



ALL INDIA STATE BANK OFFICERS' FEDERATION

(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)
Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001
Registered Office: 22, Rajaji Salai, Chennai- 600 001



All India State Bank of India Staff Federation
Registered Under the Trade Unions Act 1926 - Registration No. B-2333 (AFFILIATED TO NCBE)
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All letters to be addressed to the General Secretary

Date: 23/03/2026

JOINT APPEAL

TO ALL AFFILIATES

Unite, Organise, Act Together — In Defence of Dignity, Service Conditions, Career Security and Banking Workforce Unity

Dear Comrades,

We address you at a moment of great seriousness and historic responsibility. What confronts us today is not an isolated grievance, nor a temporary dispute affecting one segment alone. It is a decisive challenge to the very foundations of dignity at work, service conditions, career security, collective bargaining, and the unity that has always been the strength of the State Bank family and the wider banking workforce.

The issues that have emerged in recent days make one truth absolutely clear: **this is not a sectional issue**. The attempt to impose divisive frameworks, to disturb the established industrial relations process, and to separate one section from another strikes at the heart of our common organisational strength. If such policies are allowed to take root, they will not stop with one cadre, one grade, or one category. Today it may be aimed at SMGS-IV and above officers; tomorrow the same logic can be extended to others in new forms. Therefore, the struggle before us is a **collective battle of the entire workforce**. The fate of one cadre cannot be separated from the destiny of the whole workforce.

In this background, **All India State Bank Officers Federation and All India State Bank Staff Federation jointly call upon all affiliates in the 17 Circles of State Bank of India to move together, act together, and implement all agitational programmes jointly at the affiliate level in complete coordination and unity**. This jointness must not remain confined to the level of statements. It must be reflected in action at every circle, every module, every branch, every office, and every establishment. Officers and employees must stand shoulder to shoulder. Unit leaders, office bearers, activists, and members must work in close coordination so that the programmes are carried forward in a disciplined, peaceful, dignified, and effective manner. The success of the agitation depends not merely on announcement, but on **joint implementation by both officers and employees in letter and spirit**.

At the centre of the present struggle is our bounden duty to protect the **job security, career security, dignity, and service conditions of SMGS-IV and above officers** in our bank and across the banking industry. This responsibility cannot be diluted, ignored, or postponed. What is being opposed is not a question of mere incentive or quantum. What we are resisting is a dangerous framework that can divide, rank, stigmatise, isolate, and ultimately threaten career stability and collective strength. Any arrangement that places senior officers under arbitrary or discriminatory structures, weakens service security, creates artificial differentiation, or opens the door to insecurity and victimisation is a matter of grave concern to the entire trade union movement. We must say with one voice that **an injury to senior officers today can become a threat to the entire workforce tomorrow**. To defend them is to defend the future of all.

At the same time, this movement carries within it the aspirations, dignity, rights, and future of all employees and officers **from messenger to Scale-III officers**. No workforce can be kept united if selective treatment is used as an instrument of division. No cadre can be asked to believe that the insecurity of another section is none of its concern. The workforce of State Bank of India is one living collective. The cause of one section is inseparably linked to the cause of the other. The aspirations of the subordinate staff, clerical staff, award staff, and officers are connected by a common desire for fairness, respect, secure service conditions, and a just future. We reject every attempt to fragment that unity through artificial differentiation. **Unity is our strength, and division is against the very spirit of banking**.

Let there be no confusion on another fundamental point: **teamwork is the foundation of banking service**. In the banking industry, teamwork is paramount. Banking does not function through isolated individuals or competing silos. It functions through the daily and disciplined interdependence of subordinate staff, clerical staff, award staff, specialist functionaries, branch teams, administrative offices, and officers at all levels. Every desk depends on another; every function supports another; every level contributes to institutional performance, customer service, risk management, compliance, and public trust. No bank can function, grow, or serve the nation effectively if its workforce is fragmented, distrustful, or divided into competing segments. Therefore, unity is not only a trade union principle; it is an **operational necessity in banking**. To divide the workforce is to weaken the institution itself.

We must also firmly reaffirm that unilateral policies which disturb the established framework of settlement, conciliation, and collective bargaining cannot be accepted in silence. The history of labour relations in the banking industry has been built through dialogue, negotiated settlements, democratic processes, and collective understandings. Any attempt to override this framework, to bypass conciliation, or to impose policies affecting service conditions and career security through unilateral direction must be resisted with clarity and resolve. Our response shall remain **democratic, disciplined, peaceful, and united trade union action**. But let no one mistake our discipline for weakness or our patience for surrender. Organised restraint is our strength; collective determination is our answer.

Accordingly, we call upon all affiliates in all the 17 Circles to ensure that the agitational programmes already announced are **implemented fully, sincerely, and uniformly in letter and spirit**. The observance of protest measures must be visible, disciplined, and complete. Black badges and black ribbons must become symbols of our united protest. Work must be performed strictly as per rules and prescribed procedures. Regular working hours must be observed without extension of informal or unrecorded cooperation. The workforce must remain prepared for further organisational calls at short notice. These measures are not routine formalities; they are instruments of collective expression, discipline, and strength. Every affiliate must coordinate locally, maintain calm and dignity, prevent confusion, preserve solidarity at all levels, and ensure that both federations move in complete alignment throughout the agitation.

Comrades, history places before every generation certain tests. This is one such test. We must rise above hesitation, above sectional thinking, and above every attempt to divide us. We must carry this message to every branch, every office, every centre, and every member: **this is a united struggle of the entire SBI family and the wider banking workforce**. Protecting SMGS-IV and above officers, defending the aspirations of employees from messenger to Scale-III, preserving teamwork in banking, and safeguarding collective bargaining are not separate causes. They are one common responsibility.

Let every affiliate in every circle act with seriousness.

Let every unit move jointly.

Let every office bearer lead from the front.

Let every officer and employee stand united in action.

Unity is our strength.

Division is against the very spirit of banking.

Teamwork is the foundation of banking service.

The fate of one cadre cannot be separated from the destiny of the whole workforce.

With this spirit, we call upon all affiliates to close ranks, intensify coordination, and carry forward the agitational programmes with discipline, courage, and unwavering solidarity.

United we stand, united we act, united we shall prevail.

With fraternal greetings,

Comradely yours,



**(Rupam Roy)
General Secretary
AISBOF**



**(L. Chandrasekhar)
General Secretary
AISBISF**