



# 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

**FED/GS/2026/250**

**Date: 02.05.2026**

To,  
The Chairman,  
State Bank of India,  
Corporate Centre,  
Mumbai.

Dear Sir,

## **NOTICE OF STRIKE**

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby give you notice that all the State Bank of India employees in the workmen category owing allegiance to All India State Bank of India Staff Federation will strike work on two days, i.e. **25<sup>th</sup> May 2026 and 26<sup>th</sup> May 2026**, for the reasons explained in the Annexure. Where that day happens to be a holiday for any reason whatsoever, including a weekly off day, the workmen will observe a strike on 27<sup>th</sup> May 2026.

**Yours faithfully,**

**(L. CHANDRASEKHAR)  
GENERAL SECRETARY**

Encl: Annexure.

### **Copy to:**

1. The Chairman, Indian Banks' Association, Mumbai
2. The Regional Labour Commissioner (C), Govt. of India, Hyderabad.
3. The Chief Labour Commissioner (C), Govt. of India, New Delhi.
4. The Secretary, Ministry of Labour, Govt. of India, New Delhi.
5. The Secretary, Ministry of Finance, Govt. of India, New Delhi.

## ANNEXURE

The issues/demands/problems of a collective nature are generally resolved through bilateral discussions. Where a regular settlement is called for under the Industrial Dispute Act, issues/demands/problems are resolved by signing settlements. Issues/demands/problems are also resolved by reducing bilateral understandings into writing by way of minutes. The issues/demands/problems are also resolved through communication. The bilateral machinery so established has not been working satisfactorily for quite some time. Mal-implementation / non-implementation of settlements/agreements/understandings has become the order of the day. settlements/agreements/understandings are violated with impunity.

The following are the issues/demands/problems connected with the strike action.

### Demanding

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 8<sup>th</sup> Stagnation Increment to 10<sup>th</sup> 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 7<sup>th</sup> 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

**1. Recruitment of Messengers:** It is a matter of grave concern that the Bank has not undertaken the recruitment of Messengers for the past 29 years. As a result, the subordinate cadre has been drastically depleted due to superannuation, and the few remaining employees are also nearing retirement. Banking work is structured into three categories—Officers, Clerical staff, and Subordinate staff. The prolonged absence of recruitment in the subordinate cadre has placed enormous pressure on the existing workforce, adversely affecting operational efficiency and diluting the quality of customer service.. This has compelled clerical staff to perform messengerial duties in addition to their regular responsibilities, causing undue workload and clear distortion of the agreed work structure. 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.

**2. Recruitment of Armed Guards:** The recruitment of armed guards was last conducted by the Bank in the year 2022. Incidents of ATM thefts, robbery attempts, and assaults on bank premises have seen a noticeable rise in recent years across the country. The safety of customers and employees cannot be compromised under any circumstances. Protection of public money is a non-negotiable responsibility. This is not merely a staffing issue, it is a matter concerning public funds, customer safety, and the institutional credibility of the Bank. At such a critical time, a reduction of the armed guards due to retirements, promotions and no recruitment for strengthening the cadre exposes employees, customers, and Bank assets to heightened safety risks. Incidents involving inadequate security can cause irreparable reputational damage.

**3. Change of Pension Fund Manager option to NPS Employees:** Despite clear statutory provisions under the Gazette of India dated 31.01.2019 permitting Government subscribers under NPS to choose and change their Pension Fund Manager once every year, and despite all other Public Sector Banks implementing the same, SBI continues to deny this right to both workmen employees and officers. More importantly, the Ministry of Finance, vide eF.No.9/9/17/2025-IR dated 09.09.2025, specifically directed SBI to ensure industry-wide parity by enabling this option under Tier-I of NPS. Even after explicit instructions from the Ministry of Finance and PFRDA guidelines, the Bank has failed to comply, resulting in continued discrimination, financial loss, and the denial of legitimate rights to workmen, employees, and officers.

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. The situation is further compounded by the denial of flexibility to alter or choose suitable investment patterns, which is unjustified and detrimental to the long-term financial security of workmen employees and officers of our Bank.

**4. Inter Circle Transfer to Employees Joined from 2019 onwards:** As per the Memorandum of Settlement between State Bank of India and All India State Bank of India Staff Federation dated 27.07.2017, the Inter Circle Transfers of employees have been agreed. The bank has unilaterally stopped Inter Circle Transfers for employees who joined from 2019 onwards.

**5. Stop Outsourcing of Permanent Jobs:** As per the Memorandum of Settlements between State Bank of India and All India State Bank of India Staff Federation dated 27.12.2005 and 29.08.2009, it was agreed that the Bank will outsource only maintenance work. But the Bank has outsourced permanent jobs at the Global Trade Finance Centre in Kolkata and Hyderabad, Agricultural Associates' duties under the guise of FOS, engaging outsourced employees for messengerial work, outsourcing of Armed Guard services. This is a clear violation of the settlements and is detrimental to job security, service quality, and the rights of workmen. This large-scale outsourcing

also puts customer data at serious risk, as they can access sensitive information such as KYC and account details without the same level of accountability as regular employees. This creates a direct risk of data leaks, misuse, fraud, and identity theft, endangering customer trust and exposing the Bank to severe reputational and legal consequences

**6. Recruitment of Adequate Staff:** Clerical recruitment has been steadily declining year after year, while the workload on the clerical cadre has increased substantially. Employees are being forced into late sittings and compelled to work on holidays due to an acute staff shortage. Vacancies arising from retirements, resignations, terminations, deaths, and promotions are not being filled, resulting in a serious manpower shortage, increasing the burden on existing staff. Even in recent recruitments, a significant number of selected candidates have resigned soon after joining, further increasing the staff shortage.

