

UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2026/15

Date : 29-06-2026

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

Our unions and members are aware that we have been pursuing our important demands like introduction of 5 days banking, negotiated PLI, etc. These issues are also under conciliation before the Chief Labour Commissioner, Ministry of Labour on account of strike notice. However, since the Government was negative and non-responsive to our demand for 5 days banking, we had observed the massive protest strike on 27-1-2026. Thereafter we had followed up the matter with the IBA and Government but there was no development.

In the meantime, as though a retaliation, the DFS issued instruction to Banks to disburse PLI for 2024-25 to all employees and officers upto Scale III and also disburse PLI to Scale IV officers and above as per unilateral formula of the Government. Hence UFBU immediately gave the call for agitation including instant strike within 24 hours if the unilateral PLI scheme is implemented for scale IV officers and above in violation of the BPS/Joint Note. The issue was litigated before the Court. Our arguments have been well placed and well-heard by the Court. The case is coming up for hearing on 6th October, 2026 and as of now there is no indication that the revised scheme will be implemented in a hurry by the Government or the Banks. During our discussions with the IBA, we have informed the IBA that UFBU is ready to discuss the PLI scheme further to make any modification that may be warranted.

Pending conciliation proceedings and the outcome of the litigation in the High Court, it has been decided to take up with the DFS and IBA for implementing the PLI for scale IV officers and above as per the existing formula under the BPS/ Joint Note for the years 2024-25 and 2025-26 so that these officers are not deprived and denied of the PLI that has been paid to other employees and officers in the respective Banks.

Since apparently there is no move from the Government or the banks to go ahead with the implementation of the revised PLI scheme for Scale IV and above officers, it is felt expedient to put on hold our agitational programmes for the present except that if there is any attempt to implement the revised PLI scheme, we shall resort to immediate strike action. Units and members are to take note of the same.

As regards 5 days banking, since the new Secretary, DFS has taken charge, it has been felt desirable to take opportunity to meet him in a delegation to appraise him of the issue in detail and to impress upon him to expedite the implementation.

We have already taken up issues like updation of pension, revision in Ex-gratia, uniform DA formula on pension, etc. These are to be pursued further. In the meantime, DFS has advised all Banks and IBA to initiate steps towards early completion of the 13th BPS/10th Joint Note negotiations.

Government has also decided to set up a High-power Committee to take forward their agenda on banking sector reforms.

All these developments will be discussed in the ensuing UFBU meeting to be convened shortly.

Yours comradely,

AIBEA

AIBOC

NCBE

AIBOA

BEFI

INBOC

INBEF

NOBW

NOBO