

Memorandum of Settlement arrived at between the Management of Bank of Baroda and their workmen represented by Eastern Regional Council of Bank of Baroda Employees Association (BEFI), Bank of Baroda Eastern States Employees Association (AIBEA) and Bank of Baroda Karmachari Samiti, Pashim Banga (affiliated to recognized AIBOBEF) over proposed call for strike in the branches/ offices of West Bengal on 3<sup>rd</sup> April, 2007 under Section 12(3) of Industrial Disputes Act, 1947 during the course of conciliation proceedings held on 20<sup>th</sup> February, 2008 before the Asst. Labour Commissioner (Central), Kolkata.

#### PARTIES PRESENT :

##### Representing Management of Bank of Baroda

1. Shri Dipankar Mookerjee, General Manager(HR & Marketing), BCC, Mumbai
2. Shri G. Nagamal Reddy, General Manager, Eastern Zone, Kolkata
3. Shri J.D.Khanna, Dy.General Manager(HRM & Admn.), BCC, Mumbai
4. Shri Ganapati Raman, Dy.General Manager, KMR
5. Shri P.D.Potnis, Asst.General Manager, WB, Sik. & ANI Region
6. Shri K.C.Pati, Asst.General Manager(HRM & IL), BCC, Mumbai.
7. Shri Jayant Rao, Senior Manager (HRM) ZO, Kolkata

##### Representing Eastern Regional Council of Bank of Baroda Employees Association (BEFI)

1. Shri Sukhendu Basu, General Secretary, ERCBBEA
2. Shri Anuj Chakraborty, Jt. Secretary, ERCBBEA & General Secy. BOBEA
3. Shri Sashi Bhusan Mohanty, President ERCBBEA
4. Shri Arun Mishra, Jt. Secretary, ERCBBEA
5. Shri Saibal Chatterjee, Vice President, ERCBBEA
6. Shri Jagannath Bhadra, Asst.Secretary, ERCBBEA

##### Representing Bank of Baroda Eastern States Employees Association (AIBEA)

1. Shri Kali Kinkar Bhattacharjee, General Secretary, BOBESEA
2. Shri Jayant Kumar Singh, Secretary, BOBESEA
3. Shri Sukanata Pal, Asstt. Secretary, BOBESEA
4. Shri Indranil Mitra, Treasurer, BOBESEA
5. Shri Ashes Chatterjee, Vice President, BOBEU (WB)
6. Shri Tapas Sadhu, Jt. Secretary, BOBEU (WB)

##### Representing Bank of Baroda Karmachari Samiti, Pashim Banga (affiliated to recognized AIBOBEF)

1. Shri Subir Chatterjee, General Secretary
2. Shri Tapan Kumar Ghosh, President,
3. Shri Sekhar SaHA, Jt. Secretary
4. Shri Samiran Chowdhury, Jt. Secretary

#### SHORT RECITAL OF THE CASE :

The General Manager, Eastern Zone, Bank of Baroda vide this letter No.RO:KOL:HRM:45/539 dated 19.03.2007 had informed to this office that the General Secretaries of Bank of Baroda Employees Union (AIBEA) and Bank of Baroda Employees Association (BEFI) had proposed to observe a full-day strike throughout the State of West Bengal on 3<sup>rd</sup> April, 2007 over their demand for regularization of casual employees employed in the Zone which may adversely affect customer service and also taint Bank's image at large. The Management of the Bank had, therefore, requested immediate intervention of this office.



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On receipt of above letter of the Management along with a copy of notice of strike dated 17.03.2007 of both the unions, the matter was seized in conciliation and the conciliation proceedings were convened in this office on 30.03.2007. Subsequently, the conciliation proceedings were held on 16.04.2007 onwards on different dates and ultimately the final round of conciliation proceedings were held in this office on 20<sup>th</sup> February, 2008. During the course of conciliation proceedings, the Bank of Baroda Karmachari Samiti, Pashim Banga (recognized) have informed to this office that they are also equally concerned with the issue and being a recognized union, is seriously persuading Corporate Office of the management in the matter. Therefore, they have also requested the Asst.Labour Commissioner(central) to invite them as a party to the dispute.

During the course of conciliation proceedings it transpired that the system of engagement/recruitment of Canteen Boys was introduced in the then Eastern Zone of the Bank with effect from 01.12.1979 on the basis of a written understanding dated 23<sup>rd</sup> November/24<sup>th</sup> November 1979 between the Central Management of the Bank and Bank of Baroda Employees' Association.

