

MEMORANDUM OF SETTLEMENT

[Under Sec.2(p) of the Industrial Disputes Act 1947 read with Rule 58(4) of the Industrial Disputes (Central) Rules 1957]

BETWEEN

BANK OF BARODA

AND

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

Central Office, Mumbai

[Sole Collective Bargaining Agent on behalf of Workmen in Bank of Baroda]

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NAMES OF 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 B L Naik
General Manager, Gr. Mumbai Zone

Shri Gurudas Chakrabarthi
General Manager (HRM)

Dr K C Chakraborthy
General Manager (Risk Management)

Shri V G Subramanian
General Manager (I T)

Shri S C Kasliwal
Dy Gen Manager (Eastern UP Zone)

Shri T K Koshnan
Dy Gen Manager (Personnel)

Shri B Kailash Shankar
Chief Manager (Personnel)

AND

All India Bank of Baroda Employees' Federation

Represented by: Shri R C Trivedi
President

Shri S S Prasad
Senior Vice President

Shri M J Shah
Vice President

Shri Vinod Saxena
Vice President

Shri Naresh Chaudha
Vice President

Shri Milind Nadkarni
General Secretary

Shri K I Tanna
Deputy General Secretary

Shri S Srinivasakumar
Deputy General Secretary

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Shri M N Joshi
Deputy General Secretary

Shri R G Raut
Deputy General Secretary

Shri V P Mahajan
Treasurer

Shri N B Dandiwala
Assistant Treasurer

Shri K K Kotian
Joint Secretary

Shri Ashok Varma
Joint Secretary

Shri A K Jain
Joint Secretary

Shri R G Naik
Joint Secretary

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I. SHORT RECITAL:

- 1.1 As a result of the implementation of Bank of Baroda Employees' Voluntary Retirement Scheme 2001 (BOBEVRS-2001), the staff strength of the Bank is being reduced. With a view to ensure smooth functioning of the Bank and to ensure maintenance of customer services, it has become necessary to evolve criteria for Redeployment of Award Staff at different levels.
- 1.2 Therefore, negotiations were held with the recognized All India Bank of Baroda Employees' Federation as required under the Settlement dated 1st September 1973, and the following Settlement has been arrived at.

II. TERMS OF SETTLEMENT:

- 2.1 This Settlement shall be called "Settlement for Criteria for Redeployment of Award Staff- 2001."

- 2.2 This Settlement shall come into force with immediate effect. This will be without prejudice to other existing guidelines of job rotation/placement/transfer of Award Staff employees and filling up vacancies carrying Special Pay arising out of implementation of BOBEVRS 2001.

2.3 Extent & Scope Of Redeployment:

- I. Redeployment of clerical staff will be upto a distance of 100 kms., within the administrative region or State, whichever is geographically smaller in area.
- II. In respect of Regions whose operational area is within one city/metropolitan area, then the redeployment would be either within the administrative region in the city/metropolitan area and/or to the adjoining Regions within the Zone, within the distance criterion of 100 kms. However, in respect of lady employees, the distance criterion would be 25 kms.

2.4 Criteria for identification of Staff for Redeployment:

- Identification of staff for redeployment would be from amongst the junior-most employees in the ascending order of seniority in a particular city/town/place, excluding those who are transferred to a particular city/town/place within the last -3- years. However, in respect of identification of staff drawing Special Pay on regular basis, the same would be on the above basis among employees drawing same category of Special Pay.

25 Period of Redeployment & Retransfer:

The period of redeployment under this Settlement for an employee would generally be for a period not exceeding -3- years and consideration of retransfer to the original city/town/place of posting of these employees, would be done by following the process of redeployment as above, to the extent of number required for retransfer.

26 Providing Housing Accommodation:

Employees, who are deployed at the Bank's instance (other than those identified and posted in Special Pay carrying posts in terms of the existing Settlements) and who are required to reside at the place of posting, due to redeployment, shall be entitled to rent reimbursement against production of rent receipts, upto a maximum of 150% of HRA drawn by him immediately prior to his redeployment, subject to recovery of 2.5% of the first stage of the Scales of Pay as provided under the Bipartite Settlement. This facility will cease on re-transfer to their original places of posting and change of posting arising out of request transfer.

27 Exemption:

Following categories of employees would be exempted from the purview of redeployment under this Settlement:

- I. Widows
- II. Women-employees, who are 45 years of age or more.
- III. Male employees who are 52 years of age or more.
- IV. Physically handicapped employees as per Government guidelines

However, this exemption will not be applicable for redeployment within the city/metropolitan/town/place.

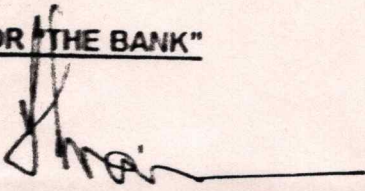
III. If any doubt regarding interpretation or any difficulty in implementation of any provision of this Settlement arises, such doubt or difficulty shall be discussed between the Bank and the Federation with a view to resolving it.

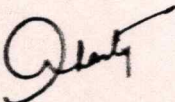
IV. a) IT WAS MUTUALLY AGREED by the Bank and the Federation for introduction of Officiating Allowance to Clerical Staff under Clause 9.11(a) of Bipartite Settlement dated 19.10.1966 as amended from time to time.

