

UNITED FORUM OF BANK UNIONS

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

Date : 1-12-2025

**To
Chairman,
Indian Banks' Association,
Mumbai**

Dear Sir,

Reg: Introduction of 5 Working Days per week and implementation of provisions of 12th Bipartite Settlement and 9th Joint Note dated 8-3-2024.

You are aware that from the United Forum of Bank Unions, we have been demanding the introduction of 5 working days per week in the banking sector. You are also aware that in the 10th bipartite settlement/7th joint note signed in 2015, it was agreed and accordingly, the 2nd and 4th Saturdays of every month are being declared as holidays while the other Saturdays shall be full working days instead of half a day working.

It that time it was assured that our demand for declaring all the remaining Saturdays as holiday would be considered in due course.

In the negotiations for the 11th Bipartite Settlement/ 8th Joint Note signed in 2020, we pursued this 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 when the people's priorities were different.

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 assurance given during the conciliation meeting remains only an assurance but with no positive result.

Hence in our last UFBU meeting it was decided to manifest our protest against this undue delay in considering our demand despite the IBA's recommendation of the understandings as reached in the Settlement in March, 2024. It was decided to undertake agitational programmes including strike action. Hence, after careful consideration, UFBU has decided upon the following agitational programmes:

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

It has always been our earnest desire to have congenial and cordial industrial relations atmosphere in the banking sector but the undue delay in considering our demand has constrained us resort to agitation programme. We urge upon IBA take due note of the same and take efforts to resolve this important issue without delay.

Thanking you,

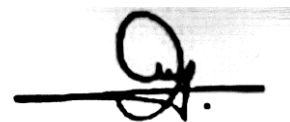
Yours sincerely,



AIBEA



AIBOC



NCBE



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