



State Banks' Staff Union (KARNATAKA)

[Registered under the Trade Union Act [Regd. No. DRT (B II) 6/83-84]
[AFFILIATED TO ALL INDIA STATE BANK OF INDIA STAFF FEDERATION (AISBISF)]

AN AFFILIATE OF
NATIONAL CONFEDERATION OF BANK EMPLOYEES (NCBE)
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CIRCULAR NO:15/2025-28

February 25, 2025

To: ALL UNITS/MEMBERS

Dear Comrades,

CENTRAL BIPARTITE MEETING
HELD AT GURUGRAM ON 24.02.2026

We reproduce hereunder Circular No. 15 dated 25.02.2025 issued by General Secretary, All India State Bank of India Staff Federation, on the captioned subject for information of all members.

With revolutionary greetings.

Yours Comradely,


M.RAVIKUMAR
GENERAL SECRETARY

"The Central Bipartite Meeting between the management of State Bank of India and All India State Bank of India Staff Federation was held on 24th February 2026 at State Bank Academy, Gurugram, to deliberate on the agenda items. The meeting was attended by representatives from the management, including the Deputy Managing, Director HR & CDO, Chief General Manager (HR), Deputy General Manager (IR) and representatives of All India State Bank of India Staff Federation President, General Secretary, Senior Vice Presidents and all other Federation Executives.

The following Agenda items were deliberated during the Central Bipartite Meeting:

Inter Circle Transfers of employees who have joined the Bank from 2019 onwards: The Federation has been demanding the management to lift the imposed ban on inter-circle transfers for employees recruited from 2019



onwards, which is in violation of the spirit of the bilateral agreement. Federation has represented to management on several occasions that several practical, emotional, and humanitarian grounds make inter-circle transfers not just desirable, but necessary for the well-being of employees and their families. This issue is under the active consideration of the management and will be addressed before the 15th of March 2026.

Recruitment of Armed Guards: The Federation has been consistently demanding the recruitment of Armed Guards across all Circles. The last recruitment was conducted in 2022. The management has assured to resolve this issue by 30th March 2026.

Review of Career Progression Scheme: The Federation has been consistently demanding a review of the Career Progression Scheme with the Management. The last such review was undertaken in 2018, and it was already due last year. The management has assured to resolve this issue by 15th March 2026.

Reimbursement of Physician Consultation Charges (Medical Reimbursement): As per the 12th Bipartite Settlement, all Workmen employees are eligible for reimbursement of Physician Consultation Charges up to ₹2,000 per year. However, this benefit has not yet been extended to the employees despite the agreed settlement. The Federation has strongly demanded the immediate implementation of this provision. The Management has assured that the issue will be resolved on or before 15th March 2026.

Special Casual Leave Issue: The Federation has been pursuing the grant of Special Casual Leave to the office bearers of SBI Staff Union Mumbai Metro Circle, following the bifurcation of the erstwhile unified SBI Staff Union Maharashtra Circle. The Management has assured that the matter will be resolved on or before 15th March 2026.

Special Pay Parity Issue: Pursuant to the 12th Bipartite Settlement/ 9th Joint Note, all workmen staff and officers across the banking industry were granted a uniform wage revision of 17%. However, immediately upon the conclusion of the said settlement, the Bank unilaterally introduced Special Pay for officers, which reckons for superannuation benefits. Consequently, while the industry-wide wage revision remains capped at 17%, officers of SBI alone have effectively secured a wage increase of 22.5% due to the introduction of Special Pay. This action has resulted in serious distortions not only at the Bank level but across the entire banking industry. Such an anomaly is bound to cast long-term adverse implications on future bipartite settlements and disrupt the industry-level framework of collective bargaining.

The grant of Special Pay to Officers on non-existent, artificial, and demonstrably untenable grounds has caused deep institutional damage and led to a widespread erosion of faith and confidence among workmen across the country in the fairness, credibility, and bona fides of the Bank's Management. Despite the lapse of more than seventeen months and notwithstanding repeated, detailed submissions and sustained deliberations in both formal and informal meetings, the issue remains deliberately unresolved.

Recruitment of Permanent Messengers: This has been our long-pending demand for decades. There has been no recruitment of permanent messengers in our Bank for the last 27 years. While most nationalized banks and the Reserve Bank of India are continuing to recruit messengers regularly, our Bank has not followed a similar approach. The Federation has been actively demanding the recruitment of permanent messengers in our Bank.

Choice of Pension Fund Manager and Investment Pattern in Tier-1 of NPS: The Federation has demanded that the Management take proactive measures to safeguard and enhance the retirement savings of employees. At present, the equity allocation is capped at 15%, which is a significant limitation, particularly for younger employees who generally have a higher risk appetite and would prefer greater exposure to equities to achieve potentially better long-term returns.

By restricting access to change Pension Fund Manager and equity exposure, employees are being compelled to remain within a rigid investment structure that yields an average return of around 8.25%, which is considerably below the prevailing market potential. The General Secretary of the National Confederation of Bank Employees represented the matter to the Chairman of the Indian Banks' Association. Further, in 2025, the Department of Financial Services advised our Bank to enable employees to exercise their choice of Pension Fund Manager and Investment Pattern under Tier-1 of NPS. The Federation therefore strongly reiterates its demand that employees be immediately provided the option to choose their Pension Fund Manager and Investment Pattern in Tier-1 of NPS.

Restoration of the Maker Role to Clerical Staff at Proposed LCPCs and Hybrid ODAC: Bank proposes to consolidate the existing 16 LCPCs into only four centres, structured on zonal lines South, East, West, and North and to reduce the number of maker-level staff (clerical cadre) at LCPCs by about 30%. Further, a Hybrid Outsourced Document Archival Centre (ODAC) is proposed to be introduced, involving fundamental changes to the existing

operational framework. More critically, core LCPC functions are proposed to be outsourced and performed by vendor-managed personnel who are neither directly recruited, supervised, nor disciplined by the Bank, but are governed by third-party entities. Federation had expressed its serious concern regarding the outsourcing of LCPC functions to vendor-managed employees at the proposed Hybrid ODAC, by removing the maker role from LCPC, which has hitherto been performed by clerical staff.

Review of Eligibility Criteria for Car Loan to Award Staff: The Federation has been demanding a review of the eligibility criteria for Award Staff, particularly to reduce the minimum service requirement from 5 years to 2 years. The Management has assured that the issue will be resolved on or before 15th March 2026.

Concession in Annual Locker Rent: The Federation has been demanding a concession in Annual Locker Rent for all our employees. The Bank has extended a concession of up to 50% in Annual Locker Rental to customers for various salary package accounts. The management has assured that the issue will be resolved on or before 15th March 2026.

Enhancement of Housing Loan Limits under Individual Housing Loan Scheme (IHLS): The Federation has demanded the enhancement of the Housing Loan Limits under the Individual Housing Loan Scheme (IHLS). The management has assured that the issue will be resolved on or before 15th March 2026.

The Corporate Centre Management was cordial and engaged in the deliberations positively and constructively. Detailed discussions were held on all agenda items, covering every aspect comprehensively. The Management has provided clear timelines for addressing the issues and assured resolution within the stipulated time frame.

With revolutionary greetings,"

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 UNITY.....	ZINDABAD
INQUILAB.....	ZINDABAD