

BCC:BR:115/81

9th February 2023

CIRCULAR TO ALL BRANCHES / OFFICES IN INDIA.

Issued by HRM Dept, BCC, Mumbai

Madam/ Dear Sir,

Re: <u>Settlement on Elevation of Permanent 'Part-time Sweepers' & Permanent 'Part-Time Sweeper-cum-Peons' on 3/4th scale wages into 'Full Time Sweeper-cum-Peons' dated 8.2.2023.</u>

We are pleased to inform that the Settlement on Elevation of Permanent 'Part-time Sweepers' & Permanent 'Part-Time Sweeper-cum-Peons' on 3/4th scale wages into 'Full Time Sweeper-cum-Peons' has been signed between the Bank and All India Bank of Baroda Employees' Coordination Committee (recognized workmen union) on 8th February 2023.

In arriving at the above mentioned Settlement, negotiations were held with the recognized Union viz. All India Bank of Baroda Employees' Coordination Committee, and consultations were held with All India Bank of Baroda Employees' Federation, as required under Settlement dated 11th November 2021.

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

Yours faithfully,

(PRAKASH VIR RATHI)
CHIEF GENERAL MANAGER (HRM)

Encl: a.a.

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MEMORANDUM OF SETTLEMENT

(Under Section 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' COORDINATION COMMITTEE

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

on

SETTLEMENT ON ELEVATION OF PERMANENT 'PART-TIME SWEEPERS' & PERMANENT 'PART-TIME SWEEPER-CUM-PEONS' ON 3/4TH SCALE WAGES INTO FULL-TIME SWEEPER-CUM-PEONS DATED 08.02.2023.

Bank of Baroda
Baroda Corporate Centre
C-26, G- Block,
Bandra-Kurla Complex,
Bandra (East)
Mumbai 400 051

Settlement on Elevation of Peonanent 'Rart-Time Sweeper dum-Peons' into Full-Time Sweeper-cumPeons dated 8.2.2023.

NAME OF THE PARTIES.

Bank of Baroda -

having its Registered Office at Mandvi, Baroda being a Corporation constituted

under the Banking Companies (Acquisition and Transfer of Undertakings) Act,

1970.

Represented by

Mr. Prakash Vir Rathi

Chief General Manager (HRM)

Mrs. Swapna Bandopadhaya General Manager (HRM)

Mr. Prateek Agnihotri Head (HR Operations)

Mr. Shashi Bhushan Kumar Dy. General Manager (HRM)

&

All India Bank of Baroda Employees' Coordination Committee.

Represented by

Mr. C S Dahiya

President

Mr. Janak Rawal

Secretary

Mr. G N Lal Secretary

Mr. S P Sharma

Central Committee Member

Mr. S D Srinivasan

Central Committee Member

Mr. Rajneesh Gupta Joint Secretary

Settlement on Elevation of Permanent 'Port-Time Sweepers' / Permanent 'Part-Time Sweeper-cum-Peons' into Full-Time Sweeper-cum-Peons dated 8.2.2023.

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1.0 SHORT RECITAL.

- 1.1 WHEREAS the Bank vide Settlement dated 31.12.2013 elevated all the existing Permanent 'Part-Time Sweepers' (PTS) into 'Full-Time Sweeper-cum-Peons' & Permanent 'Part-Time Peons' into 'Full-time Peons' in Bank of Baroda.
- WHEREAS, the position of Permanent 'Part-Time Sweepers' and Permanent 'Part-Time 1.2 Sweeper-cum-Peons' on scale wages of 1/3^{rd,} 1/2 & 3/4th existed in erstwhile Vijaya Bank and erstwhile Dena Bank at the time of amalgamation with Bank of Baroda w.e.f. 1.4.2019.
- 1.3 The issue was discussed threadbare, between the All India Bank of Baroda Employees' Coordination Committee (hereinafter referred to as 'the Coordination Committee') and the Management of Bank of Baroda (hereinafter referred to as 'the Bank') and to begin with, it has been decided to elevate the existing Permanent 'Part-Time Sweepers' & Permanent 'Part-Time Sweeper-cum-Peons' working on 3/4th scale wages into 'Full-Time Sweeper-cum-Peons' for meeting the requirements of the Bank and the aspirations of these Permanent Part-Time Subordinate Staff.

