



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

CIRCULAR NO: 21

Date: 02.05.2026

TO ALL AFFILIATES & MEMBERS

Dear Comrades,

CLARION CALL FOR AGITATION AND STRIKE
MARCH ON TO 2 DAYS CONTINUOUS STRIKE ON 25th & 26th MAY, 2026

“The time for patience is over
The time for struggle has come”

For years, we have exercised restraint. For years, we have trusted dialogue. For years, we have placed faith in negotiations. But today, that patience stands exhausted.

Despite repeated negotiations, countless representations, and sincere, responsible efforts by the All India State Bank of India Staff Federation, the management has chosen a path of indifference. Our voices have been heard, but not heeded. Our concerns have been acknowledged, but not addressed. What is unfolding before us is not merely administrative neglect, it is a systematic disregard for the workforce that forms the backbone of this great institution.

The policies that are being aggressively pursued by the management are not only anti-employee, but they strike at the very foundation of Public Sector Banking. They undermine job security, erode dignity in the workplace, and compromise the broader social responsibility that Public Sector banks are meant to uphold.

We are witnessing a dangerous shift. Permanent jobs, the backbone of dignity and stability, are quietly being outsourced, replaced by precarious engagements that deny workers their rightful security and future. What generations built with commitment is now being dismantled piece by piece.

For nearly three decades, the recruitment of messengers has been completely halted. An entire cadre has been allowed to vanish, not by accident, but by design, erasing opportunities for the most vulnerable sections of society and breaking the natural progression within the workforce. Further, non-filling of vacancies in the subordinate cadre for almost three decades by denying the job opportunities to the poorer and underprivileged sections of our society totally defeated the social objectives of the government.

The continued neglect in recruiting Armed Guards has already begun to show dangerous consequences. Recently, at the Surat branch, armed robbers brazenly stormed the premises, threatened employees and customers, and looted cash in broad daylight. This is not an isolated incident, it is a direct outcome of management's failure to ensure basic security at the branches. By leaving branches unprotected, they are exposing employees, including the women employees and the public to grave danger. Such blatant negligence is unacceptable and will be met with united resistance.

The denial of the option to change the Pension Fund Manager for NPS employees and officers is a grave injustice that is directly impacting the financial future of the workforce. Employees under NPS form a significant portion and are being forced to remain with an underperforming fund manager, resulting in erosion of their retirement corpus. This is not merely an administrative lapse, it is a deliberate denial of a rightful choice that is already available in all public sector banks. Despite clear instructions from the Ministry of Finance to ensure parity with other Public Sector Banks, and despite established provisions in the Gazette of India and binding guidelines issued by the PFRDA, the Bank has failed to implement this crucial option. Consequently, SBI employees and officers are being unfairly deprived, as their retirement savings lag behind other Public Sector Bank employees who have changed their fund manager.

It is a matter of grave concern that over 55,000 award staff and over 55,000 officers are suffering significant erosion of their hard-earned retirement savings owing to poor and negligible returns from the pension fund manager, which is unjustified and detrimental to the long-term financial security of workmen employees and officers of our Bank. This continued inaction is unacceptable, discriminatory, and amounts to denying employees their rightful financial security.

The Bank's unilateral ban on Inter-Circle Transfers for employees recruited from 2019 onwards has pushed many into unbearable personal hardship. Employees are being forced to live away from their spouses, mostly in non-transferable jobs for years, shattering family life and causing deep emotional distress, even leading to breakdowns in marriages. At the same time, those battling serious health conditions are left isolated, far from their families and essential medical support. This is not just a policy failure, it is institutional insensitivity and an inhuman denial of basic dignity and compassion.

The outsourcing of permanent jobs and failure to recruit adequate staff are weakening the very foundation of the Bank. Secure employment is being replaced with precarious arrangements, forcing employees to bear excessive workloads. This unchecked outsourcing benefits contractors, fuels irregularities and frauds, and undermines accountability and public trust. This reckless outsourcing also puts customer data at serious risk. Outsourced staff are handling sensitive customer information without the same accountability, creating a direct risk of data misuse, fraud, and identity theft. At the same time, blatant violations of the Contract Labour Act are rampant, eroding workers' rights. This is not reform, it is a dangerous dismantling of standards, security, and the workforce itself.

