

**MEMORANDUM OF SETTLEMENT**

(Under Section 2(p) read with section 18(1) of the Industrial Disputes Act, 1947 and Rule 58(4) of the Industrial Disputes (Central) Rules, 1957).

**BETWEEN**

**BANK OF BARODA**

{Baroda Corporate Centre, Mumbai}

&

**ALL INDIA BANK OF BARODA EMPLOYEES' FEDERATION**

*(Sole Collective Bargaining Agent on behalf of workmen in Bank of Baroda)*

*Handwritten signatures and initials, including a circled 'u' and '12'.*

NAME OF THE PARTIES

**Bank of Baroda -** having its Head Office at Mandvi, Baroda being a Corporation constituted under the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970.

**Represented by -**

**Shri T.K.Krishnan**  
General Manager (HRM & GA)

**Shri P.K.Gupta**  
Dy.General Manager (HRM)

**Shri J.D Khanna**  
Dy.General Manager (HRM & Admn.)

**Shri K.C.Pati**  
Chief Manager (HRM)

&

**All India Bank of Baroda Employees' Federation :-**

**Represented by**

**Shri A.K.Jain,**  
President

**Shri S.S.Prasad,**  
Sr.Vice President

**Shri K.Raman,**  
Sr.Vice President

**Shri Arvind Katiyar**  
Sr.Vice President

**Shri Milind Nadkarni,**  
General Secretary

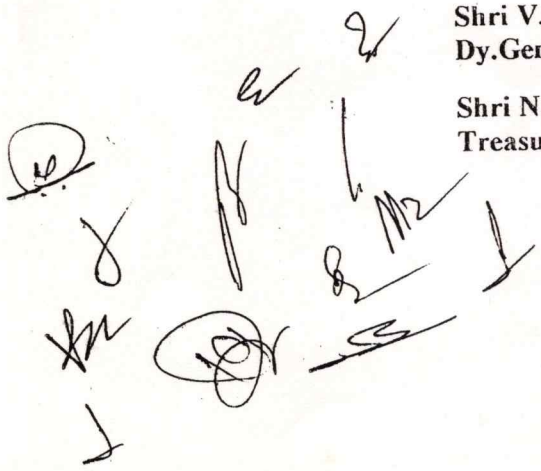
**Shri Vinil Saxena,**  
Dy.General Secretary

**Shri K.J.Ramanathan,**  
Dy.General Secretary

**Shri V.P.Mahajan,**  
Dy.General Secretary

**Shri N.B.Dandiwala,**  
Treasurer

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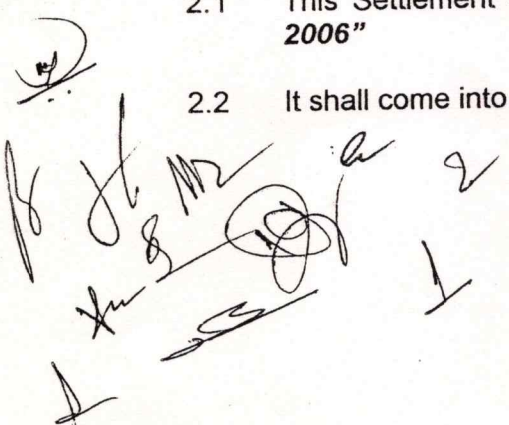
1.0 SHORT RECITAL :

- 1.1 WHEREAS Settlement on Other Issues was signed on 3<sup>rd</sup> October, 1978 by Bank of Baroda (hereinafter referred to as 'the Bank') and All India Bank of Baroda Employees' Federation – the recognized union (hereinafter referred to as 'the Federation').
- 1.2 AND WHEREAS the aforesaid Settlement on Other Issues inter-alia provided for assignment of duties of Head Cashier Category-"C". Certain provisions of the said Settlement were subsequently amended by Settlement dated 17.01.2000, 18.03.2001 and 03.04.2003.
- 1.3 AND WHEREAS the industry level Eighth Bipartite Settlement dated 02.06.2005 inter-alia rationalized the posts attracting Special Pay and provided for two categories of Head Cashiers, viz. Head Cashier Category-I and Head Cashier Category-II. As per the provision of the said Eighth Bipartite Settlement, the Head Cashier Category-'E' has been renamed/ termed as Head Cashier Category-II.
- 1.4 AND WHEREAS with the rationalization of the posts of Head Cashiers under the Eighth Bipartite Settlement, a need was felt to convert the existing Head Cashier Category-'C' as Head Cashier Category-I.
- 1.5 AND WHEREAS a Settlement titled "the 1984 Settlement – Assistant Head Cashier" dated 18.04.1984 was signed between the Bank and the Federation which provided for criteria for assignment of duties of Assistant Head Cashier and payment of special allowance/ pay thereof. With the introduction of Universal Teller under the Bank level Settlement dated 03.04.2003 and enhancement of duties of Computer Operators under the industry level Eighth Bipartite settlement, the role of Assistant Head Cashier has become superfluous.
- 1.6 THEREFORE negotiations were held on various dates including 02.08.2005, 11.02.2006, 07.08.2006 and 08.08.2006 between the Bank and All India Bank of Baroda Employees' Federation – recognized union, as required under the Settlement dated 1<sup>st</sup> September, 1973 and the following Settlement has been arrived at.

