

**FORM H**  
**(Under Rule 58 of the Industrial Disputes (Central) Rules 1957)**

MEMORANDUM OF SETTLEMENT ARRIVED DURING THE CONCILIATION PROCEEDINGS UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT 1947 BETWEEN THE MANAGEMENT OF BANK OF BARODA, BARODA GUJARAT GRAMIN BANK, BARODA RAJASTHAN KSHETRIYA GRAMIN BANK, , AJMER& BARODA UP BANK, GORAKHPUR AND THEIR WORKMEN REPRESENTED BYTHE JOINT FORUM OF BOB SPONSORED REGIONAL RURAL BANKS UNIONS (ii) BARODA GUJARAT GRAMIN BANK OFFICERS' CONGRESS, BARODA GUJARAT GRAMIN BANKE MPLOYEES' CONGRESS (iii) JOINT FORUM OF BARODA RAJASTHAN KSHETRIYA GRAMIN BANK UNIONS (iv) JOINT FORUMOF BARODA U.P. BANK UNIONS OVER THE CHARTER OF DEMANDS FOR PROMOTION AND RECRUITMENT IN REGIONAL RURAL BANKS BEFORE DR R. G. MEENA, DY. CHIEF LABOUR COMMISSIONER(CENTRAL) & CONCILIATION OFFICER, NEW DELHI ON 18.07.2024.

**On behalf of Management :-**

1. Shri Vimal Chand Jain, General Manager, Baroda Rajasthan Kshetriya Gramin Bank
2. Shri P.P.L. Achari Balaga, Chief Manager, Bank of Baroda, HO Baroda

**On behalf of UNIONS/FEDERATION**

1. Shri Banwari Lal Meena, President, Joint Forum of Bank of Baroda Sponsored RRBsUnions
2. Shiv Karan Dwivedi, Convenor, -do-
3. Shri Sudhir Pandey, President, Joint Forum of Baroda U.P. Bank Unions
4. Shri Santosh Tiwari, Dy. Chairman, -do-
5. Shri Ram Krishan Pandey, General Secretary Baroda U.P. Bank Employees Union
6. Shri Amrish Rai, General Secretary, Baroda UP Bank Workers Organisation
7. Shri Ram Niwas Dhaka, President, Joint Forum of Baroda Rajasthan Kshetriya Gramin Bank Unions
8. Shri Kubair Singh Meena, President, Baroda Rajasthan Kshetriya Gramin Bank Adhikari Sangh
9. Shri S.K. Mahich, Organised Secretary, -do-
10. Shri Sumit Meena, Executive Member-do-
11. Shri Bhawar Lal Karwasra, Advisor, -do-
12. Shri Anil Kumar Saini, Publicity Secretary, -do-
13. Shri Shiv Kesh Meena, Executive Member, -do-
14. Shri Dharmvir Ghintala, Treasurer, Baroda Rajasthan Kshetriya Gramin Bank Adhikari Sangh
15. Shri Pankaj Khedar, Regional Secretary, of Baroda Rajasthan Kshetriya Gramin Bank Adhikari Sangh
16. Shri Satyan Kumar Arya, Zonal Secretary, Baroda Gujarat Gramin Bank Officers Congress
17. Shri Somdutt Sharma, Executive Member, Baroda Rajasthan Kshetriya Gramin Bank Employees Union

Handwritten signatures and stamps are present at the bottom of the document. The signatures are in blue ink and include names like 'Banwari Lal Meena', 'Shiv Karan Dwivedi', 'Sudhir Pandey', 'Santosh Tiwari', 'Ram Krishan Pandey', 'Amrish Rai', 'Ram Niwas Dhaka', 'Kubair Singh Meena', 'S.K. Mahich', 'Sumit Meena', 'Bhawar Lal Karwasra', 'Anil Kumar Saini', 'Shiv Kesh Meena', 'Dharmvir Ghintala', 'Pankaj Khedar', 'Satyan Kumar Arya', and 'Somdutt Sharma'. There is also a stamp of the Dy. Chief Labour Commissioner (Central) with the number 1817124 and the text '18/7/24'.

