



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under the Trade Unions Act 1926 - Registration No. B-2334)

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TO ALL AFFILIATES & MEMBERS

Dear Comrades,

HAPPY NEW YEAR – 2026

As we step into the **New Year 2026**, the National Confederation of Bank Employees (NCBE) extends warm and heartfelt greetings to all our members, leaders, affiliates, and well-wishers across the country. We wish each one of you and your families peace, prosperity, good health, and happiness in the year ahead.

The year gone by has been one of determination, unity, and collective resolve. Despite the numerous challenges confronting the banking sector ranging from operational pressures and transformational changes to increasing workloads and policy shifts, our members have continued to display remarkable resilience and an unwavering commitment to serving the nation. Your dedication remains the very backbone of the Indian banking system.

During 2025, NCBE remained steadfast in its mission to safeguard the rights, dignity, and welfare of bank employees. Through sustained organizational strengthening, addressing workplace concerns, and engaging authorities via constructive dialogue, we were able to make meaningful progress on several important issues. The collective strength and unity of our affiliates continue to be our greatest asset.

The National Executive Committee Meeting and Central Committee Meeting were held on 23rd and 24th August 2025 respectively at Pondicherry. Wherein, constructive decisions have been taken such as creation of NCBE WhatsApp Channel, 'NCBE VOICE' a digital magazine, formation of legal team to render legal assistance, formation of District Committees and provision of SBI guest houses to all NCBE affiliates.

During the year, NCBE actively took up and pursued several key issues affecting the service conditions of our comrades and pensioners, including payment of Dearness Relief to pensioners with change of base year to 2016=100 series, Clarification on the classification of branches located in Special Economic Zones / Export Promotion Zones for the purpose of Project Area Compensatory Allowance, Enhancement of the gratuity ceiling to Rs.25 lakhs, Firm opposition to the engagement of apprentices, Provision for exercising choice of Pension Fund Manager and investment pattern under NPS, Appeal against raising capital through Initial Public Offers by RRBs, Recruitment of Customer Service Associates in Bank of India (2025–26 batch), and appeal for pension updation and DA merger up to 8088 CPI points for bank pensioners retired prior to 01.11.2022.

As comrades are aware, under the banner of UFBU, pursuant to the strike call on 24th and 25th March 2025, seven rounds of conciliation meetings were held before the Chief Labour Commissioner, Ministry of Labour, Government of India, in addition to bipartite discussions with the IBA. These meetings reviewed all the issues and demands raised in the strike notice, and the matters continue to remain under the conciliation process.

While recruitment indents for clerical staff have improved in some banks, overall recruitment levels remain inadequate and need to be significantly stepped up. Recruitment of sub-staff and armed guards also requires urgent attention. The All India Overseas Bank Employees Union (AIOBEU), the steadfast and uncompromising voice of employees in Indian Overseas Bank (IOB), a major affiliate of NCBE, gave a call for a strike on 1st and 2nd December 2025 demanding immediate and adequate recruitment of clerical staff. NCBE extended its unequivocal fraternal support to this fully justified and long overdue demand. The issue has since been taken up for conciliation, and the proceedings are presently underway. Kudos to the militant comrades of AIOBEU for their unwavering solidarity, resolute determination, and valiant struggle in advancing this legitimate and long pending demand of the workforce.

On NCBE's persistent representations, the Ministry of Finance has advised SBI, Central Bank of India, and Canara Bank to enable employees to exercise their choice of Pension Fund Manager and Investment Pattern / Asset Allocation under NPS Tier-I.

Two seminars were organised by NCBE, under the aegis of UNI Global Union (Asia & Pacific), on "*Global Cooperation among Unions to Influence AI in Protecting Workers' Rights*". The seminars were held at Chennai on 20th June 2025 and Mumbai on 14th December 2025, respectively.

Comrades, the Government's agenda of further bank mergers, enhancement of FDI in public sector banks up to 49%, increasing foreign investments in private banks, and appointment of private sector executives as Whole Time Directors in PSBs reflects a continued push towards liberalization of the banking sector.

The NCBE unequivocally extended its fraternal support to the employees and officers of IDBI Bank, whose agitation represents a resolute protest against the proposed disinvestment process and the looming threat of foreign acquisition of the Bank.

Following the Gazette notification on the implementation of the four Labour Codes, replacing 29 existing labour laws, NCBE conveyed its serious apprehensions and concerns to the Department of Financial Services in meetings held under the UFBU banner. NCBE also actively participated in joint protest demonstrations against the Insurance Laws (Amendment) Bill, 2025, which seeks to allow foreign investment up to 100% in Indian insurance companies, opposing this retrograde move.

We salute the solidarity and determination shown by our comrades in responding to the agitational programmes called by UFBU, particularly for our long neglected demand of five working days per week. The planned activities have so far been a resounding success.

Comrades, 12th Bipartite Settlement and the 9th Joint Note unequivocally ensured a uniform 17% wage revision for both workmen and supervising staff, thereby upholding the long cherished principle of parity in the banking industry. However, by unilaterally granting additional allowances over and above the agreed industry level wage cost, SBI has artificially escalated supervising staff effective wage increase to nearly 22%, while workmen continue to be restricted to 17%, blatantly upsetting the settled balance and creating a grave and unacceptable anomaly within the Bank. This distortion will only widen further in the coming bipartite settlements, aggravating inequality. This arbitrary action reflects a callous and discriminatory approach, strikes at the very foundation of collective bargaining, and seriously undermines the sanctity of industry-level wage settlements. Such a blatant injustice cannot and will not be tolerated. We therefore appeal to all workmen across the banking industry to unite, stand shoulder to shoulder, and collectively protest against this distortion of parity, and to intensify the struggle until this disparity is rectified, parity is fully restored, and fairness and industrial harmony are decisively upheld in the Bank.

As we enter **2026**, NCBE reaffirms its unwavering commitment to:

- Protecting job security and service conditions of bank employees
- Advocating for fair wages, improved working conditions, and equitable benefits
- Strengthening solidarity across all affiliates and unions
- Opposing policies detrimental to public sector banking
- Enhancing organisational coordination and leadership development among younger employees
- Appeal for pension updation and change of DA series (CPI 2016=100) to the pensioners retired prior to 01.11.2022.

Let us continue to uphold the values of unity, discipline, and mutual support that define our Confederation. The year ahead will bring both challenges and opportunities, and together as one united force, we shall move forward with confidence and determination. Through relentless pursuit of justice and unwavering commitment to democratic values, NCBE continues to shape a fair, equitable future for all bank workers.

On this occasion, NCBE places on record its deep appreciation to all our comrades for their continuous support, active participation, and unwavering trust in our organisation.

With warm New Year greetings,

Yours Comradely,



(L CHANDRASEKHAR)
GENERAL SECRETARY



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UNITED FORUM OF BANK UNIONS.....ZINDABAD
OUR SOLIDARITY.....ZINDABAD
OUR UNITY.....ZINDABAD
INQUILAB.....ZINDABAD