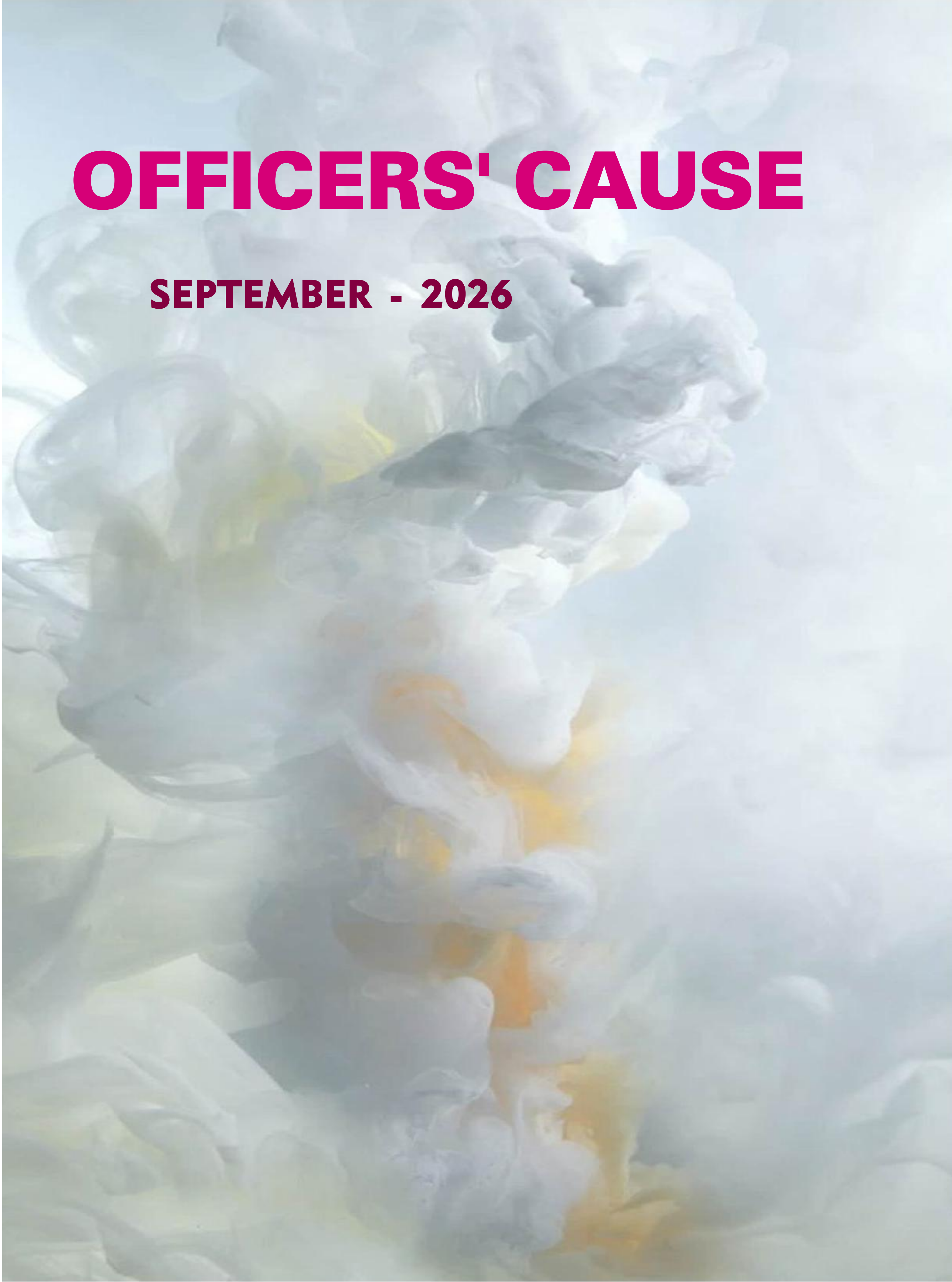
# OFFICERS' CAUSE

## SEPTEMBER - 2026



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SEPTEMBER - 2026

# OFFICERS' CAUSE

UNION IS STRENGTH

## DEMAND FOR PAYMENT OF SERVICE GRATUITY TO OFFICERS OF STATE BANK OF INDIA WITHOUT ANY CEILING, AT PAR WITH OFFICERS OF OTHER PUBLIC SECTOR BANKS — REQUEST FOR AN AGREEMENT WITH THE FEDERATION UNDER SECTION 53(5) OF THE CODE ON SOCIAL SECURITY, 2020, IN TERMS OF THE CLARIFICATION ISSUED BY THE MINISTRY OF LABOUR & EMPLOYMENT

***Text of AISBOF Letter No. 6547/17/26,Dated: 12.08.2026, Addressed to The Deputy Managing Director (HR) & CDO, State Bank of India, Corporate Centre, Mumbai – 400021.***

The All India State Bank Officers' Federation (AISBOF), registered under the Trade Unions Act, 1926, is the sole representative organisation of the officers of State Bank of India, with membership across all Circles of the Bank, and has a long-standing bilateral relationship with the Bank in matters concerning the service conditions of its officers. It is in that representative capacity, and in furtherance of the mandate of its membership, that this representation is placed before the Bank for bilateral resolution.

The United Forum of Bank Unions (UFBU), of which the All India Bank Officers' Confederation (AIBOC) is a constituent, and to which this Federation, the All India State Bank Officers' Federation (AISBOF), is affiliated through AIBOC, served a strike notice in Form-L dated 05.03.2025 upon the Chairman, Indian Banks' Association and the Chief Labour Commissioner (Central), proposing strike action on 24th–25th March, 2025 on thirteen demands. Enhancement of the ceiling on payment of gratuity to ?25 lakh was one of the demands contained in the said strike notice. The Chief Labour Commissioner (Central) seized the matter into conciliation and held several rounds of proceedings; the issue of gratuity was taken up in the conciliation meetings held on 21.03.2025 and 04.11.2025, and the discussions in the subsequent rounds have been communicated through the circulars issued by the UFBU.

On the strength of the assurances of the IBA and the Department of Financial Services (DFS), Ministry of Finance, recorded before the CLC(C) in the conciliation proceedings dated 21.03.2025, and the assurance of the CLC(C) to directly monitor the developments, the UFBU agreed to defer and postpone the strike. The conciliation proceedings have thereafter continued through 2025, and at every stage the issue of gratuity has remained on record. The record of the conciliation proceedings on the gratuity issue, in chronological order, is as under:

(a) **Minutes of conciliation dated 21.03.2025 (F. No. 21(17)/2025-IR):** The DFS informed that increase in the gratuity ceiling "requires legal formalities which involves Ministry of Labour", that DFS had already taken it up with the Ministry of Labour and was following up the same, and the UFBU requested that the process be expedited;

(b) **Conciliation meeting dated 29.04.2025 (UFBU Circular No. 2025/7 dated 29.04.2025):** On enhancement of the ceiling on gratuity to ₹25 lakh under the Gratuity Act, it was informed that the issue "is under process and is being followed up";

(c) **Conciliation meeting dated 17.06.2025 (UFBU Circular No. 2025/11 dated 18.06.2025):** It was informed that "the matter is under process at the Government level for increasing the limit to ₹ 25 lacs under the Gratuity Act";

(d) **Minutes of conciliation dated 04.11.2025 (F. No. 21(17)/2025-IR):** The DFS stated that it had once again written to the Ministry of Labour & Employment vide letter No. 4/8/1/2024-IR dated 25.08.2025 to take appropriate action and revise the ceiling from ₹20 lakh to ₹25 lakh, and the unions requested the Conciliation Officer to expedite the matter with the Ministry of Labour & Employment.

It will thus be seen that throughout the conciliation proceedings before the apex industrial-relations forum of the country; the officers and employees of the banking industry were consistently given to understand that the enhancement of the gratuity ceiling stood recommended by the DFS and was pending only the formal notification by the Government.

