



# INDIAN OVERSEAS BANK OFFICERS' ASSOCIATION

Regd. No. 321/MDS (Recognised by the Management)

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*Dear IOBOAians,*

## **STRENGTHENING OUR VOICE, OUR REPRESENTATION AND OUR FUTURE Decision to pursue Affiliational Realignment from AIBOC to NOBO-BMS**

At every stage of its journey, IOBOA has remained steadfast in protecting the dignity, service conditions, welfare, career aspirations and legitimate rights of officers. The strength of our Association has always rested on the confidence of its members and the collective resolve with which we have addressed issues affecting the officer community.

The banking industry today is witnessing unprecedented changes. Officers are functioning in an environment characterized by increasing business pressures, acute staff shortages, heightened accountability, growing compliance requirements, digital monitoring systems, transfer-related hardships, work-life imbalance and ever-increasing expectations from all stakeholders.

These challenges demand not merely representation, but effective representation—an organizational framework that is responsive, participative, supportive and capable of acting swiftly whenever officers' interests are at stake.

Members are aware that IOBOA has remained affiliated with AIBOC for several years. We acknowledge the role played by AIBOC in the broader officers' movement and place on record our appreciation for its historical contributions. However, every responsible organization must periodically assess whether existing arrangements continue to adequately serve the evolving interests and expectations of its membership.

### **THE EXPERIENCE THAT PROMPTED ORGANIZATIONAL INTROSPECTION**

Members are aware of the developments that unfolded following the strike notice served by IOBOA on 09.02.2026 regarding issues affecting officers.

The decision to serve the strike notice was taken only after careful consideration. It followed the exhaustion of all available avenues and careful assessment of the concerns and expectations of officers across the organization. The decision was also taken after discussions with AIBOC, particularly during the AIBOC working committee meeting at Guwahati, where separate discussions were held with the representatives of IOBOA by the General Secretary of AIBOC. During these interactions, assurances were extended that IOBOA would receive full organisational support and backing, should circumstances warrant collective action.

Following the strike notice and the locking of the Association Office on 11.02.2026, the matter was repeatedly brought to the notice of AIBOC seeking guidance, intervention and organizational support. Simultaneously, the Association vigorously pursued its agitation programmes, including badge-wearing campaigns, social media campaigns, withdrawal of extra cooperation and exit from official WhatsApp groups.

The Association maintained continuous communication with affiliational leadership and sought active intervention at various stages. Concerns were also being expressed by sections of the membership regarding the level of support and follow-up being received. Nevertheless, the Association continued its struggle with the strong backing of its members.

During this period, support and solidarity were extended by various organisations and individuals. The Tamil Nadu unit of UFBU extended solidarity and organized a demonstration on 23.02.2026 supporting the demands raised by IOBOA. Our Association's continuous efforts also resulted in conciliation proceedings before the Office of the Chief Labour Commissioner (Central). On 20.02.26 NCBE addressed communications to both Bank and the Ministry of Finance seeking intervention for an amicable resolution of the issues. Subsequently on the same day, UFBU also addressed the Bank Management, after which AIBOC issued a circular to its affiliates. The association acknowledges and appreciates all such support extended during this difficult period.

IOBOA made every effort to secure support, intervention and organizational solidarity through the existing affiliational framework. The expectation of the membership was both natural and legitimate. At a time when officer-related issues had reached a critical stage, members expected strong organizational solidarity, visible support, coordinated intervention and sustained follow-up. Whereas, despite updating and repeatedly requesting AIBOC for support, even a circular was published only after 11 days of issuing notice of strike., that too after receipt of conciliation notice from CLC. It is a fact that we expected a more proactive involvement from AIBOC to shoulder with us in the crucial moments.

The overall experience during this period compelled the Association to undertake a candid and objective assessment of its affiliational relationship. A growing sentiment emerged among members that the level of organizational responsiveness, coordination and visible intervention available during this critical phase did not adequately correspond with either the seriousness of the issues confronting officers or the legitimate expectations of the membership.

The Association firmly believes that the true value of an affiliational relationship is measured not during routine periods, but during moments when an affiliate organization faces critical challenges and requires collective strength, timely intervention and unwavering support.

The lessons emerging from this experience made it imperative for the Association to reassess its future organizational alignment and explore alternatives that would provide stronger support, wider institutional reach, greater responsiveness and more effective representation.

The Executive Committee was therefore confronted with a fundamental question:

**Whether the existing affiliational arrangement could effectively support IOBOA in addressing the increasingly complex challenges faced by officers when such support was needed most?**

### **SOLIDARITY RECEIVED DURING THE STRUGGLE**

While the Association was continuously pursuing support through the existing affiliational framework, solidarity and support were also forthcoming from other sections of the trade union movement.

Members may note that during the conciliation proceedings before the Office of the Chief Labour Commissioner (Central), New Delhi, the Association received valuable guidance and assistance from Shri Girish Chandra Arya, In-Charge, Financial Sector, Bharatiya Mazdoor Sangh (BMS).

His active involvement and willingness to support the Association during a critical phase demonstrated the value of having access to a responsive organizational network capable of extending support whenever issues affecting officers require intervention at broader forums.

These experiences reinforced the Association's belief that responsiveness, solidarity and timely intervention are indispensable attributes of any affiliational framework.

### **WHY CHANGE HAS BECOME NECESSARY**

The decision to seek a new affiliational alignment is not the result of a single event. It is the culmination of practical experience, organizational assessment and careful introspection.