As per the aforesaid understanding, Bank is posting/engaging Canteen Boys at the branches/offices of Eastern Zone as per the criteria decided thereon. Subsequently, Bihar-Orissa-Jharkhand Zone was carved out of Eastern Zone in 1991. The newly created Bihar-Orissa-Jharkhand Zone continued with the system of Canteen Boys.

Further, the criteria followed for posting of Sweepers at the branches of Eastern Zone is at variance with the criteria followed at All India Level.

In order to have uniformity in the Policy on All India basis, the Bank has been insisting for abolition of Canteen Boys system in the said two Zones since there is no such system existing in other Zones. Bank has also been insisting adherence to the All India Policy for posting of Sweepers in the said Zones.

On the other hand, the aforesaid Employees' Union/Association/ Karmachari Samiti were demanding for absorption/regularization of casual/temporary persons working as Canteen Boys and Sweepers at different branches/office of the said Zones. The issue was also discussed by the Bank Management with the said Employees' Unions/Association/ Karmachari Samiti bilaterally on 01.02.2007, 09.04.2007, 06.08.2007 and 04.02.2008 for finding an amicable and acceptable solution, to the issues within the framework of Bank's rules and guidelines.

The matter was discussed threadbare, both, bilaterally between the concerned Unions and the Management of the Bank and also in course of the conciliation proceedings held on several dates including 20.02.2008. Protracted discussions were held on different dates and the Management of the Bank of Baroda and the representatives of all the three Unions have submitted their suggestions and counter-suggestions from time to time and ultimately on the basis of suggestions given by them and the ALC(C), Kolkata during the course of conciliation proceedings, the dispute raised by all the three Unions has been resolved on the following terms and conditions.

Now, it is hereby agreed and declared by and between the parties hereto as under :-

Terms & Conditions :

This Settlement will be applicable to Eastern Zone and Bihar, Jharkhand & Orissa Zone and shall come into force immediately subject to the terms contained hereunder.

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2. The Canteen Boy System is abolished with immediate effect. Henceforth, no Canteen Boy will be recruited/ engaged, either on permanent basis or on temporary/casual basis.
3. On abolition of Canteen Boy System, all the existing permanent Canteen Boys will be converted/ re-designated as Full Time/Part Time Peons in their respective wage/scale, i.e.  $1/3^{\text{rd}}$ ,  $1/2$ ,  $3/4^{\text{th}}$  and Full-time Canteen Boys will be converted/ re-designated as  $1/3^{\text{rd}}$ ,  $1/2$ ,  $3/4^{\text{th}}$  and Full-time Peons, respectively.
4. Consequent to conversion of all permanent full-time Canteen Boys as Full-time Peons, as above, -24- permanent Full-time Sweepers in KMDA area who are senior to the junior-most permanent Full-time Canteen Boy in KMDA area so converted as Full-time Peon, will also be converted as Full-time Peon. List of such -24- permanent Full-time Sweeper is attached hereto as Annexure-"A".
5. Bank shall not be responsible/ accountable for functioning of canteens in any manner whatsoever. However, Bank will provide amenities for canteen in the branches/offices where they are presently functioning, as per administrative guidelines, as amended from time to time.
6. Procedure for absorption of casual/temporary Canteen Boys/Sweepers :
  - (a) The casual/temporary Full-time/ Part-time Canteen Boys (numbering -36-) who are sponsored by the Employment Exchange and are working on continuous basis (known as 'regular' casual Canteen boys) will be absorbed in Bank's service as Full Time/Part Time Peon in respective wage/scale, subject to fulfilling the terms and conditions enumerated in Clause 7 below, i.e.  $1/3^{\text{rd}}$ ,  $1/2$ ,  $3/4^{\text{th}}$  and Full-time Canteen Boys will be absorbed as  $1/3^{\text{rd}}$ ,  $1/2$ ,  $3/4^{\text{th}}$  and Full-time Peons, respectively. Names of such persons is attached as Annexure-"B".
  - (b) The permanent Part Time Canteen Boys converted/ re-designated as Part Time Peons as per Clause 3 above and casual/temporary Canteen Boys who are absorbed as per the sub-clause (a) above, will be elevated as Full Time Peon as per Bank's policy against sanctioned vacancies of Full-time Peon that may arise in future. However, for the purpose of elevation/conversion as Full Time Peon, their seniority will be considered along with permanent Full Time/Part Time Sweepers and for the purpose of reckoning seniority the length of service since joining Bank's service as permanent employee would be taken into consideration.
  - (c) On elevation/conversion of all such Part Time Peons to Full Time Peons, the post of Part Time Peons will stand abolished.
  - (d) The casual/temporary Canteen Boys (numbering -17-) sponsored by Employment Exchange, working intermittently against leave/absence of permanent Canteen Boys (commonly known as 'pool' casual canteen boys) would be considered under the "pool" of casual/ temporary Sweepers and would be utilized against leave vacancy of permanent Sweeper. They would be considered for absorption in Bank's service as per seniority against clear vacancies of permanent Sweepers that may arise in future. It is clearly understood that there shall be no "pool" of such casual/ temporary Canteen Boys henceforth. Names of such persons is attached as Annexure-"C".

