UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2025/13 **Date : 26-9-2025**

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

Discussions with IBA on 26-9-2025

Further to the Strike Notice served by us on IBA on 5-3-2024, there have been few rounds of conciliation proceedings held by the Chief Labour Commissioner (Central), Ministry of Labour, Government of India. Various issues raised by us in the Strike Notice have been under discussion during the conciliation meetings and the details have also been periodically informed to our members.

One of the important issues taken up by us during these conciliation meetings was relating the PLI scheme advised by the Government applicable to Scale IV officers and above because this scheme was in total variance with the PLI scheme agreed by us in the Bipartite Settlement/Joint Note.

In the last round of conciliation meeting held on 11-8-2025, the CLC advised the Unions and IBA to discuss the issue bilaterally and submit the views so that the same be taken up for consideration by the Government.

Accordingly, IBA had invited UFBU for discussions today. After a lot of discussions, we submitted that while the Government's PLI formula may be implemented for the Top Management with certain modifications on the quantum of PLI, it should be ensured that no one should be denied of PLI as is payable under the bilateral PLI scheme applicable the employees and officers.

We have also suggested that the existing quantum of PLI as per scheme available under the settlement should be adequately improved upon.

IBA agreed that our suggestions would be duly communicated to the CLC and DFS for their consideration and further discussions so that the issue can be amicably and bilaterally resolved.

Issue will be further discussed in the ensuing conciliation meeting with CLC on 15th October, 2025.

Other issues: The following issues were also raised by us during the discussion today.

i. Early introduction of 5 day banking
ii. Finalising the details of Leave Bank scheme
iii. Implementation of Ex-gratia in all private banks
iv. Exemption of GST on Group Medical Insurance premium
v. Option for remaining employees/officers/retirees to join pension scheme
vi. Uniform DA rates for all pensioners at 8088 points
vii. Exemption of income tax on additional 4% of NPS contribution
viii. Increase in ceiling on Gratuity under the Act

ix. Recruitment of Substaff and Armed Guards

x. Advisory to Banks to advice Zonal/Regional Managers not to use abusive language on Branch Managers and others during meetings

Discussions on these issues will be further continued in the next meeting.

During the discussions, IBA informed that they have taken up the issue with DFS, CBDT and GST Council for exemption of income tax on the premium on Group Medical Insurance policy for retirees.

It was also mutually clarified that the new feature of Add-on facility under the Group Medical Insurance scheme for the retirees to include dependent physically/mentally challenged family member would be applicable only to the children of the retirees.

With greetings,

Yours comradely,

AIBEA	**AIBOC**	**NCBE**
AIBOA	**BEFI**	**INBOC**
INBEF	**NOBW**	**NOBO**