



# ALL INDIA ORIENTAL BANK EMPLOYEES' FEDERATION

(Registered & Recognised)

AFFILIATED TO ALL INDIA BANK EMPLOYEES ASSOCIATION

Central office: Oriental Bank of Commerce, The Mall, Patiala - 147 001.  
General Secretary Office: Oriental Bank of Commerce, Jash Chambers, Sir, P.M.Road, Fort, Mumbai - 1.  
Tel. : 022-22659669 / 22659433 Fax : 022-22659669

3<sup>rd</sup> April 2017

To,  
The General Manager (HRD),  
Oriental Bank of Commerce,  
Corporate Office, Gurgaon.

Dear Sir,

**Re: Your Letter dated 1<sup>st</sup> April 2017 to the General Secretaries of AIOBEF & AIOBOA.**

We have come across your above cited letter written to the General Secretaries of both the organization. We strongly object your views of putting precondition to be the member of core committee / negotiating team for discussion / meeting with the management. Your directions are against the provisions of Trade Union Act, 1926 & prevailing practice in the Bank. Your precondition is violating the well recognize and accepted rights of Trade Union. We strongly condemn the management's precondition for to be the leader of the Trade Union.

Let us remind to you that the same management had meetings and negotiations with the same leadership of the Officers Association & Federation. It shall not be out of contests to remind here that the top management had attended the central committee meetings of officers association at various places recently including at Bangluru & Jaipur with the present leadership without any precondition. The same management had attended the employees and officers conferences along with the present leadership and appreciated them openly. The present management had recently signed minutes with the same leadership on amicable understanding for implementing the new administrative system 'Udbhav' and also got the same approved from the Bank's Board of Directors. The precondition mention in last para of your later dated 1<sup>st</sup> April 2017 amounts to vengeful exercise aimed at downsize the principles of participative management. You can change the administrative system but not easily the working culture developed over a decades in our Bank.

The leadership had expressed serious objection on the implementation of new administrative system. It is our view that the new administrative system has miserably failed to achieve the desired results. The present chaos, confusion, misunderstanding, mistrust, disturbance in industrial peace and problems faced by the employees are the outcome of the poorly planned implementation of new administrative system. The faulty implementation of 'Udbhav' without creating necessary infrastructure, proper training of change in 'Udbhav' to the employees, undermining the mindset of valuable & loyal customers of the bank is the main cause of the present chaos and real dismal growth. The adamant, dictatorial, vengeful attitude and unwarranted rigidities are the major cause for mounting frustration, dissatisfaction amongst the employees and disturbance in industrial peace.

We are responsible trade union and understand our responsibilities towards the development of the bank, to keep up the moral of the workforce and to maintain harmonious industrial relation. Let us keep aside egoistic, vengeful and unwarranted rigidities. We call upon you to give an open mind to resolve the present core issues raised by both the organization through meaningful dialogs without placing any precondition. Hope you shall respond positively.

Thanking you,

Yours faithfully,

(Shankar Devdare)  
General Secretary