



ALL INDIA BANK OFFICERS' CONFEDERATION

(Registered under the Trade Unions Act 1926, Registration No.3427/Delhi)

C/o State Bank of India Officers' Association (North-Eastern Circle)

State Bank of India, LHO, Dispur, Guwahati, Assam – 781006



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Circular No. 2026/52

Date: 24.08.2026

To All Affiliates (Please Circulate)

Dear Comrades,

SOP FOR OBSERVANCE OF UFBU AGITATIONAL PROGRAMME

- Working strictly as per rules and procedures and withdrawal of all extra co-operation
- Adherence to regular working hours, no work before or beyond scheduled hours.
- Exit from all official WhatsApp groups

We share herewith a Standard Operating Procedure for disciplined and united observance of agitational programme circulated vide our Circular No 2026/51 dated 23.08.2026.

All members are requested to observe the agitational programme in a disciplined, peaceful and uniform manner. The programme should be implemented with clarity, dignity and unity at all branches, offices and establishments w.e.f. 24.08.2026.

1. Work Strictly as per Rules and Procedures

All duties must be performed strictly according to laid down rules, manuals, circulars, systems and delegated powers. No extra, informal or unrecorded cooperation should be extended beyond prescribed norms. Every instruction with operational, financial or compliance implications should be handled only through proper procedure.

2. Adhere to Regular Working Hours

All officers shall strictly observe work to rule with normal office and branch working hours. All officers should come on time and leave office at 5.30 PM.

3. Exit from Official WhatsApp Groups

Members shall exit so-called official WhatsApp groups created for office work, in line with the UFBU call. No unnecessary arguments or exchanges should be made on such groups while exiting.

4. Do Not Attend any Official Functions after Banking hours / holidays.

Members should not attend any official functions of the Bank during the agitation period after banking hours and on holidays. This includes celebratory and other events.

5. Maintain Readiness for Further Programme

All members should remain fully prepared for all other agitational programmes as chalked out by UFBU and communicated vide its Circular No. 2026/18 dated 23.08.2026 and

AIBOC Circular No 2026/51 dated 23.08.2026 including strike actions decided on various dates. Unit leaders must keep communication channels active and members informed.

6. Report Pressure or Victimisation

If any member faces threat, coercion, pressure to violate the programme, discrimination for participation, or any form of victimisation, the matter should be reported immediately to the unit office bearers with complete details and supporting record, wherever available.

7. Maintain Discipline and Responsible Communication

The agitation must remain peaceful, orderly and dignified. Members should maintain calm and professional conduct at all times. Only authorised office bearers should issue formal statements. No confusing, unauthorised or defeatist message should be circulated.

8. Our office bearers at the local level/unit level to ensure that all the programs are implemented in letter and spirit and they should stand by the members.

The divisive scheme being forced upon us is not a reward. It is a design that ranks a handful and writes-off the rest. The tool that decides the incentive today will decide promotions, postings and continuation in service tomorrow. No officer standing alone before that machine has an answer to it. Eight lakhs of us standing together cannot be ignored by it. That is precisely why the first move of every such scheme is to divide us. cadre from cadre, senior from junior, officer from employee.

Nothing we enjoy today was gifted to us, neither there had been any magnanimity but came out of struggle and sacrifices and was clinched across the negotiating table. It is that negotiating table which is now sought to be dismantled. We shall resist any such move with rock-like resolve and unflinching solidarity.

This is a test of our **unity, discipline and collective strength**. Let every member stand firm, act responsibly and remain fully aligned with the common cause.

Our dignity, rights and future security depend on how unitedly and resolutely we act today.

The agitation has been forced upon us. Let us make every programme a total and resounding success.

With revolutionary greetings,

Comradely yours,



(Rupam Roy)
General Secretary