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- (e) The temporary/casual Full-time/ Part-time Sweepers (numbering -51-) who are sponsored by the Employment Exchange and are working on continuous basis (known as 'regular' casual Sweepers) will be absorbed as Full Time/Part Time Sweepers, in respective wage/scale, subject to conditions stipulated in Clause 7 herein below, i.e. 1/3<sup>rd</sup>, 1/2, 3/4<sup>th</sup> and Full-time Sweepers will be absorbed as 1/3<sup>rd</sup>, 1/2, 3/4<sup>th</sup> and Full-time Sweepers, respectively. List of such persons is attached as Annexure-"D".
- (f) The temporary/casual Sweepers (numbering -11-) sponsored by Employment Exchange working intermittently against leave/absent vacancy of Sweeper (commonly known as 'pool' Casual Sweepers) would be considered for absorption only against clear sanctioned vacancies of Sweeper that may arise in future. List of such persons is attached as Annexure-"E".
- (g) Persons who are not sponsored by Employment Exchange and are being engaged at present as casual/temporary Sweepers will not be covered under this Settlement and their cases will be dealt with as per policy to be adopted for such persons on All India basis.

7. Notwithstanding anything :

- (a) Absorption of temporary Canteen Boys/Sweepers envisaged in Clause 6 above will be subject to the conditions that they are :
- Sponsored by the Employment Exchange.
  - Age-wise, qualification-wise eligible as per Bank's rules on the first date of their engagement;
  - Their work and conduct is satisfactory; and
  - Government guidelines regarding reservations to various categories will be followed.
- (b) Absorption would be with prospective effect and will be at the first stage of the respective scale-wage.
- (c) No arrears of salary or any other benefit shall accrue to the casual persons on their absorption as above and such casual persons shall not claim any such benefits for their past service/ engagement with the Bank as casual/ temporary person.
- (d) The casual/ temporary persons who will be absorbed in Bank's service in terms of this Settlement, subject to Clause 7(a)(ii), will be allowed to declare their updated educational qualification acquired during the period of their casual/ temporary engagement in the Bank.

8. All such Full-time/ Part-time Peons and Full-time/ Part-time sweepers mentioned in Clauses, 3, 4 and 6 above, on their absorption/re-designation will be deployed at any branch/office in the same State, as per requirement of the Bank.

9. The all India Policy with regard to posting of Sweepers will be followed in all branches/offices. However, it is agreed that it would not prejudice the wage-scale of existing permanent Full-time/ Part-time Sweepers. Further, it is agreed that on elevation/ conversion/ death/ resignation/ retirement, etc. of such existing Permanent Full-time/ Part-time Sweepers, the resultant post, if any, will be governed by all India Policy, as amended from time to time.

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10. The permanent Full-time/Part-time Canteen boys who will be converted as Full-time/Part-time Peons in terms of Clause 3 above, Casual/ temporary Canteen Boys who will be absorbed as Full-time/ Part-time Peons in terms of Clause 6(a) above and permanent Full-time Sweepers who will be converted as Full-time Peons in terms of Clause 4 above would be surplus to be adjusted against future sanctioned vacancies. There will be no recruitment in Substaff (Peon) cadre until such surplus Full-time/ Part-time Peons are adjusted against future sanctioned vacancies. It is also clearly understood that no person will be engaged against leave/ absence of Part-time Peons.
11. The unions agree to withdraw all cases relating to absorption/ regularization of casual/temporary persons pending before CGIT, High Court or any other statutory authority before this Settlement is implemented.
12. This Settlement supersedes all previous understandings/ agreements/ settlements/ practices, local, regional, zonal or otherwise, in respect of matters covered under this settlement.
13. The representatives of all the aforesaid Unions gave assurance that they would continue to extend full co-operation for business development and will not raise any demand in respect of matters covered under this Memorandum of Settlement.
14. The management as well as all the three Unions shall report implementation of the above terms of Settlement to the Asstt. Labour Commissioner (Central) Kolkata by 31<sup>st</sup> March 2008 failing which it will be construed that the terms of this Settlement have been fully implemented.

