



# HPCL EMPLOYEES' UNION

(Recognised Union)

Affiliated to Centre of Indian Trade Unions

HPCL, VISAKH REFINERY, VISAKHAPATNAM, A.P.

Office : 0891-2894045

Mobile : 93931 04430

94406 86844

E-mail : hpclou@gmail.com

Honorary President : **Ch. Narasimha Rao**

President : **M. Jaggu Naidu**

Add. Gen. Secretary :

Working President : **V.V.K. Appa Rao**

General Secretary: **K.N. Satyanarayana**

**P. Venkata Krishna**

## STRIKE NOTICE

### FORM L

(See rule 71)

March 10, 2022.

To  
The Executive Director  
Visakh Refinery  
HPCL  
Visakhapatnam

Dear Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby give you notice that in support of the strike called by the central trade unions and federations we will go on strike on 28th and 29th March 2022 (From 00:00 Hours of 28/03/2022 to 24:00 Hours of 29/03/2022) for the reasons explained in the annexure.

Yours Sincerely

K N Satyanarayana

General Secretary

HPCL Employees' Union

Enclosed: Annexure of the strike.

Copy to:

- (1) Regional Labour Commissioner (Central), Visakhapatnam)
- (2) Chief Labour Commissioner (Central), New Delhi.

## ANNEXURE TO STRIKE NOTICE

The National Convention of Workers, organised jointly by the Central Trade Unions and Independent National Federations/Associations, held at Jantar-Mantar, New Delhi on 11th November 2021, strongly condemned the desperate pursuit of anti-worker, anti-farmer, anti-people, pro-corporate and anti-national policies by the Government of India which has brought the lives and livelihood of the entire people and the country's economy to the brink of disaster.

The convention called upon the working class to heighten their united intervention to demand a halt to the process of assault on lives and livelihood, employment, alarming intensity of poverty and hunger, assault on democracy and also unity of the people and observe two day country wide general strike on 28th and 29th March 2022 to save our dear nation from disaster. The 12 point Charter of Demands adopted in the Convention included the following:

- **Scrapping of the anti-worker Four Labour Codes**
- **Against Disinvestment/Privatisation**
- **Against National Monetisation Pipeline**
- **Against Fixed Term Employment**
- **Against Contract Workers in Permanent Jobs**
- **For recruitment of Permanent Workers**
- **Against Price Rise**

Revised Public Sector Privatisation Policy, 2021: The design and direction of the revised public sector policy is for total elimination of public sector. Beginning with the Covid-19 Pandemic public sector package, many destructive policy prescriptions have been declared by the Government. The latest desperate attack of privatisation through many methods is cases in point. In fact the Privatisation Pipeline Policy is aggressive actualisation of the revised public policy of the Modi Government.

Central Finance Ministry notification No. DPE/3(1)/2021-DD dated 13th December, 2021 has prescribed obnoxious authoritarian measures, stipulating summary removal of CMDs/Functional Directors from their services for 'failure' to implement the new public sector policy expeditiously.





Recall that earlier the Modi Government issued directive to the Central Public Sector Enterprises (CPSE) through Department of Public Enterprises (DPE) to incorporate punitive provision in their Conduct, Discipline and Appeal (CDA) Rules/Service Rules empowering the management with arbitrary authority to forcibly retire employees from services in the name of "ensuring probity and efficacy". Moreover, Government has already amended the Public Sector Recruitment Rules retrospectively providing appointment of candidates from private sector in very senior management positions in CPSUs and also in the PESB (Public Sector Enterprise Selection Board).

Further many legislative measures are doggedly pushed through by the Government in order to facilitate the privatization process. For example, the Major Port Authority Act was passed, the Insolvency Bankruptcy Act has been further amended to facilitate the process of legalizing the corporate loot of banks resources, MMDR Act and Coal India (Nationalisation) Amendment Act has been enacted, the government is pushing through LIC amendment Act for Initial Public Offer of LIC, the General Insurance Business (Nationalisation) Amendment Bill, 2021 has hurriedly been passed for privatisation of general insurance PSUs. Further as prelude to defense production sector privatization through corporatization route, entry of FDI in defense sector has been liberalized.

National Monetisation Pipeline (NMP) is, of course, an out and out anti national policy pronounced and being pursued by Modi Government to hand over the commercially most lucrative Public Sector Assets to the big private business houses through a dubious mechanism architected by none other than the destroyer of public sector - the NITI Aayog. The targeted public sector include National Mineral Resources, Financial Institutions like Banks and Insurance, national security sensitive sectors like Defence Production and Major Ports, Petroleum and Natural Gas, Railways, Airlines & Airports, Electricity, Steel, Engineering, Highways, Telecom, and Postal Services, selling of 500 Coal Blocks and what not.

Although deceptive propaganda is carried out by the Government and mischievously promoted by the pen-pushers of the private sector lobby about the economic 'virtues' of the National Asset Monetisation Pipeline (NMP), the stark reality is the NMP is gift to the big Corporate both domestic and foreign, facilitating instantaneous profit with 'zero' investment risk and without waiting for gestation period. The public sector assets being put into the private pipelines are Core and Strategic in character and with consistent record of



incremental physical and financial performance including guaranteed market.

**Labour Law Reforms:** Labour Codes have been enacted by way of repealing 29 existing labour laws and the Codes are aimed at completely demolishing and altering working conditions, rights at workplace and trade union rights in order to empower employers to exploit workers. The anti-worker Labour Codes shall very seriously harm the public sector workers and trade unions particularly in terms of Right to Trade Union and Right to Collective Bargaining. The system and practice of CPSU specific National Bilateral Forums functioning for decades are re-designed and put under retrograde restrictions. The provision of constituting Negotiating Council based on the ratio of one representative for every 20% of workers on role of the company and the stipulation of majority driven settlement on crucial issues including Long Term Settlement shall go against the principle of Free and Fair Collective Bargaining.

Moreover present verification system which is conducted by the Central and State Labour Ministry, as the case may be, has been deleted. As per provision in the IR Code the management shall conduct the verification. It is anybody's imagination the apprehension of malpractice inherent in the new provision. Not only the process of registration of new trade unions has been put under severe restrictions, even the already registered trade unions will have to again submit declaration that their registered constitution conform to the provisions of the IR Code! Registrars of Trade Unions have been empowered with wide ranging powers to cancel registration of trade union on flimsy grounds.

**Increasing Contract Workers; Decreasing Permanent Workers:** Moreover, trade union rights are also under attack as a consequence of obnoxious restructuring of the break-up among Executives-Supervisors-Regular Workers-Contract Workers-Fixed Term employees and Trainees by managements with the ulterior motive to deny effective entity of trade unions. It is an integral attack on CPSUs and the employees and employment.

**Price Rise:** The prices of Petrol, Diesel, cooking gas and other fuels are increased almost on daily basis by the present reckless taxation regime which is having cascading impact of price rise in all other commodities and public transport and other services.

