

**STRIKE NOTICE**  
**FORM L (under Central Rule 71)**

Date: 22<sup>nd</sup> JAN 2026

To  
The Executive Director  
Bharat Heavy Electricals Limited  
HPBP / Trichy-620 014

Dear Sir,

In accordance with the provisions contained in Sub-section (1) of Section 22 of the Industrial Dispute Act, 1947, we hereby give you notice that we propose to call a strike on 12<sup>th</sup> FEB 2026, from 5:00 A.M of 12<sup>th</sup> FEB 2026 to 5:00 A.M of 13<sup>th</sup> FEB 2026 for the reasons explained in the annexure.

The decision of the Nationwide Strike has been jointly taken by the Joint Platform of Ten Central Trade Unions and Independent Sectoral Federations/Associations

Yours sincerely,



*K. Karthikeyan*  
(BPEU/INTUC)  
**K. KARTHIKEYAN**  
Asst. General Secretary  
BPEU / INTUC  
Regd. No: 3846 Aff. No: 11155  
BHEL, TRICHY - 14



*R. Karthi*  
(DTS/AITUC)

**GENERAL SECRETARY**  
BHEL Desiya Thozhilalar Sangam  
Affiliated: AITUC  
Reg. No. 1332/TRIBHEL  
BHEL, TRICHY - 620 014

*E. Raman*  
**E. (RAMAN)**  
General Secretary  
BHEL Dr. ALLF  
Reg. No: 1329/TRY  
BHEL, TRICHY - 620 014

*K. Ganesan DME*  
(BP.Dr.AEU)  
**K.GANESAN DME**  
PRESIDENT  
BP.DR.AMBEDKAR EMPLOYEES UNION  
BHEL-TRICHY-14

*A. Uthirapathi*  
(BPWU/NDLF)  
**A.UTHIRAPATHI**, General Secretary  
BPWU / NDLF, BHEL, TRICHY - 14  
CONTACT - 80563 86294.

*A. Subb*  
(PTNUS/DK)  
பெல், பெரியார் தொழிலாளர்  
நல உரிமைச்சங்கம்,  
ப.எண். 460/திருச்சி

Enclosed Annexures:

- ❖ Declaration of the National Convention of Workers held on 09<sup>th</sup> JAN 2026, New Delhi
- ❖ Annexure to Strike Notice
- ❖ BHEL Demands

Copy to:

1. Regional Labour Commissioner (Central) Government of India-Ministry of Labour, Chennai
2. Chief Labour Commissioner (Central) Government of India-Ministry of Labour, New Delhi
3. Assistant Labour Commissioner (Central) Government of India-Ministry of Labour, Puducherry.

## Declaration

# **The National Convention of Workers**

**9<sup>th</sup> January 2026**

**Harkishan Surjeet Bhawan, New Delhi - 110002**

We, the Joint Platform of Ten Central Trade Unions, independent Sectoral Federations and Associations are meeting today in Delhi to deliberate on the everworsening situation in the country on all fronts. This convention is taking place in a very critical situation, when the union government, in order to contain and weaken the trade unions and place the Indian Working Class Movement disarmed in face of the onslaught of capital, have come out with the four labour codes. Indian Workers observed 5 massive general strike during the period since the labour codes were brought and passed in the Parliament with brute force.

This has come in a background of a worrisome situation of deteriorating economy, growing unemployment, increased attack on the democratic rights of people, venomous campaigns of polarisation and hatred against the minorities, attack on all democratic institutions and filling them with blind supporters of the ruling party with dubious agenda of obliterating the rights of freedom of association, expression and dissent.

The government continues its agenda of privatisation and sale of all strategic Public Sector Undertakings and Public services such as railway, port and docks, coal mines, oil, steel, defence, roadways, airports, banks, insurance, telecom, postal, Atomic energy, electricity generation and supply etc. to the big corporates of Indian and foreign origin thus endangering indigenous industrial growth and self-reliant economy. Our demands of filling sixty five lakhs vacant posts, stopping of regular workers to private companies, lifting ban on creation of new posts etc. were totally ignored. The government is continuously pursuing the policies against farmers under different guise since after the agitating farmers forced the government to withdraw three agricultural laws which were brought to corporatise the agriculture and grab land to the advantage of the chosen few corporate houses. Still now the agrarian sector continues to be in crises resulting in distress migration to cities in search of livelihood.

Extreme corruption is coming to fore at the cost of basic services to the common people. The basic services are collapsing and people are dying with contaminated drinking water.

