



ALL INDIA BANK OFFICERS' ASSOCIATION

CENTRAL OFFICE
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CHENNAI-600 001



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FORM L

NOTICE OF STRIKE

Date: 06.01.2026

Name of the Association: **ALL INDIA BANK OFFICERS ASSOCIATION**

Name of the Representatives: 1. Shri Alok Khare, Chairman, AIBOA
2. Shri V. Anil Kumar, Vice Chairman, AIBOA
3. Shri A.N. Suresh, President, AIBOA
4. Shri S. Nagarajan, General Secretary, AIBOA

To:
The Chairman
Indian Banks Association
World Trade Center
MUMBAI-400 005

To:
The Chief Labour Commissioner [Central]
Office of the Labour Commissioner
Government of India
Ministry of Labour and Employment
NEW DELHI-110 075

Respected Sir,

In accordance with the provisions contained in Sub-section [1] of Section 22 of the Industrial Disputes Act 1947, we hereby give you NOTICE OF STRIKE that our Association propose to observe strike on the **Tuesday the 27th January 2026** to realise the following issues / demands.

OPPOSING:

The Disinvestment of process

In IDBI Bank Ltd., Three Regional Rural Banks and Foreignisation of Indian Financial system.

DEMANDING:

1. 5 Day Banking week
2. Regulated Working Hours
3. Expedite Release of the PLI to the workforce
4. Updation of Pension

5. Payment of Ex-gratia to Private Sector Bank Retirees and
6. Resolution of the Residual issues by IBA as per their written commitments

The "right to disconnect" option has been already exercised by the Officers w.e.f. 01.01.2026 thereby they are not attending the calls / sms/ whatapps messages between 07.00 PM to 08.00 AM.

The Statement of case is appended.

Yours sincerely,



/S.NAGARAJAN/

GENERAL SECRETARY

Encl: One Statement of the Case

copy to:

1. Managing Directors and CEOs of All Public /Private Sector Banks
2. The Chief Executive, Indian Banks Association, Mumbai
3. The Secretary, Govt. of India, Ministry of Finance, Department of Financial Services, New Delhi



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STATEMENT OF THE CASE :

DISINVESTMENT PROCESS IN THE FOLLOWING THREE FINANCIAL INSTITUTIONS:

I. INDUSTRIAL DEVELOPMENT BANK OF INDIA:

IDBI Bank Ltd, is currently having the shareholding of **49.24% from Life Insurance Corporation** of India (LIC) and **45.47%** from Government of India totaling to **94.71%**. The rest is held by the Public. The financial Institution underwent ownership changes from RBI to Government of India and subsequently it absorbed the erstwhile "United Western Bank Ltd.," in 2006. IDBI which was earlier known as the Developmental Financial Institution (**DFI**) in the country is now categorized to do **Universal Banking**.

2. The Government of India, in order to meet out the budget deficit, as per the advice of Department of Public Asset Management (**DIPAM**) **approved** the disinvestment of IDBI. Accordingly, the authorities in the Government of India, has decided to disinvest 60% plus of the equity to the private/foreign investors leaving approximately 34% still with Government of India and LIC of India. The LIC of India, which was originally inducted as a promoter by Government of India, now, as directed by the authorities, changed the tag as Public Shareholder.

3. As per the published financial results of the IDBI Bank Ltd, the Bank is in good health, based on the declared performance as at the close of 30.09.2025.

[a]. Deposits: Rs. 3,03,510 crores.

[b]. Advances: Rs. 2,30,220 crores

[c]. Total Business: Rs. 5,33,750 crores

[d]. Net Profit: Rs. 3,627 crores

[e]. Provision coverage Ratio : 99.26% and **Net Interest Margin:** 3.71%

4. It is reported in the print media that the first stage of examination of the details of the bidders were cleared and the process of financial bid will be called for within a shortest time with a clear indication that the sale process will be completed by 31.03.2026.

5. There was a promise made by the then Hon'ble Finance Minister, in response to the query raised by late Basudeb Acharya in the floor of the Floor of Parliament.

QUOTE=

As regards the assurance given by the Finance Minister that the Government holding in IDBI will be maintained at 51%, the article 4 of the draft Articles of Association of the company to be formed after the repeal of the Industrial Development Bank of India Act 1964, has a provision that the Government shall maintain not less than 51% of the issue capital of the Company" –

=UNQUOTE.

6. The authorities dealing with the current exercise should take steps to acquire 6% of the shares from the market to retain the IDBI under Public Sector and alternatively should refer back to the Parliament as the exercise contemplated is against the assurance given in the floor of the Parliament.

