industrial Relations and Campaigns