ALL INDIA BANK OFFICERS' CONFEDERATION

AIBOC

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(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

Bank Bachao Desh Bachao

Circular No. 2026/61 **Date: 10.09.2026**

<u>To All Affiliates (Please Circulate)</u>

<u>For Scale IV & Above Members</u>

Dear Comrades,

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

Today, 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including duly notified organisational action, and directed that coercive communications be kept in abeyance and withdrawn.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 Accordingly, all such letters/instructions already issued must be kept in abeyance and withdrawn/rescinded forthwith in order to avoid any legal complicacies." (CLC Minutes dated 22.01.2026, attached)

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.

With revolutionary greetings,

(Rupam Roy)
General Secretary

F. No. 21(05)/2026-IR
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner (C)

Dated:22.01.2026

Attendance of the parties is attached on a separate sheet.

The United Forum of Bank Unions comprising of nine unions/associations (i.e. AIBEA, AIBOC, NCBE, AIBOA, BEFI, INBEF, INBOC, NOBW & NOBO) served a strike notice in Form – L dated 08.01.2026 addressed to the Chairman IBA, Secretary DFS and the CLC(C), proposing to go on all India Strike from the Midnight of 26.01.2026 to the Midnight of 27.01.2026 to press the long pending demand for five day banking. The moment the notice was received in the office of Chief Labour Commissioner(C), the matter was seized into conciliation considering the nature of banking sector as public utility service and a notice was issued to all the stake holders asking them to attend the conciliation meeting on 22.01.2026 at 11.30 AM.

It was pointed out by the UFBU that certain banks have reportedly issued / are proposing to issue intimidating letters or communications, particularly targeting officers in SMGS-IV and SMGS-V, with a view to dissuading them from participating in lawful organisational programmes, including the notified strike action.

It is further reiterated by the Ld. Representatives of UFBU that every employee/officer has the fundamental right to form associations/unions and to participate in legitimate trade union activities, including organisational action in democratic form, duly decided and notified by the registered trade unions/associations to which they are affiliated. Any attempt by bank management to interfere with, restrain, coerce, or intimidate officers, especially by selectively targeting SMGS-IV/V, amounts to an impermissible infringement of trade union rights attracting section 25(T) of Industrial Disputes Act, 1947. While bank managements may, at best, issue a general appeal to all employees/officers, they must not issue threats, blanket prohibitions, or cadre-based intimidations that undermine lawful collective action. Accordingly, all such letters/communications already issued to SMGS-IV & SMGS-V (or any similar blanket instructions) should be kept in abeyance with immediate effect and withdrawn/rescinded, and no further action should be taken or pursued on the basis of such communications. Similarly, some other banks have called the proposed strike as 'illegal' which is beyond their jurisdiction. Further, some of the banks are also proposing the demonstrations by the unions as illegal by mis-quoting section 36(AD) of the Banking Regulation Act, whereas the Government on the floor of the parliament in 1968 had assured and accordingly advised the RBI not to invoke section 36(AD). The UFBU pointed out that these actions of the management are unwarranted and deliberate provocation and hence to be stopped forthwith.

The UFBU requested the Conciliation Officer to take strict cognizance of the same and advise the concerned management of the banks to not to resort to this practice as it goes beyond the spirit of provisions of Industrial Disputes Act, 1947.

Regarding the core issue of the strike notice i.e. 5 days banking system in the banks, the unions pointed out that despite the understanding reached between the IBA and UFBU vide MoU dated 07.12.2023 and settlement dated 08.03.2024 under which the IBA has duly recommended to the Government for considering the recommendation. Even during the conciliation held on 21.03.2025, it was assured that the matter is under serious consideration but yet so far the Govt. approval has not been received. Hence, the UFBU pointed out that they are constrained to go ahead with the proposed strike on 27.01.2026.

The Ld. representatives of the IBA explained that the issue has been duly taken up with the Govt. and the instructions from the competent authority are still awaited and IBA would vigorously pursue the matter with the Govt.

The conciliation officer also informed the steps taken by their office and advised that further attempts should be made to find an amicable solution to the issue since the banks strike would adversely affect the banking system and hence, appealed to the UFBU to reconsider their proposed action.

The Ld. representatives of the DFS including Joint Secretary, DFS who were present in the conciliation also informed that the Govt. is fully seized of the issue and may take some more time before the competent authority takes a decision and hence appealed to the UFBU not to precipitate at this stage.

The UFBU informed that they have been pursuing the genuine demand for the past 10 years when 2nd and 4th Saturdays were declared as holidays and requested that the Govt. should give their approval for declaring the remaining Saturdays also as holidays in as much as the UFBU has already agreed to extension of working hours on other days for 40 minutes more.

The UFBU further informed that while they would be always willing to find solution to the demands by mutual discussion, since this demand has not been considered favourably, they are unable to reconsider the proposed strike call and requested the DFS to expedite the clearance of the recommendations of the IBA. They further informed that if there is any such positive development in the issue, the UFBU will reconsider their decision.

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.

Since, no mutual understanding could be arrived at, and the stalemate continued due to divergent opinions of the parties, the conciliation proceedings stand adjourned to 23.01.2026 at 3.30 PM with an advise to stakeholders to persuade the matter at competent level to arrive to an amicable settlement so that the strike in question be deferred.

In the meantime, the provisions contained u/s 33(1) and 22 of the ID Act, 1947 shall remain in vogue.

UNION/ASSOCIATION

AS-AIBEA.

G.S. AIBOC

G.S. NCBE

G.S AIBOA

GS NOBO

GS INBEF

GS BEFI

GS. INBOC

MANAGEMENT

US, DFS

US, DFS

(Brajeshwar Sharma)
Sr Advs HR & IR, IBA

ALC

21.1.2026

(Tej Bahadur)
Dy. Chief Labour Commissioner (Central)-cum
Conciliation Officer under the Industrial Disputes Act 1947

Ravindra Patil
GM - SBI

(Arvind Mishra)
Sr. Advisor (HR & IR), IBA

AGM-HRM
Bank of Baroda

(Bank of India)

(Bank of Maharashtra)

Sanjay Narayan
CGM Union Bank

(S.H. ...)
UCO Bank

GM HR
Central Bank of India

DGM-HR/PNB

Canara Bank.