The Ministry of Labour & Employment, Government of India, has since clarified the correct legal position vide its communication No. ***S-42025/01/2026-SS-II dated 03.08.2026*** (copy enclosed), issued in response to the National Confederation of Bank Employees' letter No. NCBE/GS/2026/137 dated 20.07.2026. The Ministry has clarified that: (i) the Code on Social Security, 2020 (36 of 2020) has come into force with effect from 21.11.2025 vide Notification No. S.O.5319(E) dated 21.11.2025; (ii) Section 164 of the Code has repealed the Payment of Gratuity Act, 1972, whose provisions stand subsumed in Chapter V of the Code; (iii) in terms of Section 53(3) of the Code, the gratuity payable to an employee shall not exceed such amount as may be notified by the Central Government, the present ceiling being ?20 lakh; and, most materially, (iv) ***Section 53(5) of the Code is an independent enabling provision*** which expressly provides that nothing in the Section shall affect the right of an employee to receive better terms of gratuity under any award, agreement or contract with the employer, and that employees covered under any such award, agreement, settlement or contract are entitled to receive gratuity on terms more beneficial than the statutory limit, including any enhanced ceiling, ***without requiring amendment of the Act or the Code.***

We say with respect that this clarification places the matter in an entirely new light. While the conciliation record of 2025 proceeded on the premise that a gazette notification enhancing the ceiling was awaited, the Ministry of Labour & Employment has now made it clear that no such notification is required at all for employees to receive better terms of gratuity, an agreement or settlement with the employer suffices under Section 53(5). The legal route the Bank requires is, therefore, already open, and continued waiting upon a notification is neither necessary nor justifiable.

There is a further and equally compelling dimension for the officers of State Bank of India. Officers of the nationalised public sector banks are eligible for Service Gratuity in terms of their respective Officers' Service Regulations — payable at one month's pay for each completed year of service, with the applicable formula for service beyond thirty years — and they receive the higher of the Service Gratuity under the Regulations or the gratuity under the statute, the Service Gratuity being subject to no monetary ceiling. ***In a typical case of long service, the benefit so computed amounts to more than double the sum to which officers of the Bank are presently entitled under the capped statutory provision***. Officers of State Bank of India alone remain confined to the statutory ceiling. This is plainly discriminatory and deprives the officers of the country's largest bank of a benefit which their counterparts across the industry enjoy.

Officers of the Bank render long years of dedicated service, shouldering the implementation of every national priority, financial inclusion, Direct Benefit Transfers and emergency economic measures during critical times, in an environment of ever-increasing workload, responsibility and risk. In the face of the rising cost of living and the financial commitments that fall due at the time of retirement, a capped gratuity no longer provides adequate post-retirement support, and terminal benefits must reflect the full length and value of the service actually rendered.

In view of the foregoing, and in exercise of the enabling provision contained in Section 53(5) of the Code on Social Security, 2020, we demand and request that the Bank enter into an appropriate agreement/settlement with All India State Bank Officers' Federation (AISBOF) providing for payment of **service gratuity to the officers of the Bank without any monetary ceiling,** at par with the officers of other public sector banks, with effect from **21.11.2025,** i.e., the date on which the Code on Social Security, 2020 came into force.

We earnestly hope that the Bank will appreciate the importance of the matter and take an early and favourable decision in the interest of its officers. The Federation shall be glad to meet the Bank at the earliest convenience to discuss and finalise the terms of the agreement/settlement.■

## REQUEST FOR A ONE-TIME WINDOW TO REVISE KRAS UNDER CDS FOR FY 2026–27

***Text of AISBOF Letter No. 6180/18/26, Dated-18.08.2026,Addresed to The Deputy Managing Director (HR) & CDO,State Bank of India, Corporate Centre ,Mumbai – 400021.***

We wish to bring to your kind notice the concerns raised by officers across several Circles regarding the Key Result Areas (KRAs) assigned to them under CDS for the current financial year 2026-27.

During the current year, it has been observed that the KRAs of the previous year have been carried forward, while the allocation of marks has been revised under different heads. Consequently, many officers are of the opinion that the KRAs presently mapped to them do not adequately reflect their current roles and responsibilities and thereby lands them in a disadvantageous position vis-a-vis their capabilities and corresponding performance evaluation matrix. In several instances, the assessment includes parameters that bear limited relevance to the work actually being performed, while significant contributions made by officers in their respective functional areas are not suitably captured. Given the revised weightages, this mismatch could materially affect their final assessments with a cascading impact on their career progression prospects.

To ensure that the assessment process fairly and accurately reflects the work undertaken by each of the officers, we request that they be granted a one-time opportunity to revise their KRAs, subject to the approval of their respective REPAs. A limited window may be enabled in the system for this purpose, with a clearly defined cut-off date, so that the exercise is completed in a structured and time-bound manner without disrupting the annual assessment calendar.
We also draw your kind attention to our earlier letter No. 6453/14/2026 dated 18.05.2026 wherein the Federation had placed on record a detailed account of anomalies and concerns of officers in the present operation of CDS, particularly for officers in SMGS-IV and above. The referred communication included a reflective elaboration on defective cohort design, the clubbing of measurable and non-measurable roles, the forced grade-distribution curve, non-disclosure of KRA-wise trait, moderation marks, the absence of an effective and independent appellate mechanism among many such concerns requiring immediate and corrective actions by the Bank.

The present request is thus intended to address the concern of the officers and prevent avoidable grievances at the assessment stage itself. It is made without prejudice to the comprehensive review sought in our said letter, which we request may also be taken up at the earliest.

We believe this measure would enhance the objectivity, fairness and credibility of the performance assessment process. It would also reassure confidence of the officers and also boost their morale once their performances are adequately evaluated and correctly mapped to their actual role.

We shall be grateful should the matter be considered favourably and suitable instructions are issued facilitating a one-time option for the officers to revise their KRAs for the current financial year along with necessary rectifications in CDS as sought by the Federation.■

**SUCCESS AWAITS AT THE DOOR WHERE DILIGENCE IS**

# COMPULSORY ONBOARDING OF OFFICERS IN SMGS-IV AND ABOVE ONTO THE CBDC/E₹ WALLET FOR PAYMENT OF ENTERTAINMENT ALLOWANCE

***Text of AISBOF Letter No. 6180/20/26,Dated-03.09.2026, Addressed to The Deputy Managing Director (HR) & CDO, State Bank of India,Corporate Centre, Mumbai – 400021.***

With effect from May 2026, the Bank has operationalised payment of Entertainment Allowance to officers in SMGS-IV and above through the CBDC/e₹ wallet, and instructions in circulation require 100% onboarding of these officers onto the CBDC platform, with a uniform mobile number across CBS, HRMS and CBDC, as the sole route for receiving the allowance. The stipulated date has passed, and officers who have not opened an e₹ wallet are consequently facing non-receipt of, or uncertainty over, an entitlement admissible under the Service Rules, for months that have already elapsed.

We support RBI's Digital Rupee initiative and the Bank's right to offer e₹ wallets to its officers on a voluntary basis. Our objection is confined to compulsion. ***An officer cannot be required, as the price of receiving an allowance to which he or she is otherwise entitled, to install and maintain a retail banking application on a personal mobile device, dedicate a personal mobile number to it, open a personal e₹ wallet and participate in an RBI pilot, with no non-CBDC alternative.*** We place the following for your consideration.

1. An officer's obligations under the SBI Officers' Service Rules, 1992 are discharged through the Bank's own infrastructure like CBS, HRMS and Bank-provided systems. Nothing in the Rules or the contract of service requires an officer to own a smartphone, maintain a particular mobile number, keep that number uniform across the Bank's databases, or install any application on personal property. Requiring a personal phone's use for such objectives shifts the cost of the device, data and upkeep, the cyber-security risk and the liability for any compromise onto the officer, without consent, compensation or indemnity.

