

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.

19th March, 2019

CIRCULAR TO MEMBERS NO.8 OF 2019

Dear Members,

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

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With regard to the above, we refer to our Circular No:6 dated 11th March, 2019, and give hereunder further details:

Shri P.S.Jayakumar, Managing Director & Chief Executive Officer of our Bank was the Chief Guest in the inaugural session of General Conference of our Association on 9th March, 2019, at Mumbai. The meeting commenced at 10.00 a.m with Shri Prem Makker, our President, calling the meeting to order. The President, thereafter welcomed the gathering and the dignitaries, highlighting the role played by the Managing Director & Chief Executive Officer for business growth of our Bank and various initiatives brought out by him. He apprised the House on the organizational activities that will be undertaken during the two days Conference, with focus on business growth keeping in tune with our philosophy of "Grow with the Bank".

After the floral welcome to the dignitaries, Shri K.K.Nair, General Secretary, in his initial remarks, appreciated the Managing Director & Chief Executive Officer for his concern for the Bank, its employees and their organisations. He has always been apprehensive for the welfare and well being of the Officers community of our Bank. Though Bank had some anxious moments in the past, our Association, keeping in tune with its philosophy of "Grow with the Bank" has supported the Bank and will continue to stand up in future also, GS added.

The President, thereafter, invited the Managing Director & Chief Executive Officer, to inaugurate the XIVth General Conference of our Association. The Managing Director & Chief Executive Officer lighted the traditional lamp and inaugurated the XIVth General Conference.

In the inaugural address, Shri P.S.Jayakumar, Managing Director & Chief Executive Officer, at the outset, thanked the General Secretary for providing him good counsel, advice and support and also the Association for adopting the philosophy "Grow with the Bank". While wishing the lady delegates for the "Women's Day" on 8th March, 2019, he informed that lady employees consist of around 30% of our total employees but their presence in the Senior Management level is very poor. He proposed setting up of creches and more women friendly work places which will result in a sense of comfort for the younger women in our Bank. He requested the Association to provide few proposals and recommendations for comfort of women employees in our Bank. The Managing Director & Chief Executive Officer apprised that the net NPA has been coming down and there has been 20% growth in the revenue of our Bank. He pointed out that not less NPA but more recovery will provide profitability and better growth. Further, lower provisioning with good recovery will result in better financial results, he added. On merger of Vijaya Bank and Dena Bank with our Bank, the Managing Director & Chief Executive Officer informed that our Bank should welcome the employees of other two Banks with a large heart and they should not be treated as second class citizens. There are concerns and issues but we must jointly resolve those issues and we are looking positively for this merger, he said. The Managing Director & Chief Executive Officer further said that we should be respectable to each other and should integrate faster.

He informed that in Vijaya Bank, few employees have participation in sports at professional level viz. Basket Ball, Kabaddi, Ranji Trophy Team, IPL etc. and they have built a Sport Institution also and we have to accept and get into these activities.

As regards technology, Vijaya Bank and Dena Bank have Finacle:7 whereas our bank has already adopted Finacle:10 and since there are lot of differences in the technology, the integration will have to be undertaken in a very systematic manner which may take about 12 months time, Managing Director & Chief Executive Officer informed.

The Managing Director & Chief Executive Officer further informed that the branches of Vijaya Bank and Dena Bank will continue in the same manner, with a display on the sign ages that they are part of Bank of Baroda and the cheque books etc. will be required to be changed, which will be undertaken in due course. The products of all the three Banks which are very similar, will have to be integrated and proper marketing is also required. Various existent policies of our Bank viz. Transfer Policy, Promotion Policy etc. will continue at present and integrated policies, which will be sensible and beneficial, will have to be formed within a period of three to six months after thoughtful discussions with Association. The financial benefits and schemes of other two Banks will also be compared and made similar for all the three Banks. There will be no reduction in the number of General Managers, Dy. General Managers and Asstt. General Managers and number of promotions will not be reduced, Managing Director & Chief Executive Officer added. He also sought the views of Association for arriving at common policies for all the three Banks. He assured that Bank will come out with better policies related to Technology and HR matters.

The Managing Director & Chief Executive Officer informed that in many segments and sections, the depth of officers are missing and the market share of our Bank is also less and therefore, we have to think of adding on our share in Government business, Civil Aviation, Drone Technology etc. When many economic changes are happening, we have to take these opportunities and over the next three years with more people we will get opportunities to learn more and involve large people in our business. We have to expand the business of our Bank, the Managing Director & Chief Executive Officer appealed. On Wage Revision, the Managing Director & Chief Executive Officer said that our General Secretary as Chairman of UFBU and his team are working on it and an acceptable revision will be arrived at. He indicated on the acceleration of growth in loans and deposits, more particularly, the growth in Savings Bank deposits. He suggested that technological solutions to customers are required to be provided, the money management of schools, hospitals, custom duties have to be taken up and financial management of customers will also required to be undertaken by us. During the coming days, the operational work will be reduced to a great extent, which will be done by computers and quality work will be done by our Bank. We have to prepare ourselves for this, the Managing Director & Chief Executive Officer, said.

The Managing Director & Chief Executive Officer emphasized on adoption of next generation technology, replacement of people in Call Centers by computers and machines and investment in artificial intelligence. He quoted that we have to be ahead of the curve and not following the curve. As a Bank, we are stabilized and amalgamation will make us more stronger and though we are ready for it, we must have proper planning and this is the challenge, the Managing Director & Chief Executive Officer appealed.

