

All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

Registered Under Indian Trade Unions Act, 1926 & Recognised by Bank
(Affiliated to INTUC - INBOC)



C/o. Bank of Baroda,
3, Walchand Hirachand Marg,
Ballard Pier, Mumbai - 400 001.

CIRCULAR TO MEMBERS NO. 9 OF 2019

28th March, 2019

Dear Members,

**RE: XIVth General Conference of our Association
held at Mumbai on 9th & 10th March, 2019.**

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We refer to our Circular No:8 dated 19th March, 2019, and give hereunder further details:

Business Session commenced at 2.30 pm on 9th March, 2019, with the President taking up the next Agenda – To Take note of the current status of Wage Revision and other issues pending with IBA/Govt. and decide on appropriate actions. The General Secretary apprised the House that after series of discussions with IBA, UFBU expected that a good salary structure will be provided by IBA but they started with 2% hike which was subsequently raised upto 10%, which were not accepted by UFBU. However, amongst Officers' organisations, there have been differences of opinions and two organisations have deferred from discussions with IBA. The workmen organisations have proceeded further with discussions with IBA and they have gone to Government also. This is a very serious issue and discussions were made with the office bearers of the said two organisations but they are not interested in further discussions on wage revision now. This issue has been turning into a very bad manner against Officers, he added. GS said that a reasonable wage revision means something that we have got in the last Settlement and lesser than that will be a big anomaly for the present Settlement. The problem for a speedy wage revision lies within ourselves. In the other matters pending with IBA, GS informed that no major issues are at present pending at IBA level except few smaller issues.

As regards developments in INTUC, GS informed that they will be having a Conference at Raipur, M.P. very soon and in INBOC, the working is going on well with concern over wage revision for Bank Officers. GS further said that Association has always been supporting our Bank keeping in mind our philosophy of "Grow with the Bank". If Bank does not progress we will also not grow. GS informed that he will be meeting our Managing Director & Chief Executive Officer for discussions on certain modifications in Transfer Policy and Promotion Policy and for some additional benefits to the Officers of our Bank. GS appealed to the delegates to inform him of any issues that may be required to be taken with the Bank.

The President apprised the House on various issues taken up and discussed with the Bank concerning Officers. GS, thereafter informed in detail the issues discussed between the Association and our Bank in the Structured Meeting held on 12.2.2019 at Baroda viz. Payment of House Maintenance Allowance, Officiating allowance to Officers working below Branch Head Positions, Shortage of Officers in branches, Job rotation of Officers in Head Office and BCC, Grievance Redressal Mechanism introduced by Bank, Calling upon Officers to work on Saturdays/Sundays & Holidays, Staff accountability, Mandate on Wage Revision, Sports Clubs – Need to activate, Revival of Canteen Facility and Canteen Committee, Club membership, Restoration of repayment schedule in Vehicle loan to Officers, Instances of non-payment of out of pocket expenses to Officers, Issues at Gift City, Gandhingar, Branch Head Role perquisites, Relocation of administrative Offices from Mumbai to Baroda, Changes in working timings at Administrative Offices, Revised Policy for Overseas Postings, Provision of Hotel accommodation to officers joining the Bank on recruitment or reporting at a new centre on transfer, Lateral recruitment in our Bank, Separate meeting to be held by Bank with Association to discuss various modifications to

be effected in the New Transfer Policy, Need for an immediate Exercise for Inter-Zonal Transfer Plan before 1.4.2019, Inter-Region Transfer Exercise to be effected by all Zones by the cut off date, Need for revision in Entertainment Allowance, Issues related to Rural/Semi urban postings, Separate meeting to be held by Bank with Association to discuss various modifications to be made in the Promotion Policy, more particularly the negative impact of GEMS in the promotion process and the career progression of Officers, Large number of rejection of cases for recruitment of dependents of deceased Officers under Compassionate Appointment Scheme, more particularly on income criteria, Booking of tickets by Officers while availing LTC, Sharing of Bank's data of radiant customers with Relationship Managers, who are on contract basis after they leave the Bank, Providing Offices for Association at all the Zonal Headquarters, Non-implementation of Mandatory Leave Policy by the Bank in its true spirit by the Bank and Rejection of leave to Officers by the Bank for genuine reasons, Provision for nomination to be introduced by Bank in ESCORTS for Officers and ESCORTS list to be circulated on quarterly basis, Due modifications in HRNes system since Scale:IV officers are not permitted to be a member of Association, Undue delay in conclusion of Disciplinary Proceedings on Officers, Various issues related to HRCPC, Non-payment of benefits /facilities to Officers on upgradation of centres as per the census 2011, including Bareilly City, Separate meeting with Association to be convened by the Bank to discuss various issues related to Medical Insurance Facility, Permission to stay at a place other than head quarter where basic amenities and infrastructural facilities are not available, Conveyance to be paid to Recovery Officers at par with Marketing Officers who are paid Rs.2000/- as additional conveyance, Facility to VRS optees also for repayment of Housing Loan upto 70 years of age, Interest free Flood Relief Loan to Officers affected by Titli Cyclone in Ganjam&Gajapati districts of Odisha, Interest free Flood Relief Loan to Officers affected by Gaja Cyclone in Tamil Nadu State and Parking of Officers at Administrative Offices for completing Rural/Semi-urban tenure. GS further said that the Management has been progressive in nature with positive approach towards all the issues taken up by Association. GS alerted that whenever any issue or grievance arises, it must be brought to his notice immediately through the Committee Members or the Zonal Secretary so that it can be taken with up with the Bank.

