



INDIAN OVERSEAS BANK OFFICERS' ASSOCIATION

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

Administrative Office : 763, Anna Salai, Chennai - 600 002

Ph. General : 2851 7072, 2852 1925, 2852 5214, 2852 9515 President / General Secretary : 2851 4134

email : ioboa@iobnet.co.in website : <https://www.ioboa.org.in>



Cir. No. 12/2026

16-May-2026

CONCILIATION REVIEW MEETING: YOUR ASSOCIATION FIRMLY RAISES KEY ISSUES AFFECTING OFFICERS

Dear Comrades,

As you are aware pursuant to the Strike Notice issued, the conciliation meeting was held on 25.02.2026 at the office of the Chief Labour Commissioner (Central), New Delhi and the bilateral discussions were held thereafter on 10.03.2026 at Chennai between the Management and the Association.

A review meeting was held on 15.05.2026 before the Dy. Chief Labour Commissioner (Central), New Delhi. On behalf of the Association, your President & General Secretary along with Com. J. Sampath Kumar, Senior Vice President, Com. K.P. Jyothi, Joint General Secretary (All India), Com. C. Senthil Kumar, Treasurer and Com. S. Vijayaraghavan, Deputy General Secretary (All India) participated in the proceedings. Our team was ably supported by Shri Girish Chandra Arya, In-Charge-Financial Sector, BMS, who provided his valuable inputs through his expertise & experience. On behalf of the Management, Shri Arabindra Mohan Banerjee, Chief General Manager, Shri G.V. Dayal Prasad, GM(HR), Shri Arvind Kumar Sinha, AGM(HR) and representative from IBA were present. The proceedings were presided over by the Deputy CLC.

During the course of the review meeting, the Association placed before the Conciliation Authority and the Management the serious and growing concerns of officers across the Bank relating to working conditions, work-life balance, transfer grievances and organisational functioning. The discussions were detailed, exhaustive and issue-specific. The important developments are furnished below for the information of members:

1. EOD Blocking and Forced Late Sitting:

The issue of deliberate EOD blocking and compelling officers to continue beyond reasonable working hours was strongly pursued by the Association. During the review, the Management informed that during the month of April around 75% of branches had completed EOD before 8.00 PM and during the first ten days of the current month the percentage had increased to 83.77%. The Management further stated that there were no central instructions issued to any Regional Office to deliberately block EOD.

However, the Association categorically pointed out that despite the absence of written instructions, instances of EOD blocking and pressure for delayed closure are still continuing in several regions, particularly for achieving targets and monitoring purposes. The Association firmly insisted that branches which complete their work shall proceed with EOD without unnecessary interference or delay.

While the Management stated that certain regulatory compliance requirements may occasionally necessitate continuation beyond normal hours, the Association strongly urged that such situations should remain exceptional and not become a routine practice affecting the physical and mental well-being of officers. Finally, the Management informed that if any such instances of EOD block is prevalent in any of the regions, the same to be brought to their notice for appropriate consideration and immediate corrective action.

2. Calling Officers on Holidays:

The Association strongly objected to calling officers on holidays for reviews, campaigns and other routine activities. It was emphatically conveyed that declared holidays must be respected and officers should not be compelled to attend office except under genuine and unavoidable exigencies.

The Management informed that there is no regular practice of calling officers on holidays except under exigent circumstances. However, the Association reiterated that such “exigencies” should not become a matter of routine under any circumstances and specifically urged that officers should not be called for reviews, campaigns or similar exercises on declared holidays. Even in case of exigencies, the Association insisted that suitable compensation in the form of compensatory-off is to be provided to such officers.

It was agreed by the Management that the Association will point out such instances and will communicate to them for their appropriate

consideration. Hence, we urge the members to immediately bring to the notice of the Association any such instances so that the matter can be addressed appropriately.

3. Safety and Security Protocols:

The Association raised serious concerns regarding the safety and security of officers, particularly women officers who are compelled to work beyond normal working hours. During the discussions, the Management reiterated that the safety and security of employees remains a top priority for the Bank and informed that adequate safety measures are already in place.

The discussions also covered the issue of providing taxi facilities for women officers working late hours, particularly after 6.00 PM or 7.00 PM. The Management stated that such arrangements are already being followed in several regions. However, the Association clearly pointed out that implementation is not uniform across the Bank and stressed the necessity for effective and uniform compliance in all regions without exception.

