

UNITED FORUM OF BANK UNIONS

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

Date : 8-1-2026

FORM – L NOTICE OF STRIKE

NAME OF UNIONS :

- 1. ALL INDIA BANK EMPLOYEES' ASSOCIATION – AIBEA**
- 2. ALL INDIA BANK OFFICERS CONFEDERATION – AIBOC**
- 3. NATIONAL CONFEDERATION OF BANK EMPLOYEES - NCBE**
- 4. ALL INDIA BANK OFFICERS ASSOCIATION – AIBOA**
- 5. BANK EMPLOYEES FEDERATION OF INDIA – BEFI**
- 6. INDIAN NATIONAL BANK EMPLOYEES FEDERATION – INBEF**
- 7. INDIAN NATIONAL BANK OFFICERS CONGRESS – INBOC**
- 8. NATIONAL ORGANISATION OF BANK WORKERS – NOBW**
- 9. NATIONAL ORGANISATION OF BANK OFFICERS – NOBO**

NAMES OF REPRESENTATIVES

1. Shri. C.H. VENKATACHALAM	Gen. Sec. AIBEA	chv.aibea@gmail.com
2. Shri. RUPAM ROY	Gen. Sec. AIBOC	rupamsmailbox@gmail.com
3. Shri. L. CHANDRASEKHAR	Gen. Sec. NCBE	ncbe.ama@gmail.com
4. Shri. SANJAY KUMAR KHAN	Gen. Sec. AIBOA	aiboa1981@gmail.com
5. Shri. DEBASISH BASU CHAUDHURY	Gen. Sec. BEFI	dbc24239@gmail.com
6. Shri. O.P. SHARMA	Gen. Sec. INBEF	opsharmacbsu@gmail.com
7. Shri. PREM KUMAR MAKKER	Gen. Sec. INBOC	premmakker@gmail.com
8. Shri. MANMOHAN DAS	Gen. Sec. NOBW	gsnobw22@gmail.com
9. Shri. K N AADARSH	Gen. Sec. NOBO	gsnobo1977@gmail.com

Dated the 8th January, 2026

The Chairman, Indian Banks' Association, World Trade Centre Complex, 6th Floor, Centre 1 Building, Cuffe Parade, Mumbai. 400 005	Chief Labour Commissioner (C), Ministry of Labour, Office of the CLC, Shramev Jayate Bhavan G-4, Sector-10, Dwarka, New Delhi-110075
Secretary, Department of Financial Services, Ministry of Finance, Govt. of India, Jeevan Deep Building, Parliament Street, New Delhi- 110001	

Dear Sirs,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Dispute Act 1947, we hereby give you notice that the members of the 9 constituent unions of United Forum of Bank Unions propose to go on **STRIKE** from the midnight of 26th January, 2026 to the midnight of 27th January, 2026 on the following issue:

DEMANDING

- **Approval of the Government for implementation of 5 Day work week in Banking Industry and declaring the remaining Saturdays as Bank Holidays as recommended by the Indian Banks' Association based on the Memorandum of Understandings signed between IBA and UFBU on 7-12-2023 and as further provided in the Settlement /Joint Note dated 8-3-2024.**

Agitational programme

8-1-2026	Serving strike notice on IBA, DFS and CLC
9 TO 26-1-2026	Meetings to mobilise and prepare members for the strike action
18-1-2026	Social Media Campaign including twitter / X handle
20-1-2026	Badge Wearing
22-1-2026	Press Conference at all State Headquarters
22-1-3036	Rally at evening time at all centres
27-1-2026	ALL INDIA STRIKE

The details of the issues and Statement of the case is annexed herein.

Yours sincerely,



AIBEA



AIBOC



NCBE



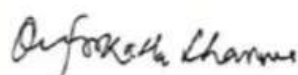
AIBOA



BEFI



INBOC



INBEF



NOBW



NOBO

Copy to: Chairman/MD/CEOs of All Banks
Chief Executive, IBA

STATEMENT OF THE CASE**BACKGROUND :**

In 2015 : From the United Forum of Bank Unions, we have been demanding the introduction of 5 working days per week in the banking sector. In the 10th Bipartite Settlement / 7th Joint Note signed in 2015, it was agreed by IBA and Government and accordingly, the 2nd and 4th Saturdays of every month are being declared as holidays while the other Saturdays are full working days instead of half a day working.