While concluding, the Managing Director & Chief Executive Officer thanked our Association for adopting the philosophy of "Grow with the Bank" and said that we have great respect for each other. He wished Good Luck for all the deliberations in the Conference and said that he is looking forward for the outcome after the Conference. He appealed to all delegates to make our Bank with large people, full of knowledge, satisfaction and happiness.

The President, while appreciating the views put forth by the Managing Director & Chief Executive Officer, said that our Association will continue in majority and will play a positive role in focusing the points raised him.

The General Secretary thanked and appreciated the Managing Director & Chief Executive Officer for the thought provoking speech to the House. Reacting to the views/proposals/suggestions of the Managing Director & Chief Executive Officer, GS said that if the Officers of Vijaya Bank and Dena Bank are provided with benefits at par with our Bank, our Officers should not be put into any avoidable disadvantages and they should also be given additional benefit by the Bank. He assured that Association will give a paper on this subject to the Bank but will not take any undue advantage of the goodness of our Managing Director & Chief Executive Officer.

The inaugural session of the XIVth General conference of our Association concluded with release of a hand book dedicated to Shri K.K.Nair, our most respected leader, who is distinguished by four decades of committed service to Bank Officers Trade Union Movement and published under the guidance of Shri R.K.Chatterjee, Former Zonal Secretary, Bihar, Odisha & Jharkhand Zone & Dy.General Secretary, Indian National Bank Officers' Congress (INBOC) on "Disciplinary Action on Credit Lapses – Be Careful", by the dignitaries.

The President commenced the post lunch Business Session at 2.00 pm by taking up the first Agenda – To consider and adopt the General Secretary's Report for the period from 13th General conference from November,2013 to Decembr,2018. The House unanimously considered and adopted the Report of the General Secretary with loud applause.

The President thereafter took up the second Agenda – To consider and approve Annual Audited Statement of Accounts for the period from 13th Conference upto the year 2018. The House unanimously considered and approved all Annual Audited Statement of Accounts for the relative periods.

Under the third Agenda – To review and discuss organizational matters and Service Conditions of Officers in the Bank and adopt appropriate Resolutions, after due introduction by the General Secretary, Shri R.K.Chatterjee, Former Zonal Secretary, Bihar,Odisha& Jharkhand Zone & Dy.General Secretary, Indian National Bank Officers' Congress (INBOC), put forth his views on the organizational matters of our Association. He emphasized that our Association is the oldest Association in the Banking industry, serving the Bank and its members and our Association is known for its maturity and strength. Our Association is in majority at present and will continue to be in majority after merger of other two Banks, when we have a leader like Shri K.K.Nair, who has been serving the Officers' community since last four decades. Shri Chatterjee said that there is a gap of 9000 officers in our Bank who are yet to be members of our Association and requested the delegates to bring those 9000 officers also into our fold. He appealed to all delegates to work as ambassadors of All India Bank of Baroda Officers' Association. While appreciating the quality and quantity of the Circulars issued by our GS, he informed that no other trade union organization is undertaking such a positive initiative. He said that many benefits have been provided to the members by the Bank with the involvement of our Association and members are the strength of our Association. He emphasized that there is need to strengthen the Association at the grass root level. There are many issues at the local level and Regional Committee needs to be strengthened. He drew the attention of the House to the work life balance dismantled at present in our Bank and advised the delegates to refrain from attending the branches/offices on holidays and Sundays. He appreciated the power of silence and resoluteness of our General Secretary.

He highlighted few achievements of our Association gained under the leadership of our General Secretary viz. Financial benefit during demonetization, Confirmation of DROs, Staff Accountability document, Denial and Entitlement of leave, Large scale promotions, Inter-zonal Transfer/Retransfer Exercises every year etc. He appealed to the young Officers and Lady Officers to involve themselves to strengthen our Association.

Shri Chatterjee stressed on holding of General Body Meetings at various centres, Structured Meetings with the Bank and direct communication with the primary members. He appealed to all delegates to help others to get the maximum self satisfaction. He added that knowledge on Disciplinary Proceedings, Service conditions, Pension Regulations, Conduct Regulations etc. must be gained by all. At present there is dearth of leadership in our Organisation. However, Organisation will continue to work for Officers, as has been done in past and will do it in future also and protect the Officers' community.

The President, after appreciating the points emphasized by Shri Chatterjee, invited the delegates to put forth their views on the Agenda.

Delegates from all the Zones came forward and expressed their views on the Organisational Matters, Service Conditions and also related to Banking Operations viz: Staying at headquarters, Election of Office Bearers, Disciplinary Proceedings, One Man branches, Transfer Policy, Promotion Policy, Calling upon to work on Saturdays/Sundays & Holidays, Use of Social Media by Association, Connect with youngsters, Issues at Gift City, Lateral Recruitment, Third Party Products etc. General Secretary replied to the delegates that most of the issues have already been taken by our Association in the Structured Meeting held with the Bank at Baroda on 12th February, 2019, which will be apprised in detail subsequently during the Conference. However, GS emphasized that no officer should work beyond the regular timings and also on Saturdays/Sundays & Holidays, to have a proper work life balance. In spite of our repeated instructions, Officers hesitate to follow and attend branches/offices on Saturdays/Sundays & Holidays. GS very categorically advised that whenever Officers are asked to work on Saturdays/Sundays/Holidays, they must not work and he shall see that nothing happens adverse to the said Officers. GS informed that in case of any such call from the Management, Officers must inform him immediately so that he can take up with the Bank.

Friends, further details of the deliberations and discussions that took place in the General Conference will be apprised to you in our next Circular.

With Best Wishes for Holi - the Festival of Colours,

Yours sincerely,


(K.K.NAIR)
GENERAL SECRETARY

PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES