



## All India Oriental Bank Officers' Association

(Affiliated to AIBEA & AIBOA)  
C/o, Oriental Bank of Commerce  
Corporate Office, Gurgaon

6<sup>th</sup> April, 2017

Shri M. L. Sachdeva  
General Manager, HRD  
Oriental Bank of Commerce,  
Corporate Office, Gurgaon

Dear sir,

**Reg.: Your letter dated 01.04.2017**

This has reference to your letter HO/HRD/2017-18 dated 01.04.2017 regarding Dharna Programme on 29.03.2017. We are surprised to see the contents of the letter which are not based on the facts.

It is really shocking that while on the one hand you pretend to express that, in order to diffuse the situation, you had invited the Association to submit the list of issues in order to take steps to invite the Association for discussion and on the other hand/simultaneously admit to have obtained a Board Resolution to attack and curtail the existing rights of the Office Bearers of the Association and the Union. It was part of your well planned strategy to create further distrust and differences rather than having any regard for the harmonious Industrial Relations as tried to be professed in your letter under reply. In fact, your actions speak differently from what you preach.

It is on record that despite having been informed categorically and in explicit clear terms that the demand/requirement of the meeting/discussions was for a joint meeting of the Union and Association (in view of the common issues involved and which were jointly opposed unanimously while trying to force thrust the idea of UDHBV), but you have continued to deliberately and unnecessarily maintain intransigent posture in refusing the said justified and reasonable demand, though the same was raised in the best interest of the Bank. You were well aware of the fact that, the request for the joint meeting was turned down unilaterally and in a most arbitrary, unilateral and vindictive manner and which was never ever consented by the Union/Association and as such your averment that (despite the above unilateral unacceptable decision of refusal to hold the joint meeting), you kept waiting for the participation of the representatives of the Officers' Association, is just absurd and does not hold ground.

That as there was no consensus to your unilateral and most unreasonable stance, there was no point in your awaiting for the participation of the Association alone, as no consensus had ever been arrived at, for the said one sided decision. Thus, you cannot shift the onus of your unilateral and dictatorial acts, on to the Association/Union and we are not going to accept any blame on us. Your offer expressing openness and willingness to hold meeting with the core committee of the Association with the stipulation that the participants should not include any retired/out of service Officer of the Association is just absurd and amounts to gross abuse of the power and authority and rather a step aimed at derecognizing and disqualifying the already elected body of the Association/Union. The same is ultra-virus the law of the land and neither justified nor legally tenable/acceptable.

It is pertinent to mention here that, while on the one hand, you have expressed your willingness and readiness to hold the meeting and on the other hand, you have devised means to avoid the participation of the senior, seasoned and learned, duly elected office bearers of the Union/Association. It will be pertinent to note here that the Management may be at liberty to frame its policies, but can-not take the liberty to infringe the rights of the Association and its employees. Further, the able bank management will have to learn to refrain from dictating its choice of the representatives eligible/required to negotiate/hold

discussions. Such is not the business of the Management and rather, it's in the domain of the leadership to choose, decide and nominate the executives best suited for the purpose.

The Union/Association are at equal liberty to choose their participants just as the management is free to decide and choose their representing body of its Management/General Managers to participate in the negotiations/talks/discussions. It is none of the business of the Management to dictate or to unilaterally decide or to restrict the participants of the Association/Union by imposing its choice by use of such powers and the association/Union are well within their rights to refuse to be bound by the same. Thus the restriction, as stipulated in the concluding para of your letter under reply and also the expressed choice of holding discussions with the Association and the Union separately, are without any justification and not acceptable.

We have written various letters to the Management. Our all earlier correspondences were, in fact, the sentiments of the each and every employee of this bank. Instead of going in the deep of the sentiments of the workforce and their representatives you have rather not cared and bothered to reply our letters. To our utter surprise you have totally ignored our sentiments. It shows that you are not serious to the problems of masses. We are surprised to note that you have gone to the extent of contradicting your own statements in an attempt to justify your actions and showing your belief in bilateral discussions. We both the organisations have been highly positive throughout in our approach and attitude. Due to this very reason we have saved the bank from deteriorating condition to achieve a very respectful position in the industry which is a history on record.

Whenever management proposed any change in the functioning or system we are always positive. This time also we proceeded on the same footing when Managing Director & Chief Executive Officer of the bank introduced UDBHAV, altogether a new system that drastically changed the banking system of our bank. Unfortunately what we experienced from last six months working is that the bank is shrinking and deteriorating day by day to our utter dismay. The experience, as we view, is neither pleasant nor fruitful, neither development is taking place nor there any possibility of development in the near future. The implementation part in the new system is a total failure. Manpower planning, HR front, IT front and on the front of dire essential requirement it is a total failure and only chaotic condition prevails. Despite sincere attempt and conditions hard working by the masses pending of work is piling up and no fruitful result is generated and negative impact is quite visible.

We are playing our role effectively as Union & Association. We want to save our bank. You only want to justify your wrong decisions. What is wrong if we demand to review the system thoroughly by sitting jointly? Instead of resolving the issue you went to that extent to debar retired office bearers from bank level discussion by misleading our esteemed board of directors. This is nothing but misuse and wrong use of power.

Review your decision immediately and come forward with open mind to discuss the most alarming issue by sitting together without any condition. Ours is an elected body, constituted under the provision of the rules and bylaws of the Association which is also a registered body. Let us be together, fair play will give us fair result.

Sincerely yours,  
Yours faithfully,



(S. S. Shishodia)