

(11)

# 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 are present in the bottom left corner, including a large signature that appears to be "S. L. Mr." and several other initials and marks.]*

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)



**1.0 SHORT RECITAL :**

- 1.1 WHEREAS "Settlement for criteria for Redeployment of Award Staff – 2001" was signed on 18.03.2001 between Bank of Baroda (hereinafter referred to as "*the Bank*") and the All India Bank of Baroda Employees' Federation – recognized union (hereinafter referred to as "*the Federation*") providing criteria for Redeployment of Award Staff.
- 1.2 AND WHEREAS an Industry Level Settlement was signed on 2<sup>nd</sup> June, 2005 (known as Eighth Bipartite Settlement) between the Indian Bank's Association and the Workmen Unions. Clause 32 read with Schedule VI of the said Industry Level Settlement provided the criteria for Deployment of Staff. It provided that any existing bank level settlement on transfer or deployment whose provisions are restrictive and not upto the minimum provisions on deployment contained in the Schedule VI will be modified/ terminated as per procedure of the Industrial Disputes Act so as to give effect to the provisions set out in Schedule VI of the Eighth Bipartite Settlement.
- 1.3 THEREFORE negotiations were held with the 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 "Settlement on Redeployment-2006".
- 2.2 This Settlement shall come into force with immediate effect.
- 2.3 The "Settlement for criteria for Redeployment of Award Staff – 2001" dated 18.03.2001 is hereby repealed and thus becomes inoperative.
- 2.4 The provisions contained in Clause 32 read with Schedule VI of the Eighth Bipartite Settlement dated 2<sup>nd</sup> June, 2005 relating to deployment of staff shall be applicable to the workmen in the Bank, with immediate effect, which are as under:
- (i) A workman in the non-subordinate cadre is liable to be deployed anywhere within a "District", irrespective of the distance involved.
  - (ii) In cases necessitating deployment outside the District, the workman concerned may be deployed to any branch/office of the Bank situated outside the District upto a distance not exceeding 100 Kms. from his present place of posting.
  - (iii) Bank may identify, based on length of stay at the center/branch/office, the number of workmen employees, to be redeployed from each center/branch/ office to meet its requirements.

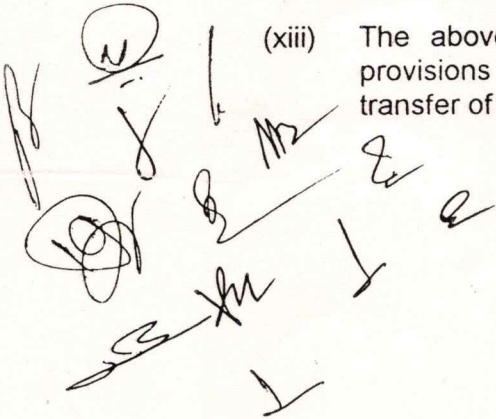
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*[Handwritten signatures and initials]*



- (iv) The period of deployment shall be 2 years in a difficult center decided by the Bank in accordance with the Government guidelines and 3 years in other centres.
- (v) Repatriation to the original centres shall be after serving in the deployed center for period as in (iv) above. In case it is not administratively possible for the bank to repatriate the employee to his original center after the above period, the employee may be required to give 3 centres of his choice so that he can be transferred to any one of the 3 centres opted by him.
- (vi) Female employees above the age of 55 and male employees above the age of 56 shall be exempt from redeployment. However, if the required and eligible number of employees are not available to be deployed in terms of the Settlement, the age norms as above may be suitably relaxed upto the age of 58 years so as to ensure that the required and eligible number of employees are deployed to the identified centres.
- (vii) Employees having mentally retarded/spastic children, certified as such by the attending Doctor, may be deployed only at centres where specialized treatment for such children and special facilities for their schooling are available.
- (viii) Employees affected by serious ailments requiring specialized treatment, as certified by the attending Doctor, will be deployed only at centres where medical facilities for treatment of such ailments are available.
- (ix) Redeployment of physically handicapped/challenged employees shall be in accordance with the extant Government guidelines.
- (x) A workman in the non-subordinate cadre so long as he serves in the deployed center shall draw a lump sum amount of Rs.400/- p.m. (not ranking for any other benefit) besides protection of emoluments drawn on the original center. These shall cease on the employees' repatriation to the original centre.
- (xi) The above lump sum amount is not payable in case of transfers made at the request of the employee.
- (xii) In North-Eastern States, Bank may decide on the level and extent of deployment having regard to its requirements within the above norms.
- (xiii) The above provisions on deployment are without prejudice to the provisions of paragraph 535 and 536 of the Sastry Award relating to transfer of workmen.

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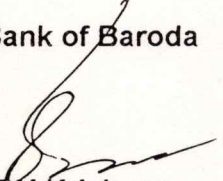


3.0 GENERAL :

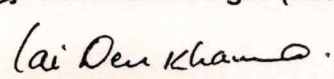
- 3.1 If any doubt or difficulty arises regarding interpretation of any provision of this Settlement, such doubt or difficulty shall be discussed between 'the Bank' and 'the Federation' with a view to resolving it.

