



All India Oriental Bank Officers' Association

(Affiliated to AIBOA)

C/o, Oriental Bank of Commerce
Corporate Office, Gurgaon

Registered/Speed Post/By Hand Delivery

Dated: 01.04.2017

Mr. M L Sachdeva
General Manager (HRD)
Oriental Bank of Commerce,
Corporate Office, Gurgaon

Dear sir,

Re: Your Illegal, Unjustified, Unwarranted, Antagonizing and absurd Letter No. Nil dated 29.03.2016

This is in reference to your above referred letter No. nil dated 29.03.2017 which appears to have been issued in sheer haste/under compulsion, as the same has even missed to be assigned a reference number. The letter under reply has been viewed as a vengeful exercise, aimed at violating the well recognized and accepted rights of the Trade Unions and also the Officers' Association under the guise of a patently illegal and void ab-initio board resolution passed in the absence of the nominee Officer Director/representative of the Officers' Association.

The impugned action is an obvious outcome of the frustration of the present MD of the Bank, who has miserably failed to justify his role and responsibilities despite the unconditional co-operation and commitment of the Bank Employees at all levels. It is clear that his ideas of bringing about abrupt changes, which are based on his own whims without any basic preparation for the same, have started falling apart and has been pushing the Bank to the brink of extinction. It is of common knowledge that the idea of UDBHAV and its faulty implementation without the necessary preparation has caused immense chaos and confusion among the rank and file and is the major factor for the mounting frustration and dissatisfaction at all levels.

That instead of being grateful and proud of the fact that this bank enjoys the proud history of always continuing to associate its retired employees and even their families in its growth and development and the management has been doing everything in its domain to ensure the bond to grow and to boost up the said relationship, here is a PERSON, who is devising means to not only create boundaries but also illegally trying to curb the rights of the Association under the guise of the impugned board resolution under reference.

You will kindly appreciate that the retired employees in general do not participate in the matters of participative management and it is only those elected/chosen representatives/office bearers, who participate in the collective decision making process concerning the welfare of the employees and overall interest of the bank and technically, there is no rule/law which can prohibit any Office bearer of the representing body of the Employees Union /Officers' Association in participating in the said process.

It must be clear to your good self through the above discussion that such a board resolution, which is inherently illegal, can-not be binding on the rights of the Employees to be represented through their elected/chosen representatives. In light of the above, you may conveniently take refuge by

stating that the said board resolution did not mean to disassociate the representing body of the Workmen/Officer Employees and conveniently withdraw the letter under reply as the same is just unwarranted, mere sham and rather amounts to uncalled for antagonising effort.

The undersigned is confident that, you will realize the seriousness of the matter and will place the same before the concerned PERSON in its right perspective, so that he does not continue to falter and trip repeatedly in all such absurd endeavours to satisfy his false ego.

Please be well informed that as the said action under the guise of board resolution has been taken as a direct attempt to invite direct conflict and to disrupt the harmonious Industrial Relations, besides being unilateral, arbitrary, illegal, without any authority, opposed to the rights of Trade Unions/Officers' Association and the rules & bye laws governing the Employees' Union/Officers' Association/IBA guidelines and well settled and recognized rights, a mere sham and neither justified nor legally tenable and is therefore neither acceptable nor binding on the rights of the Workmen Union and Officers' Association.

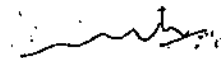
Please be also informed that, the said attempt to create a dividing line to curb the rights of the Union/Association is not acceptable and vehemently rejected as being just whimsical and absurd. We refuse to be bound by the mandate of the impugned board resolution and also forewarn you of the consequences of such derogatory, demeaning, insulting and antagonizing action hurting the sentiments of the employees at all levels.

It is pertinent to mention here that the impugned board resolution under reference appears to have been passed in sheer haste, in utter disregard to and unmindful of the fact that a meeting inviting all the Office bearers of the Association had already been scheduled to be convened on the very next day of the said board resolution i.e. on 29.03.2017 and which had been opposed on the ground that a joint meeting was necessary. The said scheduled meeting did not materialize due to your continued intransigent posture. You have thus repeatedly witnessed the strength of the UNITY among the employees at all levels and will therefore refrain from any further attempts to create any further divide lines in such illegal and arbitrary manner.

We sincerely hope that a sense of more mature responsibility and rationale will prevail rather than entering into such vengeful and unwarranted exercises and you will refrain from doing anything further to invite any further action and would rather promote the spirit of oneness and unity at all levels.

Thanking you in anticipation of a more rationale approach to the matter.

Sincerely yours,



(S. S. Shishodia)
General Secretary