

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1926-Regd. No. 6908)

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Circular No. 151/2026

Date: 09.09.2026

To All Members (Please Circulate)

We reproduce hereunder Circular of UFBU (WB) no. 94 dated 08.09.2026 issued by the Convenor, UFBU and also endorsed by AIBOC (WBSU) vide their Circular No. 67/2026 dated 09.09.2026, the contents of which are self-explicit.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

Dear Comrades,

We Demand:

- Honour commitment—implement 5 Days Banking
- Modification of the PLI scheme through bilateral discussions with Unions
- Resolve residual issues

All India Strike on 11th September, 2026
All India Strike on 28th, 29th & 30th September, 2026 Indefinite
Strike from 26th October, 2026

On the issue of introduction of 5 days banking, the IBA has agreed in the 12th BPS/9th Joint Note signed on 8th March, 2024 to introduce 5 days banking (by increasing 40 minutes of working hours daily from Monday to Friday) and the same has been duly recommended to the Government.

It is more than 2 years now and yet the matter is kept pending with the Government. On the issue of PLI also, it was clearly understood and agreed between the Unions and IBA that the PLI scheme would be based on the performance of the Bank as a whole and would be uniform number of days for all employees and officers upto Scale VII.

But in a unilateral manner, DFS/Finance Ministry has directed Banks to implement a different PLI scheme for Scale IV officers and above. Under this Scheme, the officers from Scale IV and above would be paid PLI upto 365 days of Basic Pay based on their individual performance while workmen employees and officers upto Scale III would be paid a maximum of 15 days Basic Pay + DA.

Because of the strike call issued by UFBU, this issue is now seized into conciliation before the CLC. The issue is also under litigation before the High Court of Delhi. In the meantime, we have also discussed the issue with the IBA and our suggestions for improvement in the existing scheme and modification in the Govt. scheme have been sent to Government and the same is before the DFS for their consideration. But over looking all these, the DFS is insisting on the implementation of their unilateral scheme.

We have pointed out to the DFS, CLC and IBA that the implementation of the revised Scheme of the Government would be a huge cost to the Banks. Out of about 8 lacs of total number of employees and officers in the Banks, the number of Officers in Scale IV and above would be around 40,000 i.e. about 5 % only. What they really prefer is fair treatment, work-life balance, and stress-free work environment. What is being offered to them is a discriminative incentive which will keep them away from the rest of the colleagues.

As per our estimate, the cost of PLI for these Scale IV officers and above would be very huge and disproportionately much higher than what all other employees and officers will get. When everyone will get a maximum PLI of 15days, they will get more than 20 times of it. This will badly divide us.

Further, the basic feature of the existing PLI scheme is the uniformity of the Incentive for all cadres from substaff, clerical, officers and upto Scale VII officers based on the performance of each Bank. The Government's scheme envisages PLI based on individual performance, productivity and efficiency.

Shubhajyoti Chattopadhyay
General Secretary
Mobile : 9434551152

State Bank of India Officers' Association

(BENGAL CIRCLE)

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During the bipartite meeting held with the IBA on 20-8-2026, we reiterated our offer to further discuss our suggestions to improve the Scheme and arrive at a mutually acceptable revised formula. But we learn with regret that the Government has advised the Banks to implement their Scheme and the crediting of PLI under the DFS scheme has now actually commenced in the Banks, in violation of the status quo obligation under Section 33 (1) of the ID Act/Section 82 of the IR Code during pendency of conciliation before the CLC and the suggestions made by us to resolve the issue through bilateral discussions.

It is also observed that while the Government wants to initiate the discussions on fresh charter of demands for the next wage revision, our residual demands like updation and improvement in pension, uniform DA formula for all pensioners, option for employees under NPS to switch over to OPS, and other residual issues continue to be unresolved.

In this background, as per the guidelines of Central UFBU the following programmes have been chalked out at UFBU (West Bengal State Unit) meeting dated 08th September 2026 at "Ajit Sen Bhawan" 13 Crooked Lane, Kolkata - 700069.

Demands:

- (i) Honour commitment – implement 5 Days Banking
- (ii) Modification of the PLI scheme through bilateral discussions with Unions
- (iii) Resolve residual issues

Agitational Programme:

11 th Sept. 2026	Fri	All India Strike
21 st Sept. 2026	Mon	Day Long Dharna at Traffic Island, Kolkata from 10:30 a.m. onwards
14 th to 24 th Sept. 2026		Demonstrations at other centres at the District level on their convenient dates after consultation amongst the constituents
25 th Sept. 2026	Fri	Press release / Press Conference at 2:00 p.m. at Ajit Sen Bhawan, 13 Crooked Lane, Kolkata - 700069
26 th and 27 th Sept. 2026	Sat & Sun	Meetings and preparatory campaign at individual constituent level
28 th , 29 th & 30 th Sept. 2026	Mon, Tue, Wed	All India Strike

Note: Rest of the agitational programmes to be decided subsequently by UFBU (West Bengal State Unit)

It must be remembered that no service condition we enjoy today - our pay scales, our leave benefits, our transfer protections, our promotion processes, our pension- was gifted by any Government; each of them was secured by the trade unions across the negotiating table through decades of collective struggle, long before many of us wrote the recruitment exam.

What is now sought to be dismantled is that negotiating table itself. A scheme that dangles 365 days' pay before a few officers while condemning entire brackets of performing officers to nil by design is not a reward, it is a ranking machine, and the same machine that decides the incentive today will decide promotions, postings and continuation in service tomorrow.

An officer standing before such a machine has no answer to it; eight lakhs of us standing together cannot be ignored by it, which is precisely why the first move of every such scheme is to divide the workforce, cadre from cadre, senior from junior, officer from employee. The unity that our predecessors built is not an inheritance to be spent; it is the only insurance every one of us, from the newest recruit to the senior most officer, holds over our own future.

When all of us want to move together and work for the progress of the Banks, we are being confronted and challenged by divide and rule policy of the Government. Comrades, the agitation has been forced on us. We call upon all our unions and members to mobilise themselves and make the programmes a total success.

With greetings,

Yours comradely,

Sd/-

(SUDIP DUTTA)

CONVENOR

United Forum of Bank Unions

(West Bengal State Unit)

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

Shubhajyoti Chattopadhyay

General Secretary

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