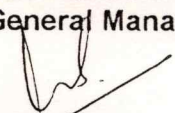
SIGNATURE OF PARTIES

For Bank of Baroda


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

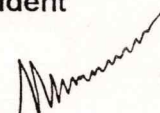
  
Shri P.K. Gupta  
Dy. General Manager (HRM)

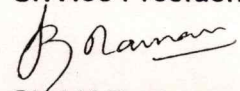
  
Shri J.D. Khanna  
Dy. General Manager (HRM & Admn.)

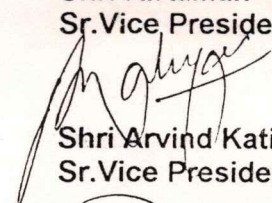
  
Shri K.C. Pati  
Chief Manager (HRM)

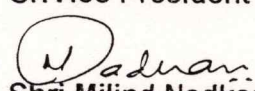
For All India Bank of Baroda  
Employees' Federation

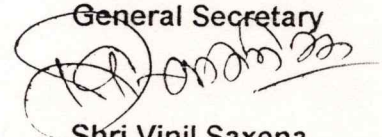
  
Shri A.K. Jain  
President

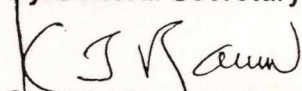
  
Shri S.S. Prasad  
Sr. Vice President

  
Shri K. Raman  
Sr. Vice President

  
Shri Arvind Katiyar  
Sr. Vice President

  
Shri Milind Nadkarni  
General Secretary

  
Shri Vinil Saxena,  
Dy. General Secretary

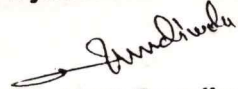
  
Shri K.J. Ramanathan,  
Dy. General Secretary

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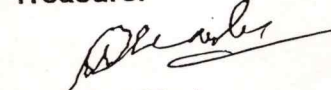




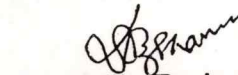
Shri V.P. Mahajan,  
Dy. General Secretary



Shri N.B. Dandiwal,  
Treasurer



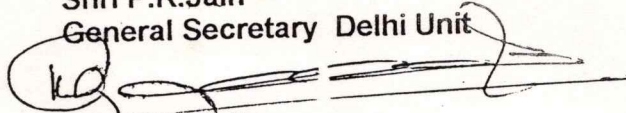
Shri M.J. Shah  
General Secretary, Anand Unit



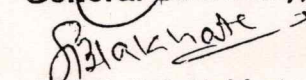
Shri Dilip Brahmabhatt  
General Secretary, Ahmedabad Unit



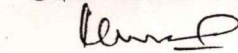
Shri P.K. Jain  
General Secretary, Delhi Unit



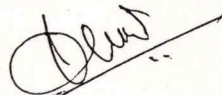
Shri R.G. Naik  
General Secretary, Goa Unit



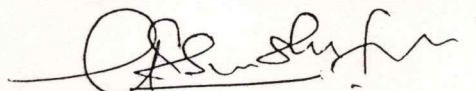
Shri Satish Nakhate  
General Secretary, Mah. & Goa Unit



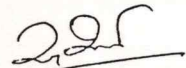
Shri P.G.M. Panicker  
General Secretary, MP & CG Unit



Shri K.J. Thunga  
General Secretary, Karnataka Unit

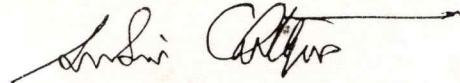


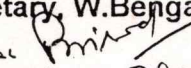
Shri Suresh Pai  
General Secretary, Kerala Unit



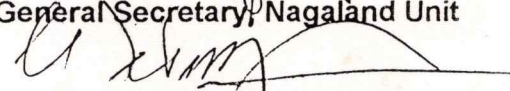
Shri Raj Sharma  
General Secretary, Punjab Unit

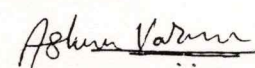
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Shri Subir Chatterjee  
General Secretary, W.Bengal Unit

  
P. L. Dasgual  
General Secretary, Orissa Unit


  
Shri Sudip Sen  
General Secretary, Nagaland Unit

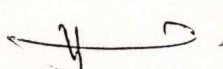
  
Shri George D'souza  
General Secretary, Saurashtra &  
Kutch Region

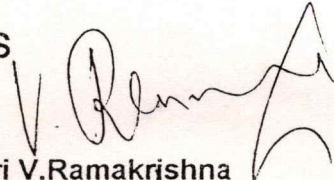
  
Shri Ashok Varma  
Jt. Secretary

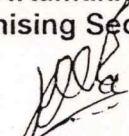
  
Shri K.K. Kotian  
Jt. Secretary

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