While the 12th Bipartite Settlement and 9th Joint Note ensured a uniform 17% increase for both workmen and supervising staff across the industry, the Bank has granted additional Special Pay to officers, pushing their effective increase to nearly 22%, while workmen remain capped at 17%. This has created a serious anomaly not only in our Bank but also at the industry level, shattered long-standing parity, and violated the very spirit of industry-level settlements.

The rights of workmen are being systematically crushed. Hard-earned protections, won through decades of struggle, are being diluted, bypassed, and ignored. Agreements are reduced to mere formalities, and voices of dissent are being sidelined. Empowerment of workmen employees has come to a standstill. Instead of growth, we see stagnation. Instead of inclusion, we see exclusion. Instead of recognition, we see neglect.

When dialogue fails, when appeals are ignored, and when justice is denied, history has shown that agitation and strike become the path to progress. We therefore call upon all affiliates and members to participate in the **two-day All India Strike on 25th and 26th May, 2026**. Let us reaffirm our commitment to unity and solidarity. Let us stand together, speak together, and act together to defend our rights, protect our dignity, and shape a better future for all.

OUR DEMANDS

1. Recruitment of Messengers
2. Recruitment of Armed Guards
3. Change of Pension Fund Manager option to NPS Employees
4. Inter Circle Transfers to employees joined from 2019 onwards
5. Stop Outsourcing of Permanent Jobs
6. Recruitment of Adequate Staff
7. Parity Issue in State Bank of India
8. Review of Career Progression Scheme
9. Notional 8th Stagnation Increment to 10th Bipartite Retirees
10. Physician Consultation Charges w.e.f 15.07.2024
11. Improvement in Medical Reimbursement Scheme
12. Add all pay components to the pension of 7th BPS retirees since retirement
13. Resolve HRMS issues
14. Appointment of Workmen Employee Director
15. Appointment of PF Trustee Nominee
16. Stop Mis-selling in the name of Cross-Selling

PROGRAMME OF AGITATIONAL ACTION

Date	Programme
02.05.2026	Serving of Strike Notice on the management of the State Bank of India
04.05.2026	Badge wearing
05.05.2026	Lunch time demonstrations & withdrawal of extra co-operation
06.05.2026	Twitter Campaign/Social Media Campaign
07.05.2026	Press meet at LHOs/AO centres
08.05.2026	Silent Sit-in programmes at all LHO/AO/RBO centres
11.05.2026	Centralized Lunchtime demonstrations at all LHO/AO/RBO District Headquarters centres
12.05.2026	Mourning Day with Masks
13.05.2026	Submitting Representation to all Members of Parliament
14.05.2026	Twitter Campaign
15.05.2026	Lunchtime demonstrations and meetings at all LHO/AO/RBO centres
16.05.2026	Submitting Memorandum to the Secretary, DFS, by all members
18.05.2026	Dharna at all LHO/AO Centres
19.05.2026	Submitting Memorandum to the Finance Minister
20.05.2026	Twitter Campaign
21.05.2026	Submitting Memorandum to the Prime Minister
22.05.2026	Candle March Procession at all LHO/AO/RBO centres & Lunchtime demonstrations at all centres
25.05.2026	ALL INDIA BANK STRIKE IN STATE BANK OF INDIA
26.05.2026	ALL INDIA BANK STRIKE IN STATE BANK OF INDIA

Comrades, let this strike rise as a thunderous expression of our collective strength and unshakable resolve. We are not silent spectators, we are the force that sustains this institution, and we refuse to bow before injustice. This is not merely a strike, it is a decisive battle to defend our rights, our dignity, and the very future of the Bank.

History is witness, every right we hold today was won through struggle, not granted in charity. Let us rise with unity, fight with courage, and carry forward that legacy with unwavering determination.

With revolutionary greetings,

Yours Comradely,



L. CHANDRASEKHAR
GENERAL SECRETARY

ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....ZINDABAD
UNITED FORUM OF BANK UNIONS.....ZINDABAD
OUR SOLIDARITY.....ZINDABAD
OUR UNITYZINDABAD
INQUILAB.....ZINDABAD

