

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

Registered Under Trade Union Act. 1926 & Recognized by Bank
(Affiliated to INTUC and INBOC)



C/o Bank of Baroda,
3, Walchand Hirachand Marg,
Ballard Pier, Mumbai-400001
Email: aiboboa.1964@gmail.com
www.aiboboa.org

CIRCULAR TO MEMBERS No. 30 of 2019

7th December, 2019

Re: Structured meeting held on 23.9.2019 – Follow up - Developments

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We refer to our circular number 24 dated 25.9.2019 (available on our website www.aiboboa.org) conveying details of discussions that took place in the Structured Meeting held by Corporate Management with our Association on 23.9.2019 as also details of meeting on Transfer and Promotion Policies held on 24.9.2019.

We have been following with the top management and as of now the following issues have been resolved:

1. Bank has agreed to enhance limits of lease rentals and members can expect bank's circular shortly.
2. Branch head role perquisite is being reworked to cover more branch managers.
3. A separate meeting on GEMs was held on 11.11.2019 at Head Office Vadodara. We presented our views on all issues of concern brought to our notice by the members. Bank assured to incorporate the same in the revised scheme being introduced.
4. On indecision on applied leave, Bank has informed that they have advised HR functionaries during last HR conclave that if decision on leave applied is not taken within 3 days, it will be assumed to have been sanctioned. We have requested management to issue the guidelines in writing.
5. Bank had agreed and now issued circular on payment of conveyance/out of pocket expenses to recovery officers as well as sales officers at par with marketing officers.
6. Bank has agreed to allow officers to stay near the head quarters within a defined limit, and this is likely to be incorporated in the transfer policy.
7. Bank has agreed to insert facilitating clauses for married women along with couple transfers. Bank also agreed to seek request application for transfers to deficit areas before implementation of transfer plan.
8. On the issue of calling of officers on holidays, Bank has reiterated its guidelines by its recent circular that only in extreme cases, officers should be called on holidays and in such cases compensatory off/financial compensation should be considered.
9. On restoration of admn office timings, Bank management immediately changed it as soon as room was made available by Govt guidelines through SLBC.
10. A good promotion policy taking care of career aspirations of the Officers community, as discussed in our meeting on 24.9.2019, has already been circulated by the Bank. Any issues you feel concerned, may be brought to our notice so that necessary amendments may be requested before implementation of policy for promotion plan 2020.

We thank the management to have attended to some of our issues discussed in the Agenda. We are in constant touch with them to issue circulars/guidelines on other issues agreed in the meeting as well as to consider our other demands assurance for which was given to us during the meeting.

We shall update the members on such developments.

ON ORGANISATION FRONT, ever since assuming charge, undersigned along with our President, Mr.RK Chatterjee has begun the exercises of visiting zones/regions in all corners, holding meetings with management functionaries and holding general body meetings. Details will be reported to the members in coming weeks. We are receiving enthusiastic response from members particularly youngsters.

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OUR PARENT BODY- INBOC : INBOC held its conference on 3.12.2019 at Mumbai with representatives from all affiliate unions in Banking industry. In the election process that followed undersigned has been given the responsibility to work as General Secretary of the INBOC also. Mr. KK Nair has been elected as President while Dr.Sanjeeva Reddy (President of INTUC- largest trade union body in India) was elected as Chairman of INBOC. I am sure with the support of all the leaders of the affiliate unions in various banks including our Bank, undersigned will be able to discharge the new responsibility to the satisfaction of the bank officers' community.

For any issues, please feel free to write to us. We assure we will strive hard to come up to your expectations.

Friends, being a majority Association recognized by our Bank, we are continuing to enjoy consultative status on all issues related to officers' service conditions and working conditions. We further aim at "One Bank One Strong Officers' Association" because there is always strength in numbers. We seek support from every officer colleague for fulfillment of our noble mission for Business Growth of our Bank and serving cause of officers' fraternity.

With Greetings,

Yours sincerely,

(PREM MAKKER)
GENERAL SECRETARY