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)
State Bank of India, LHO, Dispur, Guwahati, Assam – 781006
9957563825 @aiboc_in
aiboc.sectt@gmail.com ; rupamr.aiboc@gmail.com

Circular No. 2026/45 **Date: 01.08.2026**

To All Affiliates (Please Circulate)

Dear Comrades,

AIBEA, AIBOC and NCBE Write to DFS on Industrial Relations Meetings with Minority Unions

AIBEA, AIBOC and NCBE have jointly addressed a communication to the Secretary, Department of Financial Services, Ministry of Finance, Government of India, regarding the instructions issued to Public Sector Banks for holding quarterly industrial relations meetings with recognised minority unions. The text of the joint letter is appended for the information of all affiliates and members.

With greetings,

Rupam Roy
General Secretary

Text of Joint Letter dated 01.08.2026

ALL INDIA BANK EMPLOYEES' ASSOCIATION
ALL INDIA BANK OFFICERS' CONFEDERATION
NATIONAL CONFEDERATION OF BANK EMPLOYEES

Dated: 01.08.2026

To
The Secretary,
Department of Financial Services, Ministry of Finance,
Government of India, New Delhi.

Dear Sir,

Reg: Industrial Relations meetings with the Minority Unions

This has reference to the communication No. eF.No.6/8/2014-IR dated 10th July, 2026 issued by your office to all the Public Sector Banks and our communication to your office dated 14th July, 2026.

We have now come across the subsequent communication from your office dated 30th July, 2026 in this regard in which the Government has advised the Banks to hold IR meetings with all the Recognised Minority Unions on a quarterly basis.

In this context, we would like to bring to your attention the following:

1. Under the Code of Discipline, under Industrial Disputes Act and Industrial Relations norms decided by the Boards of Banks, one Majority Union for the workmen employees and one majority union for the officers are recognised by all the individual Bank managements. Matter is now also governed by Sec. 14 of the Industrial Relations Code, 2020.

2. There is no provision to recognise any minority union and hence no minority union is a recognised union in any Bank at present.

3. The membership of some of the minority unions in the Banks are negligible but question is whether all these minority unions are also to be invited for the interaction meeting - viz. 380 out of 10,000, 90/127,000, 165/44,000, 90/26,000, 115/21,000, 300/50,000, 25/13,500, 7/8,000, 43/3,300, 83/22,000, 65/12,000, 50/3,300, 2/15,000, etc.

4. Some of the minority unions represent less than 1% of the staff in the Bank.

5. There is no definition from the Government as to which minority union is a recognised minority union and Government has not prescribed any provision/norms for the same.

6. In terms of Sec. 84 of the Industrial Relations Code, 2020 as approved by the Parliament, encouraging a minority union would amount to Unfair Labour Practice by the employer. Inviting all the unions even with negligible membership would amount to encouraging and boosting such Unions.

7. The IR Code also provides for recognizing the Negotiating Union with more than 50% membership and not less than 20% for inclusion in the Negotiating Council where no Union has 51% membership.

8. There is no provision in the IR Code for negotiations/consultations/discussions/interaction with other Unions.

9. Whether Banks are exempted from the ambit of the Industrial Relations Code and whether Banks can violate the IR Code enacted by the Government.

10. According to Government guidelines, public sector banks are autonomous institutions and driven by the policies decided by the Boards of Directors within the applicable statutory framework. The present DFS instructions will run counter to the IR norms decided by the Boards in each Bank.

11. Importantly, at present all the trade unions, irrespective of membership size, are being invited by the Indian Banks' Association for negotiations. By the present instructions of the DFS to treat the minority unions separately and only for interaction would have implications at the IBA level negotiations and the minority unions may have to be kept out of the now prevailing negotiation process and entitled only for interaction with IBA.

In view of this, we request you to re-visit the instruction under reference and issue suitable revised instructions.

Thanking you,
Yours sincerely,

-sd-	-sd-	-sd-
C.H. VENKATACHALAM **GENERAL SECRETARY** **AIBEA**	**RUPAM ROY** **GENERAL SECRETARY** **AIBOC**	**L. CHANDRASEKHAR** **GENERAL SECRETARY** **NCBE**

Copy to:

- Chairman, Indian Banks' Association
- Chief Executive, Indian Banks' Association
- Chairman, State Bank of India
- MD & CEOs of all Nationalised Banks