The commercialisation of education and health are severe jolt to the people as they can not afford the cost. The prices of essential commodities are rising unabated.

With inequalities growing, a very large number of people are getting pushed to a life below poverty line.

The trade unions have been continuously on path of agitation against the anti-worker, anti-farmer and anti-national policies of the Ruling regime in Centre. But the Union government in order to contain and weaken the unions, came out with four labour codes without any legitimate exercise of consultations with stake holders or holding Indian labour conference. The unions organised 5 major strikes during the period since the labour codes were brought to the Parliament ignoring International Labour Standards to which India as a Nation state is signatory.

The last general strike by the CTUs and Federations/Associations was organised on 9th July 2025 with participation of around 25 crore people. This was a grand General Strike with solidarity support from Samyukt Kisan Morcha in mass mobilisation in rural India also. The students, youth, women, people from other social movements and also journalists supported and participated in mobilisation. The issues of that strike included those of the workers, farmers and in general of common people. 26th November 2025 was also observed as a day of mobilisation by the workers and farmers on their demands.

The Central Government instead of responding to legitimate demands of the people, has increased its assault on all sections in the advantage of its cronies in the Corporate World. Rather the government is busy giving concessions and leverage to the foreign companies to the disadvantage of small businesses and trade, MSMEs which provide major chunk of employment. After Trump's increased Tariff announcements, the government has been surrendering India's Interest in the foreign trade.

The Joint Platform of Central Trade Unions and Sectoral Federations / Associations had met on 22nd December 2025. The meeting expressed deep anguish over the blatant attacks of the Central Government inside and outside Parliament during this intervening period post our General Strike of 9th July 2025.

The Government came out with Draft Labour Policy-Shram Shakti Niti-2025 on October 8th and placed it in the public domain for comments. Once again without talking to Stakeholders, the policy brought to push for implementation of the four labour codes and with clear direction of decimating the role of trade unions, the work/labour termed as dharma and not a right, changing/abdicating role of the Govt. from regulator and compliance/enforcement of laws to a vague, deceptive and undefined role of so called employment facilitator and besides undermining rather negating collective bargaining, abandoning of tripartism in the world of labour with proposed national body for review, usurping the role of state governments for concentration of power in the centre and riddance of inspections and compliances etc. In defiance of fundamental Constitutional values of liberty, equality, fraternity, fundamental rights and directive principles of state policy, the draft policy claims to have drawn inspiration from the archaic Manusmriti, Yagnavalkya smriti, Narada smriti, Arthashastra, Sukraniti, ShulkyaNayaya and so on. The unions under the joint platform of CTUs and Independent Sectoral Federations and Associations outrightly rejected it. The Labour Codes have been notified on 21st November, and the Government is trying to utilise all of its institutional machinery, media, and public sector managements to build a positive consensus around these Codes. Now the government has notified Rules for these codes, put these in public domain for comments/ suggestions. But the workers are determined to fight against the unilateral imposition by the Government and get the Codes repealed. We once again demand immediate convening of Indian Labour Conference (ILC) to discuss Draft Labour Policy, repeal of four labour codes and fresh discussions of labour reforms. The notified labour codes and the draft Rules are to crush the collective bargaining to take away the right to strike, almost 70 percent factories will be out of labour law coverage, regulation and employers' obligations to leave workers at the mercy of employers, throw out vast majority of workers from the protection of occupational safety and also from social security, would virtually demolish the existing rights and wage protections through conciliation/adjudication procedures; wage definition itself is proposed for change, trade union act is proposed to be changed to make unionisation cumbersome/impossible towards arbitrary deregistration and de- recognition, vindictive punitive actions against

collective trade union activities and license to employers to violate their statutory obligations at their whims. In totality the Labour Codes are articulately designed by the Govt. to impose conditions of slavery on the workers and their trade unions, to facilitate their corporate masters to continue their loot on the workers, people and the country. In contrary to the demands of CTUs to include construction workers, beedi workers, home-based workers, domestic workers etc. into ESIC and other social security coverage, the codes are throwing out the workers from their achieved rights due to threshold raise and no legal guarantee.

The Parliamentary process has been turned into mockery; the government get the bills passed with their brute majority without necessary discussions from the opposition benches. The democracy is being stifled. Election Act,2023 is a blatant example of “legally” doing away with free and fair elections in India.

In the last parliamentary session the Bills passed include the following.