Now, it is hereby agreed and decided by and between the parties hereto as under:

2.0 TERMS OF SETTLEMENT:

- 2.1 This Settlement shall be called 'Settlement on Elevation of Permanent 'Part-time Sweepers' & Permanent 'Part-Time Sweeper-cum-Peons' on 3/4th scale wages into 'Full Time Sweepercum-Peons' and shall be applicable to all branches/ offices of the Bank in India and shall come into force with effect from the date of this settlement, subject to the terms and conditions mentioned hereunder.
- 2.2 Based on the effective utilization of the elevated part-time subordinate staff, the Bank shall explore the possibility of elevating the remaining Permanent 'Part-time Sweepers' & Permanent 'Part-time Sweeper-cum-Peons' on 1/2 and 1/3rd scales wages into 'Full-Time Sweeper-cum-Peons' in a phased manner.

3.0 **ELIGIBILITY:**

- 3.1 All Permanent 'Part-time Sweepers' and Permanent 'Part-Time Sweeper-cum-Peons' on 3/4th scale wages posted at any Branch/ Office of the Bank in India shall be eligible for elevation as 'Full-Time Sweeper-cum-Peon' on full scale/ wages. The above elevation will be effected from the date of this settlement.
- 3.2 All the Permanent 'Part-Time Sweepers' & Permanent 'Part-Time Sweeper-cum-Peons' on 3/4th scale wages so elevated as Full-Time Sweeper-cum-Peons will not only continue to perform the duties of Sweepers as hitherto but will also perform the duties of Peon, i.e. he/she will be required to perform duties of both Sweeper and/ or Peon, for full day as assigned by the Bank.

3.3 No Part-time Sweeper/ Part-time Peon, will be further recruited in branches/ offices of the Bank.

ttlement on Elevation of Permanen Peons dated 8.2.2023.

- 3.4 By virtue of this Settlement (clause 3.3 above), the existing notional norms pertaining to floor/carpet area of the Branch/Office for the purpose of requirement of Part time employees will also cease to exist.
- 3.5 It is also agreed that all existing Permanent Full-time Sweepers shall be given the option to be re-designated as Full-time Sweeper-cum-Peon and shall continue to perform the duties of Sweepers as hitherto but will also perform the duties of Peon i.e. he/she will be required to perform duties of both Sweeper and peon as assigned by the Bank. The option once exercised will be irrevocable and to be exercised within one month from the date of such offer.

4.0 **DEPLOYMENT ON ELEVATION:**

- 4.1 The deployment on elevation shall be carried out as per requirement of the Bank and in such a manner that there is minimum discomfort to the staff members.
- The elevated Full-time Sweeper-cum-Peons will be deployed at branches/ offices within the 4.2 same city/ district/ region as per requirement of the Bank.
- Where in a branch, on elevation there is more than one Full-Time Sweeper-cum-Peon/ Full-4.3 time Peon, the junior most elevated Full-Time Sweeper-cum-Peon, shall be deployed as per requirement of the Bank as per seniority defined under 6.0 hereunder.
- The following categories of elevated Full-Time Sweeper-cum-Peon shall be exempted from 4.4 deployment on elevation, if the vacancy of Full-Time Sweeper-cum Peon is available thereat:
 - a) Widows;
 - b) Physically handicapped employees as per government guidelines;
 - c) Women employees who are 52 years of age;
 - d) Provided there is no other sweeper/ peon in that branch

5.0 **FITMENT OF SALARY ON ELEVATION:**

5.1 Fitment to the elevated Full-Time Sweeper-cum-Peon shall be undertaken as per paragraph 18(3) of Bipartite Settlement dated 10.04.1989 pertaining to fitment as under:

"For fitment of Part-Time employees consequent on their appointment on Full-Time basis the pro-rata increments earned by them in the course of their Part- time service shall be converted (notionally and only for the purposes of fitment) into full increments and their salary fitted from the date of their appointment as Full Time employees after taking into account such notionally added increments, the fraction of an increment, if any, being granted to them by advancing the date of their next increment suitably. The advanced date of increment will, in such cases, become the date of their annual increment in future years."

6.0 **SENIORITY ON ELEVATION:**

6.1 As all 3/4th Part-time Sweepers/ Sweeper-cum-Peons shall be elevated to Full-time Sweepercum-Peons w.e.f. the date of this settlement, their inter-se seniority shall be based on their date of appointment in Bank's service.