SIGNATURE OF THE PARTIES

Representatives of Management of  
Bank of Baroda

1. Shri Dipankar Mookerjee,

2. Shri G. Nagamal Reddy

3. Shri J.D.Khanna

4. Shri Ganapathi Raman

5. Shri P.D.Potnis

6. Shri K.C.Pati

Representatives of Eastern Regional Council  
of Bank of Baroda Employees' Association  
(affiliated to BEFI)

1. Shri Sukhendu Basu

2. Shri Anuj Chakraborty

3. Shri Sashi Bhushan Mohanty

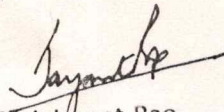
4. Shri Arun Mishra

5. Shri Saibal Chatterjee

6. Shri Jagganath Bhadra

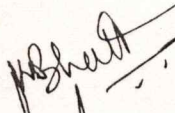


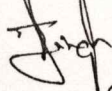


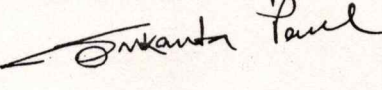
  
7. Shri Jayant Rao

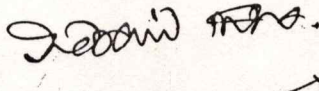
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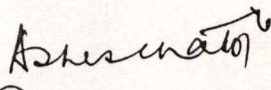
Representatives of Bank of Baroda Eastern  
State Employees' Association (affiliated to  
AIBOBECC)


1. Shri Kali Kinkar Bhattacharjee 

2. Shri Jayant Kumar Singh 

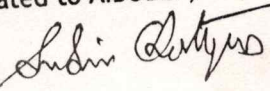
3. Shri Sukanta Pal 

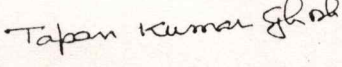
4. Shri Indranil Mitra 

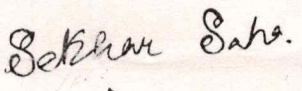
5. Shri Ashes Chatterjee 

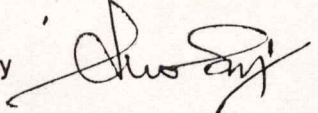
6. Shri Tapas Sadhu 

Representatives of Bank of Baroda Karamchari  
Samity (PB) Recognised (affiliated to AIBOBEF)

(N.D. Shri Subir Chatterjee 

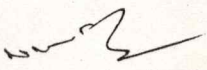
2. Shri Tapan Kumar Ghosh 

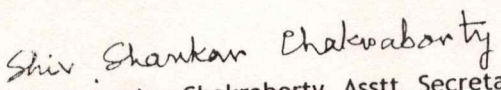
3. Shri Sekhar Saha 

4. Shri Samiran Chowdhury 

  
(N.D. CHATTERJEE)  
ASSTT. LABOUR COMMISSIONER (CENTRAL)  
KOLKATA

WITNESS:

