

# **UNITED FORUM OF BANK UNIONS**

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

**CIRCULAR No. UFBU/2026/12**

**Date : 10-04-2026**

**TO MEMBERS OF ALL CONSTITUENT UNIONS:**

Dear Comrades,

**UFBU MEETING HELD TODAY  
CONTINUE OUR PROTEST PROGRAMMES  
OUR DEMANDS**

- **INTRODUCE 5 DAYS BANKING**
- **RESOLVE PLI SCHEME THROUGH BILATERAL TALKS**

After our successful protest strike on the 27<sup>th</sup> January, 2026, it was expected that the IBA and the Government engage UFBU in discussions to find amicable resolution of our demand for introduction of 5-day banking as agreed by the IBA in November, 2023 and duly recommended to the Government. But instead of this, the Government advised the Banks to implement the PLI scheme for employees and officers upto scale III even though the entire PLI issue was pending in the conciliation proceedings and managements were expected to maintain status quo.

In this background, the CLC had called for a conciliation meeting on 9-3-2026. In this meeting we pointed out the wrongful action of the managements and the instructions of the Government to the Banks to do so. We pointed out that the Government's PLI Scheme was highly discriminative and divisive both within the segment of Scale IV to VII officers and also vis-a-vis the rest of the bank employees and officers.

We explained that as per the advice of CLC, IBA and UFBU have already held discussions and suggestions have been submitted to the Government for modification of the Government scheme and improving the existing PLI scheme as provided in our Settlement/Joint Note.

We pointed out that the Government's scheme dated 19-11-2024 was meant to be effective from the FY 23-24 but was not implemented for that year. Similarly, the same need not be implemented for the FY 24-25 and Scale IV officers and above may also be paid PLI as per the rates implemented in each respective Bank.

We also offered to discuss the Government's scheme with an open mind with a view to work out an amicable solution to the issue and which can be implemented for the FY 25-26.

Ignoring and negating all the reasonable suggestions and proposals, the Government has given their instructions to the Banks to implement their unilateral and discriminatory scheme for scale IV officers and above. (For MDs and EDs, they have paid PLI as per their scheme and we have no objection to the same as they are not covered by our Settlement/Joint Note).

That is why UFBU had to give the call for agitational programmes. We are happy that all our unions and members including senior officers have implemented the programme enthusiastically. Their active participation clearly shows that the rank and file employees and officers have understood the issue. Bank employees and officers have understood that the Government's PLI scheme will divide the entire workforce.

In this background, a virtual meeting of the UFBU was held this morning. All the leaders of our unions participated in the meeting. The meeting reviewed the developments so far after launching our agitational programmes. The meeting took note that a court case has also been filed seeking remedy. It was also observed in the meeting that there had been some dilution of the agitational call, as some members sat late to conclude annual closing and closing-related emergent work.

After discussions, the meeting decided to continue our agitational action with the following programmes:

**Demands:**  
**Implement 5 Days Banking**  
**Resolve PLI issue through bilateral discussions**

**Programme:**

- Meetings at all levels in all centres
- Wearing of Black Ribbons by all our members on 18-4-2026 (3<sup>rd</sup> Saturday)
- Wearing of Black Badges on 2-5-2026 (1<sup>st</sup> Saturday)
- Wearing of Black dress by all our leaders and activists on 16-5-2026 (3<sup>rd</sup> Saturday)
- Working strictly as per rules and procedures and withdrawal of extra co-operation
- Adherence to regular working hours
- Continue to exit from all official WhatsApp groups.
- Not attending any official functions of the Banks
- Not attending phone calls of the management by officers after 6-00 pm.
- Memorandum to IBA, CLC and DFS by all members in Branches

It has been decided to hold further meeting of the UFBU by end of this month to decide other programmes like demonstrations on all working Saturdays, Dharna, etc. and also to decide Strike actions in the month of May and June, 2026.

Comrades, all of us can well understand the gravity of the issue involved. Let us mobilise and unitedly observe the protest programme in a successful manner at all levels.

Yours comradely,

**AIBEA**

**AIBOC**

**NCBE**

**AIBOA**

**BEFI**

**INBOC**

**INBEF**

**NOBW**

**NOBO**