- The “Sustainable Harnessing and Advancement of Nuclear Energy for Transforming India (SHANTI) Act”, which will allow private and foreign players to enter highly risky and hazardous nuclear power production with a motive of profit; it has withdrawn the liability of foreign and national suppliers of instruments in case of accidents/disasters – certainly, it is an attack on the nuclear security and sovereignty of our country.
- The Mahatma Gandhi NREG Act has been replaced by the Viksit Bharat – Guarantee for Rozgar and Ajeevika Mission (Gramin) Act, 2025. This new Act replaces the rights-based rural employment guarantee, when the people are reeling under extreme joblessness, by discretion of the central authority and shifts the fiscal burden onto the States. It bans the operation of the Act during harvesting season.
- 100% FDI has been allowed in the Insurance Sector, practically giving foreign players the right to take over domestic insurance companies.
- The Central Government has placed the Viksit Bharat Shiksha Adhishthan Bill, 2025, in both Houses of Parliament, though it could not be passed in this session.
- The Government has floated the Draft Seed Bill and the Draft Electricity (Amendment) Bill, 2025. These Bills, if placed and passed, will create a disastrous impact on agriculture, domestic and MSME electricity consumers, and the public electricity sector of our country.
- The Pension Validation Act 2025, is brought and the OPS denied. EPS 95 pensioners being kept at below poverty line level.
- The Central Trade Unions took serious note of the current environmental crisis in the northern part of India, unbearable pollution in Delhi-NCR, and the dangerous Supreme Court order allowing the destruction of almost 90% of the Aravalli Hills, which have remained the protector of northern India from the expansion of the Thar Desert. The Supreme Court in the face of stiff opposition from all sections of society took suo motto the matter, taking back the earlier order and set up a committee for examination of the matter afresh.

The meeting of Central Trade Union had decided to give a strong message to the Ruling regime in the Central Government by observing a “One Day Strike” on 12th February 2026 which we are formally ratifying today in the National Convention of Workers.

If the Government still tries to pursue the Rules under the Codes and does not repeal the Codes, the Central Trade Unions will be compelled to go for further strong actions, including a multiple-day General Strike, besides sectoral resistance actions.

The CTUs acknowledge and salute Samyukta Kisan Morcha (SKM) for their unconditional support to the General Strike.

The National Coordination Committee of Electricity Employees and Engineers (NCCOEEE) has also announced to hold its Sectoral National Strike on the same day with full strength and conviction.

Joint meetings and conventions with electricity employees and consumers will be held in the months of January and February 2026.

The SKM has decided to observe the Resistance Day on 16th January 2026 at villages and block levels against the Seed Bill 2025, Draft Electricity (Amendment) Bill 2025, VB-GRAMG Act, 2025, and in support of other demands. The CTUs will take part in this action with full strength.

CTUs call upon the entire working class and other sections of the toiling masses to gear up for the ensuing General Strike, start campaigning widely, and prepare their organisations for a heightened struggle.

While welcoming the protest action organised by the INDIA BLOC Parties in the premises of Parliament opposing the Labour Codes, we call upon them and various other sections of the people, especially the youth and students, to come forward in support and solidarity with this Strike to save the basic rights of the working people and protect the democratic – secular fabric of the country.

**\*Onward to National General Strike on 12<sup>th</sup> February 2026.**

**\*Observe Resistance Day on 16<sup>th</sup> January at Village and Block level against the Seed Bill 2025, Electricity (Amendment) Bill 2025, VB-GRAMG Act, 2025, and in support of other demands.**

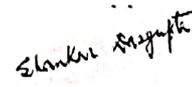
The joint Platform of the Central Trade Unions And Sectoral Federations/Associations

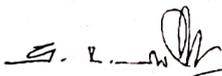
  
INTUC

  
AITUC

  
HMS

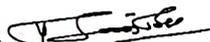
  
CITU

  
AIUTUC

  
TUCC

  
SEWA

  
AICTU

  
LPF

  
UTUC

## Annexure to Strike Notice

[Edited highlights from the Declaration adopted at the National Convention of Workers]

The National Convention of Workers held on 9<sup>th</sup> January 2026 in New Delhi, jointly organized by ten Central Trade Unions including CITU, AITUC, HMS and INTUC and also independent Industrial and Service Sector Federations and Confederations noted with deep anguish that despite Indian Workers observed FIVE massive nationwide General Strikes during the period since the Labour Codes were brought and passed in the Parliament, totally ignoring the strong opposition of the workers of the country, the Government of the day has notified all the four Labour Codes, published the draft Rules and preparing to implement the same.