The exercise of disinvestment of Government holding on a Public Sector Financial Institutions should not be permitted, as it is against the national interest.

II. REGIONAL RURAL BANKS – DILUTION OF GOVERNMENT EQUITY:

We have vide our letter MIN:RBI:171:2025 Dated 28th JULY 2025 addressed to your august office urged upon you to halt the process of disinvestment of the Government Equity in Regional Rural Banks. However, Ministry of Finance, vide their communication dated 12th December 2025, intimated to have a review of the developments pertaining to three Regional Rural Banks i.e. Haryana Gramin Bank, Kerala Grameena Bank and Tamil Nadu Gramina Bank having their Sponsoring banks viz: Punjab National Bank, Canara Bank and Indian Bank respectively. All the three banks are considered to be in good health and also performing well in all parameters.

The current instructions of the Ministry of Finance would certainly lead to the following.

- Listing in the stock market would directly result in shift in the focus from the social benefits to profit oriented benefits.
- The interest cost would go up substantially affecting the rural borrowers seriously.
- The control lever of functioning of three RRBs will be also be shifted from the sponsoring banks to the private investors.

- On account of the merger of RRBs, the rationalization of the branches had already taken place thus directly affected the employment opportunities to youth.
- By the proposed move, two sets of RRBs would come into existence ie; **STATE CONTROLLED RRBs AND THE OTHER MARKET DRIVEN RRBs.**

We solicit your intervention to secure the livelihood of the rural masses dealing with primarily Agriculture.

III. OPENING OF LIC –ALLOWING FDI TO COME IN:

In the current session of the Parliament, the Hon'ble Finance Minister tabled the Insurance Laws (Amendment) Bill and the both the house of the Parliament had passed the same. The basic objectives expected to be are: ***a. Accelerate the growth of the Insurance Sector; b. Protection of the Policy holder c. improve ease of doing business d. transparency in the regulatory system etc. We are certainly apprehensive of the decision as the precious domestic savings will be handed over in a platter to foreign capital.***

2. It is the matter of record, as per the reply provided in the floor of Parliament, that the foreign equity in the Insurance Industry at Rs 31,365.57 crs as on 31.03.2024 representing 32.67% against the permissible limit of 74% at that point of time.

3. As per the published details of performance of the LIC of India, the Premium income collected for the half year ended September 2025 was **Rs 2,45,680 crs** and the Profit after tax was **Rs 21,040 crs**. The LIC of India is the market leader in Indian Life Insurance business with overall market share of **59.41%** for the half year ended September 30th 2025.

4. In the event of domestic insurance company having a joint venture with the foreign company and in the mid-course, if they withdraw and handle independently then domestic company will suffer reputational loss in the market. History tells us that the foreign investors come to earn profits only. The foreign company will service the high net worth individuals claiming to add substantial profits to their treasury. The competition arising out of this position would lead to the loss of insurance cover to the middle and lower middle class segments in our country.

DEMANDS

I. 5- DAY BANKING WEEK:

Arising out of the understandings between four officers' organisations and Indian Banks Association (IBA) in **May 2015**, while concluding the VIIth Joint Note on Officers' Wage revision, the 2nd and 4th Saturdays were declared as holidays under NI Act with effect from **1.09.2015**. As expressed by the representatives of management in the negotiating table, at that point of time, extending the same further would be considered after one year.

2. Officers' Organisations were continuously persuading the IBA in the subsequent wage negotiations to clinch the issue of realizing the remaining Saturdays through negotiations. In the mean while Life Insurance Corporation of India implemented the 5 day working week w.e.f **1.04.2021**.

3. On **28.02.2023**, there was broad understanding between the negotiating unions and IBA that the working hours would be enhanced appropriately to ensure the smooth customer service by the Bank Branches.

4. While arriving at the MOU on 07.12.2023 by IBA with the unions/Associations, it was categorically assured that within 180 days they would obtain the concurrence from Government of India. Ultimately, 9th Joint Note on Officers Wage revision was concluded on 08.03.2024 at Mumbai, incorporating the much vexed issue, for a possible solution.

5. **The controller of Banking System (RBI), entire market operations, Central and State Government workforce are today benefitted with 5- day working week, the same is not cleared by Government of India, though duly recommended by IBA in the year 2023 itself.**

6. The bank employees' contribution in implementing Government Schemes, role played during demonetization and also at the crucial Global Pandemic COVID-19 need to be weighed by the Government of India. We have been recognized as Frontline warriors by the Parliament Standing Committee. The genuine demand needs to be considered as a priority issue.