2.0 TERMS OF SETTLEMENT :

- 2.1 This Settlement shall be called "**Amendment Settlement on Head Cashier-2006**"
- 2.2 It shall come into force with immediate effect.

Contd.....(4)





2.3 Head Cashier Category-I

- (a) Subject to the provision of Sub-clause (b) and (c), the post of Head Cashier Category 'C' shall stand replaced with Head Cashier Category-I. Henceforth, no further assignment of duties of Head Cashier Category "C" will be made in terms of the existing Bank level Settlement dated 3<sup>rd</sup> October, 1978 as amended by Settlement dated 18.03.2001 or any other bank level settlement presently in force and the assignment of duties of Head Cashier Category-I will be as per Sub-clause (c) below.
- (b) It is agreed that the Clerical Staff presently assigned the duties of "Head Cashier Category 'C'" on regular basis shall now be converted as "Head Cashier Category-I" and they shall be paid corresponding Special Pay enumerated in Part-A of Schedule-II of the Eighth BPS. On such conversion, they are required to perform the additional special pay duties mentioned in Schedule III of the Eighth BPS.
- (c) For identification of posts of Head Cashier Category-I and assignment thereof, the relevant provisions of Bank level Settlements dated 03.10.1978, as amended by subsequent Settlements read with rules/guidelines issued by the Bank in the matter of assignment of duties of "Head Cashier category 'C'" will be followed and for this purpose the words "Head Cashier category 'C'" wherever appearing in the Bank level Settlements shall be substituted with the words "Head Cashier Category-I".

2.4 Assistant Head Cashier

- (a) The post of Assistant Head Cashier and assignment thereof as provided under "the 1984 Settlement – Assistant Head Cashier" dated 18.04.1984 shall stand discontinued. Consequently, there shall not be any assignment of duties of Assistant Head Cashier either on regular or on temporary basis.
- (b) Notwithstanding the provision of Sub-clause (a) above, the existing employees assigned the duties of Assistant Head Cashiers on regular basis (other than those who are on locum tenens basis) shall continue to perform the duties of Assistant Head Cashier and they will draw special pay as per industry level Bipartite Settlement, as amended from time to time. Once such an employee is promoted or is assigned the duties of a higher nature or is retired or ceases to be in service or is divested of the post of Assistant Head Cashier for any reason whatsoever, there shall not be any further assignment to the post of Assistant head Cashier.

3.0 **GENERAL :**

3.1 Except the provisions, which are amended herein above, other provision of the Bank level "Settlement on Other Issues" dated 03.10.1978, as amended, shall remain unchanged.

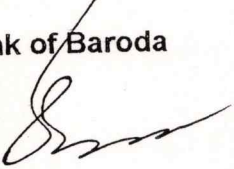
3.2 If any doubt or difficulty arises regarding interpretation of any provision of this Settlement, such doubt or difficulty shall be discussed between 'the Bank' and 'the Federation' with a view to resolving it.

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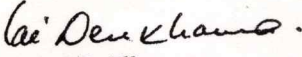
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**SIGNATURE OF PARTIES**

For Bank of Baroda


  
Shri T.K. Krishnan  
General Manager (HRM & GA)

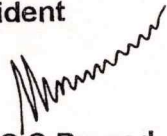
  
Shri P.K. Gupta  
Dy. General Manager (HRM)

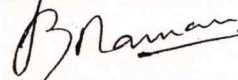
  
Shri J.D. Khanna  
Dy. General Manager (HRM & Admn.)