The President, thereafter called forth the delegates to apprise the House in nut shell any other issues being faced by them. The delegates from all the Zones came up and informed the House on various issues/proposals/suggestions/constraints viz. Child Care leave for Bank Officers, Lateral Recruitment in Bank, Personal Loan to Officers, TDS on reimbursement of Education Loan by Officers recruited through Baroda Manipal School of Banking, Improvement in Silver Salwar to Officers, Categorisation of branches, Enhancement in financial limit for purchase of mobile sets, Transfer of spouse to be included under Transfer Policy, Delay in sanction of Housing Loans at CPC, Gandhingar, Outsourcing at Gift City, Gandhingar, Negative effect on CASA deposits by Wealth Management Group, More General Body Meetings of Association at Regional levels and meetings to be organised by Association at all India level once in three months also, Transfers on medical grounds and joining spouse should be effected, Provision of waiting list to be introduced in Transfer Policy, Issues related to GEMs, Lunch room facility at all branches, Various campaigns by Banks put more pressure on Officers at branches, Study leave to be introduced in our Bank, Clarity on Job Family Scheme, No proper IT support from Bank, Specific period for effecting transfers, Member login Day to be introduced in Association also, Support to Officers by the Bank in the event of filing of FIRs by Bank – Policy to be formed, Lead generation incentive to be introduced by Bank, Association to provide training on operational functions to new officers of our Bank, No contact number provided by Bank to submit grievances on Holiday Homes, Calls from branches are not attended by Data Centres, Tax on perquisites, Provision for conversion of Agril. Officers to Generalist Officers to be introduced, Discrimination in identifying Officers at Training Academies and also for Overseas postings, Incentives for canvassing third party products and Delay in police verification for newly recruited Officers. GS advised to submit comprehensive Notes on the suggestions/proposals and constraints to him for further necessary action.

With this, the President adjourned the House for the day at 5.30 pm.

The President commenced the Business Session at 10.00 am on 10th March, 2019 with the General Secretary welcoming Shri C. Malolan, Dy. General Manager (HRM), Head Office, Baroda, who had graced our Conference on the second day. Speaking on the occasion, Shri Malolan said that whenever Bank grows, the Officers progress and Officers should ensure that the Bank also rises up. He said that there has always been positive support from Association to the Bank. When the Government thought of merger, Bank of Baroda was selected and that is the importance of our Bank. He said that he has never seen the Association as a Trade Union and in difficult times the Association has ensured that the Bank's interest always put before. There has always been a cordial relationship between the Bank and the Association due to the matured leadership of Association. During the last few years, the Bank has gone through major transformations and the success of those transformations was made possible due to support of the Officers in our Bank. My salutations to every Officer of our Bank, Shri Malolan added. He said that our Bank had earlier amalgamated few smaller Banks but this time Vijay Bank and Dena Bank will be amalgamated with our Bank and our Officers will ensure that new entities will be treated with dignity and equality and there will be absolute parity with the employees of Bank of Baroda. The Bank is working on the harmonization of benefits and comparison is being made and they will come out with a proper plan for the new merged entity. Shri Malolan assured that he will be sharing the same with the GS to have his views on that. The Ministry of Finance is watching how HR will be going to function after the merger and IT integration has to be in the second phase and HR integration will be very important. Government will not want that this amalgamation to give any problems. Shri Malolan indicated that the various promotion results are ready and they have informed the other two Banks to withhold the release of results since all the results of promotions will be declared on 30th March, 2019, with effect from 1st April, 2019. Bank has been initiating two selection processes – Inspecting Officers and Faculty Members. Bank has also placed indent for recruitment of 3000 clerical staff members, he added.