№ 6.2 In case, the date of appointment of Part time Sweeper/ Part-Time Sweeper-cum-Peon in the Bank's service, elevated under this settlement is the same, their inter se seniority after elevation shall be based on their date of birth, the one whose date of birth falls earlier would be considered first

Time Sweepers' / Permanent 'Part-Time Sv eper-cum-Peons into Full-Time Sweeper-cum-

6.3 The seniority of Part-time Sweepers/ Part-time Sweeper-cum-Peons re-designated as Full-time Sweeper-cum-Peon under this settlement for the purpose of assignment of duties attracting special pay shall be reckoned from their date of re-designation as Full-time Sweeper-cum-Peon.

7.0 ASSIGNMENT OF SPECIAL PAY DUTIES:

- 7.1 For the purpose of assignment of Special Pay duties, the guidelines of 'Settlement for modifying criteria for Selection of posts carrying Special Allowance 2001' dated 18.03.2001 shall be followed.
- 7.2 Where in a branch there is only one elevated Full-Time Sweeper-cum-Peon and he/she performs the duties of both Sweeper and peon, besides any other special pay carrying post, he/she would be eligible for payment of said special pay, in case the assignment is made in accordance with the provisions of the said Settlement.

8.0 <u>INTERPRETATION:</u>

- 8.1 If any doubt or difficulty arises regarding interpretation/ clarification of any of the provisions of this settlement, such doubt or difficulty shall be mutually discussed between the Bank and the recognized union, before communication of the same.
- This settlement shall supersede all previous settlements on elevation of part-time subordinate staff to Full-time Subordinate Staff, signed by the Bank.

SIGNATURE OF THE PARTIES.

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For Bank of Baroda.

(Prakash Vir Rathi)

Chief General Manager (HRM)

(Swapna Banddpadhaya)

General Manager (HRM)

(Prateel Agnihotri) Head HR Operations

(Shashi Bhushan Kumar) Dy. General Manager (HRM)

(Swaphil Srivastava) Asst. General Manager (HRM) For All India Bank of Baroda Employees' Coordination Committee.

(C S Dahiya)

President

(Janak Rawal)

Secretary

(G N Lal)

Secretary

(S P Sharma)
Central Committee

Central Committee

(S D Srinivasan) Central Committee

Settlement on Elevation of Permanent 'Part-Time Sweepers' / Permanent 'Part-Time Sweeper-cum-Peons' into Full-Time Sweeper-cum-Peons dated 8.2.2023.

For Bank of Baroda. For All India Bank of Baroda Employees' Coordination Committee. (Rajneesh Gupta) Joint Secretary (K C Kemkar) Joint Secretary (R K Thakur) Treasurer (L K Cupta) Joint Secretary (P Ajaykumar) Asst. Secretary (Indranil Mitra) Asst. Secretary mon! (Vasant Barot) Vice President (Bankim Desai) Central Committee (Prahalad Patil) Central Committee (Rajmal Nagar) Central Committee roubor (S M Bawangade) Vice President Ima Sweepers'/Permi Settlement on Elevation of Permanent 'Part-Time Sweepers' / Permanent 'Part-Time Sweeper-cum-Peons' into Full-Time Sweeper-cum-Peops dated 8.2.2023.

For Bank of Baroda.

For All India Bank of Baroda Employees' Coordination Committee.

(PP Singh)

Central Committee

(Vindhyachalsingh) Central Committee

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(Amitav Ghosh) Central Committee

(Srikumar Nair) Central Committee

Witnesses

For Bank of Baroda.

(Leena John)

Chief Manager (HRM)

(Ashish Shegokar) Chief Manager (HRM) For All India Bank of Baroda Employees' Coordination Committee.

(Bijay Kumar Nayak) Central Committee

(Mallesha M C) Central Committee

Dated, this 8th of February, 2023 at Bank of Baroda, Baroda Sun Tower, Mumbai.

c.c.: The Secretary, Govt. of India, Ministry of Labour, New Delhi.

c.c.: The Chief Labour Commissioner (Central), New Delhi.
c.c.: The Dy. Chief Labour Commissioner (Central), Mumbai.

c.c.: The Regional Labour Commissioner (Central), Mumbai.

Settlement on Elevation of Permanent 'Part-Time Sweepers' / Permanent Part-Time Sweeper-cum-Peons' in the Full-Time Sweeper-cum-Peons date (5.2.21/23.