

UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2025/16

Date : 28-11-2025

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

Observe agitational programmes

Get ready for Strike action

We Demand : Implementation of 5 Days Banking per week

The issue and our demand are known to everyone. Due to the increasing stress and strain with which employees and officers are working in the Branches, UFBU demanded introduction of 5 working days per week.

In the 10th Bipartite Settlement / 7th Joint Note signed in 2015, it was agreed that 2nd and 4th Saturdays of every month will be holidays and in lieu of that the remaining Saturdays will be full working days.

In the negotiations for the 11th Bipartite Settlement/ 8th Joint Note, we pursued our demand for declaring the remaining Saturdays also as holidays. But it could not be materialized at that time, as our settlement was signed during the covid pandemic period.

Hence the issue was again taken up during the negotiations for the 12th Bipartite settlement / 9th Joint Note. After a lot of discussion, IBA agreed as under in the MOU signed on **7-12-2023**.

- Regarding introduction of 5 Day Banking, while IBA has already recommended the same to the Government, IBA agreed to pursue the matter with the Government so that the same is cleared without further delay. We have emphasized and urged that in any case it should be introduced before our final settlement.

In the final settlement/Joint Note signed on **8-3-2024**, the following clause was agreed upon and provided:

- Weekly off : In terms of understanding dated 7th December, 2023, reached between IBA and Workmen Unions for declaration of all Saturdays as holidays under Negotiable Instrument Act for Banking industry, IBA has accordingly recommended to the Government. The due changes in the working hours, will be effective after approval by the Government of India and necessary clearances from Government / Reserve Bank of India.

Thus, it is two years since the issue has been recommended to the Government for approval. Government is also aware that this is one of the important demands of the UFBU. Government is equally aware that due to multiple reasons, bank staff are working under undue physical and mental stress. Due to inadequate staff, employees, officers and Managers are working under extreme pressure of work. Hence our demand for declaring the remaining Saturdays as holidays is most reasonable and justified.

In the financial sector, already in RBI, LIC and GIC, this has been implemented. Hence bank employees and officers are aggrieved that they are being discriminated while it is stressful to work in the Banks.

Hence, when UFBU gave the call for agitation and strike in the month of March, 2025, this was one of the important demands. In the conciliation meeting held by the Chief

Labour Commissioner, in which the Finance Ministry representatives also participated and assured that the recommendation of the IBA in this regard was under active consideration. This was one of the reasons why UFBU deferred the strike programme.

But in the last more than six months, the Government has not moved in the matter and it is still pending. The assurances given during the conciliation meeting remains only assurances but with no result.

Hence in our last UFBU meeting it was decided to manifest our protest against this undue delay in considering our demand and the IBA's recommendation of the understandings reached in the Settlement in March, 2024. It was decided to undertake agitational programmes including strike action.

Yesterday, after our meeting with the DFS, UFBU met and decided the following agitational programmes:

1st Dec. 2025 to 15th Jan. 2026	Campaign meetings, workshops, seminars, etc at all levels to explain the programmes and also appraise our members about the various attacks ahead of us at present like merger, FDI, privatisation, etc.
01-12-2025	UFBU letter to IBA informing them about the agitation
03-12-2025	UFBU letter to CLC informing them about the agitation
05-12-2025	UFBU letter to DFS informing them about the agitation
08-12-2025	UFBU letter to all MDs informing them about the agitation
09-12-2025	Mass Memorandum by all members from all Branches to IBA
12-12-2025	Mass Memorandum by all members from all Branches to FM
16-12-2025	Badge Wearing
23-12-2025	Demonstrations in all State Capitals
30-12-2025	Demonstration in all centres, towns and Districts
04-01-2026	Twitter campaign
05-01-2026	Dharna in all State Capitals – Announcing the date of Strike
13-01-2026	Press meet/ press release
3rd week of Jan. 2026	All India Strike

Comrades, we have waited enough. Our patience is being misunderstood. Our genuine demand is being ignored. Hence the agitation is forced on us now. Implement the programme with unity and militancy.

With greetings,

Yours comradely,

AIBEA

AIBOC

NCBE

AIBOA

BEFI

INBOC

INBEF

NOBW

NOBO