  
1. Shri N.K. Mallik, Senior Manager (HRM)

  
2. Shri Shivshankar Chakraborty, Asstt. Secretary, BOBEA

Dated 20<sup>th</sup> February, 2008 at Kolkata



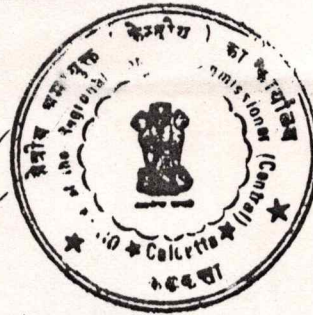


## Annexure - "A"

## FULL TIME SWEEPER ELIGIBLE FOR CONVERSION TO FULL TIME PEON

SR.N O.	NAME	EC NO.	BRANCH	REGION	DATE OF BIRTH	DATE OF JOINING
1	HAZRA SUKUMAR	54760	BALLYGUNJ	KMR	27/01/1961	27/07/1992
2	NAYAK KANGALI CHARAN	54763	BURRABAZAR	KMR	11/10/1959	30/07/1992
3	HELA GONBINDA	54764	GARIA	KMR	31/07/1971	31/07/1992
4	JANA RAMESH	54765	SADANAND RD.	KMR	05/04/1964	01/08/1992
5	(Ms.)HELA SAKUNTALA	54766	ZO, EZ	KMR	25/04/1960	03/08/1992
6	HAZRA PRADIP KUMAR	54870	ZO, EZ	KMR	12/05/1972	11/09/1993
7	MONDAL ASIT KUMAR	54874	SERVICE BR.	KMR	10/07/1963	15/09/1993
8	RAMAKANT GOND	54910	IBB	KMR	23/10/1963	21/10/1994
9	(Ms.)MUKHERJEE ALOKA	54912	J M AVENUE	KMR	12/02/1967	21/10/1994
10	MD RAFIQUE	54913	P A S ROAD	KMR	02/01/1967	22/10/1994
11	ANUP KUMAR MONDAL	54914	BHOWANIPUR RD.	KMR	12/05/1966	24/10/1994
12	(Ms.)CHAKRABORTY SHILA	54919	PATIPUKUR	KMR	05/03/1966	26/10/1994
13	MALICK RAJESH	54921	BRABOURNE RD.	KMR	24/03/1972	26/10/1994
14	MONDAL SOURENDRA KUMAR	54925	PARK CIRCUS RD.	KMR	27/11/1967	15/11/1994
15	HAZRA SWAPAN KUMAR	54929	INDIA EXCH.	KMR	05/03/1971	17/11/1994
16	BALMIKI ANAND KUMAR	54930	CARMAC ST.	KMR	03/03/1972	17/11/1994
17	(Ms.)BALMIKI DURGA	54931	J M AVENUE	KMR	29/06/1970	19/11/1994
18	MISTRY DEBAPRASAD	54932	IBB	KMR	28/10/1969	21/11/1994
19	DHANUK RAJ KISHORE	54935	HOWRAH	WBSANI	01/05/1971	11/02/1995
20	LAL BHAJAN	54936	INDIA EXCH.	KMR	01/01/1970	14/02/1995
21	SARDAR BASUDEV	54938	KIDDERPUR	KMR	27/03/1962	16/02/1995
22	RABIDAS SURESH	54955	BURRA BAZAR	KMR	10/01/1965	31/03/1995
23	DEBNATH HARADHAN (S.F.)	64077	U C ROAD	KMR	06/10/1971	28/04/2000
24	SARDAR SUSHANTA (S.F.)	64080	SODEPUR	WBSANI	02/02/1972	19/05/2000

Settlement Annexures





**Annexure - "B"**

**Casual/ Temporary Canteen Boys working on Regular basis.**

**Sponsored by Employment Exchange**

SL.NO.	NAME	PRESENT BRANCH/ OFFICE	REGION	DATE OF BIRTH	QUALIFI CATION	CATE GORY	DATE OF FIRST ENGAGEMENT	WAGE SCALE
1	MD.RAFIUALLAH	U.C.ROAD	KMR	15.11.1967	VII	GEN	04.05.1995	3/4
2	SHANKAR CH. DAS	SALT LAKE-II	KMR	08.06.1966	VIII	SC	20.12.1995	3/4
3	SRIMANTA MAITRY	MANICKTALA	KMR	08.04.1968	VIII	GEN	05.05.1995	3/4
4	PRABIR KU. SARKAR	KIDDERPORE	KMR	17.09.1968	VIII	GEN	09.05.1995	3/4
5	BELA DAS	KIDDERPORE	KMR	12.02.1967	VIII	GEN	04.02.1998	3/4
6	SEKHAR DHARA	GHUGUDANGA	KMR	05.12.1969	VIII	GEN	10.05.1995	3/4
7	ALIPUR	ALIPUR	KMR	07.01.1964	VIII	SC	26.07.1995	3/4
8	PARESH NAYAK	BARANAGAR	KMR	10.03.1963	VIII	SC	04.02.1998	1/2
9	SWAPAN NASKAR	CAMAE STREET	KMR	19.01.1968	VIII	GEN	08.12.2001	1/2
10	SUDIP KU. MUNSHI	5 PT. CROSSING	KMR	26.07.1968	VIII	GEN	09.10.1998	1/2
11	MOTILAL DAS	HAZRA ROAD	KMR	12.10.1969	VIII	SC	04.09.1999	1/2
12	TAPAN KUMAR DAS	J.M.AVENUE	KMR	12.03.1969	VIII	SC	03.09.1999	1/2
13	SUBIRKUMAR DAS	MOORE AVENUE	KMR	09.03.1968	VIII	GEN	04.02.1998	1/2
14	TRINATH BASAK	SEALDAH	KMR	20.12.1962	VIII	SC	08.12.2001	1/3
15	CHANCHAL MONDAL	SERVICE BR.	KMR	13.07.1969	VIII	GEN	10.12.2001	1/2
16	SUBHASH CH. SARKAR	TALAPARK	KMR	10.01.1970	VIII	GEN	08.01.2001	1/3
17	KHOKAN PAL	SSI KASBA	KMR	17.09.1967	VIII	GEN	13.06.2000	1/3
18	SUPARIMAL DEY	ULTADANGA	KMR	02.04.1963	VIII	SC	21.12.2001	1/3
19	SWAPAN KU.DAS	SERVICE BR.	KMR	15.08.1968	VII	GEN	10.12.2001	1/3
20	SANJAY CHAKRABORTY	J.M.AVE.(CHEST)	KMR	12.07.1968	VIII	GEN	08.12.2001	1/3
21	JOYDEB SHAW	IBB,KOLKATA	KMR	21.12.1967	VIII	OBC	08.12.2001	1/3
22	SWAGATA GHOSH	BURRABAZAR	KMR	11.01.1964	VIII	SC	08.12.2001	1/3
23	BIMLA DAS	DHARAMTALA	KMR	05.12.1968	VIII	GEN	08.12.2001	1/3
24	SUBHENDU CHAKRABORTY	BRAMHAPUR	KMR	12.12.1967	VIII	GEN	08.05.2000	1/2
25	PINTU KARMAKAR	LANDSDOWN MKT	KMR	06.01.1964	VIII	SC	23.02.2001	1/2
26	ASHISH KU.PRAMANICK	ANDUL ROAD	WBSR	20.04.1964	VIII	SC	01.01.2002	1/3
27	ANAND BISWAS	BARSAT	WBSR	10.12.1967	VIII	GEN	24.12.2001	1/3
28	SUBIR KU. DAS	BARRACKPORE	WBSR	06.06.1969	VII	SC	01.04.1999	1/3
29	SAREN CH.ROY	COOCH BEHAR	WBSR	02.04.1969	VIII	GEN	18.02.1998	1/3
30	SIBU DATTA	DARJEELLING	WBSR	06.01.1972	VIII	SC	13.02.1998	1/3
31	PRADEEP KU.DAS	M.G.ROAD, H'RAH	WBSR	12.12.1967	VIII	GEN	24.12.2001	1/3
32	ALOK KUMAR DAS	HOWRAH	WBSR	12.01.1968	VIII	GEN	28.12.2001	1/3
33	RANA CHATTERJEE	KESTUPUR	WBSR	15.11.1964	VIII	SC	31.12.2001	1/3
34	DULAL CH. BISWAS	NAIHATI	WBSR	04.01.1966	VIII	SC	24.12.2001	1/3
35	ALOK BAG	SERAMPORE	NES	01.02.1980	VIII	SC	06.01.06	1/3
36	PRAFULLA DAS	BELTOLA	NES	01.07.1981	X	OBC	01.07.98	1/3
37	BULU GOGOI	JORHAT	NES					