4. Conduct of VCs and Review Meetings Beyond Working Hours:

The Association strongly raised the issue of VCs, review meetings and monitoring exercises being conducted beyond working hours, causing continuous stress and disruption to officers. Serious concerns were expressed regarding the increasing frequency of such practices and the adverse impact on work-life balance.

The Association strongly urged the Management to evolve and issue a proper SOP to regulate the conduct of VCs strictly within working hours. However, the Management stated that no separate SOP was required in this regard. After detailed discussions, it was agreed that the Association would submit specific observations and instances for consideration by the Management.

5. Restricting the Use of WhatsApp Groups for Official Communication:

The Association strongly advocated that WhatsApp, being a third-party application, cannot be treated as an official mode of communication particularly in view of the Bank's own social media policy. The Association also highlighted that officers are being burdened with multiple WhatsApp groups at Regional levels, making it increasingly difficult to continuously monitor and respond while simultaneously attending to routine banking functions.

The Association therefore insisted upon formulation of a proper SOP to regulate the usage of WhatsApp groups for official communication. Although the Management stated that a separate SOP was not required, it agreed to look into

the concerns raised regarding multiple number of WhatsApp groups and related issues for appropriate consideration. As agreed, the Association shall submit their specific observations with inputs for Management's review.

6. Revival of Structured Bilateral Negotiations:

The Association strongly demanded for revival of structured bilateral meetings, which continued in our Bank till 2019, between the recognised majority Association and the Management in line with established industrial relations practices prevailing in the industry. It was specifically pointed out that regular structured dialogue is essential for addressing organisational issues, maintaining industrial harmony and ensuring healthy employee-employer relationship.

While the Management stated that it remains open for discussions with the Association and therefore may not require a formal structured mechanism, the Association firmly reiterated that recognised representative organisations must be provided regular institutional opportunities for structured discussions on issues affecting officers. It was also pointed out that such meetings exists in other banks as it is mandatory as per the IR Code. The Management finally agreed that the demand for structured bipartite meetings would be examined at the earliest.

7. Matters Relating to Recent Transfer Postings:

The Association expressed its deep concern regarding certain recent transfer postings wherein many officers, including office bearers, were transferred even before completion of Region or State Overstay without their request. Hence we demanded reconsideration of the same as the said transfers had caused hardship to the officers.

The Management informed that such transfers were effected as per the operational requirements and to address acute shortages in certain regions. However, the Association categorically conveyed that such transfers, in several instances, were not in consonance with the spirit and provisions of the transfer policy and requested that the grievances of affected officers may be sympathetically considered.

Comrades,

On all the above issues, the Association projected the genuine concerns, hardships and sentiments prevailing among officers across the country. The discussions were extensive and threadbare and the Association urged the Management for meaningful corrective measures and positive intervention on all matters affecting the dignity, welfare and working conditions of officers.

After hearing both sides, the Conciliation Officer advised the Association to submit detailed representations to the Management on the issues raised here and further advised the Management to examine the same and communicate its decision to their office within 15 days, based on which the next date of review would be intimated.

Comrades, the issues raised by the Association are not isolated concerns but matters directly affecting the professional dignity, work-life balance, service conditions and morale of the entire officer community and we assure that our struggle will continue till we achieve the desired objectives. Your Association has unequivocally conveyed before the appropriate forum that officers cannot continuously be subjected to avoidable pressure, prolonged working hours and practices inconsistent with fair and healthy industrial relations. The proceedings before the Conciliation Authority have now clearly placed these issues on formal record and the Management has been called upon to take a considered view on the concerns raised by the Association.

It is needless to mention that our officers' community are always committed to the growth of our Mother Bank and as a responsible organisation, our top priority always remains in maintaining proper work life balance, dignity and professional growth of our members through participative management. At this crucial juncture, unity, vigilance and organisational strength assume greater importance. Members are requested to remain closely connected with the Association, promptly report genuine issues and continue to extend their wholehearted support in safeguarding the collective interests, dignity and rights of officers.

With revolutionary greetings,



(RAGHAVENDRA SHRIPAD HEGDE)
PRESIDENT



(R SREENIVAS NAICK)
GENERAL SECRETARY