Adding fuel to fire, the Government has notified and implemented an atrocious anti-worker 'Labour Policy' with deceptive title called "Shram Shakti Niti-2025". The policy has been designed to push and promote aggressive advancement of the obnoxious onslaught of the four Labour Codes with clear crude intention to deny the role of trade unions in labour matters, thus exposing Indian workers to the atrocities of Employer class and authoritarian bureaucrats.

The Convention expressed serious concern that government is aggressively pushing its agenda of privatisation and sale of even all the core and strategic Public Sector Undertakings and Public Services, such as, Railway, Port & Docks, Coalmines, Petroleum Sector, Steel, Defence Production, Roadways, Airports, Banks, Insurance, Telecom, Postal, Renewable & Atomic Energy, Electricity- generation, transmission and distribution to the domestic and foreign big private corporations thereby endangering indigenous industrial growth and self-reliant economy.

The four Labour Codes will hit hard trade union movement in terms of Right to Association, Right to Collective Bargaining, Right to Strike, Right to permanent employment, Right to Occupational Health and Safety ensuring safe work life and Social Security benefits for secured retired life.

In fact, almost 70 percent factories/establishments and 90% of the organised sector work-force will be out of labour law coverage due to pro-employer threshold limits provided in the Labour Codes. In totality the Labour Codes are atrociously designed to impose conditions of slavery on the workers and their trade unions, empowering the Employers' Class to continue their loot on the workers, people and the Public resources of our country.

Authority of the Labour Ministry Machineries to ensure implementation of the worker protective laws, have been abrogated in as much as the 'enforcing power' of Labour Officers and Commissioners have been deleted. Inspectors and Investigating Officers under Labour Ministry have been re-designated in the Labour Code as "Facilitators!" Labour Courts has been abolished. Legal sanctity of Industrial Tribunals has been degraded with entry of Government bureaucrats. Various restrictions have been imposed on the conciliation and tribunal proceedings.

Shockingly the Industrial Relations Code (IR Code) has been drawn by merging and squeezing three basic labour laws - Industrial Disputes Act, 1947; Trade Unions Act 1926 and Industrial Employment (Standing Orders) Act 1946. Once IR Code is implemented, registration of new trade unions shall be very difficult and maintenance of registration shall be all the more difficult. The already registered unions will have to furnish new documents to renew old registration; otherwise the registration shall be cancelled.

The pro-employer character of the Government is nakedly exposed from several shocking facts; one example is that the IR Code Bill 2015 provided, "[...] the Registrar shall make an order within 60 days from the date of receipt of the application for registration of the trade union for either granting or refusing to grant the registration.[...] If refused, he shall state the reasons thereof for each refusal." (Section 10).

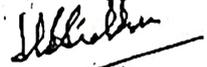
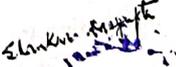
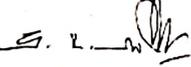
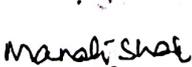
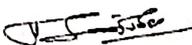
Further that, "If the Registrar fails to issue certificate of registration or does not communicate any defects in the application for registration within sixty days, the registration shall automatically deemed to have been issued. (Section 11 (2)). Accepting the demand of the employers this clause has been bodily removed by the Government.

Recognition to trade unions has been put under various stringent stipulations. Terms and conditions for carrying out 'secret ballot' to identify majority union have been changed to the deep disadvantage of trade unions. It is utterly shocking that matters/issues to negotiate by the recognized unions with management have been restricted to only ten items only. Now managements can deny discussing any other important and urgent issues outside this 'Iron Frame'. This is nothing but a big blow to free and fair Right to Collective Bargaining.

Due to severe restrictions and cruel punitive measures provided in the IR Code on Right to Strike, the employers' class shall become desperate in collective bargaining forums. Minus Right to Strike, collective bargaining shall get converted into 'collective bagging.' Union office and logistics to recognized unions has been put under stringent stipulations. By diluting the threshold limit, 'Hire and Fire' of even permanent workers has been legalized in IR Code, putting job security in peril. The right of 8-hour work day has been demolished.