2. RBI itself has kept CBDC credit of allowances voluntary for its own officers. By circular CO.HRMD.No.G.54/S11295/16.33.00/2024-25 dated 27.12.2024, RBI decided to credit the internet/data reimbursement to the CBDC wallets of its officers in Grade 'A' to 'F' "who have opened CBDC wallet with their Bank", stated its object as being "to encourage the use of CBDC wallet", merely "advised" officers to update wallet details in the Samadhan portal, and confirmed that "all other terms and conditions governing the Scheme remain the same". By circular CO.HRMD.No.G.57/S12520/16.33.00/2024-25 dated 03.02.2025, RBI commenced the facility from February 2025 "for those Officers who have provided their CBDC wallet details". Neither circular contains any deadline, onboarding target, mobile-number alignment requirement or consequence for non-enrolment; the Samadhan portal permits an officer to delete wallet details; and RBI officers may hold their wallet with any bank of their choice from a list of participating banks. The regulator that owns the e₹ pilot has thus, when applying the very same "employee allowance" use case to its own officers, kept enrolment opt-in, left the conventional route intact and imposed no captive-bank requirement. A 100% mandate by SBI goes well beyond what RBI considered appropriate for itself.

3. The mandate does not appear to carry competent-authority sanction under Rule 29, which provides that the Bank may reimburse entertainment expenses "as may be decided by the Central Board or the Executive Committee". Making the entitlement conditional on a personal CBDC wallet is a substantive change in the conditions governing the benefit, and an administrative note directing onboarding does not evidence such sanction.

4. Rule 50 requires compliance only with orders that are "lawful and reasonable", and the present direction reaches beyond the workplace into an officer's private smartphone, personal mobile number, personal banking linkage and device security. Its reasonableness cannot be sustained when a less intrusive and equally effective alternative, direct credit to the salary account, itself a digital channel of the Bank, already exists and is the very alternative RBI has retained for its own officers.

5. The direction must also satisfy the constitutional and statutory standards of proportionality and consent. As an instrumentality of the State, SBI remains bound by Articles 14 and 21 of the Constitution in its dealings with its officers. Any measure that touches an officer's informational privacy and personal autonomy must therefore satisfy the threefold test of legality, legitimate aim and proportionality recognised by the Supreme Court. A blanket mandate with no opt-out, enforced through the withholding of a service benefit, fails the least-restrictive-means limb of that test when direct credit to the salary account achieves the same object without any intrusion. The Digital Personal Data Protection Act, 2023 reinforces this position: consent for the processing of personal data must be free, specific, informed and unambiguous, ***and consent obtained on threat of losing an admissible allowance is not free consent.*** Nor does the Act's employment-purpose exception assist the Bank, since it covers processing necessary for the employment relationship itself, not the enrolment of employees as retail customers of a financial product.

6. Retail e₹ remains a pilot and may be programmable. RBI's Digital Rupee FAQs (updated 29.04.2026) describe e₹ as "currently being pilot tested" in a limited, controlled rollout intended in part to test user acceptance, and RBI is exploring programmable CBDC for "employee allowances for defined purposes" with expiry dates, merchant-category and geographical restrictions. Compelled enrolment cannot measure acceptance, and the Bank must clarify whether the allowance will be ordinary or programmable e₹, because a programmable credit is not economically identical to money in a bank account and would alter the benefit itself rather than merely its mode of payment.

7. The scheme raises informational-privacy concerns and risks practical exclusion. Compulsory linkage of service identity, HR records, banking relationship, mobile identity and wallet identity, and the demand for a uniform number across CBS, HRMS and CBDC, call for prior disclosure of the data collected, application permissions, employer visibility of transaction data, retention periods and safeguards against use of wallet data for monitoring or profiling. RBI's own scheme operates purely on the officer registering wallet details in the HR portal, showing that such integration is unnecessary. The mandate is silent on officers who use basic phones, hold a separate personal number, face device-security or accessibility constraints, or legitimately wish to limit their digital financial footprint.

In the light of the foregoing, we request the Bank to withdraw the requirement of 100% compulsory onboarding for officers in SMGS-IV and above and to make e₹ enrolment voluntary, on the lines of RBI's circulars dated 27.12.2024 and 03.02.2025. The Bank may kindly confirm that no officer shall be required to install any application on a personal device, dedicate or align a personal mobile number, or open an e₹ wallet as a condition of receiving Entertainment Allowance or any other admissible benefit; that no such benefit shall be withheld, delayed or forfeited for non-enrolment; that Entertainment Allowance be released forthwith to non-onboarded officers through the salary account; that no adverse or financial consequence shall follow the lapse on non-onboarded officers; and that direct credit to the salary account, or the existing reimbursement mechanism, shall continue for every officer who does not opt for CBDC.

A voluntary, transparent rollout, exactly as RBI has adopted for its own officers, would strengthen both employee confidence and genuine adoption of the Digital Rupee. ■

# ALL INDIA STRIKE ON 11TH SEPTEMBER, 2026
# ALL INDIA STRIKE ON 28TH, 29TH & 30TH SEPTEMBER, 2026
# INDEFINITE STRIKE FROM 26TH OCTOBER, 2026

***Text of AIBOC Circular No. 2026/51, dated 23.08.2026, reproduced the text of UFBU circular no. 2026/18 dated 23.08.2026, Addressed to To All Unions And Members:***

**WE DEMAND**:

- **Honour commitment – implement 5 Days Banking**
- **Withdraw the Govt.'s unilateral and discriminatory PLI scheme – keep implementation in abeyance**
- ***Modify the scheme through bilateral discussions with Unions***
- **Resolve residual issues**

**All India Strike on 11th September, 2026**
**All India Strike on 28th, 29th & 30th September, 2026**
**Indefinite Strike from 26th October, 2026**

By now all our unions and members are aware that the Government is taking a negative attitude on our important demands and issues.

On the issue of introduction of 5 days banking, the IBA has agreed in the 12th BPS/9th Joint Note signed on 8th March, 2024 to introduce 5 days banking (by increasing 40 minutes of working hours daily from Monday to Friday) and the same has been duly recommended to the Government. It is more than 2 years now and yet the matter is kept pending with the Government.

On the issue of PLI also, it was clearly understood and agreed between the Unions and IBA that the PLI scheme would be based on the performance of the Bank as a whole and would be uniform number of days for all employees and officers upto Scale VII.

But in a unilateral manner, DFS/Finance Ministry has directed Banks to implement a different PLI scheme for Scale IV officers and above. Under this Scheme, the officers from Scale IV and above would be paid PLI upto 365 days of Basic Pay based on their individual performance while workmen employees and officers upto Scale III would be paid a maximum of 15 days Basic Pay+DA.

Because of the strike call issued by UFBU, this issue is now seized into conciliation before the CLC. The issue is also under litigation before the High Court of Delhi. In the meantime, we have also discussed the issue with the IBA and our suggestions for improvement in the existing scheme and modification in the Govt. scheme have been sent to Government and the same is before the DFS for their consideration. But overlooking all these, the DFS is insisting on the implementation of their unilateral scheme.

We have pointed out to the DFS, CLC and IBA that the implementation of the revised Scheme of the Government would be a huge cost to the Banks. Out of about 8 lacs of total number of employees and officers in the Banks, the number of Officers in Scale IV and above would be around 40,000 i.e. about 5 % only. What they really prefer is fair treatment, work-life balance, and stress-free work environment. What is being offered to them is a discriminative incentive which will keep them away from the rest of the colleagues.

As per our estimate, the cost of PLI for these Scale IV officers and above would be very huge and disproportionately much higher than what all other employees and officers will get. When everyone will get a maximum PLI of 15 days, they will get more than 20 times of it. This will badly divide us. Further, the basic feature of the existing PLI scheme is the uniformity of the Incentive for all cadres from substaff, clerical, officers and upto Scale VII officers based on the performance of each Bank. The Government's scheme envisages PLI based on individual performance, productivity and efficiency. During the bipartite meeting held with the IBA on 20-8-2026, we reiterated our offer to further discuss our suggestions to improve the Scheme and arrive at a mutually acceptable revised formula. But we learn with regret that the Government has advised the Banks to implement their Scheme and the crediting of PLI under the DFS scheme has now actually commenced in the Banks, in violation of the status quo obligation under Section 33(1) of the ID Act / Section 82 of the IR Code during pendency of conciliation before the CLC and the suggestions made by us to resolve the issue through bilateral discussions.

It is also observed that while the Government wants to initiate the discussions on fresh charter of demands for the next wage revision, our residual demands like updation and improvement in pension, uniform DA formula for all pensioners, option for employees under NPS to switch over to OPS, and other residual issues continue to be unresolved.

