

ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.:3427/Delhi)

C/o Bank of India, Parliament Street Branch

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Letter No.: 2014/30

Date: 24/05/2014

Sh. Shyam Srinivasan,
MD & CEO,
The Federal Bank Ltd,
Head Office, Ernakulam Distt.
Aluva, Kerala – 683 101

Dear Sir,

**Re: Agitation And Strike Action By Our Affiliate
Federal Bank Officers' Association (FBOA)**

It is very disheartening to know that our affiliate Federal Bank Officers' Association (FBOA) was forced to resort to agitation and strike actions against the adamant stand of the Management towards rectifying the transfer victimizations, negation of transfer against existing transfer norms and demand of immediate settlement of their long pending issues. The huge success of the one day strike held on 15th May 2014 by FBOA was a clear indication of the wide-spread protest in the whole matter. The forthcoming 2 day All India Strike on June 16th & 17th is certainly going to be mammoth success with the active support of the entire officers' community under AIBOC.

It has been reported by our affiliate that there are several instances of victimization transfers, abject negation of eligible transfers and above all innumerable cases of displacement of officers in the pretext of alleged arbitrary non-performance. It is shocking that HR Authorities publically boast in business review meetings that they had made about 150 Non-Performance linked Transfers this year. It is quite surprising that there is no written and transparent transfer policy for the officers in the premier traditional Private sector Bank like Federal Bank when all other Banks have clear cut transfer guidelines and policies and it is highly provocative that Management is trying to scuttle whatever transfer norms and understandings exists. It is a primitive approach that transfer is used as a weapon and any move for indiscriminate vindictive and victimization transfers on the basis of alleged non-performance is unacceptable to us. It does not suit a civilized Management to be unmindful of the transfer needs of officers and their families and will certainly invite wide-spread criticism from all sections of Society. We find with grave concern that Management stand continues to be adamant and negative in resolving other grave pending issues like undue delay in settling Internal Charter of Demands, acute staff shortage in branches, discrimination in lateral recruitment, wild card promotion

offer, non-distribution of PF dues, unjust imposition of assessment test for PO confirmation, heavy loss incurred on Lease rentals as the eligible amount for House Rent on Leased Accommodation being unsuitable and wrong business policies, withdrawal of branch delegation and hasty setting up of credit hubs with the entailing unresolved issues, huge incentives to Executives and the extravaganza of people who came on contract basis in the helm of the affairs without any justification and grave disparity in ESOP distribution, denial of shift-duty allowance in Chennai / CTS Centre, rampant outsourcing and non-filling up of vacancies of ED and CGM from within. We demand immediate settlement of all these issues raised by the Association through immediate bi-lateral discussions.

We request your goodself to immediately intervene in the matter and initiate positive steps through bi-lateral discussions with FBOA to resolve their issues. Hope You will realize the gravity of the issues placed before you and respect the sentiments and difficulties of our comrades in FBOA and make all earnest efforts for an immediate settlement of the stalemate. AIBOC and all its constituents are solidly behind FBOA in their just struggle with all active support, participation and patronage. With due respect to you and your great institution, let me submit to you that If the Management continues to disregard all the well-set HR and business practices in the Bank and harass officers who built up the Bank to today's stature brick by brick, all those will only bounce back with double strength and Officers fraternity under the banner of AIBOC with 3 Lacs plus officers will be compelled to line up in the battle field along with FBOA and will resist such attempts with all our might. We sincerely hope that any unpleasant situation will be averted with your considerate intervention.

Thanking you,

Yours faithfully,



(HARVINDER SINGH)
GENERAL SECRETARY