



All India Oriental Bank Employees' Federation
All India Oriental Bank Officers' Association
(Affiliated to AIBEA & AIOBOA)
C/o, Oriental Bank of Commerce
Corporate Office, Gurgaon

14th February, 2017

The CEO & Managing Director,
Oriental Bank of Commerce,
Corporate Office,
Gurgaon.

Dear Sir,

Re: Growing Discontents amongst the Employees and Present Financial Position of Our Bank.

The Joint Core Committee of Employees Federation and Officers Association discussed the management attitude towards employees and prevailing financial position of the bank on 13th February 2017. The financial growth of the bank is not encouraging to the employees. The dictatorial orders without involvement of the employees are the cause for alarming NPAs, dismal growth in business of the bank and over all fiasco of mutual understanding. The ostrich like attitude in staff matters, dictatorial approach towards employees, inordinate delay in implementing the long understanding and settlements is leading to unrest amongst the workforce. The assurances of timely compliance are bypassed in HR matters. Many issues of the employees concern are remained unresolved. The Board approved Minutes dated 6th June 2016 of the meeting with the Federation & Association is conveniently ignored highhandedly. The intimacy of the employees towards institution is at lowest ebb. It appears that management is bent on to treat the employees as slaves and curb their existing legitimate benefits by ignoring the existence of Employees Federation and Officers Association.

The following issues required immediate solution for healthy and congenial atmosphere to further foster the growth of the bank and create atmosphere of confidence amongst the employees and management.

1. Violation / Non implementation of long understanding and settlements with the Federation and Officers Association.
2. Immediate adequate recruitment in all cadres at all level in the Bank and equal pay to all the casual employees in the bank.
3. To remove the difficulties arise out of implementation of New Administrative System 'Udbhav', Vertical and Classic.
4. Legitimate Compensation to Employees and Officers for extra hours of work performed on demonetization work.

We hope it will be appropriate to have open talks for resolving the issues in the interest of harmonious industrial relation in the bank.

Your early response is solicited to enhance the mutual faith.

Yours faithfully,

(Shankar Devdare)
General Secretary, AIOBEF

(S. S. Shishodia)
General Secretary, AIOBOA