Shri K.K. Nair, General secretary, thanked and appreciated Shri Malolan for his lively speech to the House. He thereafter proposed for an Interface Session by the delegates with Shri Malolan, Dy. General Manager (HRM). The delegates from various Zones put forward various points viz. Issues related to GEMS, Loans to youngsters, Technical issues related to merger of Banks, Reduction of eligibility criteria for Inter Zonal Transfer/Retransfer, Non-relieving of lady Officers whose transfers are considered favourably by Bank, Encouragement of sports personnel at national level, Issues related to Gift City, Gandhingar, Transfer of persons with disability and Medical Insurance Policy for the employees. The Dy. General Manager (HRM) – Shri Malolan, very categorically gave clarifications on the various issues put forth by the delegates in a convincing and satisfactory manner.

With the gracious arrival and presence of Shri Jaiprakash Chhajad, President, INTUC (Maharashtra), the General Secretary, welcomed him to the XIVth General Conference of our Association at Mumbai. Shri Chhajad, in his address, while appreciating our Bank, pointed out the frauds that took place in Punjab National Bank and other Banks during the last few years. He said that this has harmed the credibility of Public Sector Banks in India. He appealed to identify the challenges before the Banks in coming days and merger of two Banks with our Bank will be the biggest challenge. Why merger and after merger what will be the situation, he pointed out. He indicated that private Banks will be in large number and the number of public sector Banks will be reduced and this will be another challenge the Officers will have to face in future. He appealed to the delegates to face these challenges with courage and dignity.

The post-tea session commenced in the august presence of Dr. G. Sanjeeva Reddy, President, Indian National Trade Union Congress (INTUC). Shri K.K. Nair, General Secretary, while welcoming Dr. Reddy, highlighted the important contributions made by him in the Trade Union arena of our country and also the various accolades conferred on him. Dr. Reddy in his address to the House, pointed out the various changes that are happening in our country and in the economy. The Trade Union movement is passing through a crisis today and we have to search for the way out, he added. He said that human values are not recognized by the Government and they are creating tension amongst the employees. Though we desire a peaceful settlement, the Government does not believe in the hard working of employees. Being born in India, this

country should develop and our living standard is the lowest in the world. There is no right to employment in our country. The GDP has come down during the last few years. He pointed out that post retirement benefits are not available in our country as available in other countries and proposed for another option for pension to the employees. He emphasized that collective bargaining is an important factor and Government do not wish to negotiate for increase in wages for employees. However, strikes are going to build pressure on the Government. In India the Trade Union movement is a liability and there is no respect to the employees but in other countries it is considered in a dignified manner. He said that for good loans the credit is taken by Government whereas for bad loans the poor Officers are made responsible. A new and different Trade Union movement is required in our country. He pointed out and appreciated that Shri K.K.Nair, General Secretary has given his life for the Trade Union Movement. The younger generation has to be shown the right way and path by all of us. He added that he is interested and concerned with the life of the working class and also their working conditions. He indicated about the ensuing Conference in Raipur when future action plan of the Trade Union movement will be discussed and decided. There should be guarantee for the jobs and salary, with dignity of labour. While concluding Dr. Reddy said that he would like to serve the employees to improve the quality of life and also the retired life and insisted that all must have a share of the prosperity of our country. He requested all the delegates to contribute for a new Trade Union Movement which can provide a good life to all the employees in our country.

The President thanked Dr.Reddy, who is the God of Trade Union Movement for his revolutionary address to the House.

Shri K.K.Nair, General Secretary thanked Dr.Sanjeeva Reddy and Shri Jaiprakash Chhajad also for their presence and address to the delegates in the XIVth Conference of All India Bank of Baroda Officers Association.


The XIVth General Conference of Association at Mumbai concluded with a Vote of Thanks to all dignitaries and delegates by Shri Sandeep Kumar Singh,Zonal Secretary, Eastern UP Zone.

Shri Paresh Gangutkar, Zonal Secretary, Greater Mumbai Zone, while reciprocating, thanked the President, General Secretary, Former and existing Zonal Secretaries, Activists and Committee Members of Greater Mumbai Zone and all the delegates from various Zones for their unstinted support and co-operation extended for the success of the General Conference held at Mumbai.

Shri Prem Makker, President, declared the XIVth General Conference as concluded at 3.00 pm on 10th March,2019.

With greetings,

Yours sincerely,


(K.K.NAIR)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES