



INDIAN OVERSEAS BANK OFFICERS' ASSOCIATION

Regd. No. 321/MDS (Recognised by the Management)
(Affiliated to All India Bank Officers' Confederation)

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Cir. No. 03/2026

11-February-2026

ATTACK ON YOUR ORGANIZATION AND LEGITIMATE TRADE UNION ACTIVITIES

Dear comrades,

As your duly recognized Officers' Association, IOBOA has always stood as a beacon of solidarity, advocating tirelessly for the rights, welfare and dignity of every officer in our Bank. Today, we write to you with a heavy heart but an unyielding resolve, to apprise you of a regrettable incident that underscores the urgency of our ongoing struggle and the imperative need for our unbreakable unity.

As you are aware, on February 9, 2026, your Association served a formal notice of strike to the Bank, articulating our legitimate demands concerning service conditions, promotions, welfare measures and other long-pending issues that affect our professional lives and livelihoods. This notice was issued in full compliance with legal provisions under the Industrial Disputes Act, 1947 and copies were promptly forwarded to the Chief Labour Commissioner and the Department of Financial Services (DFS), Ministry of Finance, Government of India. Our action was not one of confrontation but a necessary step to draw attention to grievances that have been overlooked despite repeated dialogues.

However, in a shocking display of disregard for industrial harmony and fair labour practices, the bank management responded with an act that can only be described as vindictive and arbitrary. Today, just a day after our strike notice, the management unilaterally locked our association's office premises, located within the bank's Head Office building, by affixing an additional lock. This building, allotted by the bank itself, has been our office alongside the award staff union office for several decades, serving as the nerve centre for our activities, member communications and grievance redressal.

Our office staff, who arrived for their routine duties, were denied entry and forced to stand outside the premises for the entire day, enduring unnecessary hardship and humiliation. This was done without any prior notice, explanation, or opportunity for us to address any purported concerns.

Comrades, obstructions to carry out the rightful duties to the members by the registered trade union organization and its office bearers is totally unacceptable and it is an attack on legitimate trade union activities on your beloved IOBOA.

Upon learning of this act, we immediately escalated the matter to the General Manager (HR) via email, demanding an immediate resolution and restoration of access. To further



seek an amicable solution, our senior office bearers personally visited the GM(HR)'s office, but were denied an audience, which is a clear indication of the management's unwillingness to engage in constructive dialogue.

It was informed to us that our association office will be permitted to be kept open only after 5.30 PM daily, which is nothing short of suppressing our voice and restricting our legitimate trade union activities.

This brazen act is not merely an inconvenience, it is a deliberate attempt to undermine our association's functioning, intimidate our members and stifle our voice at a critical juncture. Coming on the heels of our lawful strike notice, it reeks of vendetta and constitutes an unfair labour practice under the Industrial Disputes Act, 1947. We have already approached the Chief Labour Commissioner for urgent intervention, requesting the removal of the lock and an investigation into this misconduct. Rest assured, IOBOA is pursuing all avenues to protect our rights and restore normalcy.

Dear members, in the face of such adversity, what is required at this juncture is not despair but a renewed belief in the strength of our association and the power of our collective unity. IOBOA has weathered storms before, emerging stronger each time because of your trust, participation and solidarity. Remember, our demands are not just for today but for a better tomorrow, for fair promotions, secured working conditions and the respect we deserve as the backbone of this institution.

Let this unjust action strengthen our resolve and deepen our commitment to unity. Stand firm with your Association. Maintain the unity that has been our greatest asset. Refrain from any actions that could divide us or play into the hands of those who seek to weaken our resolve. Together, we are invincible, divided, we risk losing the ground we've fought so hard to gain.

We will keep you updated on developments or further steps we undertake. Please follow the communications received from your regional office bearers/central unit.

Further, today's social media campaign has been carried out successfully with active participation from our members. Similarly we request you to participate with more zeal and enthusiasm in all our future programs as circulated vide our circular dated 09.02.26.

Your faith in IOBOA fuels our determination, let us channel it into a united front that demands and achieves justice.

United We Stand!

With revolutionary greetings



(RAGHAVENDRA SHRIPAD HEGDE)
PRESIDENT



(R SREENIVAS NAICK)
GENERAL SECRETARY

IOBOA ZINDABAD!!!
AIBOC ZINDABAD!!!
OUR UNITY ZINDABAD!!!