In this background, UFBU's meeting was held yesterday and it was unanimously decided to launch our strong protest actions to press our demands. The following programmes have been chalked out.

**DEMANDS:**

**(i) Honour commitment – implement 5 Days Banking**

**(ii) Withdraw the Govt.'s unilateral and discriminatory PLI scheme– keep implementation in abeyance**

**(iii) Modify the scheme through bilateral discussions with Unions**

**(iv) Resolve residual issues**

## AGITATIONAL PROGRAMME:

| | | |
|---|---|---|
| 24 - 25 Aug. | Mon, Tue | Explaining the programme to the rank and file and mobilising them |
| 24th Aug to 10th Sep | | • Working strictly as per rules and procedures and withdrawal of all extra co-operation<br>• Adherence to regular working hours, no work before or beyond scheduled hours.<br>• Exit from all official WhatsApp groups |
| 26th Aug. | Wed | Serving strike notice |
| 27th Aug. | Thu | Mass Demonstrations in all centres and towns all over the country |
| 28th Aug | Fri | Black Badge wearing |
| 30th Aug | Sun | Twitter/X campaign |
| 1st Sept. | Tue | Press meet at Delhi |
| 3rd Sept. | Thu | Poster campaign |
| 8th Sept. | Tue | Badge Wearing |
| 11th Sept | Fri | All India Strike |
| 14 - 24 Sept | | Dharna in all State Capitals |
| 24th Sept. | Thu | Demonstrations in other centres (other than State capitals) |
| 25th Sept. | Fri | Press release in all State capitals |
| 26,27 Sept. | Sat, Sun | Meetings and preparatory campaign |
| 28,29,30 Sept | M,T,W | All India Strike |
| 7th Oct | Wed | Demonstration in all centres |
| 10th Oct | Sat | Twitter/X campaign |
| 22nd Oct | Thu | Demonstration in all centres |
| 24, 25 Oct | Sat, Sun | Meetings and preparatory campaign |
| From 26 Oct | Mon | Indefinite Strike |

It must be remembered that no service condition we enjoy today - our pay scales, our leave benefits, our transfer protections, our promotion processes, our pension - was gifted by any Government; each of them was secured by the trade unions across the negotiating table through decades of collective struggle, long before many of us wrote the recruitment exam.

What is now sought to be dismantled is that negotiating table itself. A scheme that dangles 365 days' pay before a few officers while condemning entire brackets of performing officers to nil by design is not a reward, it is a ranking machine, and the same machine that decides the incentive today will decide promotions, postings and continuation in service tomorrow.

An officer standing before such a machine has no answer to it; eight lakhs of us standing together cannot be ignored by it, which is precisely why the first move of every such scheme is to divide the workforce, cadre from cadre, senior from junior, officer from employee. The unity that our predecessors built is not an inheritance to be spent; it is the only insurance every one of us, from the newest recruit to the seniormost officer, holds over our own future.

When all of us want to move together and work for the progress of the Banks, we are being confronted and challenged by divide and rule policy of the Government.

Comrades, the agitation has been forced on us. We call upon all our unions and members to mobilise themselves and make the programmes a total success.

Our dignity, rights and future security depend on how unitedly and resolutely we act today.

The agitation has been forced upon us. Let us make every programme a total and resounding success.■

## REVISED SOP FOR OBSERVANCE OF UFBU AGITATIONAL PROGRAMME CLARIFICATION – WORKING ON HOLIDAY

***Text of AIBOC Circular No. 2026/53, dated 25.08.2026, We are in receipt of queries from our affiliates and members regarding attendance and working on holidays. In this connection, the attention of all members is drawn to Clause 4 of the Standard Operating Procedure circulated vide Circular No. 2026/52 dated 24.08.2026.***

It should be read as:-

**4. Do Not Attend any Official Functions after Banking hours / work on holidays.**

**No officer should work on holidays. Members should not attend any official functions of the Bank during the agitation period after banking hours and on holidays. This includes celebratory and other events.**

REVISED SOP FOR OBSERVANCE OF UFBU AGITATIONAL PROGRAMME

★ Working strictly as per rules and procedures and withdrawal of all extra co-operation

★ Adherence to regular working hours, no work before or beyond scheduled hours.

★ Exit from all official WhatsApp groups

We share herewith a Standard Operating Procedure for disciplined and united observance of agitational programme circulated vide our Circular No 2026/51 dated 23.08.2026.

All members are requested to observe the agitational programme in a disciplined, peaceful and uniform manner. The programme should be implemented with clarity, dignity and unity at all branches, offices and establishments w.e.f. 24.08.2026.

**1. Work Strictly as per Rules and Procedures**

All duties must be performed strictly according to laid down rules, manuals, circulars, systems and delegated powers. No extra, informal or unrecorded cooperation should be extended beyond prescribed norms. Every instruction with operational, financial or compliance implications should be handled only through proper procedure.

**2. Adhere to Regular Working Hours**

All officers shall strictly observe work to rule with normal office and branch working hours. All officers should come on time and leave office at 5.30 PM

**3. Exit from Official WhatsApp Groups**

Members shall exit so-called official WhatsApp groups created for office work, in line with the UFBU call. No unnecessary arguments or exchanges should be made on such groups while exiting.

**4. Do Not Attend any Official Functions after Banking hours / work on holidays.**

No officer should work on holidays. Members should not attend any official functions of the Bank during the agitation period after banking hours and on holidays. This includes celebratory and other events.

**5. Maintain Readiness for Further Programme**

All members should remain fully prepared for all other agitational programmes as chalked out by UFBU and communicated vide its Circular No. 2026/18 dated 23.08.2026 and AIBOC Circular No 2026/51 dated 23.08.2026 including strike actions decided on various dates. Unit leaders must keep communication channels active and members informed.

**6. Report Pressure or Victimisation**

If any member faces threat, coercion, pressure to violate the programme, discrimination for participation, or any form of victimisation, the matter should be reported immediately to the unit office bearers with complete details and supporting record, wherever available.

**7. Maintain Discipline and Responsible Communication**

The agitation must remain peaceful, orderly and dignified. Members should maintain calm and professional conduct at all times. Only authorised office bearers should issue formal statements. No confusing, unauthorised or defeatist message should be circulated.

**8. Our office bearers at the local level/unit level to ensure that all the programs are implemented in letter and spirit and they should stand by the members.**

The divisive scheme being forced upon us is not a reward. It is a design that ranks a handful and writes-off the rest. The tool that decides the incentive today will decide promotions, postings and continuation in service tomorrow. No officer standing alone before that machine has an answer to it. Eight lakhs of us standing together cannot be ignored by it. That is precisely why the first move of every such scheme is to divide us. cadre from cadre, senior from junior, officer from employee.

Nothing we enjoy today was gifted to us, neither there had been any magnanimity but came out of struggle and sacrifices and was clinched across the negotiating table. It is that negotiating table which is now sought to be dismantled. We shall resist any such move with rock-like resolve and unflinching solidarity.

This is a test of our unity, discipline and collective strength. Let every member stand firm, act responsibly and remain fully aligned with the common cause.

Our dignity, rights and future security depend on how unitedly and resolutely we act today.

