

UNITED FORUM OF BANK UNIONS

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

CIRCULAR No. UFBU/2026/11

Date : 20-3-2026

TO MEMBERS OF ALL CONSTITUENT UNIONS:

Dear Comrades,

**Rise in protest against naked attempts
to divide the workforce in the Banks in the name of PLI
Get ready for flash strikes**

All our unions and members are aware that the Government (DFS) has been wanting to introduce a new PLI formula for scale IV officers and above in addition to whole-time directors like Chairman and MDs of SBI and MDs and EDs of other public sector Banks.

All of us are further aware that this revised scheme is not acceptable to UFBU for the following reasons.

- Existing PLI Scheme is evolved through bilateral discussion and is part of our service condition under Bipartite Settlement and Joint Note signed by both IBA and the Unions.
- It is a small portion of the total emoluments
- It is based on collective performance of the Banks under mutually agreed parameters.
- UFBU has opposed incentives based on individual performance in order to protect the interests of employees and officers.
- It is uniform for all the staff of a Bank, from part time sweeper, substaff, clerical staff and for all officers upto scale VII.
- It is pegged to a maximum of 15 days' Basic Pay and DA

As against this, the Government/DFS scheme has the following adverse features:

It is a unilateral scheme decided by the Government without any discussions with the unions/associations

It is based on individual performance of the Executives as per performance matrix decided by the Government

Scale IV to VII officers who are covered by the UFBU/IBA formula have now been taken out of the scheme and covered under DFS formula.

Within the Scale IV to VII officers, all will not get PLI even if they perform well because, there is a division of these officers into 5 categories.

These categories will get differentiated PLI at 0%, 20%, 40%, 60 %, 80% and 100% of the PLI i.e. there will be an artificial divide amongst officers in the name of PLI.

Moreover, compared to the quantum of PLI under the existing scheme of max. 15 days, PLI under the DFS scheme is upto 365 days thus there will be a disproportionate difference in the PLI.

Hence the new Scheme was protested by the UFBU and it became an important issue in our strike notice.

In June, 2025, the Dy. CLC advised all the Banks not to implement the DFS scheme pending further discussions and conciliation proceedings. UFBU and IBA discussed the issue and have suggested modifications in the DFS scheme to work out an amicable solution.

But in February, 2026, (after our strike on 27th January, 2026), DFS advised all PSBs to implement PLI upto scale III officers. In the conciliation meeting held on 9-3-2026, this was discussed and Dy. CLC again advised DFS, IBA and all Banks not to implement PLI further till the issue is resolved.

But yesterday, the Government has advised PSBs not only to pay PLI to Chairman, MD and EDs, but also implement their scheme for scale IV officers and above.

Thus the Govt seems to have decided not to respect the conciliatory machinery and have opened up direct confrontation with UFBU while UFBU has been endeavouring to find amicable solution to the issue.

Looking to the serious consequences and implications of the instructions from DFS, UFBU met this morning and decided to launch immediate agitational programme.

The meeting also decided to give call for Strike within 24 hours if there is any further provocation from Banks/IBA/Government to proceed with the implementation of the PLI for scale IV officers and above.

Programme:

- **Wearing of Black Badges from 21-3-2026 by all employees and officers**
- **Working strictly as per rules and procedures and withdrawal of extra co-operation**
- **Adherence to regular working hours**
- **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.**
- **Strike call within 24 hours if there is further precipitation on the PLI issue.**

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. Also, be ready to receive our call for strike at very short notice.

Yours comradely,

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