NATIONAL CONFEDERATION OF BANK EMPLOYEES
(Registered Under the Trade Unions Act 1926 - Registration No. B-2334)
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All letters to be addressed to the General Secretary

Date: 22.09.2026

NCBE APPEAL

Dear Comrades,

The National Confederation of Bank Employees has always believed that the interests of the banking industry cannot be divided by cadre, scale or designation. We are appealing to all Scale IV and V officers, not as one cadre addressing another, but as members of the same banking fraternity.

The UFBU has called for collective action and a strike on 28th, 29th, and 30th September 2026. The strike notice dated 26th August 2026 was served under Section 62 of the Industrial Relations Code, 2020 through the prescribed Form XI. This is not a sudden call. It follows prolonged negotiations, discussions and efforts to resolve the issues concerning the banking fraternity.

PLI ISSUE - WE FOUGHT TOGETHER

When the PLI issue arose, all cadres stood together. The UFBU strike notice demanded that the PLI scheme be kept in abeyance and that the matter be discussed bilaterally with the unions.

Only after the strike notice was served did the DFS decide to keep PLI implementation in abeyance. We welcome this development. But partial resolution of one issue does not mean that the larger struggle is over. We fought together when the issue affected our collective interests. We must continue to stand together.

5-DAY BANKING IS STILL PENDING

Our demand for 5-Day Banking remains unresolved. This demand has been discussed for years and has been part of our bilateral understandings and settlements. The UFBU strike notice records the history of this demand and the understanding reached with IBA. Five-Day Banking is not the demand of one cadre. It is the demand of the entire banking fraternity.

The struggle does not end with PLI. Issues such as restoration of Old Pension Scheme, the change of DA series for pensioners who retired before 01.11.2022, and other residual issues remain unresolved. The UFBU has also recorded that several issues raised earlier continue to remain unresolved. These are our collective issues.

TO ALL OUR COMRADES IN SCALE IV AND V

We understand the responsibilities attached to your positions. We also understand the pressure that may be placed upon you. But we appeal to you:

Do not succumb to pressure. Do not allow fear or rumours to divide us.

The Industrial Relations Code, 2020 provides protection against unfair labour practices under **Section 84 read with the Second Schedule**. The Second Schedule covers, among other matters, interference, restraint or coercion in relation to collective activities and also specifically refers to action against a worker for participating in a strike which is not an illegal strike under the Code. Every comrade should, of course, act strictly within the law and follow the official guidance of the union organisation.

DO NOT BELIEVE RUMOURS

We are aware of messages and rumours about FIRs, police action and other consequences being circulated in the media and social media. Do not allow rumours to create fear. Please rely only on official communications from UFBU and its constituent organisations. The UFBU has followed the statutory process by serving the strike notice under the Industrial Relations Code.

LET US NOT ALLOW ANYONE TO DIVIDE US

There should be no division between Award Staff and Officers or Scale I–III and Scale IV and V. We are all part of the same banking fraternity. The issues affecting one section today can affect another section tomorrow.

OUR APPEAL

We therefore appeal to all Comrades in Scale IV and V:

Stand with your Comrades. Extend solidarity to the UFBU call. Do not succumb to pressure. Do not be misled by rumours. Do not step back from the collective struggle. The PLI issue showed what our collective unity can achieve. 5-Day Banking is still pending. Other important issues are still pending. Our collective strength remains our greatest strength.

Let us stand together. Let us remain united. Let us demonstrate that no cadre stands apart when the common interests of the banking fraternity are at stake.

COMRADES, THIS IS THE MOMENT TO STAND TOGETHER

Every generation of bankers inherits a legacy from those who stood before it, and every generation has the responsibility to leave behind a legacy worthy of those who come after. We now have that opportunity before us. Let the story of this struggle become a chapter of unity, courage and solidarity that future generations of bankers will read with pride. Let them remember that when our collective strength was tested, we did not retreat, we did not surrender, and we did not allow ourselves to be divided. We stood together across cadres, across scales, across organisations for a common cause. The PLI struggle showed our strength, the unfinished struggle for 5-Day Banking calls upon us to show it once again.

WE ARE ONE.

WE WILL REMAIN ONE.

WE WILL FIGHT TOGETHER.

WE WILL STAND TOGETHER.

We will write a history that our successors will cherish and be inspired to carry forward.

Yours Comradely,

(L CHANDRASEKHAR)
GENERAL SECRETARY