At that time, it was assured that our demand for declaring all the remaining Saturdays as holiday would be considered in due course.

In 2020 : In the negotiations for the 11th Bipartite Settlement/ 8th Joint Note signed in 2020, we pursued this demand for declaring the remaining Saturdays also as holidays. But it could not be materialized at that time, as our settlement was signed during the covid pandemic period when the people's priorities were different.

Call for Strike on 27-6-2022: But since the issue was not being considered even after the pandemic was over, UFBU gave the call for strike on 27-6-2022. In the conciliation meeting held on 21-6-2022 and 23-6-2022, the DFS stated that the IBA and the UFBU should discuss this issue bilaterally and submit their recommendations to the DFS for their consideration.

Extract from the Minutes before CLC dated 21-6-2022: The representatives from DFS also submitted that both IBA and the union/ associations should have a bilateral discussions and the recommendations should forwarded to DFS for taking further action in the matter and further the representative from DFS requested the unions/ association to not to go to the strike as the issues can be resolve through dialogue.

IBA also assured to discuss the issue with the UFBU. On the basis of this understanding between UFBU, IBA and DFS, the call for strike on 27-6-2022 was deferred.

Discussions with IBA on 1-7-2022: As advised by the CLC, IBA called for negotiations on 1-7-2022. During this meeting, UFBU discussed the issue of 5 Days Banking. We explained and reiterated our demand for introduction of 5 days banking i.e. declaring the remaining Saturdays as Bank holidays. The impact of this introduction on cash transaction hours, banking hours and total working hours were discussed. After deliberations, IBA opined and felt that further justifications should be built up on the issue so that IBA can escalate the issue to the higher authorities and various stake-holders.

Discussions on 23-9-2022 : After this meeting, another round of negotiations between IBA and our Unions took place on 23-9-2022. IBA stated that if the customer service hours and working hours per day are properly compensated, re-distributed and re-adjusted due to declaring remaining Saturdays as holidays, they may be inclined to consider the demand. We informed that business hours and working hours may be revised by half an hour per day and accordingly the

commencement of the working hours may be preponed. It was agreed to discuss the issue further.

Call for Strike on 30/31-1-2023

Since there was no positive development in the issue, UFBU gave the call for 2 days strike on 30 and 31 January, 2023.

Discussions on 24th and 31st January, 2023 : Due to this strike notice, Dy. CLC, Mumbai held conciliation meeting on 24-1-2023 in which IBA agreed to hold a meeting on 27-1-2023.

During this meeting on 27-1-2023, IBA informed that the suggestion for extra working hours by 30 minutes as proposed by UFBU needs to be further discussed with UFBU before they can consider and proceed in the matter. After discussion, it was agreed that the mutually worked out modality/extra working hours will be processed within a month after taking the views of other stakeholders.

Again, another round of discussion was held on 31-1-2023. IBA was represented by Shri M.V. Rao, the then Chairman of the IBA's HR Committee along with ED/CGM/GMs of various Banks who are also members of the Committee.

In this meeting, IBA proposed that the working hours be increased by 45 minutes per day for implementing 5 day work week. IBA requested us to submit our revised suggestions on working hours and business hours for cash and non-cash transactions.

Discussions with IBA on 28-2-2023 : Another round of bilateral discussions took place between our Unions and IBA on 28-02-2023 in Mumbai. **During this meeting, after a lot of discussions, it emerged that the total working hours can be increased by 40 minutes per day with cash transactions from 10 am to 4 pm and non-cash transactions upto 4-30 pm. IBA assured that they would take up the matter with higher authorities and concerned stake-holders to take the issue further forward.**

Discussions with IBA on 21-6-2023 : In this round of discussion with IBA, UFBU informed the IBA there seems to be no development with regard to our demand for introduction of 5 banking days per week after the mutual discussions held on 28-2-2023 and there is growing anxiety amongst the rank and file over the delay in resolving this important issue. IBA assured that the matter is receiving their best attention and the same is very much in process. We conveyed our dissatisfaction over the delay and that it is difficult to keep further patience in this regard.

Discussions with IBA on 19-7-2023 : In this round of discussions, we further emphasized our demand to which IBA informed that the issue is under active consideration of the various stake-holders and the same is being pursued.

