

# All India Bank of Baroda Officers' Association

(CENTRAL OFFICE)

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



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CIRCULAR TO MEMBERS NO.1 OF 2020

1<sup>st</sup> January,2020

Dear Members,

**Re. WELCOME 2020**

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We feel great pleasure in wishing you all and your family members a very **HAPPY NEW YEAR 2020 and praying GOD to bless you with Peace, Progress and Prosperity.**

In tune with our avowed philosophy of "GROW WITH THE BANK", we with all our enthusiasm and determination, dedicate ourselves for the progress of the Bank and wellbeing of Officer Community.

We compliment you all for your sustained efforts to improve our Bank's performance in 2019 with respect to previous year. The most important development of the last year has been merger of two PSBs with Bank of Baroda and as a part of our conscious decision, playing elder brother role, we extended warm welcome to them. We have performed our bounden duty to make them comfortable in settling down and in adopting our culture of **GROTH, POSITIVITY, CO-EXISTENCE and PROBLEM SOLVING attitude.**

Following noteworthy developments of the last year deserve mention –

- A. Massive promotion to fulfill career aspirations of officers.
- B. Based on our Structured Meeting with Corporate Management, many improvements already implemented in our service conditions and more are in the pipeline.
- C. Further improvements were discussed with Corporate Management with respect to Transfer and Promotion policies on 24.09.2019 and GEMS on 11.11.2019.
- D. Structured Meetings with Association took place in most of the Regions and Zones with us.
- E. Our representatives as Trustee of Pension Fund, PF, Gratuity and Welfare Fund are taking care of our interest.

The challenges ahead are –

1. Reaching decent settlement on wage revision (acceptable % age hike with 5 days working)
2. HR integration of two Banks with BoB.

We would like to assure our colleagues from the two Banks – **WE ARE HERE TO TAKE CARE** of their interests as they are now **BARODIANS**. But just a piece of advice to them – please get assimilated in the main stream leaving aside the feeling of alienation and inhibitions out of negativity.

On the organizational front there has been change of leadership – undersigned assumed the charge of General Secretary, Mr. K K Nair as Chairman and Shri R K Chatterjee as President – but the fervor and fabric of the Organization and its functioning is the same.

As we are committed to the growth of our Bank, we do have natural expectations from the Management functionaries at various levels to take care of our dignity by honouring our rightful entitlements viz. Leave, Holidays and Sundays, Work Life balance etc. We urge upon them that for achieving business growth, to please take recourse to positive approaches like counseling, motivating and encouraging rather than threatening and humiliating.

Dear friends, whenever you face any sort of hardship – particularly to your professional life please contact your representative at the nearest available place and escalate if you do not get positive response.

In pursuance of our traditions, we will keep on working with vigour and determination for the progress of the Bank and its image as well as for the wellbeing of our Officers community.

With Greetings,

Yours sincerely,



(PREM KUMAR MAKKER)  
GENERAL SECRETARY

**PLEASE CIRCULATE AMONGST OFFICER-COLLEAGUES**