II. REGULATED WORKING HOURS :

The officers are under tremendous work pressure due to under staffing of the Bank branches.

While the officers are expected to discharge all and sundry works on the same day, irrespective of the manhours invested by them, ultimately, they are the target for the executives functioning from the Administrative offices. The net result of the undue pressure exerted on officers the work-life balance is absolutely unavailable. There are spurt of suicides committed by the young officers due to stress coupled with mental illness.

Hence, the Bank administration should ensure work-life balance to the officers, as it is their fundamental responsibility to respect the Human assets. Specifying the working hours, though available on notice boards of the branches, seldom it is strictly implemented by the Banks.

III. EXPEDITE RELEASE OF PLI TO THE WORKFORCE :

The concept of recognizing the workforce based on the profit earned by the Banks was introduced as part of the industry level understanding inked on 11.11.2020. It was ranging from minimum of 5 days of Basic+D.A to 15 days of Basic+ D.A.

Suddenly, Government of India vide its communication to the Banks introduced new model of Incentives to the Officers in Scale IV up to Board Level Appointees ie 60% to 100% of the annualized salary based on the Bell curve method, which is an outdated concept. Officers' Unions are opposing the concept itself and demanded that 82% officers who are not covered should also be considered proportionately for payment of annualized salary as that of 20% workforce in Public Sector Banks.

The issue is hanging on fire for the last 10 months shuttling between the Government authorities and Conciliatory authorities. In the meanwhile, Punjab National Bank has already released the payment of PLI up to Scale III officers based on the industry level understanding dated 11.11.2020.

Eleven Public Sector Banks' workforce has been denied of the timely payment of PLI for the last 10 months. The release of PLI to the workforce brooks no delay.

IV. UP-DATION OF PENSION :

The Bank employees were provided with an opportunity to join the Pension Scheme in lieu of Provident Fund with effect from 1.01.1986 for which an agreement was entered into between Associations and IBA ON 29.10.1993. The said agreement on Introduction of Pension in lieu of Provident Fund was Gazetted in January 1995.

2. The Regulation 35(1) of Bank Employees Pension Regulations 1995 reads as under:

“Basic Pension and additional Pension, wherever applicable, shall be updated as per the formulae given in Appendix I”

3. **There is subsisting** provisions in the agreement dated 29.10.1993 with Indian Banks Association (IBA), that the up-dation of pension etc which is in force in Reserve Bank of India should be made applicable to the Bank retirees too.

4. Reserve Bank of India, as advised by Government of India vide their letter 05.03.2019, effected the updated Pension for the retirees of RBI from 1.01.1986 up-to 2023.

5. Four officers' Organisations had entered into a supplementary MOU 04.01.2021 with IBA pertaining to appointment of Actuaries to decide the impact analysis on the Balance Sheet of the Banks. IBA in their response mentioned that the Actuary was appointed.

6. As per earlier report of the actuaries, that the deficit of Rs 6,000 crores in the Pension corpus of the Banks, was made good as on 1.04.2010 itself. In terms of Clause 11 of Bank Employees Pension Regulations 1995, the individual banks are to provide additional annual contributions to the Pension Fund every year based on the investigation made by the Actuary.

7. There are nearly 8,00,000 pensioners, which includes family pensioners also. Up-dation of Pension brooks no delay.

V. PAYMENT OF EX-GRATIA TO PENSIONERS IN PRIVATE SECTOR BANKS:

While arriving at the Industry level Settlement for introduction of Pension in lieu of Provident Fund, it covered Public, Private and Foreign Banks totaling to 58.

2. Individual Private Sector Banks gave mandate to Indian Banks Association (IBA) for revision of wages and service conditions from time to time. Accordingly, in the current wage revision, ex-gratia for pensioners were introduced, subject to the review every year.

3. Since Private Sector Banks are part of the whole exercise of revision of wages and service conditions and some of the Private sector Banks(Federal Bank Ltd, The J&K Bank Ltd and the Nainital Bank Ltd., have paid the ex-gratia to Pensioners, the rest of the private sector Banks are also advised to make the payment of ex-gratia with effect from 1.11.2022.

VI. RESOLUTION OF RESIDUAL ISSUES AS PER THE TIME LIMIT STIPULATED BY IBA

Four Officers' Organisations and IBA have entered into an understanding on 08.03.2024 that the residual issues would be resolved in three months period. It is nearing two years, some of the sensitive issues remain unresolved by IBA.

We reiterate that the assurance given by IBA should be honored



GENERAL SECRETARY