



**15th September 2005 - Circular No. 2/2005
For Internal Circulation among members**

Dear Sisters & Brothers,

MEETING WITH DATO' NAZIR RAZAK ON JUNE 2005

All the unions in the Bank were called for a briefing by Dato' Nazir Razak. He mentioned on two pertaining point which are integrity and high performance work culture.

BONUS RESTORED BACK TO OUR OFFICER FOR 2005

Certain special assigned staff, which did not complete their PMS, bonuses were eventually paid on July 2005.

PROPORTIANATE BONUS FOR CLO ASSIGNED TO CAD EPIC-I

The union expressed that this criteria of job nature should be considered, on payment of proportionate bonus. The bank agreed to pay Credit Loan officers on July 2005 Salary.

FLAWS ON REDRESSAL PROCESS 2004

In 2003, there were no cases referred to Moderation Committee. Finally, the union managed to referred one case to the Moderation Committee although PMS HR Specialist had shot down this case.

NEW COLLECTIVE AGREEMENT

The Union has submitted the Collective Agreement for 2006 – 2008 to the management. The union is fully aware of the Guideline on the Productivity Linked Wage System (PLWS) and the MTUC – Wage Reform. With this in mind the Union had proposed certain clauses to incorporate them. We will be going into negotiation with Bank soon.

**INTRODUCTION MEETING WITH PUAN HAMIDAH –
CORPORATE RESOURCES**

Head, Corporate Resources on July 2005, called all the BCB BANK unions for an introduction.

PERFORMANCE IMPROVEMENT PLAN(PIP).

HR conveyed another session on Performance Improvement Plan to the Union on 10th August 2005. Thereafter the union presented issues regarding the core implementation. The initial number of 600 employees was reduced to less than 270 with our strong objection on the method used.

BGM- EXCO 2005

The new line up of EXCO for period 2006-2007 are:

President	- Sabri Bakee
Vice President	- Sivanesank
Secretary	- Ng Peng Ho
Asst Secretary	- Balbeer
Treasurer	- Sanmukam

Exco Members	- 1. Sivanaswaran
	- 2. Thiyagarajah
	- 3. Shahrim Sidek
	- 4. Balasubramaniam
	- 1. M. Sinniah

The following important resolution were made and adopted during the BGM:

1. Members subscription fees to be increased from RM10 to RM15, effective Jan 2006.
2. A one-time payment of RM50 will be paid by members to the Union upon the successful completion of the new CA 2006-2008. The date of payment will be upon coming into force of the new CA.

UNITED WE STAND