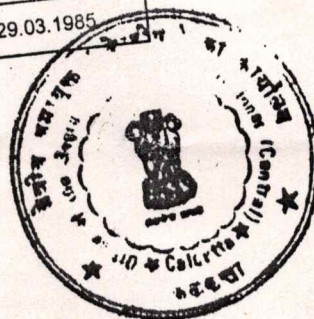


Annexure -"C"

usual/ Temporary Canteen Boys in "Pool"

sponsored by Employment Exchange

NO.	NAME	PRESENT BRANCH/ OFFICE	REGION	DATE OF BIRTH	QUALIFI CATION	CATE GORY	DATE OF FIRST ENGAGEMENT
1	DULAL MISTRY	SERVICE BR.	KMR	10.02.1966	VIII	SC	26.12.1993
2	KHUKU KARMAKAR	SERVICE BR.	KMR	10.10.1963	VIII	SC	05.02.1993
3	LAKSHMI NARAYAN KUNDU	INDIA EXCH.BR.	KMR	02.06.1969			29.12.1992
4	INDER PRASAD	INDIA EXCH.BR.	KMR	02.01.1969	VII	SC	29.12.1992
5	MD.SALAHUDDIN	INDIA EXCH.BR.	KMR	05.11.1968	VIII		23.12.1992
6	TAPAN CHAKRABORTY	INDIA EXCH.BR.	KMR	06.05.1968	VIII	GEN	12.03.1993
7	DILIP KU.SARDAR	EZO	KMR	06.11.1967	VIII	SC	29.01.1993
8	NANTU DAS	EZO	KMR	05.05.1964	VIII	SC	24.12.1992
9	SANTI BISWAS	EZO	KMR	01.05.1963	VIII	SC	26.12.1992
10	SUBHAS DAS	EZO	KMR	07.06.1964	VIII	SC	24.12.1992
11	RAMESH SARKAR	5 PT. CROSSING	KMR	26.12.1967	VII	GEN	28.12.1992
12	RAM MURAT SINGH	BURRABAZAR	KMR	20.12.1967	VIII	GEN	08.12.2001
13	SUDERSHAN MONDAL	ASANSOL	WBSR	05.01.1969	VIII	SC	08.05.1993
14	S.K. SAJU	BURDWAN	WBSR	12.01.1970	VIII	GEN	10.09.1994
15	GURUPADA CHELL	DURGAPUR	WBSR	29.04.1969	VII	OBC	09.05.1992
16	KAMLAKANTA MONDAL	BERHAMPORE	WBSR	21.10.1963	VIII	SC	04.11.1992
17	RABINDRANATH DAS	BERHAMPORE	WBSR	28.01.1961	VIII	GEN	29.03.1985



