



COCHIN PORT EMPLOYEES' ORGANISATION

(Affiliated to CITU & Water Transport Worker's Federation of India)

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Ref: No. CPEO/Strike Notice/2026

Date: 23.01.2026

The Chairperson,
Cochin Port Authority,
Kochi - 682009.

Sir,

Sub:- Strike Notice

In accordance with the provisions contained in sub-section 22 of the Industrial Disputes Act, 1947, we hereby give you notice that the members of our Union propose to go on one day strike from 6.00 a.m. on 12.02.2026 to 06.00 a.m. on 13.02.2026.

This decision is taken at the call of the National Co-ordination Committee (NCC) of Major Port & Dock Workers Federations, representing all six recognized Federations of Major Ports, as resolved in its meeting held on 6th & 7th January, 2026 at Visakhapatnam and also in accordance with the call given by 10 Central Trade Unions and sectoral Federations.

The strike is being resorted to for the reasons detailed in Annexure - I & II herewith.

Thanking you,

Yours faithfully,


GENERAL SECRETARY

Encl. Annexure - I

Copy to:-

- 1.The Secretary, Ministry of Ports, Shipping & Waterways, New Delhi.
- 2.The Secretary, Ministry of Labour & Employment, New Delhi.
- 3.The Chief Labour Commissioner (Central), New Delhi.
- 4.The Regional Labour Commissioner (Central), Kochi.
- 5.The Chairman, Indian Ports Association, New Delhi.
- 6.The Managing Director, Indian Ports Association.



FORM – 'L'
(See Rule 71)

Form of Notice of strike to be given by Employee(s) in a Public Utility Service.

Name of the Union : Cochin Port Employees Organization

Name of elected representative of
Employees where no Trade Union
Exists :

Address : CPEO Office, Willington Island,
Kochi

Dated this 23rd January, 2026

To

(Name of Employer) : The Chairperson,
Cochin Port Trust

In accordance with the provisions contained in sub section (1) of the section 22 of the Industrial Dispute Act 1947, I / We hereby give you notice that:-

We propose to give a call for strike from 06 a.m. on 12.02.2026 to 06.00 a.m. on 13.02.2026 to concede the demands detailed in Annexure I & II enclosed herewith.


GENERAL SECRETARY
CPEO

Copy to:

The Secretary to the GOI, Ministry of Shipping, N. Delhi.
The Secretary to the GOI, Ministry of Labour, N. Delhi.
The Chief Labour Commissioner (C), New Delhi
The Regional Labour Commissioner (C), Kochi
The Chairman, Indian Ports Association, New Delhi.
The Managing Director, Indian Ports Association, New Delhi.

The National Co-ordination Committee (NCC) of Major Port & Dock Workers Federations, representing all six recognized Federations of Major Ports, held at Visakhapatnam on 6th & 7th January 2026 has decided to go for a nationwide “One Day Strike” on 12th February 2026. for the reasons detailed below in Annexure-I.



ANNEXURE- I

DEMANDS

1. Settle immediately all *non-implemented clauses* of the Wage Revision Settlements dated 30.08.2018 and 27.09.2024.
 2. Expedite discussions in the Sub-Committee constituted to arrive at a consensus on the following crucial clauses:
 - Clause 10.5 – Stagnation Increment
 - Clause 10.8 – Protected Pay & Personal Pay
 - Clause 51 (I–V) – General Demands
 - Clause 52 (1), (2), (5), (7), (13), (16) & (18)(b) – Pension-Related Issues
 - Clause 52(13) – Pension Protection for Post-1998 Retirees. Despite the assurance by the Indian Ports Association (IPA) to take up the issue with the Ministry of Ports, Shipping and Waterways, no progress has been reported so far.
 - Clause 52(18)(b) – Revision of Pension under the *Second Method*. Revision of notional pay and the corresponding pension remains pending.
 3. Expedite the signing of the settlement under Section 12(3) of the *Industrial Disputes Act* for the implementation of the Modified PLR Scheme, which has already been approved by the Union Cabinet on 03.10.2024.
 4. Refrain from implementing Manpower Planning and identifying Core/Non-Core Activities without due discussion with the recognized federations.
 5. Do not impose the validation of CCS Pension Rules through the Finance Bill, 2025.
 6. Do not initiate any amendment to the Major Ports Authority (Amendment) Bill, 2025 without prior consultation with the recognized federations.
 7. Do not encourage Major Port Authorities to deposit surplus Port funds in private banks.
 8. Do not initiate any action to privatise Port Hospitals on PPP Mode on the plea of so-called development without prior consultation with the Labour Federations.
 9. Against proposed Corporatization of Major Ports aimed to privatise the state owned Ports.
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The National Convention of 10 Central Trade Unions and Federations has decided to go for a nationwide “One Day Strike” on 12th February 2026. The strike decision has been driven by the following demands:



ANNEXURE- II

DEMANDS

1. Against the anti-worker Four Labor Codes and Rules
2. Against anti-worker ‘Shram Shakti Niti 2025’
3. Against Draft Electricity (Amendment) Bill 2025
4. Against Private Sector Nuclear Power Act – the SHANTI Act
5. Against Disinvestment/Privatization of PSUs
6. Against National Monetization Pipeline
7. Against PPP Project Pipeline
8. Against outsourcing of Operation and Maintenance
9. Against Fixed Term Employment
10. Against Contract Workers in Permanent & Perennial Jobs
11. Demanding Same wage for same and similar jobs to Contract workers
12. Against authoritarian HR policy notification No. DPE/3(1)/2021-DD dated 13th December, 2021 stipulating summary removal of employees from services including CMD & Directors

RECEIPT

Received letter No. CPEO/ Strike Notice/2026 dated 23.01.2026 from Cochin Port Employees' Organisation addressed to the Chairperson, Cochin Port Authority subject Strike Notice (One day strike on 12.02.2026 6.00am to 6.00am on 13.02.2026)



Satish
23/1/26