डॉ० आर० जी० मीणा  
Dr. R. G. MEENA  
उप मुख्य श्रमायुक्त (के०)  
Dy. Chief Labour Commissioner (C)  
भारत सरकार / Govt. of India  
श्रम एवं रोजगार मंत्रालय  
Ministry of Labour & Employment  
नई दिल्ली / New Delhi

that settles

Sort Recital of the Case

The Joint Forum of Bank of Baroda Sponsored RRBs Unions (i)Baroda Gujarat Gramin Bank Officers' Congress/Baroda Gujarat Gramin Bank Employees' Congress (ii)Joint Forum of Baroda Rajasthan Kshetriya Gramin Bank Unions (iii) Joint Forum of Baroda U.P. Bank Unions served Strike notices addressed to the Dy. CLC(C), New Delhi, the Chairman, Baroda Gujarat Gramin Bank, Baroda, the Chairman, Baroda Rajasthan Kshetriya Gramin Bank Ajmer & the Chairman, Baroda UP Bank, Gorakhpur respectively for indefinite strike commencing from 25th June 2024 demanding that large number of posts in the cadre of officers and other category of employees are lying vacant and the eligible officers and employees are available but promotion are not given and demanded that the eligible officers and employees should be given promotion immediately and large number of posts of officers and employees are vacant and demanded that vacant posts should be filled up immediately.

The dispute was seized into conciliation and notice was issued to Managing Director & CEO, Bank of Baroda, the Chairman, Baroda Gujarat Gramin Bank, the Chairman, Baroda Rajasthan Kshetriya Gramin Bank & the Chairman, Baroda UP Bank Gorakhpur as well the Unions vide letter dated 18.06.2024 through email fixing conciliation proceedings on 24.06.2024.

On 24.06.2024 all the parties were present and held conciliation proceedings.

After detailed discussion, deliberation and on appeal and great persuasion of Conciliation Officer & Dy. Chief Labour Commissioner(C), New Delhi the representatives of the Union/federations agreed to defer proposed strike on 25th June, 2024 pending conciliation. Thereafter, conciliation proceedings were held on 18.07.2024

The representative of management submitted that the demands of the Joint Forum of Bank of Baroda Sponsored RRBs Unions and Associations were examined and taken up with the Baroda UP Bank, Baroda Rajasthan Kshetriya Gramin Bank and Baroda Gujarat Gramin Bank's Head Offices.

After detailed, protracted, threadbare discussions and on persuasion by the Conciliation Officer & Dy. Chief Labour Commissioner (Central), New Delhi both parties agreed to resolve the dispute amicably on the following terms of settlement.

TERMS OF SETTLEMENT

1. It is agreed that the Baroda UP Bank has submitted 1000 vacancies, Baroda Rajasthan Kshetriya Gramin Bank has submitted 515 vacancies and Baroda Gujarat Gramin Bank has submitted 425 vacancies to the Institute Banking Personnel Selection (IBPS), Mumbai for recruitment.
2. It is agreed that the vacant posts of officers and employees in various cadres through promotion process has been initiated as such Baroda UP Bank promotion of 828 posts in officers and employees in various cadres, Baroda Rajasthan Kshetriya Gramin Bank 685 posts in officers and employees in various cadres and Baroda Gujarat Gramin Bank 346 posts in officers and employees in various cadres.

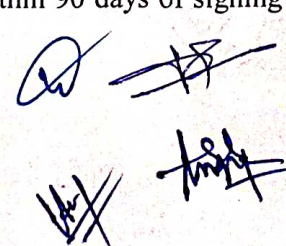
The representative of Unions submitted that in view of above the dispute is resolved and settled.

