



ALL INDIA BANK OFFICERS' ASSOCIATION

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Circular 34/VIII/2025

27.11.2025.

CAMP: NEW DELHI.

TO

ALL STATE COMMITTEES / AFFILIATED UNITS;

Comrades,

DISCUSSION ON LABOUR CODES

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The Department of Financial Services, Ministry of Finance, Government of India convened a meeting at their office at Jeevan Deep Buildings New Delhi today between 12.00 p.m. and 1.00.p.m to seek the **opinion on the announcement of the New Labour Codes**, which was given the ascent by the Hon'ble President of India on **29th September 2020**. It is learnt from print media that the Labour ministry would pre publish the rules under the four codes in next 45 days for necessary feedback from stake holders and after that another 30 to 45 days to finalise the same.

2. On our representation to the Secretary DFS, we were also invited to participate in the brief discussions which lasted for 40 minutes. We made the submissions pertaining to "Trade Unions" applicable to officers in a limited extent, as we are not governed by I.D.Act 1947 due to income criteria.

3. The communication addressed to Secretary is reproduced for the information of the officers' fraternity

Yours comradely,

S. NAGARAJAN

GENERAL SECRETARY

**TEXT OF OUR LETTER NO. MIN:RBI:231:2025 DATED 27.11.2025 ADDRESSED TO
THE SECRETARY, DEPARTMENT OF FINANCIAL SERVICES, MINISTRY OF
FINANCE, GOVT. OF INDIA, NEW DELHI**

Respected Sir,

RE: DISCUSSION HELD ON LABOUR CODES.

REF: OUR LETTER NO MIN: RBI:229:2025 DATED 24.11.2025.

We are thankful for your kind gesture of permitting the elected representative not only to participate, but also to present the organizational viewpoints on the subject today.

2. The following points were specifically presented for taking up with appropriate authorities for due consideration.

- **INDUSTRIAL RELATIONS CODE 2020:**

CLAUSE No:6, which deals with the criteria of registration, ***should be substituted*** with the existing provisions contained in Clause No 4 of Indian Trade Unions Act 1926. (i.e.) Minimum seven members are required to register the trade union.

CLAUSE No: 14, The existing procedure adopted in the banking Industry by IBA for Service matters should be continued. They have prescribed membership more than 25% and less than 25% for the purpose of leave facilities, should be strictly adhered. **The proposed clause mentioned should not be made applicable in Banking Industry.**

2. Almost in all Banks minority officers' association has got no window to express the grievances on policy matters i.e.; Business Development, Staff Welfare, Promotion and Transfer Policy for Officers.

3. IBA holds discussions with four officers' organisations on service conditions and also on wages.

CLAUSE NO: 62: The existing provisions in the Industrial Disputes Act 1947 clause no 22 should be substituted. The notice of strike should be 14 days and not 60 days.

FIXED TERM EMPLOYEES: Banks are engaging **officers on contract basis under the specious plea of requirement of specialization in developing banks business.** While, they demit the assignment from the important segment, not only the business is shifted but also the data related to the accounts are also acquired. Hence, Banking with the new thrust of sunrise industries should not go for FIXED TERM EMPLOYMENT from the market or engaging the retired officers to handle the recovery, training and inspection on a fixed remuneration. The internal promotion for the eligible officers is blocked by this exercise, thus the dissatisfaction has already set in.

- **POINTS LEFT OUT AT THE TIME OF SUBMISSION**

EXPANSION OF THE EXISTING SECTION 2(S) OF INDUSTRIAL DISPUTES ACT 1947:

The said clause provides for the workmen: "A workman has to do any work of manual, unskilled, skilled, technical, operational, clerical or supervisory in nature". When the wages exceeded the limit of Rs.10,000.00, then he/she is denied of the provision of ID Act 1947.

As on date, none of the officers up to Scale III in the Bank have the powers to appoint or to take action against the erring employee in the establishment. They do all the

above jobs in the Banks. The above the income criteria stipulated should be enhanced and all the officers up-to Scale III should be brought under the provisions of I.D. Act. 1947.

- **PERFORMANCE LINKED INCENTIVE TO THE WORKFORCE:** Though other participants, touched upon some sensitive issues in the course of the discussion, the undersigned did not do it, because of the prescribed subject for the discussion.

The PLI which was introduced as a part of the wage package in the industry in the last wage settlement signed on 11.11.2020. Government of India has advised the banks to introduce separate PLI for Scale IV and above based on the Bell Curve Concept.

Though the said concept which was adopted by the Private sector banks and withdrawn subsequently, still, if GOI wants, can incentivize the Scale IV and above, for which our organization is of the considered opinion that 82% of the officers should also be proportionately considered for upward revision.

Our organization place on records its appreciation for the conduct of the meeting for soliciting the views of the unions in the Banking Industry.

Yours respectfully,

/sd./

S. NAGARAJAN.

GENERAL SECRETARY.

CC: The Deputy Secretary, DFS, MOF, NEW DELHI.

REPRODUCED BY KARNATAKA BANK OFFICERS' ORGANISATION (REGD.) MANGALURU-575 003

**Mangaluru
27.11.2025**


**(Suresha Hegde S.)
GENERAL SECRETARY**

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KARNATAKA BANK OFFICERS' ORGANISATION	ZINDABAD
OFFICERS - WORKMEN UNITY	ZINDABAD