The National Convention has decided to go for a nationwide "One Day Strike" on 12<sup>th</sup> February 2026. The strike decision has been driven by the following demands:

- Against the anti-worker Four Labour Codes and Rules
- Against anti-worker 'Shram Shakti Niti 2025'
- Against Draft Electricity (Amendment) Bill 2025
- Against Private Sector Nuclear Power Act - the SHANTI Act
- Against Disinvestment/Privatisation of PSUs
- Against National Monetisation Pipeline
- Against PPP Project Pipeline
- Against outsourcing of Operation and Maintenance
- Against Fixed Term Employment
- Against Contract Workers in Permanent & Perennial Jobs
- Demanding Same wage for same and similar jobs to Contract workers
- Against authoritarian HR policy notification No. DPE/3(1)/2021-DD dated 13<sup>th</sup> December, 2021 stipulating summary removal of employees from services including CMD & Directors

 G. Sanjeev Reddy INTUC	 Amarjeet Kaur AITUC	 Harbhajan Singh HMS	 Elamaram Kareem CITU	 Shankar Das AIUTUC
 G. Devarajan TUCC	 Manali Shah SEWA	 Rajiv Dimri AICCTU	 M Shanmugam LPF	 Ashok Ghosh UTUC

## BHEL DEMANDS for ALL INDIA STRIKE 12<sup>TH</sup> FEB 2026

1. **Continue Artisan Recruitment:** Complete the Artisan Recruitment for 525 posts conducted on 12.01.2026 immediately and initiate additional recruitment to meet shop-floor requirements. Until then, provide overtime work with full benefits to meet delivery schedules and prevent Liquidated Damages.
2. **Raw Material Import Relaxation-Follow Up:** BHEL Corporate shall immediately intervene with the Central Government to secure relaxation of import restrictions on raw materials from border-sharing countries. With the policy currently under review, BHEL's strategic and national importance must be highlighted and exemptions obtained to prevent production delays and financial losses.
3. **Simplifying the purchase policy:** Unions have long demanded QCBS adoption instead of strict L1 procurement. Management's inaction continues to risk quality, cost, and timely project completion. Immediate implementation is necessary.
4. **Township Infrastructure:** Construct new residential quarters immediately, ensure proper maintenance of existing quarters, strengthen township security, ensure correct utilization of allotted funds, and adopt updated CPWD rates.
5. **Hospital Modernization:** Upgrade hospital infrastructure and appoint doctors and nurses on a permanent basis to ensure quality healthcare for employees and their families.
6. **Sub-Committee Reconstitution:** Reconstitute sub-committees to finalize PPP/SIP bonus schemes and revise welding allowances.
7. **Subsidy Restoration:** Reinstate school and canteen subsidies for employees.
8. **Laptop Allowance:** Restore the second-term laptop allowance for all BHEL staff as per the wage agreement.
9. **Leave Encashment & Holiday Home:** Reinstate EL encashment and reintroduce Holiday Home facilities immediately. BHEL is earning profits, yet workers are being denied these long-standing welfare benefits.
10. **Medical Eligibility for Parents:** Increase the income ceiling for dependent parents from ₹1,500 to ₹21,000, considering that the current threshold was fixed over 30 years ago, to enable their inclusion under the company's medical benefits. Despite assurance given by Corporate Management in the last JCM meeting, the issue remains unresolved and requires urgent implementation.
11. **LCS Permanency:** Implement the Hon'ble Madras High Court judgment dated 05.12.2025 in W.P. No. 20302/2023 forthwith and permanently absorb all LCS workers. Until regularization, pay LCS workers equal wages and benefits on the principle of *Equal Pay for Equal Work*.
12. **Welfare for LCS & Contract Workers:** As the Principal Employer, ensure continuity of PF, ESI, and pension benefits. Provide a group insurance cover of ₹25 lakhs to all LCS and contract workers.
13. **Payment of Central Minimum Wages and BHEL Additional Wages to Contract Workers:** Contract Workers Should be paid Central Minimum Wages along with BHEL Additional wages.
14. **Prohibit Contractualization of Permanent Jobs:** Do not introduce contract labor for work of a permanent nature.

  
(EPU/LPF)



  
(BPEU/INTUC)

**K. KARTHIKEYAN**  
Asst. General Secretary  
BPEU / INTUC  
Regd. No: 3846 Aff. No: 11155  
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**A.UTHIRAPATHI**, General Secretary  
BPWU / NDLF, BHEL, TRICHY - 14  
CONTACT - 80563 86294.

  
(PTNUS/DK)  
பெரியார் தொழிலாளர்  
நடை உரிமைச்சங்கம்,  
ப.எண். 460/திருச்சி