

UNITED FORUM OF BANK UNIONS

(AIBEA-AIBOC-NCBE-AIBOA-BEFI-INBEF-INBOC-NOBW-NOBO)

CIRCULAR No. UFBU/2025/14

Date : 4-11-2025

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

UFBU meeting on 3rd Nov. and Conciliation meeting on 4th Nov. 2025

Another round of conciliation proceedings was held today at the CLC's office in New Delhi. During the conciliation meeting, the following issues were discussed:

PLI : The gist of discussions between IBA and UFBU was reported to the Dy. CLC and DFS representatives. It was informed by the DFS that the Government is considering ensuring payment of PLI to all the scale 4 and above officers as per Joint Note formula who may not be eligible to get PLI under the Government formula. We pointed out our other views about the Government formula which require reconsideration by the DFS. In view of this, the DY. CLC advised IBA and UFBU to continue the discussion and submit concrete suggestions to find an amicable solution for consideration by DFS.

5 Days Working per Week: We pointed out that despite the assurance of the Government to expedite their decisions on introduction of 5 Days working per week in Banks, no decision is forthcoming from the Government. Representatives of DFS informed that the issue is under the active consideration of the Government. However, we expressed our disappointment at the undue delay and informed the Dy. CLC that UFBU will be constrained to revive our protest action on this important issue.

Enhancement of ceiling under Gratuity Act : DFS representatives informed that the issue is under regular follow-up with the Ministry of Labour. Hence we requested the Dy CLC to pursue the matter so that the Notification increasing gratuity under the Act is expedited.

Appointment and filling up of posts of Workman Director and Officer Director in PSBs: It was informed that the approval of the recommendations is still awaited from the Appointments Committee.

Recruitments: The IBA and DFS informed that as against the recruitment and filling up of 30,000 posts of employees and officers for the current year, the indent for the next year is around 50,000. They also informed that the sequence of recruitment would be suitable changed next year to avoid attrition and non-joining by candidates. We pointed out that sufficient empanelled list of successful candidates should be maintained by IBPS so that replacement against non-joining is provided to banks.

Other residual issues: It was agreed that discussions between IBA and UFBU would continue.

With this, the conciliation proceedings have been adjourned to 22-12-2025.

UFBU meeting : Preceding the conciliation meeting, the UFBU meeting was held on 3rd November, 2025..

The meeting took note of the developments that have taken place after our last UFBU meeting held in August, 2025. The meeting observed that repeatedly media reports are coming about Government's proposal for further merger of Banks, increasing FDI in public sector banks up to 49%, increasing instances for foreign investments in the private banks, etc. The meeting also noted the Government's recent decision to appoint private sector Executives as MD/EDs of Public Sector Banks of Public Sector Banks. The meeting decided that all these are part of the Government's agenda of liberalization of banking sector and hence decided to hold meetings at all levels to apprise the rank and file about these moves of the Government and to be in preparedness for agitational programmes that will be decided by UFBU in due course.

The meeting reviewed the developments with regard to the various issues and demands raised by UFBU and the conciliation proceedings held so far. While the indents for recruitment of clerical staff have been improved in some of the Banks. Overall, the recruitments have to be further stepped up. Meeting decided to emphasise the recruitment of substaff as there is acute shortage resulting in large engagement of temporary employees.

On implementation of the understandings between IBA and UFBU on introduction of a five-day work week, in view of the inordinate delay by the Government to approve the same, **it was decided to revive our protest and give the call for strike on this issue.** Date of the strike and other programmes will be finalized and informed shortly.

With greetings,

Yours comradely,

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