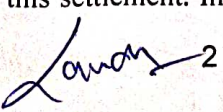
Both the parties agreed to submit implementation report to the Dy. Chief Labour Commissioner (C), New Delhi & Conciliation Officer under Industrial Disputes Act, 1947 within 90 days of signing this settlement. In case, no report is received, it will be presumed

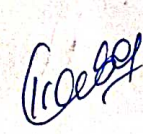


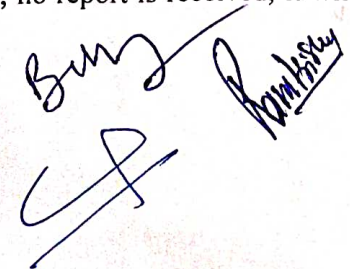
डॉ० आर० जी० मीणा  
Dr. R. G. MEENA  
उप मुख्य अग्राधिकारी (केंद्र)  
Dy. Chief Labour Commissioner  
भारत सरकार / Govt. of India  
श्रम एवं रोजगार मंत्रालय  
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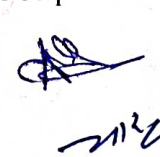












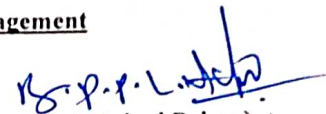


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On behalf of the Management

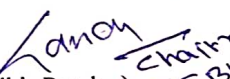
  
(Vimal Chand Jain)


  
(P.P.L. Achari Balaga)

On behalf of the Unions/Federation

  
(Banwari Lal)

  
(Shiv Karan Dwivedi)

  
(Sudhir Pandey) *Chairman IFBUPBU*

  
(Santosh Tiwari)

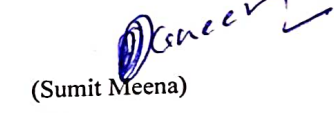
  
(Ram Krishan Pandey)

  
(Amrish Rai)

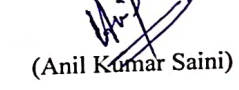
  
(Ram Niwas Dhaka)

  
(Kubair Singh Meena)

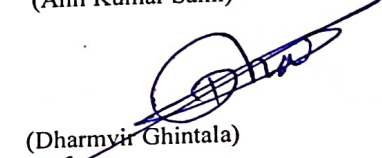
  
(S.K. Mahich)

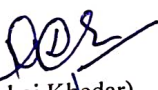
  
(Sumit Meena)

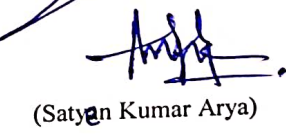
  
(Bhawar Lal Karwasra)

  
(Anil Kumar Saini)

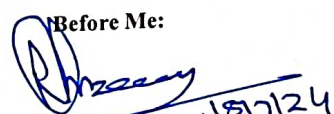
  
(Shiv Kesh Meena)

  
(Dharmvir Ghintala)

  
(Pankaj Khedar)

  
(Satyan Kumar Arya)

  
(Sandeep Sharma)

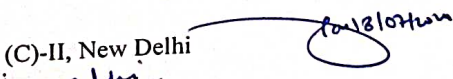
Before Me:  
  
(Dr R G Meena) 18/7/24

डॉ० आर० जी० मीणा  
Dr. R. G. MEENA  
उप मुख्य अमायुक्त (के०)  
Dy. Chief Labour Commissioner (C)  
भारत सरकार / Govt. of India  
श्रम एवं रोजगार मंत्रालय  
Ministry of Labour & Employment  
नई दिल्ली / New Delhi

Dy. Chief Labour Commissioner (Central), New Delhi &  
Conciliation Officer Under Industrial Disputes Act 1947

Place : New Delhi  
Date : 18.07.2024

- Witness:
1. Om Prakash Sain, Assistant Labour Commissioner (C)-II, New Delhi
  2. Nidhi Kaushik, LDC, O/o Dy. CLC(C), New Delhi

  
3. Nidhi Kaushik  
18/7/24

Government of India  
Ministry of Labour and Employment  
O/o Dy. CLC(C), New Delhi

No ND.7(05)2024-DYC

Dated 18.07.2024

Proceedings:-

Present:-

Representatives of Association/Federations and representatives of management are present as per attendance sheet.