The agitation has been forced upon us. Let us make every programme a total and resounding success.■

## UFBU SERVES STRIKE NOTICE

***Text of AIBOC Circular No. 2026/54, dated 26.08.2026, reproduced the text of the Strike Notice served by UFBU on 26.08.2026.***

**FORM XI Under**

Rule 25 of Industrial Relations (Central) Rules, 2026

**NOTICE OF STRIKE**

**NAME OF UNIONS :**

**1. ALL INDIA BANK EMPLOYEES' ASSOCIATION – AIBEA**
**2. ALL INDIA BANK OFFICERS CONFEDERATION – AIBOC**
**3. NATIONAL CONFEDERATION OF BANK EMPLOYEES - NCBE**
**4. ALL INDIA BANK OFFICERS ASSOCIATION – AIBOA**
**5. BANK EMPLOYEES FEDERATION OF IDNIA – BEFI**
**6. INDIAN NATIONAL BANK EMPLOYEES FEDERATION – INBEF**
**7. INDIAN NATIONAL BANK OFFICERS CONGRESS – INBOC**

**NAMES OF REPRESENTATIVES**

1. Shri. C.H. VENKATACHALAM
2. Shri. RUPAM ROY
3. Shri. L. CHANDRASEKHAR
4. Shri. SANJAY KUMAR KHAN
5. Shri. DEBASISH BASU CHAUDHURY
6. Shri. O.P. SHARMA
7. Shri. PREM KUMAR MAKKER

| | |
|---|---|
| **The Chairman,**<br>**Indian Banks' Association,**<br>**World Trade Centre Complex,**<br>**6th Floor, Centre 1 Building,**<br>**Cuffe Parade, Mumbai. 400005** | ***Dated the 26th August, 2026***<br>**Chief Labour Commissioner ( C ),**<br>**Ministry of Labour,**<br>**Office of the CLC,**<br>**Shrameva Jayate Bhavan Dwarka,**<br>**New Delhi- 110075** |

Dear Sir,

In accordance with the provisions contained in sub-section (1) of Section 62 of the Industrial Relations Code, 2020, we hereby give you notice that the members of the 7 constituent unions of United Forum of Bank Unions viz. AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBOC and INBEF propose to go on STRIKE on the following days:

**1. 11 11th September, 2026**
**2. 28 28th, 29th and 30th September, 2026**
**3. Continuous strike from 26th October, 2026**

**DEMANDS**

**1. Honour commitment – implement 5 Days Banking as agreed in the Settlement/Joint Note** dated **8-3-2024**
2. Withdraw the Govt.'s unilateral and discriminatory PLI scheme – keep implementation in abeyance
3. Modify the scheme through bilateral discussions with Unions
4. Resolve residual issues

The details of the programs are given hereunder:

**AGITATIONAL PROGRAMME**

| | |
|---|---|
| 26th Aug. | Serving strike notice |
| 24th Aug. to 10th Sep | • Working strictly as per rules and procedures and withdrawal of all extra co-operation<br>• Adherence to regular working hours, no work before or beyond scheduled hours.<br>• Exit from all official WhatsApp groups |
| 27th Aug. | M Mass Demonstrations in all centres and towns all over the country |
| 28th Aug | Bl Black Badge wearing |
| 30th Aug | T Twitter/X campaign |
| 1st Sept. | Pr Press meet at Delhi |
| 3rd Sept. | P Poster campaign |
| 8th Sept. | B Badge Wearing |
| 11th Sept. | A All India Strike |
| 14 - 24 Sept | D Dharna in all State Capitals |
| 24th Sept. | D Demonstrations in other centres (other than State capitals) |
| 25th Sept. | Pr Press release in all State capitals |
| 26,27 Sept. | M Meetings and preparatory campaign |
| 28,29,30 Sept | AI All India Strike |
| 7th Oct | D Demonstration in all centres |
| 10th Oct | T Twitter/X campaign |
| 22nd Oct | D Demonstration in all centres |
| 24, 25 Oct | Meetings and preparatory campaign |
| From Oct 26th | IN INDEFINITE STRIKE |

The details of the issues and Statement of the case herein.

## STATEMENT OF THE CASE

**1. Implementation of 5 Days Working Per Week :**

Earlier, in the Settlement/Joint Note signed on 23-5-2015, against our demand to declare all Saturdays as holidays, it was agreed by the Indian Banks' Association that to begin with, the 2nd and 4th Saturdays of every month would be declared as bank holidays and in lieu of that, the remaining Saturdays would be declared as full working days (instead of half a day hitherto) and it was assured that in due course efforts would be taken to declare all Saturdays as holidays and

In the Settlement/Joint Note signed on 11-11-2020, the issue was further discussed and the IBA assured that the demand would be further discussed to find an amicable solution, and

In the negotiations on the Charter of Demands for the next wage revision this demand was further discussed and

A Memorandum of Understanding (MOU) was signed between the unions/ associations and the Indian Banks' Association on 7-12-2023, where it is written that the recommendation for declaring all Saturdays as holidays under the NI Act for Banking Industry in line with earlier negotiations with unions/ associations had already been sent to the Govt. The unions/ associations urged for implementation of the same before signing of the final bipartite Agreement/ Joint Note.

It was agreed in the Settlement/Joint Note dated 8.3.2024 that in terms of understanding dated 7th December, 2023, reached between IBA and Unions/ Associations for declaration of all Saturdays as holidays under Negotiable Instrument Act for Banking Industry, IBA has accordingly recommended to the Government and the due changes in the working hours will be effective after approval by the Government of India and necessary clearances from Government/Reserve Bank of India and

For more than an year, there was no response or approval from the Government, more particularly from the Department of Financial Services of the Ministry of Finance. Hence the UFBU gave the call for strike on 24th and 25th March, 2025. On 21-3-2025, during the conciliation meeting held by the CLC, Joint Secretary of the DFS made a solemn assurance that the issue is receiving the attention at a high level in the Ministry and a decision would be taken at the earliest. Hence the strike was deferred.

But it was highly disappointing that no decision was taken by the Government after that and this resulted in serious unrest amongst the employees and officers. After waiting patiently for few more months and with no positive development on this issue, UFBU observed a strike on 27-1-2026 protesting against this undue delay.

It is more than six months thereafter and more than two years since the mutual agreement between IBA and UFBU has been recommended to the Government but yet the Government has not taken the decision to approve it. Hence due to the inordinate delay in implementation of the 5-days work-week, this strike notice is being served demanding immediately approval.

**2. PLI Scheme - Violation of bilateral agreement :**

Performance Linked Incentive (PLI) scheme was introduced in the Banks under the earlier Settlement signed between IBA and Unions/Associations in Novemmber, 2020. The Scheme covered all workmen employees and all Officers from Scale I to Scale VII. This PLI Scheme has been introduced after detailed discussions between the parties based on mandates provided by member Banks' Boards. During the year 2024, the PLI scheme has been modified improved upon by further mutual discussions between the parties.

Whereas the revised scheme under DFS Notification No. eF No. 15/6/2024-BO.I dated 19.11.2024 violated the accepted principle of equity and undermines this well-established framework, violating the sanctity of collective bargaining and the bilateral settlements and introduced a selective approach to incentivise only officers from Scale IV to VIII (counting less than 5% of the total workforce), while excluding over 95% of employees who primarily drive business at the field level. It risks fragmentation of the workforce and impairing the collective growth and harmony, which is paramount and essential for any organizational growth and sustainable success. Besides the DFS directive which amounts to violate the collectively bargained PLI scheme uniformly applicable to entire workforce from part time sweepers to General Managers of the Banks with uniform rate (number of days of wage) as incentive for all, it also will result in huge inequity and differentiation in the incentive by extending a highly disproportionate incentive model for a small section of the workforce. Uniformity of the incentive will be the casualty.

Further the core essence of the PLI scheme agreed by the UFBU was that the incentive will be based on the performance of a Bank as a whole. This was the outcome a consensus between the Unions and IBA since unions did not and could not agree to any incentive formula based on individual performance. The DFS scheme strikes at the root of the consensus arrived and hence the scheme is now totally distorted and slanted.

Hence this issue was one of the prime issues in our strike notice in March, 2025. During the conciliation proceedings held by the CLC, it was suggested to find a mutually acceptable modifications in te revised formula. Accordingly, the issue was discussed between UFBU and IBA bilaterally and modifications were suggested to the Government. Importantly it was pointed out that Scale IV and V officers, by virtue of their job profile, role and powers, etc. cannot be considered as belonging to top-level management of the Banks. Till now we are yet to be informed of the response of the Government to our suggestions. However, even though the issue has been seized into conciliation before the CLC, in total disregard to all principles of fairness and in violation of the prescription to maintain status quo, the Government advised the Banks to implement their directive.

The issue was hence taken up with the CLC. But regrettably, the DFS has taken a stand that their decision and direction does not suffer from anything wrong on their part. Thereafter, the IBA invited UFBU for a bilateral discussion on this issue on 20-8-2026 when we have explained our standpoints and further came forward to discuss the issue further with them keeping the views of the DFS and to work out a mutually acceptable revised formula for employees covered by the BPS/Joint Note.