*Pranay*

*Handwritten signatures and initials, including 'SC' and 'on'.*



**Annexure - "D"**

**Casual/ temporary Sweepers working on Regular basis.**

**Sponsored by Employment Exchange**

SL.NO.	NAME	PRESENT BRANCH/ OFFICE	REGION	DATE OF BIRTH	QUALIFICATION	CATEGORY	DATE OF FIRST ENGAGEMENT	WAGE SCALE
1	SUNIL KUMAR DHANUK	SERVICE BR	KMR	14.10.1971	VIII	SC	17.05.1995	1/2
2	ARUN KUMAR SEAL	PAIKPARA	KMR	14.03.1970	VIII	GEN	06.06.1995	1/2
3	LALIT NASKAR	JODHPUR PARK	KMR	10.01.1962	VIII	SC	07.08.1995	1/2
4	SAROJ KUMAR DHANUK	5 PT.CROSSING	KMR	14.08.1972	VIII	SC	20.05.1995	1/2
5	SHYAM BABU BALMIKI	BEHALA	KMR	03.01.1970	VIII	SC	17.05.1995	1/2
6	SANJIB ROY	BANSDRONI	KMR	16.06.1976	VIII	SC	22.07.2002	1/3
7	SANTU CHANDRA DAS	BRAHMAPUR	KMR	24.04.1970	VIII	SC	23.07.2002	1/3
8	DEVDA SARDAR	DHARAM.(C.C)	KMR	23.03.1966	VIII	SC	15.05.2000	1/3
9	KISHANLAL HELA	GIRISH PARK	KMR	02.01.1974	VIII	SC	16.02.1998	1/3
10	ASHIM BALMIKI	HAZRA ROAD	KMR	24.07.1969	VIII	SC	16.05.2000	1/3
11	TAPAN KUMAR DAS	LANSDOWN MKT	KMR	08.01.1969	VIII	GEN	29.06.2000	1/3
12	BHGWAN RAM ROUTH	MOORE AVENUE	KMR	24.05.1974	VIII	SC	13.05.2000	1/3
13	NAKUL BHOWMICK	SALT LAKE - III	KMR	12.09.1970	VIII	GEN	30.04.1999	1/3
14	CHOTI RAM	SSI KASBA	KMR	01.01.1972	VIII	SC	04.03.2002	1/3
15	BIRU HELA	TALAPARK	KMR	01.10.1974	VII	SC	18.05.2000	1/3
16	ANUP DHANUK	UR.RETAIL FACTO	KMR	23.07.1974	VIII	SC	29.08.2000	1/3
17	BAPI MONDAL	ULTADANGA	KMR	02.01.1976	VIII	SC	19.07.2002	1/3
18	SOHAN MUKHI	ZIC	KMR	01.09.1968	VIII	SC	11.05.2000	1/3
19	KEDAR RAM	ZONAL ST.CELL	KMR	22.06.1973	VIII	SC	13.10.1998	1/3
20	NANDA LAL BALMIKI	CHAKRAKERIA	KMR	04.12.1974	VIII	SC	07.03.2002	1/3
21	ANIL HELA	DUMDUM	KMR	06.10.1975	VIII	SC	17.05.2000	1/3
22	KHAGENDRANATH HAZRA	AMARKUNDU	WBSR	28.11.62	VI	SC	18.02.1998	1/3
23	RANJIT KR. DHANUK	AMTALA	WBSR	08.01.75	VIII	SC	30.08.2000	1/3
24	UTTAM BAURI	BAMUNDIHA	WBSR	05.03.1962	VII	SC	27.05.1995	1/3
25	TAPAN KUMAR DHALI	BARSAT	WBSR	19.04.1970	VIII	SC	25.07.2002	1/3
26	PRADIP SARKAR	BARRACKPORE	WBSR	03.01.1978	VIII	GEN	20.07.2002	1/3
27	GANESH DHANUK	CHANDANAGAR	WBSR	31.12.1972	VI	SC	26.02.2001	1/3
28	DAWATSHERING BHUTIA	DARJEELLING	WBSR	01.10.1962	VIII	ST	07.05.1990	1/3
29	ASHA RAMPAL	GANGTOKE	WBSR	12.10.1975	VIII	SC	05.01.2001	1/3
30	BULU MONDAL	GURERBAZAR	WBSR	20.01.1970	VIII	SC	26.07.2002	1/3
31	MANOJ KUMAR DHANUK	M.G.ROAD, HOWR	WBSR	10.04.1975	VIII	SC	12.10.1998	1/3
32	ANGAD PD. DHANUK	HOWRAH	WBSR	05.01.1975	VII	SC	16.05.1995	1/2
33	NIRMAL KU.SHARMA	KESTOPUR	WBSR	15.03.1973	VIII	GEN	04.04.1999	1/3
34	BAPI DAS	KHALNA	WBSR	07.04.1975	VIII	SC	01.11.1999	1/3
35	SUSMA DAS	KHEMASULI	WBSR	14.11.1965	IV	SC	11.10.1995	1/3
36	JOYDEB HALDER	NAIHATI	WBSR	31.12.1977	VIII	GEN	24.07.2002	1/3
37	AMAN HARIJAN	PANCHANANTALA	WBSR	02.12.1964	V	SC	15.02.2002	1/3
38	SADHAN ANKURA	SHALMARA	WBSR	10.09.1965	VIII	SC	12.06.1996	1/3
39	RAMPRASAD ROUTH	SAMANTI	WBSR	15.06.1967	V	SC	29.08.1995	1/3
40	ANIL KUMAR HELA	SERAMPORE	WBSR	01.04.1974	VIII	SC	18.02.1998	1/2

