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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)

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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

Cont.....(3)

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1.0 SHORT RECITAL :

- 1.1 *WHEREAS* Settlement on Policy for Promotion from Clerical to Officers' Cadre – 1994 (hereunder referred to as '1994 Settlement') was signed on 2.11.94 by Bank of Baroda (hereinafter referred to as 'the Bank') and All India Bank of Baroda Employees' Federation – the Recognised Union (hereinafter referred to as 'the Federation').
- 1.2 *AND WHEREAS* 'the Bank' and 'the Federation' having perceived the intense competition from other Banks and Financial Institutions as a result of opening up of the economy, felt the necessity of utilization of senior and experienced Clerical staff who are/were working as Special Assistants.
- 1.3 Therefore negotiations were held with All India Bank of Baroda Employees' Federation (AIBOBEF) – the Recognised Union, as required under the Settlement dated 1st September, 1973 and the following Settlement has been arrived at.

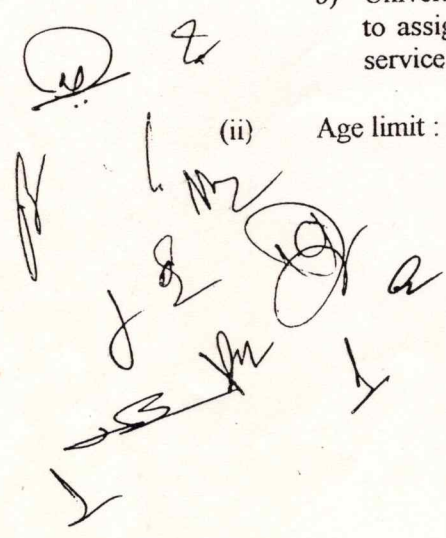
2.0 TERMS OF SETTLEMENT :

- 2.1 This Settlement shall be called "Promotion of Special Assistants (Clerical cadre) as Officers - 2006.
- 2.2 This Settlement shall be for a one-time promotion exercise.
- 2.3 "Active service" would have the same meaning as defined in Clause 5.1 of 'the 1994 Settlement'.
- 2.4 Clause 16 and 18 of "the 1994 Settlement" would apply to promotion exercise held under the Settlement.
- 2.5 Bank shall invite applications from eligible Clerical staff, duly indicating the number of vacancies.

3.0 ELIGIBILITY CRITERIA :

- 3.1 (i) Subject to sub Clause (ii) :
- a) Special Assistants who are performing such duties continuously on regular basis for preceding -2- years.
- b) Universal Tellers who were performing the duties of Special Assistant prior to assignment of duties of Universal Tellers and have completed continuous service of Universal Teller and/or Special Assistant for 3 years.
- (ii) Age limit : Maximum 52 years.

Cont.....(4)



4.0 **SELECTION PROCEDURE :**

(70 marks)

4.1 (i) **WRITTEN TEST :**

All eligible candidates shall have to appear in Written Test.

The minimum qualifying marks in the Written Test Shall be 35 marks out of 70 marks.

- (ii) Written test would broadly cover questions on principles and practice of Banking, Bank's various schemes etc., to test their knowledge about Banking, its application and the present banking environment.

4.2 **COMPUTER LITERACY TEST :**

(30 marks)

- (i) Merit list of candidates successful in the Written Test i.e. who secure 35 or more marks in the Written Test shall be prepared in the descending order of marks secured by them and from the said list eligible candidates in the ratio of 1:5 (i.e. for every one vacancy, five candidates) shall be called for Computer Test.

- (ii) The Bank shall arrange Computer Test for eligible candidates. In case candidates eligible for the Computer Test are not available in the ratio 1:5, the Bank shall call all candidates successful in the written test.

- (iii) The Computer Test shall carry 30 marks. The minimum qualifying marks in the Computer Test shall be 15 marks out of 30 marks.

5.0 **DECLARATION OF PROMOTIONS :**

- 5.1 After the Computer Tests are over, merit list of the eligible successful candidates shall be prepared by aggregating the marks secured by them in written test and Computer Test. Promotions shall be declared from the said merit list in the descending order of merit to the extent of vacancies.

- 5.2 A waiting list upto 10% of the declared vacancies would be kept for filling up vacancies arising within one year on account of refusal of promotion/reversion to Clerical cadre under this exercise, within a period of one year from the date of declaration of results.

- 5.3 After declaration of promotion under this Settlement, the Bank shall, within two months thereof, communicate in writing to all those who participated in the promotion exercise, the marks secured by them in the Written Test and Computer Test, if applicable.