But strangely enough, without any referenced to the Unions, on the very next day i.e. on 21-8-2026, Banks have been advised to implement the DFS scheme thus creating a serious wedge between one section of the workforce with another and disturbing the harmony amongst the staff.

**The crux of the matter is :**

a) The revised scheme directed by the DFS is contrary to the mutually and bilaterally agreed uniform scheme.

b) The DFS scheme seeks to divide the composite team of the workforce in the Banks who are today working as a unified team to achieve the targets and business parameters.

c) As against incentive based on the performance of the Banks, this DFS scheme is based on the individual performance of the officers.

d) Under the bilateral scheme, the maximum PLI is 15 days' Basic Pay + DA while the PLI under the DFS schemes would be upto 365 days' Basic Pay which is highly disproportionate.

e) DFS scheme also provides for mandatory bifurcation of officers into different grades of performers and non-performers unrelated to their actual performance.

f) The cost outgo for the DFS scheme for about 5% of the total workforce would be unfairly and grossly disproportionate as compared to the incentive payable to the remaining 95% of the workforce.

g) This DFS scheme besides being discriminative inter-cadre and intra-cadre, is also a huge demotivation thus, defeating the objective of the PLI scheme.

h) The DFS directive has made collective bargaining and bilateral understandings a mere farce.

i) Even though the Joint Note is not signed under the I D Act, the Joint Note is signed by the IBA, approved by all the Bank Boards and is the very basis on which amendment is made in the Officers Service Regulations and Pension Regulations both of which are legal legislations. The Gazette notification issued by the government on these amendments also refer to the Joint Note signed between the Unions and the IBA . Hence it is improper the contend that Joint Note has no legal sanctity.

**3. Settlement of residual issues and resolution of issues which were raised in the Strike Notice in March, 2025 and January, 2026.**

When the Settlement/Joint Note was signed on 8-3-2024, since some of the important issues raised by the Unions could not be addressed and resolved, it was decided and minutised to take up these issues as residual issues. Similarly, certain issues were raised in our Strike Notice served in March, 2025 and January, 2026 which are still in conciliation but not yet resolved.■

## SUCCESSFUL DEMONSTRATIONS HELD AT ALL CENTRES

*Text of AIBOC Circular No. 2026/55, dated 28.08.2026,reproduced the text of the UFBU circular no. 19 dated 28.08.2026*

**Successful demonstrations in all centres -Continue the programme**

Subsequent to our releasing the Circular containing our agitational programme, there has been enthusiastic and positive response from our rank-and-file membership. Our members have welcomed the intensified agitational programmes and strike actions. Our unions are aware that UFBU has pursued the issues with utmost patience but the Government has been ignoring our genuine concerns.

Adding insult to injury, Government has directed payment of their unilateral and discriminatory PLI scheme even though UFBU has given its suggestions for modifications in the scheme and the issue is pending in the conciliation proceedings before the CLC.

Thus, the intentions of the Government is clear. Deny the legitimate demands of the employees and officers and dive our unity by extending disproportionate PLI to a section of the officers. Hence the agitational programmes have become necessary.

As per reports reaching our Unions yesterday evening and this morning, the demonstration programme at various centres all over the country has been a resounding success. Employees and officers have participated in the programme in large number.

Well begun is half done. We call upon all our unions and members to take all further steps to mobilise our members in full and implement all the programme successfully.■

## Intensify Our Protest and Campaign
## Get Ready – Twitter/ X Campaign on 30th Aug, 2026 - Sunday

*Text of AIBOC Circular No. 2026/56, dated 28.08.reproduced the text of the UFBU circular no. 20 dated 28.08.*

The demonstrations all over the country were successful. Today, all our members participated in Black Badge Wearing programme. Now we have to proceed for the next programme – Twitter/ X campaign on Sunday, the 30th August, 2026.This campaign through Social Media is equally very important since this will help us to reach out to a very large number of people and make them aware of our agitation and demands.

During our agitation in January, 2026 on 5 days banking, the participation of our unions and members in the Social Media campaign was very impressive as under:

**-Total Posts / Results: Over 4.11 lakh**
**-Total Engagements: Nearly 5.16 lakh**
**-Sentiment: overwhelmingly positive**
**-Potential Reach: an impressive 2.09 Crore (20.9 millions) users**

This time, we should overtake this and all our Unions and members particularly, our younger generation members/ Gen Z, who are well versed in such campaign should play a much larger role and ensure that we surpass the previous record.

***Remember, the X Campaign will commence at 7-00 am on the 30th August, 2026. Hashtag will be sent to all Unions on Sunday morning when we commence the campaign.*** ■

# MARCH ON TO 11TH SEPTEMBER STRIKE
# NO POSITIVE OUTCOME IN THE MEETING HELD BY IBA

***Text of AIBOC Circular No. 2026/58, dated 04.09.2026, reproduced the UFBU circular no. 2026/22 dated 04.09.2026 in connection with the meeting held with IBA.***

Further to the Strike Notice served on the IBA by UFBU, IBA had invited our Unions for discussions on the demands contained in the strike notice. The meeting was held this morning between IBA and UFBU. Shri A K Goel, Chief Executive, IBA, Shri Gopal Murli Bhagat, Dy. Chief Executive, IBA and Shri. Arvind Misra, Sr. Advisor-HR&IR, IBA participated in the meeting from the side of IBA. From UFBU, all our constituent unions – viz. AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBOC and INBEF – participated in the meeting.

The Chief Executive of IBA, Shri A K Goel pointed out that the strike in banking sector would disturb economic activities in the country besides dislocating banking services. He informed that any issue raised by the Unions can be addressed bilaterally including the issues raised by the UFBU in the strike notice. He appealed to UFBU to defer the strike call and come forward to find amicable solutions through discussions.

From UFBU, we informed IBA that the issues raised by us are very important and cannot be brushed aside any further. We pointed out that on the basis of the assurance from a senior DFS official that the issue of 5 days banking was receiving priority attention at a very high level in the Government, we had deferred the call for strike on 24th and 25th March, 2025 but there has been no development after that.

Similarly on the issue of PLI, based on the advice of the CLC, we had discussed the issue with the IBA in September, 2025 and submitted our suggestions to the DFS for modification of the Scheme. While there has been no positive response from the Government to our suggestions, the issue has been further aggravated by the Government/DFS directing Banks to implement the unilateral and discriminatory PLI scheme for Scale IV officers and above even though the issue is pending before the CLC.

We further pointed out that the residual and pending issues also remain unresolved. We informed the IBA that in view of the above, it is not possible for the UFBU to defer the strike call in the absence of any definite outcome.

Accordingly, we call upon all our unions and members to go ahead and intensify our efforts to make the programmes successful.

But strangely enough, without any referenced to the Unions, on the very next day i.e. on 21-8-2026, Banks have been advised to implement the DFS scheme thus creating a serious wedge between one section of the workforce with another and disturbing the harmony amongst the staff.

The crux of the matter is :

a) The revised scheme directed by the DFS is contrary to the mutually and bilaterally agreed uniform scheme.

b) The DFS scheme seeks to divide the composite team of the workforce in the Banks who are today working as a unified team to achieve the targets and business parameters.

c) As against incentive based on the performance of the Banks, this DFS scheme is based on the individual performance of the officers.

d) Under the bilateral scheme, the maximum PLI is 15 days' Basic Pay + DA while the PLI under the DFS schemes would be upto 365 days' Basic Pay which is highly disproportionate.

e) DFS scheme also provides for mandatory bifurcation of officers into different grades of performers and non-performers unrelated to their actual performance.

f) The cost outgo for the DFS scheme for about 5% of the total workforce would be unfairly and grossly disproportionate as compared to the incentive payable to the remaining 95% of the workforce.

g) This DFS scheme besides being discriminative inter-cadre and intra-cadre, is also a huge demotivation thus, defeating the objective of the PLI scheme.

h) The DFS directive has made collective bargaining and bilateral understandings a mere farce.

i) Even though the Joint Note is not signed under the I D Act, the Joint Note is signed by the IBA, approved by all the Bank Boards and is the very basis on which amendment is made in the Officers Service Regulations and Pension Regulations both of which are legal legislations. The Gazette notification issued by the government on these amendments also refer to the Joint Note signed between the Unions and the IBA . Hence it is improper the contend that Joint Note has no legal sanctity.

