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. 2026/51 **Date: 23.08.2026**

To All Affiliates (Please Circulate)

Dear Comrades,

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

We reproduce below the text of UFBU circular no. 2026/18 dated 23.08.2026 for your information and circulation.

Text of the Circular **Date : 23-08-2026**

TO ALL UNIONS AND MEMBERS:

Dear Comrades,

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

With greetings,

(Rupam Roy)
General Secretary