



**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

30<sup>th</sup> March, 2017

**The Managing Director &  
Chief Executive Officer,  
Oriental Bank of Commerce,  
Corporate Office,  
Gurgaon.**

Dear Sir,

**Reg.: Dharna Programme before Corporate Office, Gurgaon on 29<sup>th</sup> March 2017.**

Vide our letter dated 26<sup>th</sup> March 2017 in response to your letter dated 27.03.2017, we had requested to call both the organizations jointly for discussion on the issues of common concern particularly to discuss the ill effect of the recently implemented new administrative system 'Udbhav' and to find out reasons for dismal real growth of business in the bank. The management had out rightly rejected the joint appeal without assigning any reason. We failed to understand the reason of your decision.

Since there was straight refusal, both the organizations were left with no other alternative but to stage peaceful 'Dharna' to pursue our just demand as per our trade union line. Despite written assurance of peaceful 'Dharna', we shocked to observe the presence of heavy Police Force and Commandos within the premises of Corporate Office. We have been emphasizing in our correspondence and during our meetings with our members that the maintenance of harmonious and cordial industrial relations is a must for the growth of the bank. We have always been positive and had taken all the pains to maintain these cordial relations. The presence of Police, Commandos and out rightly rejecting the request of joint meeting without any reason, we feel that it displayed the authoritative and dictatorial attitude of the management. It appears that the management is losing the faith on the employees. We want to bring to your notice that never in the history of the bank the bank administration, had called any Police during the employees' agitation. Let us remind to you that we have given blood and toiled hard for the development of the bank and both the organization have never supported riots and corruption in the bank.

We are of the firm opinion that the present chaos, confusion and misunderstanding amongst the employees is due to dictatorial attitude and mistrust of management on the employees. Unless and until the root cause of the present situation and bank's position is discussed, the present strained situation can't be normal. The problems faced by the employees and shortcomings of the new administrative system are required thread-bread discussion to arrive amicable solution. Let us remind that within no time the situation will further deteriorate if the management continues with its rigid attitude. We again call upon you to give an open mind to resolve the present core issues raised by both the organization before the situation goes from bad to worse. Let us avoid egoistic, dictatorial attitude and show of strength & power measures. We jointly appeal to find out an amicable solution to the mounting problems by calling both the organization jointly for discussion.

Let us clear to you that both the organizations are confident to discuss their individual issues with you in due course. Hope you shall respond positively.

Yours faithfully,

(Shankar Devdare)  
General Secretary, AIOBEF

(S. S. Shishodia)  
General Secretary, AIOBOA