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. 2026/66 **Date: 23.09.2026**

To All Affiliates (Please Circulate)

Dear Comrades,

MARCH ON AND MAKE THE STRIKE SUCCESS

We reproduce hereunder the text of UFBU circular no. 2026/27 dated 23.09.2026 on the captioned subject for your information and wide circulation:

As informed in our yesterday's Circular issued from New Delhi after the Conciliation meeting held by the Dy. CLC, there is no positive outcome and response from the IBA or the DFS to our demand for introduction of 5 days banking as agreed in the Settlement/Joint Note on 8-3-2024. Hence UFBU has decided to go ahead with the proposed 3 days continuous strike from 28th to 30th September, 2026.

- **UFBU has already served Strike Notice** on IBA and on all the Bank managements and hence our individual unions need not serve any separate strike notice.
- All members of our 7 constituent Unions should join the strike.
- **Employees and officers on probation should join the strike**. There will be no consequent postponement of increment, etc. on account of participation in the strike.
- Some Banks have issued instructions that officers in Scale IV and above shall not go on strike, and have warned of disciplinary action for non-compliance. There is no prohibition in the Industrial Relations Code, 2020 on any employee or officer, of any scale, being a member of a Union. The strike provisions of the Code (Section 62) apply to every person employed in an industrial establishment, without any distinction of cadre or scale, and UFBU's notice covers all members of its constituent Unions. Further, in the conciliation proceedings held on 22.01.2026, the Conciliation Officer advised bank managements that intimidatory or coercive communications, particularly those selectively addressed to SMGS-IV/SMGS-V officers, may amount to impermissible interference with trade union rights, and that all such letters be kept in abeyance and withdrawn. **Hence all employees and officers who are members of the Union can join the strike irrespective of cadre or designation.** Any adverse action on this account will be challenged at the appropriate forum.
- **Watch and Ward Staff/Armed Guards** should also join the strike because all employees and officers will be on strike. In case any particular Branch is kept open, in such Branches, Armed Guard may come for duty. All others should join the strike.
- We also want to clarify that for **those who are due for retirement in the next few months,** there will be **no impact on their pension** due to participation in the strike as per clarifications from IBA. Hence all of them

should join the strike.

- Some of the Bank managements are asking the employees to give a letter whether they are joining the strike. This is unwarranted. Union has given the call. All members of the Union will join the Strike. Hence individual employees/officers **need not give any letter** to the management.

- Employees/officers who are attending any **training programme** and those who are required to undertake cash collection work, etc. are to join the strike.

- **Joint Custodians of Currency Chests** are members of our Unions like everyone else and **should also join the strike**. UFBU's strike call makes **no exception** for officers or staff posted in Currency Chests or in any other specialised function. Where the Bank requires the keys and custody to be handed over before the strike, this must be done **strictly as per the Bank's laid-down procedure**: joint physical verification of cash, bins, seals and registers, the exact time and names recorded, and a signed acknowledgement from both sides, as detailed in the UFBU Strike SOP. **No custodian should hand over or take over custody without completing this verification.**

- Some Bank managements are trying to engage BCs/Business Correspondence to work inside the Branches. As per RBI guidelines, this is not permissible.

- There are reports that Banks may try to keep the Branches open on 26th and 27th September, 2026. **If the Banks get RBI approval** to officially keep the Branches open on 26th and/or 27th September, **employees and officers can attend office**.

- If there is no RBI approval, if it is an instruction from bank only, since already we have the programme not to attend any official work on holidays, we may advice our members **not to go** the Branches on these holidays.

With Comradely greetings,

(Rupam Roy)
General Secretary