

ALL INDIA BANK OF BARODA OFFICERS' ASSOCIATION

(CENTRAL OFFICE)

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

Chairman: K.K.Nair
President: R. K. Chatterjee
General Secretary : Prem Kumar Makker
General Secretary Mob : 9818227167
Email : aiboboa1964@gmail.com



C/O Bank of Baroda
3, Walchand Hirachand Marg
Ballard Pier, Mumbai-400001
Phone : 022-22618484, 49793233
Website : www.aiboboa.org

CIRCULAR NO 31 OF 2021 TO MEMBERS

22nd Nov, 2021

Dear Members,

RE: 65th CCM PROCEEDINGS – PART II

Further to our Cir No.30 dated 17.11.2021 we provide details of proceedings post Inaugural Session.

Post lunch on the inaugural day i.e. 13th Nov, our Guest of honour was Shri PV Rathi, Chief General Manager, HRM, BCC, Mumbai. **General Secretary profusely thanked Mr.Rathi for successfully holding IZT exercise covering huge number of officers as also many other HR initiatives in the Bank. His attention was drawn to the issues of Shortage of staff at branches resulting in problems of sanction of Leave, Late sitting and calling officers on 2nd and 4th Saturdays/Sundays/Holidays in certain areas.**

Mr.P.V. Rathi in his address extended deep condolences and paid homage to all employees who lost their lives during the Covid period. **He acknowledged the relationship of Bank with AIBOBOA has been most cordial.** He expressed the feeling of satisfaction that our staff is dedicated and better than staff of any other Bank. Mr.Rathi drew the attention of house towards need for password secrecy, proper cash safe controls, general compliance, responsible social media and reporting in time of any frauds including usage of whistle blower policy, canvassing only quality business and doing ethical banking. **He clarified that massive IZT exercise could become possible only because of the consistent support of AIBOBOA. He extended his greetings for successful completion of Central Committee Meeting.**

Later, Mr. Prem Kumar Makker, General Secretary, initiated the business session **and** briefed all the delegates about the developments in industry relating to pending residual issues including 5 days banking, threat of privatization and preparedness required, issues resolved by the bank management during the last two years which included a mammoth IZT exercise and explained point wise **agenda submitted to the Bank for holding Structured Meeting at Corporate level which includes improvements in various service conditions including reduction of interest on staff loans, discussions on all HR policies and various issues on which members feel harassed.** On organizational front, he informed the house that **membership of the Association has increased from 17000 at the time of merger to 22700 thus adding almost 5700 new members** and complimented the membership for reposing faith in the leadership of the Association. He informed the house that there have been improvements made in Welfare Scheme as also increase in membership of Escorts, present membership of which is about 19000. He also apprised the House that Association has already purchased few properties for use by members as Learning Centres, Association Office or Guest House. The present list of such properties includes Delhi, Bhopal, Patna, Mahabalipuram and Daman.

Thereafter, Shri R.K.Chatterjee, All India President, highlighted the various dimensions of the roles required to be played by all the zonal secretaries, office Bearers and Committee Members for strengthening the association. He emphasized on communication skills, accessibility to primary members. He stressed upon the need of holding General Body meetings at regular intervals at the Zonal/Regional headquarters and other important centers in the region. He further emphasized that all office bearers to involve youngsters in movement and also include lady officers in our various committees.

He complimented the Committee Members with whose support we have been able to change the perception of officers that our Association has been taking up members cause/issues sincerely and getting it resolved. We are now visible, accessible and communicating with members and management on issues of concern. He empathically told that as a majority association we must hold Structured meeting at all the three tiers at prescribed intervals. **He said AIBOBOA has always believed in raising voice and registering protest against High Handedness, Misbehavior, Unfair treatment, discrimination, undue pressure for canvassing Business, adopting Unethical practices, Calling onSundays and Holidays, Late Sitting, denial of leave & denial of rightful entitlement.** He reiterated the Association goal before central committee members to achieve MISSION 25000 MEMBERSHIP by 31.03.2022 and MISSION 20000 ESCORT MEMBERSHIP by 31.12.2021. The house took the challenge with one voice.

