

# **UNITED FORUM OF BANK UNIONS**

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

**CIRCULAR No. UFBU/2026/10**

**Date : 9-3-2026**

**TO MEMBERS OF ALL CONSTITUENT UNIONS:**

Dear Comrades,

### **CONCILIATION MEETING HELD TODAY**

Further to the conciliation meeting held on 4-11-2025 and on 22/23-1-2026, another round of conciliation meeting was held today by the Dy. Chief Labour Commissioner in the office of the CLC in New Delhi on the various issues and demands raised by us in our strike notices.

The conciliation proceedings were conducted by Shri Susanta Kumar Nayak, Dy. CLC and Shri Pankaj Dahiya, RLC-HQ. Representatives of the DFS, IBA and all the PSBs were present. From UFBU, all our Unions were present.

We informed the Dy. CLC that after our successful protest strike against the delay in implementing 5 Days Banking, instead of coming forward to resolve the issues amicably, the Government and IBA/Bank managements have taken further negative attitude.

We informed him that despite the clear advice of the Dy. CLC as mentioned in the Minutes of conciliation proceedings dated 17-6-2025 signed by all the parties to the dispute, all the Public Sector Banks have disbursed PLI for the year 2024-25 partially for the staff from substaff and clerks and upto Scale III officers, and excluding Scale IV to VII officers whereas our Bipartite Settlement and Joint Note covers Officers upto Scale VII particularly, when the dispute on PLI is pending in the conciliation.

We further informed that as per the advice of the CLC, the new Scheme on PLI as applicable to Scale IV officers and above was discussed by IBA and UFBU and already our suggestions have been forwarded to the Government for their consideration.

We pointed out that this is nothing but an attempt to discriminate and divide the workforce besides being a ploy to pit one section of the workforce against the other. We further pointed out that the new PLI scheme of the Government will seriously affect the relativity in the remuneration of 93% of the workforce.

We also explained that the revised scheme has to be understood looking to the cost implications. We also informed that this division will adversely affect the team work with which the employees and officers are working in the Banks amidst multiple challenges.

Hence, we submitted that for the year 2024-25, the existing uniform PLI scheme is to be implemented and the new scheme can be taken up for discussion to arrive at an amicable formula for the next year.

After hearing the views of the IBA and DFS, the Dy. CLC opined that the Banks should give the implications of the revised scheme based on which, the office of CLC will take up the issue with the DFS.

We also raised the issues of 5 days banking, increase in the Gratuity limit under the Gratuity Act, recruitment of clerical and substaff/Armed Guards, etc. We particularly emphasized that the undue delay in implementing 5 days banking is adding to the unrest amongst the employees and officers and will lead to further industrial actions. It was agreed to discuss this issue and other demands in the next round of conciliation meeting.

**UFBU meeting** : Prior to this conciliation meeting, a virtual meeting of the UFBU was held on 7-3-2026. The meeting conveyed its greetings to the entire membership of all our unions for the magnificent manifestation of their unity in action and for making the strike on 27<sup>th</sup> January, 2026 a massive success.

The meeting noted that while there is no forward movement in our genuine demand for 5 days banking, there are attempts to bypass our collective settlement/joint note and to divide the workforce through discriminatory PLI scheme. The meeting noted that on other pending residual issues also, there is no positive development.

Hence the meeting decided that further agitational programmes and strike actions would be necessary. It was decided to await the outcome of the conciliation meeting and thereafter chalk out the programmes including strike actions. Hence all our unions and members are to remain prepared for the same.

Yours comradely,

**AIBEA**

**AIBOC**

**NCBE**

**AIBOA**

**BEFI**

**INBOC**

**INBEF**

**NOBW**

**NOBO**