

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
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C/O Bank of Baroda
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Ballard Pier, Mumbai-400001
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CIRCULAR TO MEMBERS NO 28 OF 2021

Date: 12TH Sep, 2021

Dear Members,

Re: GREETINGS ON OUR 58TH FOUNDATION DAY

Today, Our Association, the oldest officers Association in the Indian Banking Industry, (Founded on 12th Sept, 1964) is entering into 58th year with eventful and glorious past. On this historic occasion, we convey our **WARM GREETINGS & BEST WISHES** to each one of you. Let us today recall fond memories of our founder leaders and salute them for organizing the officers community and making them a force to reckon with. We also acknowledge with sincere gratitude, the role played by our past and present members in strengthening our esteemed Association. On this momentous occasion, we salute our great leader Sri K.K Nair our Chairman and pray almighty to bless him with good health. We are quite happy that our organization with unity and vibrancy continues to live up to its founding principles of assiduously protecting the officers' interest.

Officers Demography has altogether changed during the recent past, the number of officers below 35 years of age has reached 63.37% whereas lady officers are now 26.18% of the total number of officers in our bank. Young officers who are experiencing and enjoying the enviable current service conditions – one of the best of the Industry - need to know and acknowledge that these were not reaped with magic wand but are the result of persistent struggle, sacrifices, skilful negotiations and continuous persuasion of issues in yester years. It is the moral responsibility of senior members to inculcate the right spirit of participation and involvement amongst the youngsters, which will further strengthen our Association and our Bank.

At present, in the Banking sector we are facing various challenges and the most serious amongst these is the announcement made by hon'ble Finance Minister while presenting budget on 1st February, 2021, that govt intends to privatise two Public sector banks. It is a direct threat to the very existence of PSBs serving the nation from more than half a century. UFBU through its strike action on 15th and 16th March, 2021 has made it amply clear that we will oppose privatization of PSBs tooth and nail. We have to remain alert and be in preparedness to resist Bank Privatization with all force at our command under the banner of UFBU. Our young comrades must appreciate and realize that to face emerging challenges in banking, we all should strengthen Bank Officers' Movement at the grass root to protect interest of bank and officers fraternity.

Since March 2020 we are confronting COVID -19 Pandemic. The loss of life of our Colleagues during Wave 1 and more severely in Wave 2 has shattered and shaken us deeply. Nothing can compensate the bereaved family but compassionate appointment on priority basis to dependents of Covid casualty will bring necessary relief for which we are sincerely pursuing with the bank. It is worth mentioning that FM has praised PSBs for the service rendered for implementation of Govt Schemes during pandemic.

Hon'ble FM has recently cleared improvement in family pension with uniform 30% hike without any ceiling as well as in Employers contribution of 14% under National Pension System. Our demand for 5 Days week and up-gradation of Pension with IBA and Govt remain to be fulfilled, which UFBU is relentlessly following up.

Friends, we are conscious of the need to get resolved certain issues confronting us viz:

- a. Review of Policies relating to Transfer, Promotion, Manpower Planning & Compassionate Appointment,

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- b. Improvements in GEMS / APAR.
- c. Issues like calling officers to work on Sundays / Holidays.
- d. Technology related issues creating hurdles in our functioning.
- e. Instances of arbitrary denial of leave, Misbehaviour and humiliation of Officers.
- f. Undue Pressure for canvassing business even by adopting unethical practices compromising compliance.
- g. Issues arising out of transfer of officers.

We will continue to strive to bring improvement in above issues directly affecting officers. We are committed to raise our voice on genuine concerns of officers.

We appeal to officer colleagues “ NEVER SUFFER IN SILENCE” , Whenever you face any odds please bring to the notice of Management and Association We assure you to ensure its redressal.

On this auspicious occasion, let us pledge to achieve our MISSION 25000 (Members) and MISSION 20000 (Members under ESCORT) by December 2021. We solicit your support to attain our goal “ONE BANK ONE STRONG OFFICERS' ASSOCIATION”. Post merger it is need of the hour to serve the cause of officers as per their expectations.

We urge upon Bank Management to promote culture of “ BILATERALISM” at all levels of administration for inducing congenial “Industrial Relations” which is must for consistent business growth.

While we struggle for our rights and benefits both at industry and bank levels, let us focus on our firm commitment to work towards our Bank's business growth as a team under the able leadership of our worthy MD & CEO Shri Sanjiv Chadha who has been taking all the initiatives to gear up the organizational set up for reaching greater heights of glory

With Greetings

Yours sincerely,

**R.K.CHATTERJEE
PRESIDENT**

**PREM KUMAR MAKKER
GENERAL SECRETARY**

PLEASE CIRCULATE AMONGST ALL OFFICER COLLEGUES