



**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

3rd April, 2017

To,
Com. C. Venkatachalam,
General Secretary,
All India Bank Employees' Association,
Central Office, Chennai.

Com. S. Nagarajan
General Secretary,
All India Bank Officers' Association,
Central Office, Chennai.

Dear Comrades,

Sub.: 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 bank 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 various places to apprise the general members about the dictatorial, adamant attitude of the management and demands of the employees.

We had requested the management to have talks jointly with the leadership of both the organization on the common issues but the management did not agree to have the joint meeting with the leaders of both the organizations. We had organized full day Dharna and demonstration before the Corporate Office, Gurgaon on 29.03.2017 to pursue our demand. The management had called heavy Police Force and Commandos within the premises of Corporate Office, Gurgaon during the 'Dharna', in order to create terror, despite our written assurance of peaceful agitation. The Dharna and demonstration was grand success displaying the unique unity of both the organizations. The management had vindictively transferred some of the office bearers of the officers association those had taken a part in the demonstration, Dharna and staff meetings.

How can such a fact be omitted and matter be passed in the board refraining the retiree office bearers of well recognised and registered Association from participating in the talks. Please go by the law and have rational approach to save the bank for which we have always extended our Co-operation.

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.

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/I BA guidelines and well settled and recognized rights, 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 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 which is 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. Then all of a sudden what has happened? You had hurriedly put this agenda item before our esteemed board.

We are playing our role effectively as a responsible Association, we want to save our bank and 22000 employees cannot be wrong. We adopted all the means to establish peace and progress. Game of wrong use of power, deviating from commitment will neither do good to self nor to the bank. We sincerely hope that a sense of more mature responsibility and rationale will prevail rather than entering into such vengeful and unwarranted exercises. Let us come together and honour the rich culture of OBC.

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

Sincerely yours,

Yours faithfully,



(S. S. Shishodia)
General Secretary