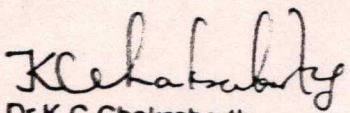
b) IT WAS ALSO MUTUALLY AGREED that before effecting redeployment, the Bank would invite applications from willing employees for filling up the vacancies arising out of Voluntary Retirement, and after considering such requests, along with pending Inter-zonal Transfer requests, redeployment under this Settlement would be made.

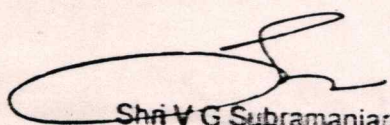
SIGNATURE OF THE PARTIES:

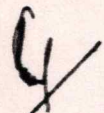
FOR THE BANK

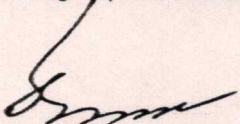

Shri B L Naik
General Manager, Gr. Mumbai Zone



Shri Gurudas Chakrabarth
General Manager (HRM)


Dr K C Chakraborty
General Manager (Risk Management)

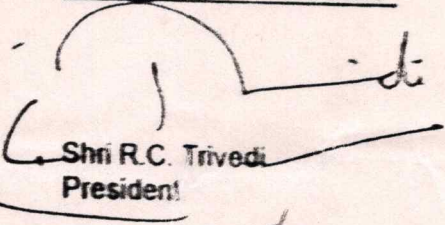

Shri V G Subramanian
General Manager (I.T.)



Shri S C Kasliwal
Dy Gen Manager (Eastern UP Zone)

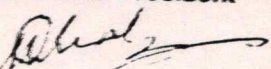

Shri T K Krishnan
Dy Gen Manager (Personnel)

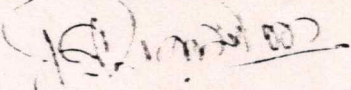

Shri B Kailash Shankar
Chief Manager (Personnel)

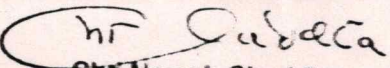
FOR "THE FEDERATION"

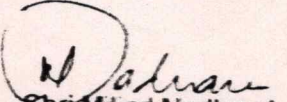

Shri R.C. Trivedi
President

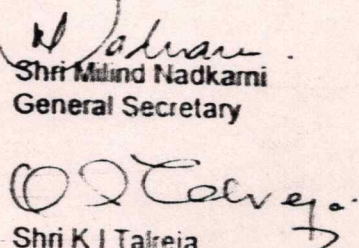

Shri S S Prasad
Senior Vice President

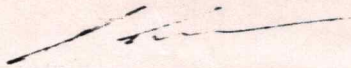

Shri M J Shah
Vice President

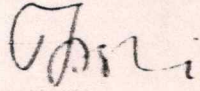

Shri Vinil Saxena
Vice President


Shri Naresh Chaddha
Vice President


Shri Milind Nadkarni
General Secretary

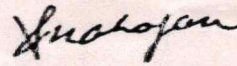

Shri K I Talreja
Deputy General Secretary


Shri S Srinivasakumar
Deputy General Secretary

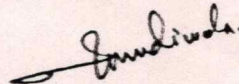

Shri M N Joshi
Deputy General Secretary



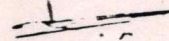
Shri R G Raut
Deputy General Secretary



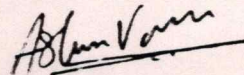
Shri V P Mahajan
Treasurer



Shri N B Dandiwalla
Assistant Treasurer



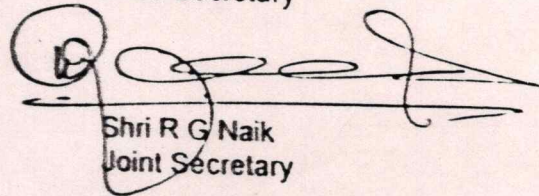
Shri K K Kotian
Joint Secretary



Shri Ashok Varma
Joint Secretary

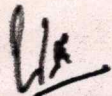


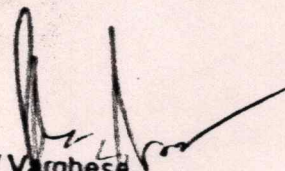
Shri A K Jain
Joint Secretary

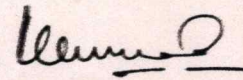


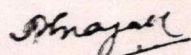
Shri R G Naik
Joint Secretary

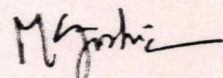
SIGNATURES OF THE WITNESSES:

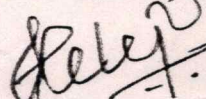

Shri K C Pathi
Senior Manager (Personnel)
Central Office
Mumbai

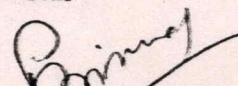

Shri P V Varghese
Senior Manager (Personnel)
Central Office
Mumbai


Shri P G M Panicker
General Secretary
M.P. Unit


Shri N P Nayak
General Secretary
Ahmedabad Unit


Shri M M K Joshi
General Secretary
Punjab & Chandigarh Unit


Shri John Peter P.
Vice President
TN-II Unit


Shri P L Biswal
General Secretary
Orissa Unit

DATED THIS 18TH DAY OF MARCH 2001 AT CENTRAL OFFICE, MUMBAI

- Cc to: 1. The Assistant Labour Commissioner (Central), Mumbai
2. The Regional Labour Commissioner (Central), Mumbai
3. The Chief Labour Commissioner (Central), New Delhi
4. The Secretary to the Government of India, Ministry of Labour, New Delhi