Contd.....





SL.NO.	NAME	PRESENT BRANCH/ OFFICE	REGION	DATE OF BIRTH	QUALIFI CATION	CATE GORY	DATE OF FIRST ENGAGE- MENT	WAGE SCALE
41	JOHNNY HALICK	SODEPUR	WBSR	16.01.1969	VII	SC	25.02.1995	FULL
42	BHURJI BALMIKI	JORHAT	NES	19.08.1978	VIII	SC	10.12.1992	1/3
43	PABITRA NATH	BOR. TINIALI	NES	05.05.1975	VIII	OBC	01.03.1990	1/3
44	PARBHAT BORDOLOI	GOSARGURI	NES	31.03.1970	VIII	ST	01.01.1989	1/3
45	JASBIR SINGH	UP. SHILLONG	NES	17.01.1970	VIII	SC	06.03.1996	1/3
46	ZAMKHOGEN	CHANGANGEI	NES	01.03.1971	VIII	ST	16.11.2000	1/3
47	DHARAMARAJ MIJER	ITANAGAR	NES	15.02.1978	IX	OBC	20.03.2006	1/3
48	KRISHNA PRADHAN	WOKHA	NES	22.03.1976	VII	SC	01.01.1993	1/3
49	ASHOK ORANG	GUWAHATI (M)	NES	31.12.1973	VIII	OBC	01.02.2000	1/3
50	BIJAI RAI	SHILLONG	NES	11.02.1975	VIII	GEN	01.02.1992	3/4
51	BHUSHAN ROY	SHILLONG	NES	29.10.1977	VIII	GEN	01.02.1992	3/4



Handwritten signatures and initials are present below the table and to the right of the stamp.



Annexure - "E"

Casual/ temporary Sweepers in the "Pool"

Sponsored by Employment Exchange

SL.NO.	NAME	PRESENT BRANCH/ OFFICE	REGION	DATE OF BIRTH	QUALIFI CATION	CATE GORY	DATE OF FIRST ENGAGE- MENT
1	RAJU SHAH	5 PT. CROSSING	KMR	08.01.1978	VIII	GEN	19.07.2002
2	BABLU DAS	INDIA EXCH.BR.	KMR	22.06.1976	VIII	GEN	24.06.2002
3	HARI DAS MONDAL	INDIA EXCH.BR.	KMR	01.12.1971	VIII	SC	19.07.2002
4	RATAN BISWAS	INDIA EXCH.BR.	KMR	29.05.1971	VIII	SC	24.06.2002
5	BAPAN MONDAL	SADANANDA RD.	KMR	11.12.1975	VIII	GEN	19.07.2002
6	PARIMAL KUMAR DAS	SADANANDA RD.	KMR	19.02.1970	VIII	SC	25.06.2002
7	PRASANTA SARKAR	SADANANDA RD.	KMR	10.01.1972	VIII	OBC	25.06.2002
8	TAPAN ROY	SERVICE BR.	KMR	24.01.1975	VIII	GEN	19.07.2002
9	KARTICK DAS	SERVICE BR.	KMR	23.01.1971	VIII	SC	19.07.2002
10	SWAPAN DAS	EZO	KMR	06.01.1975	VIII	GEN	25.06.2002
11	JAI NETAI SAHOO	KHARAGPUR	WBSR	11.01.1975	VIII	OBC	20.07.1981