ALL INDIA BANK OF BARODA OFFICERS' ASSOCIATION

(CENTRAL OFFICE)

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

Chairman: K.K.Nair
President: R. K. Chatterjee
General Secretary : Prem Kumar Makker
General Secretary Mob : 9818227167
Email : aiboboa1964@gmail.com



C/O Bank of Baroda
3, Walchand Hirachand Marg
Ballard Pier, Mumbai-400001
Phone : 022-22618484, 49793233
Website : www.aiboboa.org

PROCEEDINGS OF 2nd DAY dated 14.11.2021

In the morning session on 14.11.2021, as per the agenda items No.3, Zonal Secretaries placed the report of activities in respect of their respective zones viz General Body meetings held, Structured meetings held with Management at Regional/Zonal level, Branch visits undertaken, Membership and ESCORTS enrolment, IR situation in the Zone etc.

The General Secretary placed the following Amendments to the Constitution of All India Bank of Baroda Officers' Association for discussions before the house. Through the formal process, the following constitutional amendments were passed unanimously by raising hands by all the central committee members present in the House.

- 1) The **membership Subscription** shall be increased from **Rs.100/- to Rs. 200/-** per month and shall be effective from 1st January, 2022. The rationale behind this is that Rs./100/- per month subscription was fixed in the year 2013 and now after so many years there is steep increase of expenses on travel, stay, holding General body meetings, Committee meetings, General Conference, Central Committee meetings, Educational programmes, Orientation Programmes for Youth, Workshops for Defence Representatives, Office expenses including Staff salaries etc. Friends you are also aware that other officers' associations in the industry are already collecting subscription of Rs 200 per month since past several years.
- 2) **Admission fee** shall be increased from **Rs.100/- to Rs.300/-** and shall be effective from 1st January,2022
- 3) **Financial Assistance to the family** of any member of Association on the date of death, is increased from **Rs.30,000/- to Rs. 60,000/-** w.e.f. 01.01.2022. (Earlier increase from Rs.30000 to Rs 50000/- w,e,f 01.01.2020 is ratified by the house)
- 4) In **ESCORT** scheme contribution increased from **Rs.20 to Rs.50/-** per deceased officer and shall be effective from 1st January, 2022, so that family of any member of scheme will get at least get about **Rs.10 Lacs** based on approx. 20000 existing membership with a meager contribution of Rs.50/- from each member. We appeal to all officers/executives irrespective of membership of our Association, to join this Welfare scheme to help their colleagues' families by giving an irrevocable authority in HR connect.
- 5) In General Conference, there will be one delegate on every 50 members instead of every 25 members.
- 6) Central Committee Meeting and Zonal Committees Meeting to be held by Central Office-two meetings in Two years, One physical meeting and one virtual meeting.
- 7) It has been made mandatory to hold General Body Meeting at the Zonal head quarter every year, by the Zone.
- 8) Zonal Committee shall have the powers to fill the vacancy of Zonal Committee Member and also Central Committee Member, caused due to any reason like transfer, promotion, resignation/VRS etc.
- 9) Vacancies of All India Office Bearers if created due to Transfer / Promotion or Any other reason can be filled by the Central Committee on the recommendation of Zone.
- 10) Ratification of the decision of General Secretary and Zonal Secretaries Group to purchase **Learning Centre / Office / Guest House at Bhopal/ Patna / Mahabalipuram / New Delhi.** Detailed circular on such Learning Centres/Guest houses will be issued separately.

Mr. RK Chatterjee, then delivered an extensive talk on the proposed move of Government for **privatization of Public Sector Banks**, The aim of Banks nationalization in 1969 as well as 1980 was explained and it is praiseworthy to note that each objective has been successfully accomplished. He highlighted the failure of Private Banks both in pre and post nationalization period. He dwelt upon the contribution of PSBs in development of Nation's economy in the last 5 decades in the areas of Infrastructure Development, Development of Backward Area through opening of bank branches in unbanked areas, Helping the deprived & downtrodden and Generation of Self Employment through Bank Loans. At present the most important role being played by PSBs is in Financial Inclusion. In Jan Dhan Yojana 43.8crore accounts opened with total deposits of Rs. 1.46 lakh cr. He advised that we have to convince, the common man and the poor masses of the country that what will happen if PSBs are privatized . **Without PSBs there will be Less agriculture loan, less Education loan, less Loans to weaker section , more Risk to public savings, less jobs for unemployed youth, More service charges , Less interest rate on deposits, Higher interest on Loans, more and more contract jobs, attack on job security, attack on trade union rights etc. The stopping of PSB's privatization is in**

