Mobile Number
President : 9431205645
General Secretary: 9835452010

स्टेट बैंक ऑफ इंडिया ऑफिसर्स एसोशिएशन

State Bank of India Officers' Association

(Patna Circle)
Regd No. 1872 of 1975
REGISTERED UNDER TRADE UNION ACT – 1926

All letters to be addressed
to the General Secretary

State Bank Building
2nd Floor, Local Head Office
West Gandhi Maidan,
Patna-800001

CIRCULAR NO.75 /2026 **DATE : 27.08.2026**

TO,
ALL MEMBERS

UFBU SERVES STRIKE NOTICE

We reproduce hereunder the text of the AISBOF Circular No. 75 dated 27.08.2026, the contents of which are self-explicit.

With warm greetings,

(Amaresh Vikramaditya)
General Secretary

OUR UNITY : ZINDABAD-ZINDABAD
S.B.I.O.A. : ZINDABAD-ZINDABAD

TEXT

UFBU SERVES STRIKE NOTICE

We reproduce below the text of AIBOC Circular No. 2026/54, dated 26.08.2026, contents of which are self-explanatory for the information of the members.

With Greetings,

Yours Comradely,

(Rupam Roy)
General Secretary

Dear Comrades,

UFBU SERVES STRIKE NOTICE

We reproduce the text of the Strike Notice served by UFBU on 26.08.2026 for your information and circulation.

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**

Dated the 26th August, 2026

The Chairman, Indian Banks' Association, World Trade Centre Complex, 6th Floor, Centre 1 Building, Cuffe Parade, Mumbai. 400005	**Chief Labour Commissioner (C), Ministry of Labour, Office of the CLC, Shrameva Jayate Bhavan Dwarka, 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.	**11th September, 2026**
2.	**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 • Adherence to regular working hours, no work before or beyond scheduled hours. • Exit from all official WhatsApp groups
27th Aug.	Mass Demonstrations in all centres and towns all over the country
28th Aug	Black Badge wearing
30th Aug	Twitter/X campaign
1st Sept.	Press meet at Delhi
3rd Sept.	Poster campaign
8th Sept.	Badge Wearing
11th Sept.	**All India Strike**
14 - 24 Sept	Dharna in all State Capitals
24th Sept.	Demonstrations in other centres (other than State capitals)
25th Sept.	Press release in all State capitals
26,27 Sept.	Meetings and preparatory campaign
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 26th	**INDEFINITE STRIKE**

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

Sd/-

(Rupam Roy)
General Secretary

Encl: Statement of the Case

Copy to:

1. Secretary, Dept. of Financial Services, MoF, Govt. of India
2. Secretary, Ministry of Labour & Employment, Govt. of India
3. Chairman/MD/CEOs of All Banks
4. Chief Executive, IBA, Mumbai

Annexure

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.