

# **UNITED FORUM OF BANK UNIONS**

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

**CIRCULAR No. UFBU/2025/15**

**Date : 27-11-2025**

**TO MEMBERS OF ALL CONSTITUENT UNIONS:**

Dear Comrades,

### **Discussion by Secretary, DFS with UFBU**

After the Gazette notification by Government on 21-11-2025 on implementation of the four Labour Codes in replacement of the 29 existing labour laws, a lot of apprehensions and concerns have been raised amongst the trade unions and employees at large. In this background, the Department of Financial Services, Ministry of Finance contacted us and desired a meeting with the UFBU to understand our concerns.

Accordingly, today, DFS held a meeting with UFBU representatives in their office in New Delhi. From DFS, Mr. M Nagaraju, Secretary, along with Ms. Shalini Pandit, Joint Secretary, Mr. Mohd. Ashraf, Dy. Secretary, Mr. Sanjeev Kumar Mishra, Under Secretary and Mr. V.S. Tiwari, Under Secretary participated in the meeting. From UFBU, all our representatives were present.

From DFS, they wanted to know and understand the concerns of the Unions about the new Labour Codes. From our side, we pointed out that labour rights in our country have evolved over the years due to the continuous efforts of the trade union movement and working class. We informed that while improvements and changes in the labour laws are necessary according to changing needs and aspirations, the same have to be undertaken in consultation with the Central Trade Unions.

We pointed out that the youth of our country need regular and permanent jobs and hence the labour laws should promote the same instead of encouraging contractual jobs. We also pointed out that while the Labour Code talks of payment of gratuity after one year's service, our demand for increasing the limit to Rs. 25 lacs has not been acceded to. We further said that while some of the provisions and procedures under the existing labour laws need simplification, it should not result in dilution of any of our existing labour rights.

We reiterated our view that the Labour Ministry should engage in discussion with the Central Trade Unions and ensure that any change in labour laws is undertaken after due consultation process.

**Other issues :** Taking advantage of the meeting with the Secretary, DFS, we brought to his attention our pending issues like implementation of 5 Days Banking, filling up of posts of Workman and Officer Directors in PSBs, adequate recruitments of clerical, substaff and security staff in the Banks, updation of pension, premium on Group Medical insurance Policy for retirees to be borne by Banks, etc.

We also informed the Secretary, DFS that UFBU is always for strengthening our public sector banks and would be willing to submit our views and suggestions towards the same and for which the DFS may hold meeting with the UFBU.

With greetings,

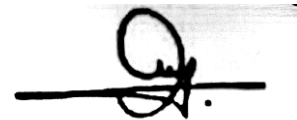
Yours comradely,



**AIBEA**



**AIBOC**



**NCBE**



**AIBOA**



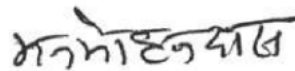
**BEFI**



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**NOBW**



**NOBO**