



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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27-3-2026

**To Office Bearers, State Federations and
All India Bankwise Federations, All unions**

Dear Comrades,

**Observe 1st April 2026 as Black Day
Against Four Labour Codes**

We reproduce hereunder the press release issued by the Centra Trade Unions today. Despite the massive protest by the trade unions and the working class on the 12th February, 2026 through the united strike action, the Government is seeking to go ahead with the implementation of the Labour Codes without any discussions with the trade unions. They are set to start the implementation of the new Labour Codes from 1st April, 2026.

Hence, Central Trade unions have given the call to observe 1st April, 2026 as Black Day to express our protest against the undemocratic manner in which the Government is trying to push the retrograde provisions in the name new labour codes.

We call upon all our Unions and members to observe the Black Day by wearing Badges as per specimen given hereunder. This specimen may be circulated to all branch units.

BLACK DAY – 1ST APRIL, 2026

WE OPPOSE

**HURRIED IMPLEMENTATION OF
NEW LABOUR CODES WITHOUT
PROPER DISCUSSIONS WITH THE
TRADE UNIONS**



A.I.B.E.A.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM
GENERAL SECRETARY**

Observe 1st April 2026 as Black Day Against Four Labour Codes

The Platform of Central Trade Unions and Independent Sectoral Federations and Associations call upon the trade unions to organise 1st April as Black Day, a day prior declared by the union government as the day for notification of the Central rules for the implementation of Four Labour Codes.

The trade unions have consistently opposed and demanded scrapping of these anti-workers, pro-employer labour codes brought in the name of '**labour reform**' to facilitate "**Ease of Doing Business**". The Central Government is reluctant to withdraw Labour Codes or call a meaningful meeting with Central Trade Unions regarding the issue, even after the historic 12th February General Strike.

Moreover, no consultations with trade unions from the drafting stage held; no Indian Labour Conference called for discussions on such a serious matter in over the lives of the workforce of this country, in violation of international labour standards to which India as Nation state is signatory and committed. These labour codes are to push the workforce, the wealth producers of our country, once again to the exploitative conditions of British colonial era. The working class fought against extreme exploitation during colonial rule and then in independent India for, workplace safety, right to organise, collective bargaining, and for right to agitate including the right to strike. It fought for decent wages and social security, for regularization of contract labour engaged in the work of perennial nature, equal pay for equal work, bonus, gratuity and pension rights etc.

We could win legalization of our unionisation rights through Trade Unions Act 1926. We could win five laws through hard struggle by our predecessors during British Period, all the rest of the Central laws (which in total became 44 central laws) were achieved through independent India's parliament and about 150 laws through the state legislations as the labour is placed in the Concurrent list of the Indian Constitution. All these were achieved through struggles in pre- and post-independence by the trade unions with support from pro-worker political forces. These were achievements of the struggle for almost 150 years.

All this is going to be undone by the present ruling regime in the central government through these labour codes with draconian changes, making unionisation more stringent and registration difficult, deregistration and derecognition easy, decriminalization of violations by employers and criminalizing trade union activities by increased punishments on unions and leaders, keeping the limit of working hours open-ended paving the way for stretching the same to any extent by the employers and government, making the right to strike practically impossible; fix term employment to be made normal, dismantling the existing social security measures, more exclusion from social security coverage as against the false claim of universal security coverage, safety norms being heavily compromised and code designed to exclude large number of workforce from occupational safety and health by dismantling the existing minimum sector-specific safety obligations in different 17 sector specific labour laws; no living wage, rather brought in and legalized one rock-bottom wage - national floor-level minimum wage - well below the poverty line in order to abandon the statutory minimum wage.

In the Codes, the informal economy workers are devoid of rights. These codes have clauses which are against the spirit of Indian Constitution as well as against International Labour Standards (FPRW-Fundamental Principles of Rights at Work) and against human rights.

There is no other go for us - the trade unions - except continuing our struggle for saying "No" to these labour codes and build resistance against their implementation. While once again saluting the workers and farmers and other citizens who made 12 February 2026 Nationwide strike and mobilisation a grand success, we call upon for preparedness for longer struggles.

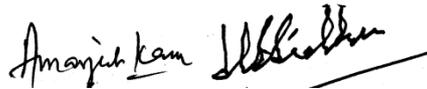
In this background, the 1st April should be observed as a Black Day in all workplaces across the country.

It should be observed in different formats as per decision of the state units jointly and independently and with solidarity support from the SKM. It should be observed with black badges, bands on arms/forehead at workplaces, lunch hour protest with slogans, protest dharnas and processions wherever possible, cycle/ motorcycle jathas or any other innovative methods.

We, the Central Trade Unions, appeal to all sections of society to extend their support to this protest programme to retain the hard-won right to organise and right to collective bargain and to ensure the right to protest/fight for our legitimate entitlements that was contemplated through labour law codification.



INTUC



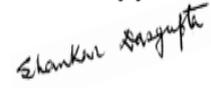
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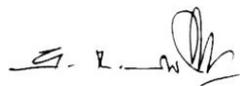
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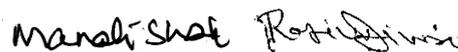
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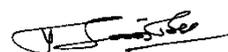
TUCC



SEWA



AICCTU



LPF



UTUC

And independent sectoral federations and associations