



बैंक ऑफ़ बड़ौदा Bank of Baroda

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HO:BR:111/111

4th May, 2019

CIRCULAR TO ALL BRANCHES/OFFICES IN INDIA

ISSUED BY
HRM DEPARTMENT, HEAD OFFICE, BARODA

Re :: Settlement signed with All India Bank of Baroda Employees' Federation [NCBE] - Amendment Settlement for Assignment of Duties of Head Cashier Category-II – 2019 dated 28th March, 2019.

We are pleased to inform that 'Amendment Settlement for Assignment of Duties of Head Cashier Category-II – 2019' has been signed between the Bank and All India Bank of Baroda Employees' Federation [NCBE] [recognized Union] on 28th March, 2019.

In arriving at the above Settlement, negotiations were held with the recognized Union viz. All India Bank of Baroda Employees' Federation [NCBE], and consultations were held with the All India Bank of Baroda Employees' Coordination Committee, as required under Settlement dated 1st September, 1973.

The present Settlement is in partial modification of Annexure-B of 'Amendment Settlement for assignment of Duties of Head Cashier Category-II 2010' dated 31-12-2010. In amended Settlement, process for identification of Head Cashier Category-II in Category [A] branches and Category [B] branches has been modified.

We enclose copy of the aforesaid Settlement for information of all concerned.

Kindly bring this circular to the notice of all staff members posted at your branch/office and display a copy on branch/ office notice board.

[ARCHANA PANDEY]
HEAD – [HRM] & CLO

Encl :: As above.

प्रधान कार्यालय : मा.सं.प्र. – छठा तल, "बड़ौदा भवन", आर.सी.दत्त रोड, अलकापुरी, बड़ौदा-390007. गुजरात. (भारत).

Head Office : HRM - 6th Floor, "Baroda Bhavan", R. C. Dutt Road, Alkapuri, Baroda - 390007. Gujarat (INDIA).

फोन / Phone : 91-265-2316626 / 27 ई-मेल/E-mail : hrm.ho@bankofbaroda.com

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

(Head Office, "Baroda Bhawan", R.C.Dutt Road, Alkapuri, Baroda)

&

ALL INDIA BANK OF BARODA EMPLOYEES' FEDERATION[NCBE]

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

BETWEEN

Dated 28th March, 2019

BANK OF BARODA

(Head Office, "Baroda Bhawan", R.C.Dutt Road, Alkapuri, Baroda)

&

ALL INDIA BANK OF BARODA EMPLOYEES' FEDERATION[NCBE]

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

Dated 28th March, 2019

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 :-

Ms. Archana Pandey
Head [HRM] & CLO

Mr. C. Malolan
Deputy General Manager [HRM]

&

ALL INDIA BANK OF BARODA EMPLOYEES' FEDERATION [NCBE]

Represented by :-

Mr. Vinil Saxena
Working President

Mr. Milind Nadkarni
General Secretary

Mr. Karunesh Shukla
Deputy General Secretary

Mr. J. Tunga
Deputy General Secretary

Mr. Maganbhai M. Patel
Deputy General Secretary

AMENDMENT SETTLEMENT FOR ASSIGNMENT OF DUTIES OF HEAD CASHIER CATEGORY-II – 2019

IN PARTIAL MODIFICATION OF Annexure-B of "Amendment Settlement for assignment of Duties of Head Cashier Category-II 2010", under clause 7.6 of the Settlement on Other Issues 1978, after clause [a], the following clause [b] shall be added/modified/read as under :-

Identification in Category [A] Branches :

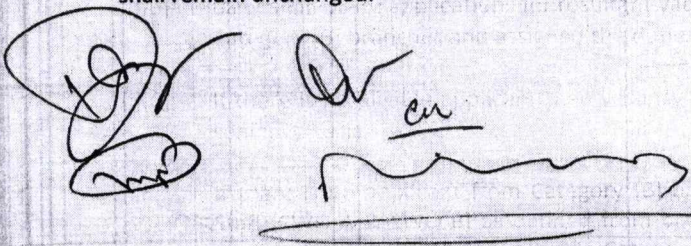
Where a vacancy of Head Cashier Category-II is to be filled in a place in Category [A] i.e. where there is more than one branch or a second branch is to be opened, duties of Head Cashier Category-II to the senior-most eligible Clerical Staff [SWO-A and SWO-B] will be assigned by the following procedure :

