

ASANSOL – BURNPUR – KULTI METAL & ENGINEERING WORKERS' UNION



(Regd. NO.: 7233)

Affiliated to C.I.T.U



SHRAMIK BHABAN, PURANAHAT, P.O: BURNPUR
DIST: PASCHIM BARDHAMAN, PIN: 713325
Email ID: abkmetal.burnpur@gmail.com

Ref.No: ABK/2024/028

Date: 14-10-2024

To,
The Director – in – Charge
Burnpur Durgapur Steel Plant
SAIL-ISP
Burnpur

Sub: Strike Notice



Sir,

You are aware that the MoU on wage revision was signed on 21st October, 2021 and the management got it done on a non-consensual basis in NJCS. Thereafter, even the basic sprit of the said MoU has not been implemented, rather arrogantly violated by the management in respect of arrear payment, other allowances issues of contract workers and extension of the benefits to RINL etc despite commitment given by management on all those issues at the time of MoU. All the trade unions have been demanding jointly and relentlessly for unconditional payment of Arrears of 39 months, one additional increment to all the workers from 01-01-2022, settlement of all the allowances including HRA and DASA, implementation of new wage in RINL, demands of contract workers, restoration of the gratuity as per original agreement and withdrawal of unilateral action in that regard and others all relating to finalization of the Agreement. But no positive action on the part of Management in sorting out the basic legitimate issues being raised by the unions was visible. It appears deliberate inaction on the issues of workers interests and their legitimate demands have become central to the industrial relations strategy of the SAIL management.

Such negative unilateral autocratic attitude of the management was again starkly visible in the bipartite discussion on ASPLIS/ Annual Bonus. All the central trade unions unitedly rejected the deceptive formula on 17th October, 2023. In spite of that management unilaterally disbursed some meager amount derived from the rejected formula. Again on 1st October, 2024 all the participating trade unions placed a bottom line amount of Rs.40,500 to initiate the negotiation of Annual bonus/ ASPLIS on a higher level consistent with continuing improvement of workers' productivity and production performance since 2022, but due to arrogant and obstinate stand of management meeting ended in failure in the absence of consensus. Again the authoritarian and autocratic attitude of management has crossed all the limits again unilaterally disbursed some meager amount in the name of annual bonus violating established culture of bipartite discussion.

Where as in the matter of payment of same arrears on perks to executives, management took a gesture and paid Rs. 309 Cr out of Q1 profit of Rs. 326.02 Cr. Moreover fifty percent of the tax due to house perks has been agreed to be paid by management for executives only.

ASANSOL – BURNPUR – KULTI METAL & ENGINEERING WORKERS' UNION



(Regd. NO.: 7233)

Affiliated to C.I.T.U



SHRAMIK BHABAN, PURANAHAT, P.O: BURNPUR

DIST: PASCHIM BARDHAMAN, PIN: 713325

Email ID: abkmetal.burnpur@gmail.com

Ref.No: _____

Date: _____

We have no issue on the said matter as we believe in everybody getting his legitimate dues. But what is legitimate for one section cannot be different for others. So workers who actually generate values in the production procedure risking their lives have assembled en-mass to protest against the vindictive discrimination in respect of their own legitimate dues for years together. Management's continuing negative, discriminatory and denial approach has generated serious unrest in every corner of the steel industry.

It must also be noted that although the management assured in writing in front of Chief Labour Commissioner (Central) at New Delhi that all the pending issues of NJCS including the disputed Annual Bonus issue will be resolved within 75 days from 24th January, 2024. The management, as usual, dishonored the commitment made in the conciliation proceeding and did not pay any heed to sort out amicably in a consensual approach.

In this scenario the central and plant level unions are rather compelled to decide to resume their united struggle against vindictive discrimination and denial to settle the legitimate dues and demands of the most productive and value creating workers and also against the unilateral arrogant anti-worker attitude of the entire management to save the industry and safeguard workers legitimate interests. Arrogance, unilateralism and utterly negative stance of management towards just, legitimate and reasonable demands (as listed hereunder) of both the permanent and contract workers have compelled us to serve the strike notice on 14/10/2024 as per sub section (1) of section 22 of Industrial Dispute Act, 1947 for 24 hrs. strike action on 28/10/2024 in SAIL-ISP.

Annexure:-

Charter of Demands:-

- 1) Deceptive ASPILS (Bonus) scheme should be rejected and respectable bonus (above Rs.40500) discussion should be started and paid for previous financial year 2022-23 and current financial year 2023-24 immediately.
- 2) Finalization of NJCS agreement and unconditional payment of arrears for 39 months.
- 3) Revision of different allowances including HRA, Difficult area allowance, mines allowance and others.
- 4) The job security of the contract workers of SAIL and RINL should be ensured. AWA of contract workers should be merged with basic payment.
- 5) ESI threshold limit is to be increased; night shift allowances and equal pay for equal work to be guaranteed. Contract worker engaged in permanent & perennial nature of job to be absorbed as permanent worker as per NJCS agreement.
- 6) One additional increment to all workers.

ASANSOL – BURNPUR – KULTI METAL & ENGINEERING WORKERS' UNION



(Regd. NO.: 7233)

Affiliated to C.I.T.U



SHRAMIK BHABAN, PURANAHAT, P.O: BURNPUR

DIST: PASCHIM BARDHAMAN, PIN: 713325

Email ID: abkmetal.burnpur@gmail.com

Ref.No: _____

Date: _____

- 7) Withdraw unilateral decisions on gratuity ceilings should be withdrawn, which is illegal and violation of the agreement and service condition unilaterally.
- 8) Perks to be enhanced to at least 28% and the issue related to arrear payment of Perks from April 2020 should be settled immediately.
- 9) Stoppage of 100% sales/ disinvestment of RINL. No closure of VISL. No privatization and disinvestment in any unit of SAIL.
- 10) Implementation of new wage in RINL and merge RINL with SAIL.
- 11) New Incentive Scheme should be introduced in Steel Sector.
- 12) Victimization, as well as illegal and improper transfers of BSL, BSP & other units of SAIL employees and unilateral changes of service conditions should be withdrawn immediately. Those who have been transferred to other units like Bhadravati and SAIL mines should be allowed to return back to their mother units as soon as possible.
- 13) Implementation of SAIL pension contribution from 01.01.2017 @ 9% basic plus DA to the employees of SAIL and RINL waited till now.
- 14) 50% Income Tax rebate on house perquisite should be also provided to non-executive employees of SAIL.
- 15) Requirement of permanent manpower vacancy should be full field in all SAIL units and mines too.
- 16) New promotion policy with new designation and extra grade should be made.
- 17) Instead of unilateralism, the basic principles and concept of bipartite forum consultations should be restored.

Thanking you.

Yours sincerely

(SOUREN CHATTERJEE)

Genl. Secretary

Copy to:

- 1) The Chief labour Commissioner (C) New Delhi
- 2) The Regional labour Commissioner (C), Kanyapur, Asansol