



# ALL INDIA BANK OFFICERS' CONFEDERATION



(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)

C/o State Bank of India Officers' Association (North-Eastern Circle)

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**Circular No. 2026/24**

**Date:21.03.2026**

## **To All Affiliates (Please Circulate)**

Dear Comrade,

### **SOP FOR OBSERVANCE OF UFBU AGITATIONAL PROGRAMME**

We share herewith a Standard Operating Procedure for disciplined and united observance of agitational programme circulated vide our Circular No 2026/23 dated 20.03.2026.

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. 21.03.2026.

#### **1. Wear Black Badges/ Black Ribbons**

All officers and employees shall wear black badges/Ribbons during duty hours as a visible mark of protest. Unit leaders should ensure availability of badges at all centres.

#### **2. 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.

#### **3. Adhere to Regular Working Hours**

All officers shall strictly observe 8-hour work rule with normal office and branch working hours. Unofficial late sitting and informal extension of working hours should not be entertained. All officers should come on time and leave on time as advised.

#### **4. 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.

#### **5. Do Not Attend any Official Functions**

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.

**6. No Official Calls/Virtual Meetings After 6:00 p.m.**

Officers should not attend management calls/virtual meetings after 6:00 p.m. Matters, wherever required, may be dealt with during regular working hours through proper official channels.

**7. Maintain Readiness for Further Programme**

All members should remain fully prepared for any further call, including strike action, at short notice. Unit leaders must keep communication channels active and members informed.

**8. Report Pressure or Victimization**

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.

**9. 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.

**10. 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.**

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.

Let every officer understand the gravity of the moment.  
Let every unit act with resolve.  
Let every member stand shoulder to shoulder.

An injury to one scale today is a threat to the entire officer community tomorrow.

With revolutionary greetings,

Comradely yours,



**Rupam Roy**  
**General Secretary**