



ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 3427/Delhi)
State Bank Buildings, St. Mark's Road, Bangalore – 560 001

CIRCULAR NO.51

DATE: 05.05.2012

TO ALL AFFILIATES/MEMBERS:

TWO DAYS STRIKE ON 7TH & 8TH MAY, 2012 BY FEDERAL BANK OFFICERS' ASSOCIATION

Please refer to our Circular No. 46 dated 1st May, 2012.

2. After successful observation of a day's lightning strike on 2nd May, 2012 by members of Federal Bank Officers' Association, they have now decided to observe two days strike on 7th & 8th May, 2012 with a Dharna before Head Office on 8th May, 2012.

3. Comrades, the Management of Federal Bank has not moved an inch forward, even after a thunderous strike on 2nd May, 2012 through out the country. Our Senior leader Com.K.D.Khera, General Secretary of AIPNBOA and Advisor AIBOC addressed the striking comrades at Aluva on 2nd May, 2012 and extended fraternal support. The Office Bearers of FBOA, after detailed discussions have decided to observe two days strike on 7th & 8th May, 2012 and also to hold Dharna before the Head Office on 8th May, 2012.

4. We have addressed a letter to the CEO of the Federal Bank for his intervention to resolve the conflict soon (copy enclosed). We request our affiliates and State Units to extend fraternal support to FBOA.

5. We shall advise further developments in due course.

With greetings,

A handwritten signature in black ink, appearing to be 'G.D. NADF', written in a cursive style.

(G.D.NADF)
GENERAL SECRETARY



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State Bank Buildings, St. Mark's Road, Bangalore – 560 001

No.1031/104/12

Date: 05.05.2012

To,
**The Chairman &
Chief Executive Officer,**
The Federal Bank Ltd,
Head Office, Federal Towers,
Post Box No. 103,
ALWAYE - 683 101.

Dear Sir,

**STRAINED INDUSTRIAL RELATIONS IN FEDERAL BANK
STRIKE BY FBOA ON 02.05.2012 AND PROPOSED
TWO DAYS STRIKE ON 7TH & 8TH MAY, 2012**

We are pained to know from our affiliate, Federal Bank Officers' Association that, due to the anti-officer stand of the Management and vindictive attitude, they were forced to go on a day's spot strike on 2nd May, 2012. In view of lack of response to the sentiments of officers from the Management, they have again declared two days strike on 7th & 8th May, 2012; with Dharna before the Head Office on 8th May, 2012.

2. We are informed by our affiliate that, the Management has resorted to victimisation transfer of performing Branch Managers, posting them to farthest places and relieving them within 2-3 hours of serving of transfer orders. The Management, disrespecting the '*Principles of Natural Justice*' is misusing the transfer as a tool to punish the officers.

3. Officers are forced to attend office on sundays and holidays. They were not spared even on 1st May, being Labour Day, the day on which workers sacrificed their life, demanding 8 hours work. We understand that, the Management is incurring avoidable expenditure towards change of name board of the Bank without an emblem; whereas bilaterally agreed facilities are curtailed to the Officers in the name of austerity. Under the new HR initiatives and Employee Recognition Schemes, huge number of

shares are allotted to top management personnel under ESOP, exceeding total shares allotted to entire staff. The understandings reached on bilateral issues are tinkered unilaterally by the Management. These actions of the Management have lead to mistrust between FBOA and the Management.

4. We are for cordial industrial relations in the Banks for prosperity. At the same time, to protect the interest of the Institution, our affiliates have to perform watchdog functions, without fear or favour. We are trustees of the faith of the common man. We believe in bilateralism for overall progress of the Bank. The officers have self-respect and family life. They cannot be taken for granted.

5. Hence, we request you to please arrange to restore bilateralism and resolve the issues instead of allowing the image of the Bank affected. If the issue is prolonged, we will be compelled to intervene in the matter, to protect the hard-earned rights of our affiliate and the image of the Bank. We are confident that, you will resolve the issues through mutual dialogue.

With greetings,

Yours faithfully,

A handwritten signature in black ink, appearing to read 'G.D. NADAF', with a stylized flourish at the end.

(G.D.NADAF)
GENERAL SECRETARY