

UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2025/11

Date : 18-6-2025

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

Conciliation meeting held on 17-6-2025 by CLC

Our members are aware that consequent to our call for Strike, the Chief Labour Commissioner of the Ministry of Labour, Government of India, held two rounds of conciliation meetings on 18-3-2025 and 21-3-2025 wherein it was decided, in view of the discussions with the IBA and the officials of the Dept. of Financial Services, Ministry of Finance and the assurances of the CLC, to postpone our two days' strike action.

Subsequently, IBA had called us for bipartite discussions on 23-4-2025, the outcome of which has been informed to members in our previous circular. This was followed by conciliation meeting on 29-4-2025 the details of which have also been communicated to all our unions.

As a follow up of this, one more round of conciliation proceedings were held yesterday i.e. 17-6-2025 by the Chief Labour Commissioner. Representatives from the Dept. of Financial Services, Ministry of Finance, IBA and Bank managements were present. From UFBU, representatives of our 9 unions were present.

Gist of the discussions held during the conciliation proceedings:

5 Days Banking: We pointed out that the strike was postponed only on the assurance of the DFS that the issue is receiving serious attention of the Government and since there has been no development in the issue. We informed the Government that if there is further delay in the matter, UFBU will be constrained to revive the strike call. The CLC informed that he has also taken up the issue with the DFS. DFS representatives explained that they are of the sensitivity of the issue and that the matter is under consideration of the Government though timeline can be committed on the same. We informed the IBA and Government that UFBU cannot wait indefinitely and that the UFBU is considering reviving the strike call.

Increasing attacks on Bank staff in Branches : We welcomed the communication sent by the Secretary, DFS to all the Chief Secretaries of the States and UTs to provide adequate safety measures with instructions to issue suitable advisories to sensitize and instruct District Magistrates and the State Police to (i) Take all preventive measures to avoid such incidents in bank branches including deployment of local police/ patrolling during peak banking hours at vulnerable locations, (ii) Ensure prompt and effective response to such complaints by the designated law enforcement agencies and (iii) Take strong and deterrent action against perpetrators under relevant provisions. But we pointed out that such attacks still continue and quoted the instance that occurred in SBI, Dhule a few days ago. The CLC advised the IBA to follow up the matter and advise the Banks to take immediate steps to avoid any such occurrences in future.

Revised PLI Scheme of the DFS for Scale IV officers and above: We pointed out that even though the issue is under conciliation and hence the managements are expected to await further outcome of the proceedings, Punjab National Bank has implemented the PLI for employees and officers upto Scale III. CLC expressed his view that PNB management should not have done this when the issue is before him.

Representative of DFS that it is proposed to give flexibility to the Banks' Board for identification of officers in different brackets in each scale, within the ambit of the PLI scheme. However, we did not agree to this since according to us, any Incentive should be for collective performance. After a lot of discussions it was agreed that representatives of unions and the IBA would discuss the issue to come up with certain proposal within the ambit of the scheme.

Such proposal shall be submitted to the DFS for review of the present scheme in the light of the proposal so that a consensus may be arrived at in order to maintain smooth and cordial relation in the industry.

In the meantime, all the Banks are to await the outcome and not proceed with the implement of PLI for the year 2024-25.

Recruitments and Outsourcing: Some of the Banks like Union Bank, Bank of Baroda, Indian Bank, SBI, Canara Bank and Punjab & Sind bank informed the details of the recruitments made for 2025-26 and the tentative intake for 2026-27. CLC opined that all the Banks should provide the details in order to understand the issue in totality in the light of the demands of the Unions. Hence it was decided that IBA would collect the necessary data before further discussions.

We pointed out that in respect of substaff, Banks are not resorting to recruitment in view of the minutes signed with DFS and this is resulting in huge unfilled vacancies and Banks employing casual and temporary employees for the same. Bank of Baroda management informed that they are going for recruitment of 500 substaff. We pointed out that managements are seeking to outsource these vacancies instead of recruiting regular employees. IBA informed that the issue of areas of outsourcing needs to be discussed and resolved bilaterally as already advised by the CLC. CLC advised that IBA and the Unions have to sit together and bilaterally resolve the issue of recruitments and outsourcing.

Enhancement in Gratuity limit: We took up this issue and it was informed that the matter is under process at the Government level for increasing the limit to Rs. 25 lacs under the Gratuity Act.

Appointment of Workman/Officer Directors: We took up the issue and DFS representatives informed that the proposals sent by them to the Appointments Committee of the Cabinet – ACC are awaiting the approval.

The conciliation proceedings have been adjourned to 11th August, 2025 for further discussions.

Yours comradely,



AIBEA



AIBOC



NCBE



AIBOA



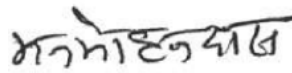
BEFI



INBOC



INBEF



NOBW



NOBO