



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

CIRCULAR NO: 50

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TO ALL AFFILIATES & MEMBERS

Dear Comrades,

THE STRUGGLE CONTINUES
DEFEND BILATERALISM AND OPPOSE INJUSTICE AND DISCRIMINATION

The historic strike action on 11th September 2026 witnessed an overwhelming response from all our affiliates and members across the country. NCBE conveys heartfelt greetings and warm congratulations to all our affiliates and members for their magnificent unity, discipline and determination.

The impressive participation in the strike once again demonstrated the strength of the united movement under the banner of United Forum of Bank Unions. When all of us stand together with a common purpose, no attempt to undermine our legitimate rights can succeed. The strike was not merely an industrial action, it was a powerful expression of our collective resolve to defend the principles and rights painstakingly established through years of trade union struggles.

While the immediate issues before us were the implementation of the commitment on 5 Days Banking contained in the Settlement dated 8th March 2024 and the withdrawal of the unilateral PLI scheme, with the matter to be settled through proper bilateral discussions, the issues before us go much deeper. But comrades, the issues before us go much deeper.

For decades, the banking trade union movement has fought to establish the principle that matters concerning workmen cannot be decided unilaterally by management.

Through persistent struggles, negotiations and sacrifices, we established collective bargaining, bipartite settlements, service conditions, wage revisions and employment protections. These are not gifts from anyone. They are the outcome of sustained trade union action.

Therefore, when an agreement reached through negotiations is kept pending, or its implementation is delayed indefinitely, it raises a fundamental question:

What is the value of a negotiated bipartite settlement if its commitments can be kept in abeyance?

The commitment to 5 Days Banking, agreed upon during negotiations, cannot be allowed to remain unresolved indefinitely. The issue concerns not merely an additional holiday. It concerns the credibility of the bilateral system itself.

The developments surrounding the Performance Linked Incentive scheme are equally serious. The understanding reached in the bilateral negotiations was based on the principle that the incentive should not become a mechanism for creating discrimination among employees on the basis of individual performance. The negotiated arrangement envisaged a uniform incentive within the bank, covering all employees from Messengers to General Managers.

However, the unilateral formula introduced a discriminatory element by linking the incentive of Scale – IV and above to individual performance, while the overwhelming majority of employees and officers up to Scale-III cadre continue under a different basis.

Such an approach undermines the very spirit of collective endeavour in banking and creates artificial divisions between employees and officers.

Even more importantly, when a dispute is under conciliation, the unilateral disbursement of a disputed scheme and the attempt to bypass bilateralism and negotiated understanding represent a serious challenge to the sanctity of bilateral agreements.

It is our united resistance that has compelled the Government to keep the unilateral PLI scheme in abeyance and agree to resolve the matter through bilateral discussions. This is a significant development and a clear demonstration of the strength of our collective action and unity.

Comrades, we must recognise the larger danger. Attempts to bypass bilateralism, promote unilateral decisions and create divisions within the banking workforce cannot be viewed as isolated incidents.

Unilateralism, discrimination and attempts to weaken collective bargaining must be firmly resisted. The strength of the trade union movement has always been its unity. Any attempt to undermine collective bargaining or to create divisions among bank employees must be met with greater unity and vigilance.

The magnificent response to the 11th September strike has sent a clear message.

We shall not permit bilateralism to be diluted.

We shall not accept discrimination.

We shall not allow negotiated commitments to be ignored.

We shall continue to defend the rights and interests of bank employees.

The struggle for 5 Days Banking must continue with determination until the commitment is implemented. The fight against the discriminatory PLI approach must continue until an acceptable solution is arrived at through the established bilateral mechanism.

And the larger struggle to protect public sector banks, collective bargaining and the democratic rights of workmen must be strengthened.

When our unity is strong, our movement is strong.

When our determination is firm, victory is within reach.

Let all our affiliates and members intensify mobilisation and organisational activity. Let every comrade remain alert and united.

With revolutionary greetings,

Yours Comradely,



**(L. CHANDRASEKHAR)
GENERAL SECRETARY**

NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
OUR SOLIDARITY.....	ZINDABAD
OUR UNITY	ZINDABAD
INQUILAB.....	ZINDABAD