

Date.....

To,  
**The Managing Director &  
Chief Executive Officer,**  
Oriental Bank of Commerce,  
Corporate Office, Gurgaon.

Dear Sir,

**Sub: Our protest against the Management policies and concern about the future of the Bank.**

We the employees working in the..... Office express our concerned about the present prevailing situation in the bank. The unplanned, irrational, faulty implementation of the new administrative system without creating proper infrastructure has resulted in pending of thousands of CASA account openings applications, credit renewals and credit proposals. The loyal customers are finding out alternative for their banking needs by leaving our bank. Acute staff shortage and thereby excessive work load on the employees, forcibly calling employees to work on holidays without adequate compensation is killing the moral of the employees. The new system has created chaos, confusion, misunderstanding, mistrust and disturbance in well established administrative system of the bank. The 'Udbhav' has miserably failed to achieve desired results and growth.

The process of findings out of amicable solution had come to a complete halt due to preconditions by the management. We the employees are expressing our concern through the memorandum over the disturbance in industrial peace and growing mistrust between the employees and management. We appeal to initiate discussion on the issues raised by AIOBEF & AIOBOA without putting any preconditions.

**We earnestly demand that:**

1. Honor the prevailing settlements and understandings with both the organizations.
2. Immediate recruitment of adequate staff members at every level.
3. Review thoroughly the new administrative system 'Udbhav' and save the Bank.
4. Respect the Federation & 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 causal employees in the permanent employment in the bank.
6. Adhere to the principles of participative management and make immediate efforts to restore industrial peace to save the bank.

We therefore, strongly oppose the atrocious, vindictive, vengeful, adamant act of the management and demand immediate resolutions of the issues raised by our both the organizations.

Yours faithfully,

Sr. No.	Name of Employees	Signature