Discussions with IBA on 31-8-2023 : UFBU took up the issue of introduction of 5 Banking Days per week during the discussions and IBA informed that the issue is under serious consideration of higher authorities and stakeholders. We insisted upon the IBA to follow up the issue and expedite the same.

Discussions with IBA on 29-9-2023 : In this discussion also, UFBU reminded IBA to expedite the issue and IBA informed that the issue is under serious consideration.

Discussions with IBA on 9-11-2023 : During this round of discussion we again took up with IBA, the issue of introduction of 5 Day's Banking per week and its early implementation. IBA informed that they are fully seized of the matter and assured to follow up the matter with the concerned authorities.

MOU signed on 7-12-2023: After a lot of discussion, broad understandings were reached with the IBA and an MOU was signed. IBA agreed as under in the MOU.

- Regarding introduction of 5 Day Banking, while **IBA has already recommended the same to the Government**, IBA agreed to pursue the matter with the Government so that the same is cleared without further delay. We have emphasized and urged that in any case it should be introduced before our final settlement.

Settlement dated 8-3-2024 : In the final settlement/Joint Note signed on 8-3-2024, the following clause was agreed upon and provided:

- **Weekly off :** In terms of understanding dated 7th December, 2023, reached between IBA and Workmen Unions for declaration of all Saturdays as holidays under Negotiable Instrument Act for Banking industry, IBA has accordingly recommended to the Government. The due changes in the working hours, will be effective after approval by the Government of India and necessary clearances from Government / Reserve Bank of India.

Call for strike on 24 & 25-3-2025: Despite the unambiguous understanding and recommendation by the IBA to the Government, since there was no response from the Government, UFBU gave the call for 2 days' strike on 24th and 25th March, 2025.

Conciliation meeting on 21-3-2025: In the conciliation meeting held by the CLC on 21-3-2025, IBA replied that as per the Settlement / Joint Note, they have already recommended the matter to the Government and they are awaiting their approval. DFS representative stated that the issue is under consideration but cannot commit any timeline. Hence there was virtual stalemate on this issue.

Hence, the Chief Labour Commissioner wanted some senior officials from the DFS to participate in the conciliation meeting to know the stand of the Government to end the stalemate. A senior Joint Secretary of the DFS participated in the meeting via video conference and clarified that the matter is receiving the serious attention of the Government.

We conveyed our disappointment over the undue delay in the matter and wanted the Government to expedite the process.

He assured that the matter was already receiving the serious attention of the Government including at the level of Finance Minister and hence requested the UFBU to reconsider our call for strike so that customers are not put to any inconvenience.

In the fact and circumstances mentioned above, The Chief Labour Commissioner(C) requested us to consider the request of withdrawal of strike.

It was also assured by the CLC(C) that if the strike is withdrawn by the Unions, he shall also take up with the IBA and DFS to consider 5 day working as agreed in the 12th Bipartite Settlement/ 9th Joint Note.

The CLC(C) also assured that he would monitor the development at periodical intervals so that matter may be resolved at an early date.

On the basis of the above clear assurances of the DFS and CLC, the proposed strike in March, 2025 was deferred.

But in the last more than nine months, the assurance given during the conciliation meeting remains only an assurance but with no positive result or outcome.

Thus, the issue has been recommended to the Government for approval as per the understanding reached between IBA and UFBU. Government is also aware that this is one of the important demands of the UFBU.

Government is equally aware that due to multiple reasons, bank staff are working under undue physical and mental stress. Due to inadequate staff, employees, officers and Managers are working under extreme pressure of work.

Hence our demand for declaring the remaining Saturdays as holidays is most reasonable and justified.

It is pertinent to note that the Unions have agreed for increase of working hours by 40 minutes in lieu of declaring holidays on remaining Saturdays. Hence there would be no reduction in working hours per week.

In the financial sector, already in RBI, LIC and GIC, this has been implemented. In Central Government and State Government, all their offices work only from Monday to Friday. Stock Exchanges function from Monday to Friday. Money market, foreign exchange transactions, etc. are closed on Saturdays and Sundays.

Hence bank employees and officers are aggrieved that they alone are being discriminated while it is stressful to work in the Banks.

Hence in the last UFBU meeting it was decided to manifest our protest against this undue delay in considering our demand despite the IBA's recommendation of the understandings as reached on 7-12-2023 and further reiterated in the Settlement in March, 2024.
