



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

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Circular Letter

3<sup>rd</sup> April, 2017

To,  
**All the State Chairmen, Presidents, &  
General Secretaries, AIOBEF & AIOBOA.**

**Re: OBC Employees are on war path.**

The All India Oriental Bank Employees Federation and All India Oriental Bank Officers Association had raised the following issues before the management:

1. Honor the prevailing settlements and understandings with both the organizations in true sense.
2. Immediate recruitment of adequate staff members at every level. Stop calling employees to work on holidays and force them to sit late. Pay proper compensation for late sitting.
3. Review thoroughly the new administrative system 'Udbhav' and save the Bank.
4. Respect the Federation and Association, find out amicable solution on the issues raised by starting dialogues with the elected Representatives of Employees & Officers without placing any precondition.
5. Stop outsourcing of perennial banking job and absorb all casual employees in the permanent employment of the bank.
6. Adopt stringent measures to recover bad loans and NPAs. Strengthen the IT system in administration.
7. Adhere to the principles of participative management and make immediate efforts to restore industrial peace to save the bank.

Both the organizations had raised the issues with the management but the management conveniently overlooked the demands of the employees. Both the organizations decided to pursue the demands by adopting the measures on trade union lines. We had series of correspondence with the management but it failed on the deaf ears. In the first phase of agitation, series of programmes have been organized by both the organizations jointly since last one month. The joint staff meeting was organized at Lucknow on 16<sup>th</sup> March 2017. The massive joint staff meeting at Chandigarh on 19<sup>th</sup> March, 2017 was organized with huge gathering of our Northern Region Staff. The Massive Demonstrations were organized before all the 34 erstwhile Regional Offices on 24<sup>th</sup> March, 2017, jointly by the general members of both the organizations. The joint staff meeting was organized at Ahmedabad on 26<sup>th</sup> March 2017 to apprise the general members about the dictatorial, adamant attitude of the management.

In order to draw the attention of the management towards our demands, the powerful full day long Dharna and Demonstration were organized before the Corporate Office, Gurgaon against the adamant, dictatorial and vengeful attitude of the management. The management did not agree to have the joint meeting with the leaders of both the organizations to discuss the ill effects of 'Udbhav' on growth of our Bank after the implementation of new administrative system. In order to create terror, despite our written assurance of peaceful 'Dharna', the management had called heavy Police Force and Commandos within the premises of Corporate Office just to show the strength and create terror amongst the employees. The Dharna and demonstration was grand success displaying the unique unity of both the organizations.

The Core Committee of both the organization in their joint meeting held at Gurgaon on 29<sup>th</sup> March 2017 after the daylong 'Dharna' has decided the second phase of agitation programme as follows:

1. The state units of both the organizations shall hold the Joint Executive Meetings in co-ordination with each other before 15<sup>th</sup> April 2017 under intimation and guidance of their respective General Secretaries.

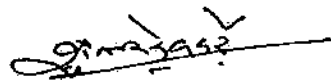
- a. The main purpose of the meeting shall update the executive committee members of both the organizations about the present deteriorating financial position of the bank.
  - b. To apprise the member about the faulty unplanned implementation of the new administrative system and its adverse effect on the business of the bank.
  - c. To take the stock of the field level difficulties from the executive members.
  - d. To make the executive members aware about the concern of the organizations to save our beloved bank.
  - e. To guide and get the executive committee members aware on the lines planned by the All India Joint Core Committee.
2. The executive members of both the organizations shall hold joint meetings in their area branches to educate the general members about the reasons for agitation in our bank by both organization.
  3. The common draft for signature campaign shall be prepared to highlight the demands of both the organizations. All the executive committee members, Branch Secretaries shall obtain the signature of each and every member working under their jurisdiction. The signed memorandum from branches and other offices shall be sent directly to Managing Director & Chief Executive Officer with copies to the State General Secretaries of both the organizations. The mass signature campaign must be completed before 30<sup>th</sup> April 2017. The memorandum shall be provided by the State General Secretaries.
  4. In order to enlighten the membership of both the organizations, it has been decided to observe badge wearing programme by all the staff members clearly displaying the demands and concern of the employees. The badge wearing programme shall be organized from 27<sup>th</sup> April to 29<sup>th</sup> April 2017. The specimen of the badge shall be provided by the State Unit General Secretaries.
  5. Our prime concern is to save our beloved institution. In order to lodge protest and condemn the faulty planning of business systems 'Udbhav' the general members shall wear black badges on 20<sup>th</sup> & 21<sup>st</sup> April 2017.
  6. The joint circular issued by the both the organization shall be reproduced by the State Units and shall be distributed to each and every branch and to each and every members.
  7. The specimen for the posters and badges is enclosed here with the circular letter. The state units shall get printed the posters & badges clearly highlighting the misdeeds of the management and our efforts to strengthen our beloved bank.
  8. Both the organizations shall call the joint core committee, joint office bearers meeting, joint central committee meetings and State General Secretary and Presidents & Chairman meeting as and when required in order to plan the further course of agitation.

Comrade, let's unite to fight against the dictatorial, adamant, highhanded and 'One Man Up Show' in the bank, to protect our rights & privileges and save the bank. Rise, awake and be aware about management's sinister design. We appeal to stand up with unity and strengthen the organization to launch a powerful struggle. Let's all unite and get ready for further struggle to revert and foil the foul play of the management.

All General Secretaries and Presidents must report the developments taking place in their respective states to the All India General Secretaries of both the organizations.

**With revolutionary greetings,**

Yours faithfully,



(Shankar Devdare)  
**General Secretary, AIOBEF**



(S. S. Shishodia)  
**General Secretary, AIOBEF**