- [i][A] Bank shall invite application from existing Head Cashier-II to fill up vacancy on seniority basis provided that such Head Cashier Category-II had completed atleast -02- years as Head Cashier Category-II in the present branch and such option shall be accorded only twice in their entire service period.
- [i][B] Bank shall invite applications for resultant vacancy from amongst Clerical Staff [SWO-A and SWO-B] in Category [A] branches.
- [ii][A] Head Cashier Category-II would be assigned to the senior-most applicant amongst the applicants.
- [ii][B] If there is no eligible applicant then vacancy will be filled up from the ineligible applicants on seniority basis.
- [ii][C] In the event there is no application received, the vacancy of Head Cashier Category-II shall be filled up based on branch-wise seniority. In case, there is no SWO-A/SWO-B in the branch, the same shall be filled in by city-wise seniority of SWO-A & SWO-B.

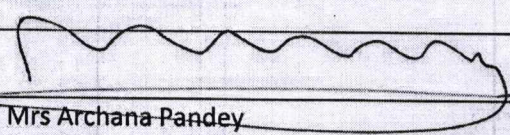
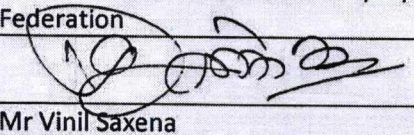
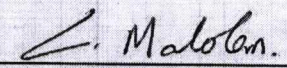
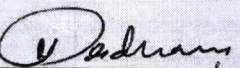
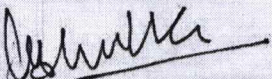
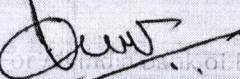
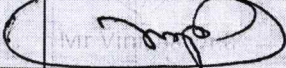
Identification in Category [B] Branches :

- [i][A] Bank shall invite application from existing Head Cashier-II to fill up vacancy on seniority basis provided that such Head Cashier Category-II had completed atleast -02- years in the present branch and such option will be given only twice in their entire service.
- [i][B] Bank shall invite applications for resultant vacancy from amongst Clerical Staff [SWO-A and SWO-B] in Category [B] branches and assigned the duties to senior-most applicant.
- [i][C] If there is no eligible applicant then vacancy will be filled up from the willing ineligible applicants on seniority basis.
- [iii] If there is no applicant from Category [B] branches, the Bank shall invite applications from Clerical Staff [SWO-A & SWO-B] as defined from branches in Category [A]. In the event of there being no applicant even from the branches in Category [B] & [A] both, the Bank shall assign the duties of Head Cashier Category-II on branch seniority basis, at branch where vacancy occurs, on administrative grounds. In the event, there is no Clerical staff [SWO-A & SWO-B] available in the branch then the Bank will assign the duties of Head Cashier Category-II to senior-most eligible Clerical Staff [SWO-A & SWO-B] on District Seniority basis on administrative grounds PROVIDED HOWEVER such a Head Cashier Category-II would be eligible to apply for transfer as Head Cashier Category-II at a later date to a branch of his choice in Category [B] branch without having to forego his special pay as required in such cases at present and he will get a preference over amongst the applicants.

All other terms of the "Amendment Settlement for assignment of Duties of Head Cashier Category-II 2010" shall remain unchanged.

The block contains several handwritten signatures and initials. On the left, there is a large, stylized signature. In the center, there are initials that appear to be 'cu'. Below these, there is a long, horizontal, wavy line that spans across the width of the signatures.

Signature of Parties

For Bank of Baroda	For All India Bank of Baroda Employees' Federation
	
Mrs Archana Pandey Head (HRM) & CLO	Mr Vinil Saxena President
	
Mr C Malolan Dy General Manager (HRM)	Mr Milind Nadkarni General Secretary
	
	Mr Karunesh Shukla Dy General Secretary
	
	Mr J Tunga Dy General Secretary
	
	Mr Maganbhai M Patel Dy General Secretary

Vadodara

28-Mar-2019

Mr Milind Nadkarni
General Secretary

Mr Karunesh Shukla
Dy General Secretary

Mr J Tunga
Dy General Secretary

Mr Maganbhai M Patel
Dy General Secretary

Vadodara

28-Mar-2019