4. Settlement of residual issues and resolution of issues which were raised in the Strike Notice in March, 2025 and January, 2026.

When the Settlement/Joint Note was signed on 8-3-2024, since some of the important issues raised by the Unions could not be addressed and resolved, it was decided and minutised to take up these issues as residual issues. Similarly, certain issues were raised in our Strike Notice served in March, 2025 and January, 2026 which are still in conciliation but not yet resolved.■

## Conciliation meeting by Dy. CLC, Joint Secretary, DFS, MoF, CLC - But no concrete and positive outcome on 5 Days Banking Hence March on to 11th September Strike

*Text of AIBOC Circular No. 2026/60, dated 09.09.2026, reproduced the text of UFBU circular no. 2026/23 dated 09.09.2026.*

**Talks with IBA on 4th Sept.:** Further to the Strike Notice served on the IBA by UFBU, IBA had invited our Unions for discussions on the demands contained in the strike notice on 4-9-2026. Since IBA could not offer any solution to our demands, we informed them that we shall go ahead with our strike action.

**Conciliation meeting on 8th:** Shri. Niranjan Kumar, Dy. Chief Labour Commissioner (Central), Ministry of Labour, Government of India convened a conciliation meeting. Representatives of IBA and managements from various public sector Banks and private sector Banks were present. Representatives of DFS, Ministry of Finance were also present. From UFBU, all our Unions were present.

**What DFS said:** From the DFS, they informed that various initiatives have been taken by the Government to address the issues of the banking employees. They also stated that DFS has advised the Banks to keep the PLI scheme for Scale 4 to 8 officers in abeyance for the year 2025-26 and the same would be bilaterally discussed between the unions and the IBA. On 5 Days Banking, they informed that the Government is seized of the issue and it is still under their consideration. Hence, they requested UFBU to defer the strike.

**What IBA said:** IBA representative also stated that in view of the positive instructions of the Government on the PLI issue and since 5 Days Banking is under consideration by the Government, the UFBU may defer the strike call and continue the discussions.

**What UFBU said:** From our side, we informed them that while we have taken note of the decision of the Government to keep their PLI formula in abeyance and to resolve that issue through bilateral discussions with the unions which is the demand of the UFBU, we also expressed our strong protest about the attempt of the Government to boost some outside organisation which is not a negotiating union in the banking sector.

We pointed out that the issue of 5 Days Banking has already been agreed upon in the settlement in March, 2024 and recommended to the Government for approval. But the issue is being inordinately delayed and held up with the government. Hence entire banking staff are agitated and aggrieved and the strike is to ventilate our protest against the delay and demanding early approval.

**Pending Residual issues:** We also drew the attention of the Dy. CLC, DFS and IBA that our residual issues like adequate recruitment of clerical and substaff in Banks, conversion of NPS to OPS, exemption of Income Tax on 4% extra contribution by Banks to NPS, increase in ceiling on Gratuity under the Gratuity Act, updation of pension, uniform DA on pension, revision in Ex-gratia to pre-November, 2022 pensioners, Ex-gratia in all private banks, deliberate non-filling up of Workman and Officer Director posts in Banks, introduction of Leave Bank, premium on Medical Insurance Policy for retirees to be borne by the Banks, etc. still remain unresolved. IBA informed that these issues will be discussed with the UFBU.

**5 Day Banking is a priority issue:** We informed them that 5 Day Banking is a priority issue and if there is any positive development towards introduction of 5 Day Banking or a definite timeline, UFBU can reconsider the call or otherwise we will continue with the strike call. The conciliation proceedings were adjourned to 9th afternoon.

**Meeting called by DFS:** An online meeting was called by DFS. Ms. Shalini Pandit, IAS, Joint Secretary, DFS, Finance Ministry spoke to us stating that PLI issue has been resolved amicably as per UFBU demand and 5 Days Banking issue is also under consideration. She also said that Government has advised IBA to expedite next bipartite settlement well in advance. She said that Government is always sympathetic to our demands but on the issue of 5 days banking, while our demand is genuine, Government has to keep so many other stake-holders in mind and hence it will take time. She said that while government cannot give any timeline, going on strike may further delay the issue.

While thanking her, we informed that without any definite development in the issue, we cannot reconsider our strike call.

**Conciliation meeting :** The adjourned conciliation proceedings were held online today afternoon. Meeting was chaired by Ms. Sonal Mishra, IAS, Chief Labour Commissioner. From DFS, Ms. Shalini Pandit, IAS, Joint Secretary, DFS was present with other officials. Dy. CLC, RLC were present. Various management representatives were present. All our unions were also in the meeting. All were requesting and appealing to UFBU to defer the strike since the issue of PLI has been resolved and 5 Days Banking issue is under consideration.

We repeated our submissions that 5 Day Banking is an important issue for UFBU since IBA had agreed to the same as early as March, 2024 but for the past two and a half years, the issue is kept pending by the Government. In view of this we regretted our inability to accede to their request to defer the strike.

**March on comrades :** ***In view of this, we call upon all our unions and members to go ahead and implement the strike on 11th September, 2026. Comrades, our demand is justified. Our strike call is justified. Fortify our unity and make the strike a total success.*** ■

# WE HAVE FOUGHT THIS BATTLE ONCE. WE WON
# NOW LET US CONTINUE IT
# 11 SEPTEMBER 2026 — ALL INDIA BANK STRIKE
# 28, 29 & 30 SEPTEMBER 2026 – ALL INDIA BANK STRIKE
# FROM 26 OCTOBER 2026 – ALL INDIA INDEFINITE BANK STRIKE

***The text of AIBOC Circular No. 2026/61, dated 10.09.2026, Addressed For Scale IV & Above Members.***

We stand united for Five-Day Banking, Fair PLI and bilateralism. The conciliation held on 08th September and 09th September, 2026 also ended without any common understanding or definite timeline on Five-Day Banking — leaving us with no option but to proceed with strike scheduled on 11 September 2026.

In January 2026, when certain communications sought to discourage Scale IV and V officers from participating in a duly notified organisational action, UFBU took the matter to the Chief Labour Commissioner (Central). The conciliation proceedings of 22nd January 2026 recorded that every employee/officer has the lawful right to form associations and participate in legitimate trade union activities, including duly notified organisational action, and directed that coercive communications be kept in abeyance and withdrawn. The message was clear: designation or scale does not erase the right to collective action.

In this connection, we reiterate the specific comments in the minutes of the conciliation proceedings dated 22.01.2026 as stated above:

***"At this stage, the bank managements are advised by the conciliation officer that every employee/ officer has the lawful right to form associations and participate in legitimate trade union activities as enshrined in the Constitution of India, including duly notified organisational action. Any intimidatory or coercive communication, particularly those selectively addressed to SMGS-IV/ SMGS-V or issued as blanket deterrents and may amount to impermissible interference with trade union rights and may attract action u/s 25(U) of the ID Act, 1947. Accordingly, all such letters/instructions already issued must be kept in abeyance and withdrawn/rescinded forthwith in order to avoid any legal complicacies."***

The issue before us is not whether senior officers deserve recognition. They do. The issue is whether an important part of their service conditions can be determined outside the collective bargaining framework. AIBOC has been fighting for it since long. Be it year 2018 struggle to retain senior officers into the Joint Note framework or be it year 2020 or 2024, to even secure their inclusion in PLI arrangement. The same collective platform must now be defended, not diluted.

The revised PLI framework creates a relative-performance structure in which officers are placed into fixed performance brackets and the bottom 20% receive zero PLI even where the Bank's score is above 80. Below a Bank Score of 40, everyone receives zero. Most alarmingly, the officers who didn't receive the PLI, may be denied for extension of their services too. Such a model can convert performance assessment into competition among colleagues, with consequences extending beyond one year's incentive.

The corporate world has increasingly moved away from forced/relative ranking: Adobe, Microsoft, Accenture and General Electric have abandoned such systems; Infosys, Wipro and IBM are also cited as having moved in the same direction.

