

# ALL INDIA BANK OFFICERS' CONFEDERATION

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



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TO ALL AFFILIATES/STATE UNITS/MEMBERS

Dear Comrades,

## **AIBOC WORKING COMMITTEE PLEDGES** **TOTAL SUPPORT TO THE AGITATING COMRADES IN DHANLAXMI BANK**

Our Affiliate in Dhanlaxmi Bank, Dhanalakshmi Bank Officers' Organisation (DBOO) has been on agitational path since July 2014 against the anti-trade union activities of the Bank's Management. The crisis in IR spurted with the Management's move to recruit officers retired from other banks at key positions in Dhanlaxmi Bank as well as making appointments in different cadres without any policy. Instead of conducting a manpower assessment and recruiting/deploying officers and staff, the Management was pursuing adhoc measures like granting extension to selected officers who had retired from the Dhanlaxmi Bank itself. This created widespread discontent in the Bank as internal promotion process was not held in the last one and half years. DBOO represented this matter, but the Management did not heed to this.

Instead of seeing the reason the management tried to provoke DBOO by violating the bilaterally settled terms of agreement. They started cutting down staff housing loan by non- sanctioning of loans or by enhancing the rate of interest unilaterally. Our affiliate DBOO tried to discuss the matter, however on each such occasion, the Bank's Management used to retract saying that it requires the consent of the Board of Directors for coming to a settlement. This has been going on for some time leaving the issues unsettled, and meanwhile making more provocative actions against DBOO.

Charge sheets were issued to many officers on flimsy grounds. When our affiliate objected this through circulars, the President of the DBOO was transferred to a position from where she could not have pursued her trade union assignments and was even relieved unceremoniously through email when she was on leave. AIBOC leaders intervened through letters and SMSs at this stage. But this did not create any impact on the Management to move to reconciliation. A delegation from our side under the leadership of Senior Vice President Com. C. Rajkumar met the top management of the Bank on 14<sup>th</sup> October 2014 but was of no avail.

The frequent attempts of both DBOO and AIBOC for an amicable settlement were misconceived as our weakness and the Bank's Management continued their provocative activities. They issued memos and show cause notices to the President and the General Secretary (who is Vice President of AIBOC and President of AIBOC, Kerala State Committee) for pursuing normal trade union activities and communicating to membership

through circulars. Within a month the General Secretary was served 5 memos and 2 show cause notices. A responsible top official of the Bank has been making open threats on the General Secretary's life itself which the Confederation has viewed very seriously.

Through the efforts of the Kerala State Committee of AIBOC, a discussion with the Management was arranged on 4<sup>th</sup> December, 2014, where the National leaders Comrades Y. Sudarshan, G.V.Manimaran, N.I.Thomas, Paul Mundadan and Abraham Shaji John participated along with DBOO leaders. Though there was some positive move in a few of the items, the discussion remained inconclusive. It was agreed that the discussion will continue next week on the understanding that there will not be further provocation from both sides.

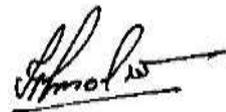
However, there are reports that the top management personnel are openly coming out in support of a minority Officers' Union, spoiling the spirit of the understanding. They are reportedly threatening and coercing officers to resign from DBOO and to join the minority union. If this is true, it is against the fair practices that are expected of a sound management. AIBOC deplores this move of the Dhanlaxmi Bank management.

It was in this backdrop, the issue was discussed in detail in the Working Committee meeting of AIBOC, which was held at New Delhi on 8<sup>th</sup> December 2014. The house in one voice criticized the Management of Dhanlaxmi Bank for initiating disciplinary actions against the leaders of DBOO for pursuing normal trade union activities. All of them opined that communication with the membership is the prime duty of any trade union and the Management cannot question such actions of DBOO or attribute any negativism in its exhortation to members. It was decided to extend all sorts of support to our affiliate DBOO in this crucial hour.

Comrades will remember the long struggles the DBOO had to undergo in 2003 and 2004 and the recent one through which they could clinch the historic CTC to IBA conversion. We sincerely hope that the Management of Dhanlaxmi Bank will respect the spirit of mutual discussions and will address the concerns of AIBOC and settle the genuine issues of our affiliate DBOO through dialogues.

With revolutionary greetings,

Yours comradely,



(HARVINDER SINGH)  
**GENERAL SECRETARY**