ALL INDIA BANK OF BARODA OFFICERS' ASSOCIATION

(CENTRAL OFFICE)

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

Chairman: K.K.Nair
President: R. K. Chatterjee
General Secretary : Prem Kumar Makker
General Secretary Mob : 9818227167
Email : aiboboa1964@gmail.com



C/O Bank of Baroda
3, Walchand Hirachand Marg
Ballard Pier, Mumbai-400001
Phone : 022-22618484, 49793233
Website : www.aiboboa.org

interest of common man. Banks in Public Sector are covered by Sovereign Guarantee of GOI. The basic difference between the PSBs & Private Sector Bank is that PSBs are serving without motive of profit and playing leading role in social banking. All government schemes are being handled by PSBs where the scope of earning profit is restricted, whereas Private Sector Banks work with motive of Profit. The countrymen are aware of the significant role played by the PSBs in Green Revolution, White Revolution and the Blue Revolution.

He exhorted CCMs to actively participate in the nationwide campaign to create public awareness on "SAVE PSUs, SAVE PSBs, SAVE NATION" and advised them to talk to the membership to be in readiness whenever a call for action comes from UFBU. Friends, Privatization of PSBs is direct threat to existence of PSBs which all of us need to oppose tooth and nail.

In the post tea session, our Chief guest was Ms. Swapna Bandopadhaya, General Manager HRM joined by Mr.Sunil Kumar Sinha, Deputy General Manager HRM. Both were welcomed and honored by our functionaries.

Ms.Swapna Bandopadhaya delivered her very information talk and touched upon almost all HR related issues. She focused on need to have a positive attitude in life. She said there is need to look for child within us who is always curious to know about things, moulds himself/herself without effort and is anxious to learn more and more. She said all is not bad; so many good things are happening in our life including in our Institution. So one should always be optimistic. She touched upon the issue of lady officers not taking up higher positions due to fear of transfer though transfer is not linked to promotion and is on the longest stay basis. **However in genuine cases, she assured the house that Bank will consider and take care of employees in general and women in particular. She assured that best possible will be done on the issue of compassionate ground appointments. She took questions on GEMS and other related HR issues and responded to the satisfaction of CCMs. Further sought suggestions for improvement in HR areas.**

Mr.Sunil Kumar Sinha, DGM HRM delivered his address in his own style with motivational "shayari" and highlighted the need of Digital Banking where bank has made a good headway and need further support for enhancing our significance presence in the market. He motivated the participants to lead a balanced life and work with commitment for the mother Institution. He enlightened the house with information on banks' thrust on digital products more particularly on project BOBNOWW which covers enhancing customer experience, distribution channels, digitization, flexi working etc. **Mr.Sinha shared his journey in the Bank and appreciated the role of Association in leadership building.**

After lunch session on 14th November 2021, central committee elected All India Vice Presidents and All India Assistant Secretaries for respective zones.

Vote of thanks was proposed by Mr.Sandeep Singh, Zonal Secretary of Lucknow Zone who besides thanking our Guests, praised and thanked the host Pune team for all arrangements made for the convenience of delegates from 18 zones and Gift City. The 65th Central Committee Meeting concluded with thanks to the Chair.

Friends, the proceedings of two day sessions have been explained to you. We now request you to please note down all the take away from the talk of our top management so that people look at Bank of Baroda as the best bank of our country. We wish to reiterate our pledge that we shall work wholeheartedly for the growth of our beloved institution Bank of Baroda.

With greetings to you all,

Yours sincerely,

**R.K. CHATTERJEE
PRESIDENT**

**PREM KUMAR MAKKER
GENERAL SECRETARY**

PLEASE CIRCULATE AMONGST ALL OFFICER COLLEAGUES