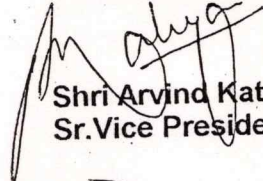
  
Shri K.C. Pati  
Chief Manager (HRM)

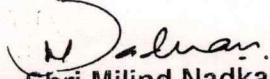
For All India Bank of Baroda  
Employees' Federation

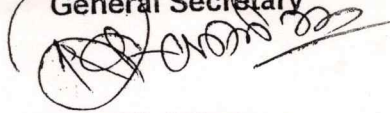
  
Shri A.K. Jain  
President

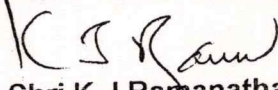
  
Shri S.S. Prasad  
Sr. Vice President

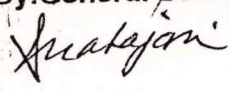
  
Shri K. Raman  
Sr. Vice President

  
Shri Arvind Katiyar  
Sr. Vice President

  
Shri Milind Nadkarni  
General Secretary

  
Shri Vinil Saxena,  
Dy. General Secretary

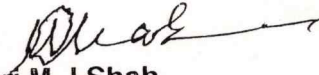
  
Shri K.J. Ramanathan,  
Dy. General Secretary


  
Shri V.P. Mahajan,  
Dy. General Secretary


  
Shri N.B. Dandiwala,  
Treasurer

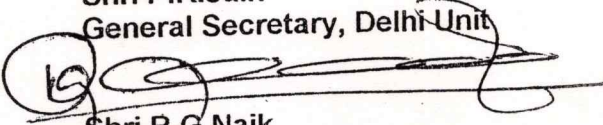
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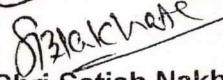


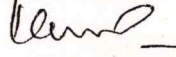
  
Shri M.J. Shah  
General Secretary, Anand Unit

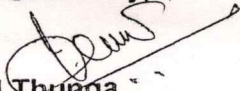
  
Shri Dilip Brahmbhatt  
General Secretary, Ahmedabad Unit

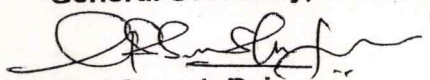
  
Shri P.K. Jain  
General Secretary, Delhi Unit

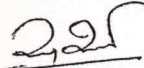
  
Shri R.G. Naik  
General Secretary, Goa Unit

  
Shri Satish Nakhate  
General Secretary, Mah.&Goa Unit


  
Shri P.G.M. Panicker  
General Secretary, MPEGA-unit

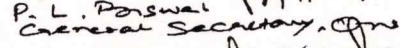
  
Shri K.J. Thunga  
General Secretary, Karnataka Unit

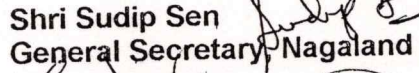
  
Shri Suresh Pai  
General Secretary, Kerala Unit

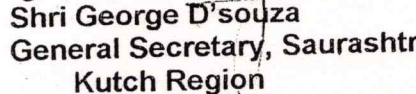
  
Shri Raj Sharma  
General Secretary, Punjab Unit

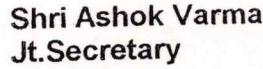
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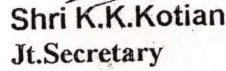
  
Shri Subir Chatterjee  
General Secretary, W.Bengal Unit

  
P. L. Panswal  
General Secretary, Orissa Unit

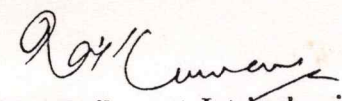
  
Shri Sudip Sen  
General Secretary, Nagaland Unit

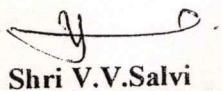
  
Shri George D'souza  
General Secretary, Saurashtra &  
Kutch Region

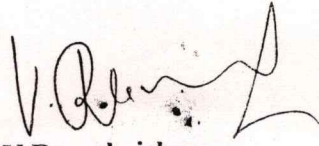
  
Shri Ashok Varma  
Jt. Secretary

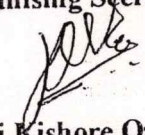
  
Shri K.K.Kotian  
Jt. Secretary

**WITNESSES**

  
1. Shri Rajkumar Jotsinghani  
Sr. Manager (HRM)

  
2. Shri V.V.Salvi  
Manager (HRM)

  
1. Shri V.Ramakrishna  
Organising Secretary, AP Unit

  
2. Shri Kishore Oza  
Organising Secretary, Baroda Unit

**DATED THIS 8<sup>th</sup> DAY OF AUGUST, 2006 AT BANK OF BARODA, BARODA  
CORPORATE CENTRE, MUMBAI**

CC: The Secy. To Govt. of India, Ministry of Labour, New Delhi

CC: The Chief Labour Commissioner (C), New Delhi

CC: The Regional Labour Commission (C), Mumbai

CC: The Assistant Labour Commissioner (C), Mumbai