Adjourned conciliation proceedings held today.

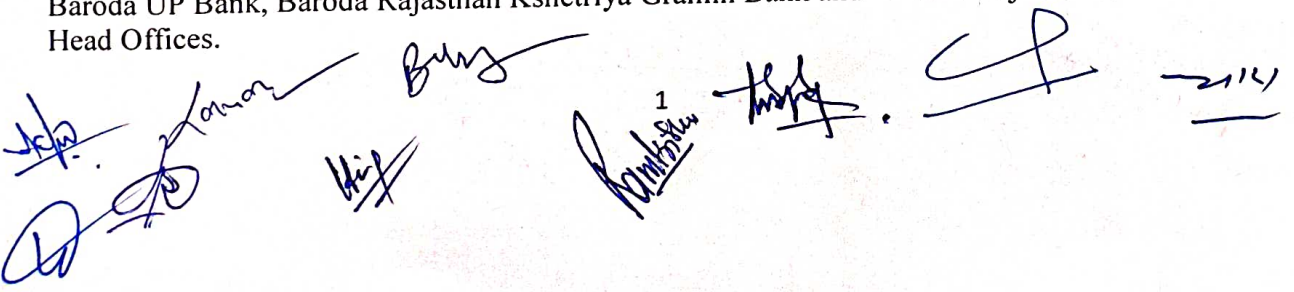
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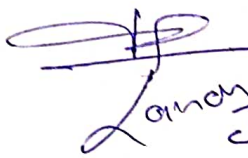

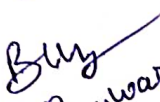


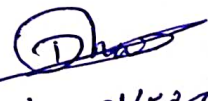

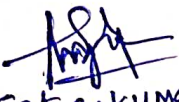

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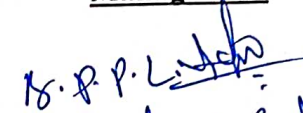




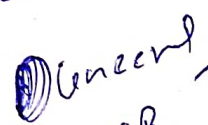



After detailed, protracted, threadbare discussions and on persuasion by Conciliation Officer & the Dy. Chief Labour Commissioner (Central), New Delhi the dispute is resolved and settled as per the terms of Memorandum of Settlement. The management has submitted that the vacancies of substaff will be reviewed.


Union/federations

Management

  
 Lancy  
 Chairman  
 JFBUPBU  
  
  
 Deputy Chairman  
 JFBUPBU  
  
  
 Biju  
 (Banwari Lal)  
  
  
 BUBUO (G.S.)  
 अस्थापक अध्यक्ष  
 आर.के.एस. मंच  
 आर.के.एस. मंच  
  
  
 G.S.  
 अस्थापक अध्यक्ष  
 आर.के.एस. मंच  
  
  
 Dharmveer  
 Gintals  
 BRKGB  
  
  
 PANKAJ KHEGAR  
 (BRKGB A.K. SANGH)  
  
  
 Satyan Kumar  
 Anya  
 (BGGBOC)  
  
  
 B-L  
 Kanyas  
 AIRRBEA

  
 P.P.L. Achari  
 (P.P.L. Achari Balaga)  
 Chief Manager - HRM  
 BOB  
  
  
 (V.C. Jain)  
 BRKGB, BUPB  
 BGGB  
  


  
 Concept  
 BRKGB  
  
  
 B.R.K.U.B.  
  
  
 BRKGB  
 AIRRBEA  
  
  
 BRKGBOA  
 President

  
 (Dr. R.G. Meena)  
 Conciliation officer under ID Act and  
 Dy. CLC(C), New Delhi

डॉ० आर० जी० मीणा  
 Dr. R. G. MEENA  
 उप मुख्य श्रमायुक्त (के०)  
 Dy. Chief Labour Commissioner (C)  
 भारत सरकार / Govt. of India  
 श्रम एवं रोजगार मंत्रालय  
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