

Dated: 22.01.2026

Attendance of the parties is attached on a separate sheet.

The United Forum of Bank Unions comprising of nine unions/associations (i.e. AIBEA, AIBOC, NCBE, AIROA, BEFI, INBEF, INBOC, NOBW & NOBO) served a strike notice in Form - L dated 08.01.2026 addressed to the Chairman IBA, Secretary DFS and the CLC(C), proposing to go on all India Strike from the Midnight of 26.01.2026 to the Midnight of 27.01.2026 to press the long pending demand for five day banking. The moment the notice was received in the office of Chief Labour Commissioner(C), the matter was seized into conciliation considering the nature of banking sector as public utility service and a notice was issued to all the stake holders asking them to attend the conciliation meeting on 22.01.2026 at 11.30 AM.

It was pointed out by the UFBU that certain banks have reportedly issued / are proposing to issue intimidating letters or communications, particularly targeting officers in SMGS-IV and SMGS-V, with a view to dissuading them from participating in lawful organisational programmes, including the notified strike action.

It is further reiterated by the Ld. Representatives of UFBU that every employee/officer has the fundamental right to form associations/unions and to participate in legitimate trade union activities, including organisational action in democratic form, duly decided and notified by the registered trade unions/associations to which they are affiliated. Any attempt by bank management to interfere with, restrain, coerce, or intimidate officers, especially by selectively targeting SMGS-IV/V, amounts to an impermissible infringement of trade union rights attracting section 25(T) of Industrial Disputes Act, 1947. While bank managements may, at best, issue a general appeal to all employees/officers, they must not issue threats, blanket prohibitions, or cadre-based intimidations that undermine lawful collective action. Accordingly, all such letters/communications already issued to SMGS-IV & SMGS-V (or any similar blanket instructions) should be kept in abeyance with immediate effect and withdrawn/rescinded, and no further action should be taken or pursued on the basis of such communications. Similarly, some other banks have called the proposed strike as 'illegal' which is beyond their jurisdiction. Further, some of the banks are also proposing the demonstrations by the unions as illegal by mis-quoting section 36(AD) of the Banking Regulation Act, whereas the Government on the floor of the parliament in 1968 had assured and accordingly advised the RBI not to invoke section 36(AD). The UFBU pointed out that these actions of the management are unwarranted and deliberate provocation and hence to be stopped forthwith.

The UFBU requested the Conciliation Officer to take strict cognizance of the same and advise the concerned management of the banks to not to resort to this practice as it goes beyond the spirit of provisions of Industrial Disputes Act, 1947.

Regarding the core issue of the strike notice i.e. 5 days banking system in the banks, the unions pointed out that despite the understanding reached between the IBA and UFBU vide MoU dated 07.12.2023 and settlement dated 08.03.2024 under which the IBA has duly recommended to the Government for considering the recommendation. Even during the conciliation held on 21.03.2025, it was assured that the matter is under serious consideration but yet so far the Govt. approval has not been received. Hence, the UFBU pointed out that they are constrained to go ahead with the proposed strike on 27.01.2026.

The Ld. representatives of the IBA explained that the issue has been duly taken up with the Govt. and the instructions from the competent authority are still awaited and IBA would vigorously pursue the matter with the Govt.

The conciliation officer also informed the steps taken by their office and advised that further attempts should be made to find an amicable solution to the issue since the banks strike would adversely affect the banking system and hence, appealed to the UFBU to reconsider their proposed action.

The Ld. representatives of the DFS including Joint Secretary, DFS who were present in the conciliation also informed that the Govt. is fully seized of the issue and may take some more time before the competent authority takes a decision and hence appealed to the UFBU not to precipitate at this stage.

The UFBU informed that they have been pursuing the genuine demand for the past 10 years when 2nd and 4th Saturdays were declared as holidays and requested that the Govt. should give their

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approval for declaring the remaining Saturdays also as holidays in as much as the UFBU has already agreed to extension of working hours on other days for 40 minutes more.

The UFBU further informed that while they would be always willing to find solution to the demands by mutual discussion, since this demand has not been considered favourably, they are unable to reconsider the proposed strike call and requested the DFS to expedite the clearance of the recommendations of the IBA. They further informed that if there is any such positive development in the issue, the UFBU will reconsider their decision.

At this stage, the bank managements are advised by the conciliation officer that every employee/officer has the lawful right to form associations and participate in legitimate trade union activities as enshrined in the Constitution of India, including duly notified organisational action. Any intimidatory or coercive communication, particularly those selectively addressed to SMGS-IV/SMGS-V or issued as blanket deterrents and may amount to impermissible interference with trade union rights and may attract action u/s 25(U) of the ID Act, 1947. Accordingly, all such letters/instructions already issued must be kept in abeyance and withdrawn/rescinded forthwith in order to avoid any legal complicacies.

Since, no mutual understanding could be arrived at, and the stalemate continued due to divergent opinions of the parties, the conciliation proceedings stand adjourned to 23.01.2026 at 3.30 PM with an advise to stakeholders to persuade the matter at competent level to arrive to an amicable settlement so that the strike in question be deferred.

In the meantime, the provisions contained u/s 33(1) and 22 of the ID Act, 1947 shall remain in vogue.

UNION/ASSOCIATION

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Rufaun G.S. AIBOC

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Conciliation

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Murray
Boyle'sha shear

Rehul..
Rehul Minra
Sr. Advisor (HR & IR),
IBA

(Arvind Minra)
Sr. Advisor (HR & IR),
IBA
Guru Nanak Dev
AGM - HRM
Bank of Baroda

Frank

(Bank of India)
W.H. Sanders
General Manager

John
G. Gammie

DAM-HR/PW
Neuoff
c. Jagd und
canada bank.