The Wells Fargo experience is a stark banking-sector warning: aggressive sales targets, incentive-linked performance pressure and relative performance management were associated with millions of unauthorised accounts, a USD 3 billion settlement and more than 5,300 employee terminations, illustrating how excessive performance pressure can strain professional judgement and institutional safeguards.

Moreover, Banking is a team endeavour and every employee contributes for the progress of the institution. Therefore, the concern is not only confined to the incentive amount. The bottom 20% stigma attaches to a person and gets carried alongside him/her. A 'non-performer' classification can influence postings, promotion prospects and the overall working environment and personal life too.

The DFS communication dated 07.09.2026 has now kept implementation of the 19.11.2024 PLI Scheme for FY2025–26 in abeyance and proposed that the matter be taken up in the ongoing Bipartite Settlement/Joint Note discussions. Yet the originating issues remain conclusively unaddressed that despite the pending conciliation and the matter before the Hon'ble Delhi High Court, the Government had earlier proceeded to force payment of the disputed PLI. The immediate injustice was also stark: the Bottom 20% officers received ZERO PLI, even as others received substantially higher amounts. Our demand therefore remains clear — withdraw the unilateral framework and ensure proper justice to the entire workforce, without any discrimination.

We are clearly demanding that recognition and incentive be designed fairly, transparently and through the established bilateral mechanism. Today's method introduced at Scale IV and above can tomorrow become a template for other cadres. The principle must therefore be defended collectively across scales and cadres.

And the most important issue is that the demand for Five-Day Banking is not new. The MOU dated 07.12.2023 and Joint Note/ Bipartite dated 08.03.2024 created a clear understanding, including adjustment of working hours to accommodate the weekly holiday. Despite substantial time having elapsed, the commitment remains unimplemented. We cannot allow a settled bilateral commitment to become an indefinite promise.

**OUR COLLECTIVE CALL**

- **HONOUR FIVE-DAY BANKING.**

- **A FAIR PLI — NEGOTIATED, NOT IMPOSED.**
- **DEFEND BILATERALISM.**

- **PROTECT PROFESSIONAL JUDGEMENT AND INSTITUTIONAL PRUDENCE.**

- **ONE MOVEMENT — SCALE I TO SCALE VIII**
**11 SEPTEMBER 2026 — STAND TOGETHER**

The strike on 11 September is not merely an industrial programme. It is a collective assertion that service conditions affecting bank officers must be discussed, negotiated and settled through recognised bilateral mechanisms. We have defended these principles before. We must defend them again — calmly, firmly and together.■

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**Greetings to all of you for making the**
**All India Strike today a massive success**
**Your unity is inspiring**
**Your militancy is motivating**
**Your response is heartening**
**March on to 3 Days continuous strike**
**From 28th to 30th September, 2026**

***The text of AIBOC Circular No. 2026/62, dated 11.09.2026, reproduced the UFBU Circular No. 2026/24 dated 11.09.2026.***

We convey our hearty greetings and congratulations to all our Unions and members for the massive success of today's All India Strike. Reports are reaching us from various corners of the country about the successful observance of the strike today. Banking services have been severely affected in many centres and branches.

The unity of the rank and file was visible. The participation in the Strike Day Rallies and demonstrations all over the country has been huge and large. The strike today has once again manifested the anger, anguish and resentment of the employees and officers over the continued neglect of the Government on our long pending demand for introduction of 5 days banking as agreed in the wage revision agreement in March, 2024.

On the issue of Government's unilateral and discriminatory PLI scheme for Scale 4 officers and above, we have been pointing out that the issue of PLI is a bilateral issue and hence any modification can be done by discussions with the Unions. We also pointed out that inherently their scheme is discriminatory and divisive and hence demotivating. After forcing the Banks to implement their scheme, now the Government has understood the distortion arising out of the scheme and hence the same has been kept in abeyance for the year 2025-26 and to be finalised in discussions with the Unions. Thus, our stand has been fully vindicated. But the manner in which the decision has been announced with a deliberate motive to sideline UFBU has been rightly resented by the entire workforce.

During the discussions with the IBA, DFS and CLC, we tried our best to persuade them to come out with some concrete steps to implement the 5 days banking system which has already been agreed upon by IBA and recommended to the government 30 months ago. Unfortunately, the only response from their side was that the matter has not been rejected and is still under consideration. In the absence of any forward movement on this vital issue, we had to decide to go ahead with our strike call.

Interestingly, there were attempts Bharatiya Mazdoor Sangh/BMS, NOBW and NOBO to create hurdle by complaining to the Government that our strike notice was defective and that IBA is not a legal entity! We understand their desperation. Rightly bank employees and officers have rejected these attempts and made the strike a grand success.

Comrades all of us know that the strike call was only with the objective to find solution to our demands. When the demand is not settled, we went ahead with the strike call. We thank all our units and members for the huge response and making the strike a memorable success.

But our task does not end here. We have to continue our agitation and prepare from now on to make the next phase of programme and 3 days strike equally successful.■

***Your unity is inspiring***
***Your militancy is motivating***
***Your response is heartening***
***March on to 3 Days continuous strike***
***From 28th to 30th September, 2026***
***Once again, we greet all our members. Let us march on further.***

## UFBU MEETING HELD ON 14/09/2026 CALLS FOR CONTINUATION OF OUR STRUGGLE

***Text of AIBOC Circular No. 2026/63, dated 14.09.2026, reproduced hereunder the text of UFBU circular no. 2026/25 dated 14.09.2026.***

**OUR DEMAND:**

*** Honour commitment – implement 5 Days Banking**

*** Resolve residual issues**

All India Strike on 28th, 29th & 30th September, 2026
Indefinite Strike from 26th October, 2026

Meeting of the UFBU was held today afternoon online. Representatives of all our Constituents were present.

At the outset, the meeting congratulated all our unions and members all over the country for their magnificent unity and overwhelming response to strike action on 11th September, 2026 which has made the strike a massive and impressive success.

The meeting regretted that despite the willingness of the UFBU to find amicable solution to our demands through meaningful negotiations and definite commitments, there was no positive response from the IBA or the DFS due to which the strike action became unavoidable.

Since there is no response from the IBA and DFS on implementing 5 Days Banking and resolving the residual issues, the meeting decided to continue our agitational programme as under:

| | |
|---|---|
| 14th Sept. to 30th Sept | **To continue**<br>• Working strictly as per rules and procedures and withdrawal of all extra co-operation<br>• Adherence to regular working hours, no work before or beyond scheduled hours.<br>• Not participating in official meetings during non-office hours<br>• Exit from all official WhatsApp groups |
| 14 - 24 Sept | Dharna in all State Capitals – demonstrations - Date to be decided by each State |
| 18th Sept. | Dharna in Delhi at Jantar Mantar |
| 20th Sept. | Twitter / X / social media campaign |
| 22nd Sept. | Black Badge Wearing |
| 24th Sept. | Demonstrations in other centres (other than State capitals) |
| 25th Sept. | Press release in all State capitals |
| 26,27 Sept. | Meetings, mobilisations and preparatory activities |
| 28,29,30 Sept | ALL INDIA STRIKE |
| 7th Oct | Demonstration in all centres |
| 10th Oct | Twitter/X campaign |
| 22nd Oct | Demonstration in all centres |
| 24, 25 Oct | Meetings and preparatory campaign |
| From Oct.26 | INDEFINITE STRIKE |

Comrades, the agitation has been forced on us. Let us continue with our programmes. We call upon all our unions and members to mobilise themselves and make the programmes a total success.

NOTE: It is hereby informed that, with effect from July 2026, the circulation of hard copies of Officers' Cause shall be discontinued, pursuant to the decision taken at the 5th Meeting of the 29th Executive Committee. Members are requested to kindly note that the publication will continue to be made available in digital format. The web copy of the magazine may be viewed and downloaded from the official AISBOF website: "https://aisbof.org"
Members are requested to visit the website regularly to access the latest issues and other publications. For any queries or further clarification, please write to us at aisbofbangalore@gmail.com.
We request all members to kindly take note of the above and extend their cooperation



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