



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



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Circular No. 2026/69

Date: 25.09.2026

To All Affiliates (Please Circulate)

Dear Comrades,

FOR ATTENTION OF OFFICERS ON PROBATION
PARTICIPATE IN STRIKE: CLARIFICATION

We have come across apprehensions expressed by a section of officers who are currently on probation regarding participation in the forthcoming 3-day strike at the call of UFBU on 28th, 29th & 30th September 2026. Apprehension is about possible impact on annual increment, probation, confirmation or seniority.

The established legal position is clarified hereunder for removal of doubts:

1. The Ministry of Finance, Department of Economic Affairs (Banking Division), vide letter No. F.8/(4)/9-RRB dated 08.06.2000, referring to IBA communications, has recorded that participation in a legal strike shall not result in postponement of increment, irrespective of duration of strike.
2. The position has been specifically applied to officers on probation. Bank of India, vide Inter-Office Memo Ref. No. HO:HR:IR:GS:I-195 dated 11.10.2018, has clarified that participation by Probationary Officers in a strike pursuant to call given by Officers' Associations shall not result in postponement of annual increment or affect their seniority.
3. Accordingly, participation in a duly notified legal strike cannot by itself constitute a valid ground for:
 - Withholding / postponing increment
 - Extending probation or training period
 - Deferring confirmation
 - Adversely affecting seniority
4. UFBU vide communication dated 23.09.2026 and Circular dated 24.09.2026 has specified Sensitive Installations exempted from strike in terms of understanding with IBA. Same is confirmed by IBA vide letter No. HR&IR/MBR/2026-27/3590 dated 25.09.2026.
5. Article 19(1)(c) of Constitution of India guarantees right to form associations or unions, subject to applicable legal framework.

Probationary Officers, therefore, need not entertain any apprehension that participation in strike pursuant to an organisational call will, by itself, adversely affect increment, probation, confirmation or seniority. Any action contrary to above established position would be liable to be questioned before appropriate forum.

Comrades are called upon to remain united, disciplined and participate in strike with confidence.

With Comradely greetings,

(Rupam Roy)
General Secretary

No. F. 8/ (4) 9 RRB
MINISTRY OF FINANCE
DEPARTMENT OF ECONOMIC AFFAIRS
(Banking Division)
'Jeevan Deep' Parliament Street, NEW DELHI

8th June, 2000

To,
Shri A. Ramanathan, General Manager
National Bank for Agriculture & Rural Development,
MUMBAI – 400 093.

Sir,

Sub : Postponement of increments on account of participation in the strike.

The matter has been examined in consultation with Indian Banks Association (IBA). IBA vide its letters No. PD/GSN/GOVT/Q/1030 dated 25.9.99 and No. PD CSN/GOVT/Q/1233 dated 15.11 99 (Copies enclosed) this stated that there would be no postponement of increment of an employee for participating in a legal strike irrespective of the period of strike. You are requested that the matter may be suitably clarified to all Regional Rural Banks.

Yours faithfully

Sd/-

(S. K. Thakur)

Under Secretary to the Government of India

बैंक ऑफ़ इंडिया
Bank of India

BOI



आंतर कार्यालयीन ज्ञापन
INTER-OFFICE MEMORANDUM

प्रेषक/From :	प्रति/To:
महाप्रबंधक/ The General Manager, प्रधान कार्यालय / Head Office, मानव संसाधन विभाग/Human Resources Dept., औद्योगिक संबंध प्रभाग/Industrial Relations Divn.	The Zonal Manager All Zones HR Department
Ref.No.:HO:HR:IR:GS:I-195	Date: 11.10.2018

**Participation in strike by the officers on
probation and its impact on their annual
increment**

It has come to our notice that, the annual increment of Officers on probation is being postponed due to their participation in strike call given by the Officers' Associations.

2. In this connection, we would clarify that, the participation in strike by the Officers' on probation on the basis of strike call given by the Officers' Associations may not result in postponement of their date of annual increment or seniority in service.

3. Please take note of the above for compliance.

(M.K. Gupta)
General Manager (HR)