The Association increasingly felt the need for:

- ❖ Stronger organizational responsiveness during critical situations.
- ❖ More effective coordination and follow-up on issues affecting officers.
- ❖ Greater consultative participation in federation-level deliberations.
- ❖ Wider representational space consistent with the stature and contribution of IOBOA.
- ❖ Stronger institutional backing during periods requiring collective action.
- ❖ A more contemporary and adaptive organizational approach to present-day banking challenges.

The Executive Committee also felt that the scope available for meaningful participation and effective articulation of IOBOA's concerns with AIBOC was becoming increasingly inadequate when measured against the aspirations and expectations of its membership.

Subsequent to the Executive Committee's decision, members may have received communications from various quarters regarding the affiliational issue.

The Executive Committee welcomes informed discussion and firmly believes that members should carefully examine all viewpoints before arriving at their conclusions.

At the same time, the Executive Committee considers it its responsibility to place before the membership the experiences, considerations and organisational assessments that ultimately led to its unanimous decision to pursue affiliational realignment.

Members may also appreciate that the issue before the Executive Committee was not whether assistance had been extended on particular occasions, but whether the overall level of organisational engagement experienced by the Association matched the expectations and assurances of support that had been conveyed prior to the commencement of the struggle.

The Executive Committee's assessment was therefore based not on isolated incidents, but on the totality of the Association's experience and the future organisational requirements of IOBOA and its membership.

The Executive Committee was conscious that affiliational alignment is not a routine administrative matter. It is a matter having long-term implications for the future organisational direction, representational effectiveness and strategic interests of the Association. It was therefore considered both important and urgent that the issue be deliberated upon and an appropriate course of action identified in the interests of the membership

After careful evaluation, the Executive Committee unanimously concluded that the long-term interests of IOBOA and its members would be better served through a different affiliational alignment.

This initiative should not be misconstrued as an act of withdrawal, disengagement or surrender.

On the contrary, it represents a conscious and strategic effort to strengthen the organisational capabilities of IOBOA, expand its representational reach, enhance its institutional support structure and better equip the Association to meet future challenges.

The objective is not to diminish IOBOA's role within the officers' movement, but to strengthen its voice, enhance its effectiveness and increase its ability to protect and advance the interests of officers.

Viewed in that perspective, the proposed affiliational transition is not a step backwards. It is a step towards building a stronger, more responsive, more participative and more effective organisation for the future.

## **WHY NOBO-BMS**

After extensive deliberations and careful assessment of available alternatives, the Executive Committee unanimously resolved to secede from AIBOC and affiliate with the National Organisation of Bank Officers (NOBO)/BMS.

The proposed transition is based on the premise that NOBO offers a more responsive, participative and supportive organizational framework capable of addressing the present and future challenges confronting officers.

Members may note that NOBO is a constituent organization of UFBU. Accordingly, the proposed transition ensures continued participation in industry-level negotiations, wage revision discussions, service-condition matters and other collective banking-sector initiatives.

## **WIDER ORGANIZATIONAL SUPPORT THROUGH BMS**

NOBO functions within the broader framework of BMS, one of the country's largest central trade union organizations with a nationwide presence across multiple sectors and membership running into nearly one crore workers and employees through affiliated unions.

BMS enjoys significant representation in various labour, industrial and consultative bodies constituted by the Government and also represents Indian workers at international forums, including the International Labour Organisation (ILO).

The wider organizational network, institutional reach and representational strength available through this framework are expected to strengthen IOBOA's organizational capabilities, coordination mechanisms and representational effectiveness.

## **HOW MEMBERS STAND TO BENEFIT**

The proposed transition is expected to provide:

- ❖ Stronger organizational support.
- ❖ Improved responsiveness on officer-related issues.
- ❖ Better coordination and follow-up mechanisms.
- ❖ Greater visibility for issues raised by IOBOA.
- ❖ Wider institutional reach and support.
- ❖ Enhanced representational effectiveness.
- ❖ Stronger preparedness for future challenges.
- ❖ Greater opportunities for meaningful participation.

## **PRESERVING IOBOA'S IDENTITY**

Members are assured that IOBOA shall continue to remain an independent organization. Its Constitution, assets, democratic structure and identity shall remain unaffected. The transition process shall be undertaken strictly in accordance with the Bye-laws of the Association and member interests shall continue to remain paramount.

## **IMPORTANT CLARIFICATION**

The decision being pursued is neither guided by personalities nor influenced by temporary developments. It is guided by a single consideration—**what is best for IOBOA and its members in the years ahead.**

## **Dear Friends,**

Every responsible organization reaches defining moments when it becomes necessary to reassess existing alignments and prepare itself for future challenges and opportunities.

The Association firmly believes that the proposed affiliational transition from AIBOC to NOBO-BMS represents a strategic step towards building a stronger, more responsive, more participative and future-ready organization capable of effectively protecting and advancing the interests of officers.

We therefore call upon every member to assess this initiative through the lens of future organizational strength, member welfare and the long-term interests of the officer community.

We remain confident that members will continue to stand united with the Association and extend their continued confidence, cooperation and support towards building a stronger, more effective and future-ready IOBOA.

**Let us move forward with unity, confidence and collective resolve to build a stronger, more responsive and future-ready IOBOA.**

With warm regards,



**(RAGHAVENDRA SHRIPAD HEGDE)**  
PRESIDENT



**(R SREENIVAS NAICK)**  
GENERAL SECRETARY



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