**7. Parity Issue in our Bank:** The 12<sup>th</sup> Bipartite Settlement and the 9<sup>th</sup> Joint Note at the industry level ensured a uniform increase of 17% on payslip components for both workmen and supervising staff across the banking sector. Immediately after the 9<sup>th</sup> Joint Note, the Bank introduced Special Pay to officers. This additional allowance has increased officers' effective payslip increase to nearly 22%, while workmen remain restricted to 17% as per the settlement. This has created an anomaly not only at the Bank level but also at the industry level, disturbing the long-standing parity between cadres.

**8. Review of Career Progression Scheme:** As per the Memorandum of Settlement between State Bank of India and the All India State Bank of India Staff Federation dated 12.04.1999, the Career Progression Scheme for workmen was introduced with increased duties and responsibilities to enhance the Bank's profits, profitability, and market share with a clear provision for revision once every five years. The Scheme was subsequently revised in 2006, 2008, 2014, and 2018, and became due for review in 2023. However, despite its importance and established practice of timely revision, the Bank has failed to review the Scheme, resulting in continued neglect of workmen employees and denial of legitimate career progression benefits.

**9. Notional 8<sup>th</sup> Stagnation Increment to 10<sup>th</sup> Bipartite Retirees:** In terms of provisions under 10<sup>th</sup> Bipartite Wage Settlement dated 25.05.2015, the benefit of notional 8<sup>th</sup> stagnation increment for the purpose of pension only should be extended to those workmen retired between 01.05.2015 and 31.03.2016 and who were otherwise eligible for the same, by reckoning the date of eligibility of notional stagnation increment for the purpose of pension calculation, as subsequently clarified by IBA.

**10. Physician Consultation Charges w.e.f 15.07.2024:** As per the Memorandum of Settlement between State Bank of India and the All India State Bank of India Staff Federation dated 21.06.2024, Physician Consultation Charges of ₹2,000 per year were agreed with effect from the date of the circular, i.e., 15.07.2024. However, the

said benefit was extended only from 01.04.2026, thereby unjustly depriving workmen employees of the benefit for the intervening period.

**11. Improvement in the Bank's Medical Reimbursement Scheme:** The Federation has been persistently demanding a comprehensive revision of the Medical Reimbursement Scheme. However, the last meaningful revision was made on 17.01.2019. Since then, only minor changes have been effected, with no comprehensive review undertaken. In the face of rising medical costs, the Scheme has become outdated and inadequate, and the continued delay in its revision is unjustifiable and unacceptable. The Federation further demands 100% reimbursement of medical expenses, addition of all six tests in pathological tests as per the agreement and inclusion of Panchkarma treatment under the Scheme, in line with present-day healthcare needs and rising costs.

**12. Add all Pay Components to the Pension of 7<sup>th</sup> BPS retirees since retirement:** In respect of those workmen retired during the period between 01.11.1997 and 31.10.2002 under the 7<sup>th</sup> Bipartite Settlement dated 27.03.2000, the revision of pension should be done by including pay components such as PQP, Increment Component of FPP and CCA Component (where applicable), and arrears thereto should be paid to those eligible workmen from the date of their retirement up to 09.11.2023.

**13. Resolve HRMS issues:** After migration to the new HRMS portal, widespread issues have arisen across almost all categories of services and financial benefits. Instead of improving efficiency, the system has led to delays, errors, and inconvenience for staff. Despite repeated representations, these problems remain unresolved, showing a clear lack of concern towards staff and accountability. The continued failure of the portal is seriously affecting employees and undermining trust in the system.

**14. Appointment of Workmen Employee Director on the Board:** The nomination of the Workmen Director on the Board, as clearly mandated under the SBI (Appointment of Employee Director) Rules, 1974, continues to be unjustifiably delayed. Despite an explicit provision requiring appointment from a panel submitted by the representative union, this democratic and statutory right of employees has been consistently ignored. For years, we have been raising this issue, yet there has been no concrete action or outcome. This continued inaction reflects a deliberate denial of workmen's representation at the highest level of decision-making and is wholly unacceptable.

**15. Appointment PF Trustee Nominee:** Though the provision is available in State Bank of India Employees Provident Fund Rules/Regulations, Clause no 3(2), since two decades, SBI Management has not appointed nominees despite repeated representations.

**16. Stop Mis-selling in the name of Cross-selling:** It is observed that the practice of "cross-selling" of insurance products has been distorted into large-scale mis-selling, driven purely by targets and business pressures by the Bank. Customers are being

misled, sold unsuitable products, and often pushed into purchases without proper disclosure or consent, leading to financial loss and erosion of trust. Despite being advised by the Finance Minister and guidelines issued by the Reserve Bank of India and the Insurance Regulatory and Development Authority of India mandating customer suitability, transparency, and the prohibition of coercive practices, these guidelines are being routinely violated.

The details of the agitational programmes are given as under:

<b>Date</b>	<b>Programme</b>
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	<b>ALL INDIA BANK STRIKE IN STATE BANK OF INDIA</b>
26.05.2026	<b>ALL INDIA BANK STRIKE IN STATE BANK OF INDIA</b>

**(L. CHANDRASEKHAR)  
GENERAL SECRETARY**