ALL INDIA BANK EMPLOYEES' ASSOCIATION
ALL INDIA BANK OFFICERS CONFEDERATION
NATIONAL CONFEDERATION OF BANK EMPLOYEES

Dated 14-7-2026

To
Secretary,
Dept. of Financial Services,
Ministry of Finance,
Govt. of India
New Delhi.

Dear Sir,

Reg: Industrial Relations meetings with the Recognised Unions

This has reference to the communication No. eF.No.6/8/2014-IR dated 10th July, 2026 issued by your office to all the Public Sector Banks.

Under this communication, all the Public Sector Banks have been advised to hold periodical structured IR meetings with all the **Recognised Unions** in the Banks on a quarterly basis.

Public Sector Banks have long-standing bank-specific arrangements for recognition, membership/support verification and structured dialogue. These arrangements now operate subject to the Industrial Relations Code, 2020 and applicable rules. For Trade Unions, Section 14 identifies either a Sole Negotiating Union or, where no union has 51% verified support, a Negotiating Council.

Registration of a Trade Union does not by itself confer negotiating status. Trade Unions registered under the former Trade Unions Act are deemed registered under Section 9(4) of the Industrial Relations Code, 2020, while their status as Sole Negotiating Union or constituent of a Negotiating Council is governed by Section 14 of the Code. Bank-specific recognition at different levels or for different categories may also exist under the applicable arrangements.

In this background, we request clarification that the expression "recognised unions/associations" refers to bodies validly recognised under the applicable statutory or bank-specific framework, at the relevant level and for the relevant subject, and that the DFS communication does not by itself confer recognition or negotiating status or right to hold discussions to any and every trade union in a Bank.

Existing arrangements distinguish collective or policy matters at the central/head-office level from individual grievances and local matters at circle, zonal, regional, module or other designated levels. Section 4 of the Industrial Relations Code provides a statutory grievance redressal mechanism and permits an aggrieved worker to pursue conciliation through the Trade Union of which the worker is a member.

These arrangements have evolved through long-standing bipartite negotiations, settlements, recognition agreements, verification exercises and established practice. They should continue insofar as they are consistent with the Industrial Relations Code, 2020 and the applicable rules.

Further, Government has already enacted the new Labour Codes and under the Industrial Relations Code, there are clear provisions under Section 14 which provides for Sole Negotiating Union and Negotiating Council.

The Industrial Relations Code, 2020 has been brought into force with effect from 21 November 2025. Section 14 provides for recognition of the Sole Negotiating Union, subject to prescribed criteria; a Sole Negotiating Union where one Trade Union has 51% or more verified support; or, where no union reaches 51%, a Negotiating Council comprising qualifying Trade Unions with at least 20% verified support. The matters for negotiation, verification procedure and facilities are governed by the applicable rules.

The statutory and voluntary frameworks distinguish collective bargaining from individual grievance representation. Section 4(8) permits an aggrieved worker to proceed to conciliation through the Trade Union of which the worker is a member, while Section 14 identifies the Sole Negotiating Union or Negotiating Council on prescribed collective matters.

Hence the communication of DFS under reference on holding IR meetings with all Unions other than Recognised Majority Union/Sole Negotiating Union/ Negotiating Council is violative of the IR Code.

You are aware that All India Bank Employees Association, All India Bank Officers Confederation and National Confederation of Bank Employees are the three major Apex level Trade Unions in the Banking sector and together our three organisations represent more than 80% of total number of employees and officers in the public sector Banks.

Under the Code of Recognition and by bilateral agreements, our affiliated Unions are also the Recognised Majority Union in the various Banks.

Under the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980, there are provisions to declare the Majority Union in every Bank and there is no provision for any other recognised unions in any Bank under this Act.

Hence the DFS communication under reference has created avoidable apprehensions and may lead to serious industrial disputes and conflicts.

In view of this, we request you to re-visit the decision and instruction under reference and issue revised instructions.

Thanking you,

Yours sincerely

C.H. VENKATACHALAM	**RUPAM ROY**	**L. CHANDRASEKHAR**
GENERAL SECRETARY	**GENERAL SECRETARY**	**GENERAL SECRETARY**
AIBEA	**AIBOC**	**NCBE**

Copy to:

- Chairman, Indian Banks' Association
- Chief Executive, Indian Banks' Association
- Chairman, State Bank of India
- MD & CEOs of all Nationalised Banks