- 5.4 A copy of the list of promotions declared by the Bank under this Settlement shall be furnished to the Federation on the same day.

6.0 **GENERAL :**

- 6.1 No provision of this Settlement shall supercede Settlement on Policy for Promotion from Clerical to Officers' cadre - 1994 dated 02.11.1994.

- 6.2 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.

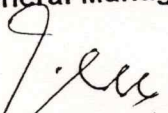
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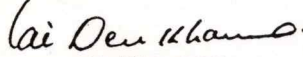
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SIGNATURE OF PARTIES

For Bank of Baroda



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

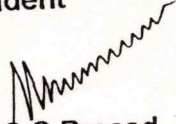

Shri P.K. Gupta
Dy. General Manager (HRM)

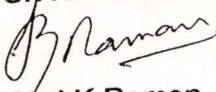

Shri J.D. Khanna
Dy. General Manager (HRM & Admn.)

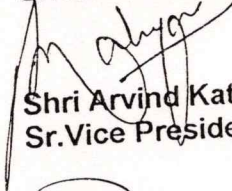

Shri K.C. Pati
Chief Manager (HRM)

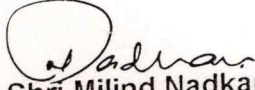
For All India Bank of Baroda
Employees' Federation



Shri A.K. Jain
President

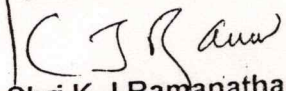

Shri S.S. Prasad
Sr. Vice President

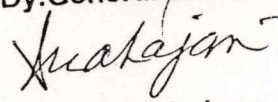

Shri K. Raman
Sr. Vice President



Shri Arvind Katiyar
Sr. Vice President


Shri Milind Nadkarni
General Secretary

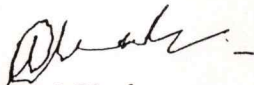

Shri Vinil Saxena,
Dy. General Secretary

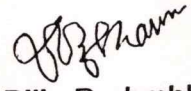

Shri K.J. Ramanathan,
Dy. General Secretary


Shri V.P. Mahajan,
Dy. General Secretary

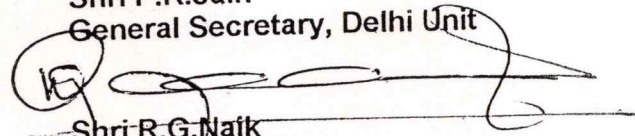

Shri N.B. Dandiwala,
Treasurer

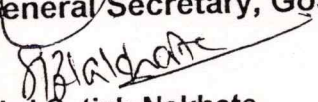
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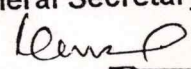

Shri M.J. Shah
General Secretary, Anand Unit

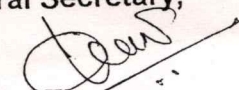

Shri Dilip Brahmbhatt
General Secretary, Ahmedabad Unit

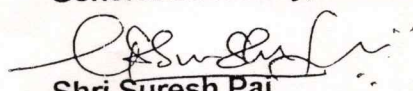

Shri P.K. Jain
General Secretary, Delhi Unit

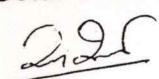

Shri R.G. Naik
General Secretary, Goa Unit


Shri Satish Nakhate
General Secretary, Mah.&Goa Unit



Shri P.G.M. Panicker
General Secretary,


Shri K.J. Thunga
General Secretary, Karnataka Unit


Shri Suresh Pai
General Secretary, Kerala Unit

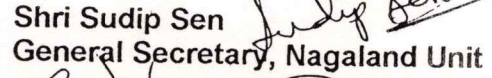

Shri Raj Sharma
General Secretary, Punjab Unit

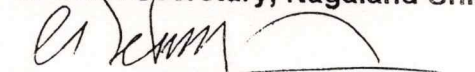
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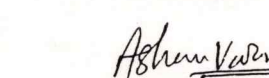



Shri Subir Chatterjee
General Secretary, W.Bengal Unit


P. L. Prasad
General Secretary, Orissa Unit



Shri Sudip Sen
General Secretary, Nagaland Unit

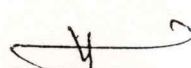

Shri George D'souza
General Secretary, Saurashtra &
Kutch Region



Shri Ashok Varma
Jt. Secretary

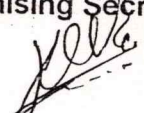

Shri K.K.Kotian
Jt. Secretary

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 8th 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