



Federation Of Bank Of India Staff Unions

(Reg. Number 9385)

Regd. Office : C/o. Bank of India Bldg., Mahatma Gandhi Road, Fort, Mumbai - 400 023.

Office of the General Secretary : C/o Bank Of India, Bokaro Steel City Branch, E - 17, City Center, Bokaro Steel City, Jharkhand - 827 004. Cell No. : +919431120487
Email : fedgensec@gmail.com

6th January, 2026

The Managing Director & CEO
Bank of India,
Head Office
Star House-1
Bandra- Kurla Complex,
Mumbai.

Respected sir,

Re: UNADDRESSED CONCERNS

We wish to bring to your kind notice that the Executive Committee of the Federation of Bank of India Staff Unions in its meeting held at Chandigarh on 17th & 18th November 2025 discussed and deliberated on the approach and the attitude of the management of the bank in ensuring implementation of the settlement dated 27th December, 2021 in letter and true sense, in delivering on promises made in the Central Consultative Committee meetings, in taking concrete steps to stop violation of the provisions of the settlements and in redressing grievance/s of the workmen in a timebound manner. The meeting, after due deliberations, expressed its deep concerns over anti-workman employee mindset of the management and further expressed deep anguish over huge gap in promises and delivery, egregious violations of the provisions of settlements and/or the provisions of the relevant Laws of the Land. The meeting also took note of Unfair Labour Practices that are followed in the bank without any sign of a restraint. The above issues, you may kindly agree, have great potential of rupturing harmonious industrial relationship in the bank.

These apart, the committee took note of the developments that have taken or are taking place with the centralization of disciplinary functions and was of considered view that instances of non-application of mind and consequent abuse of disciplinary powers, in this framework, are on the rise. The punishment awarded to the workman employees are not only discriminatory but also on the charges which do not constitute misconduct within the meaning of the provisions of the settlement dated 10th April, 2002 and as amended up-to date. The committee was thus of considered view that centralization of disciplinary functions has failed to achieve its intent and purpose. Rather, it is becoming a nightmare for workman employees.

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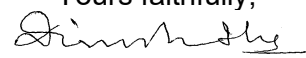
Sir, needless to say that we kept ourselves engaged in discussions/ negotiations with the management of the bank for over 10 months with a hope to get a redress of grievances and to get the concerns addressed bilaterally and have repeatedly and periodically been urging upon the management of the bank to deliver on promises, implement the settlement dated 27th December, 2021 in letter and true sense and stop egregious violations of the provisions of the settlements and/or violations of the provisions of the Laws of the Land. Even our submissions for a course correction in the matter of disciplinary functions have gone unheeded.

We are dismayed at the way the management of the bank is handling genuine and legitimate concerns/ grievances/ demands of workman employees in the bank. You may also agree that a near dystopian way of handling grievances is destined to fail poignantly when workers have a lot of legitimate grievances for a redress.

In the situation, the committee urged upon the management to come forward to resolve issues amicably and bilaterally within a period of 15 days. We are hopeful that the management will respond to an appeal made by the committee in the interest of industrial peace. It may be noted that if the management fails to respond to the appeal of the committee constructively and positively, the Federation will be constrained to take to streets (in the form of a deputation, holding peaceful demonstrations, peaceful dharna/ mahadharna in front of ZO and/or HO) and go on intermittent and prolonged strike to protect and promote interests of workman employees in the bank and also to detoxify work environment. In the event of no or little response from the management, the format and the calendar of protest actions will be shared with all concerned.

We look forward to a meaningful and substantive dialogue.

With kind regards,

Yours faithfully,

Dinesh Jha Lallan
General Secretary