



DURGAPUR STEEL SRAMIK UNION

(REGD. NO. : 9569)

Affiliated to : A. I. T. U. C.

1 NO. AUROBINDA AVENUE, DURGAPUR, PIN CODE - 713204



DSSU/ DIC/ DSP/ Misc/ Strike Notice/ 26(01)/06

Date:- 27/01/2026

From

Durgapur Steel Sramik Union (AITUC),
DurgapurTo,
The Director (In-Charge)SAIL
Durgapur Steel Plant, SAIL
Durgapur

Subject: Notice of Strike on 12 February 2026 against anti-worker Labour Codes and in support of the Charter of Demands of Central Trade Unions.

Respected Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby give notice that the workers of Durgapur Steel Plant propose to go on strike on 12 February 2026.

The strike is being called by the United Platform of Central Trade Unions and Independent Sectoral Federations, pursuant to the decision taken at the National Convention of Workers held at New Delhi, in protest against the notification and implementation of anti-worker Labour Codes and in support of the Charter of Demands submitted by the Central Trade Unions.

The detailed reasons for the proposed strike are explained in the Annexure 1-2 enclosed herewith.

This notice is being issued as required under the Industrial Disputes Act, 1947.

Thanking you,

Yours faithfully,

Sambhu Charan Pramanik

(SAMBU CHARAN PRAMANIK)

General Secretary

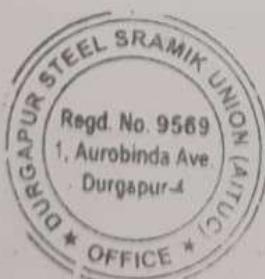
DSSU/ AITUC

Encl: Annexure

Copy to:

ASSISTANT LABOUR COMMISSIONER,
RANAPRATAP ROAD

DURGAPUR-713204

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ANNEXURE-1

Reasons for the Proposed Strike on 12 February 2026

Withdrawal and Repeal of Anti-Worker Labour Codes Immediate withdrawal of notifications dated 21 November 2025 for the implementation of the four anti-worker Labour Codes and repeal of the following enactments:

Code on Wages, 2019

Industrial Relations Code, 2020

Occupational Safety, Health and Working Conditions Code, 2020

Code on Social Security, 2020

These Labour Codes severely dilute hard-won labour rights, weaken collective bargaining, restrict the democratic right to strike, promote contractualisation and fixed-term employment, undermine job security, and erode social security and statutory protections of workers.

Implementation of the Charter of Demands of Central Trade Unions (CTUs) Immediate implementation of the Charter of Demands jointly submitted by the Central Trade Unions, including but not limited to:

Universal social security coverage for all workers, including unorganised, contract, gig, and scheme workers

Restoration and strengthening of MNREGA

Repeal of VBRAMG and other anti-worker employment policies

Wages, Employment Security, and Protection of Public Sector Undertakings

Fixation of minimum wage of not less than ₹26,000 per month (or as demanded by the CTUs)

Equal pay for equal work

End to privatisation and outsourcing of permanent and core jobs

Withdrawal of fixed-term employment

Stop disinvestment and privatisation of Public Sector Undertakings (PSUs)

Withdrawal of Anti-People and Anti-Farmer Policies Immediate withdrawal of:

Anti-worker and anti-people Electricity Bill

Anti-farmer Seed Bill

All policies detrimental to farmers, agricultural labourers, and rural livelihoods

Implementation of the Charter of Demands of Samyukta Kisan Morcha (SKM)

Including: Legal guarantee of Minimum Support Price (MSP)

Withdrawal of all anti-farmer policies. Protection of farmers' land, livelihood, and national food security

Failure of Government to Maintain Tripartite Labour Dialogue The Government's continued failure to convene the Indian Labour Conference (ILC) and hold statutory tripartite consultations, and its refusal to engage in meaningful dialogue with Central Trade Unions and employers' organisations, despite repeated representations and nationwide protests.

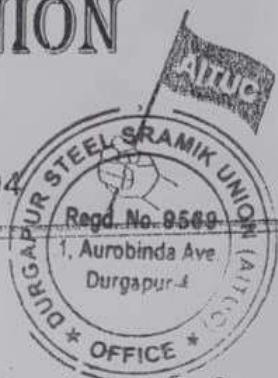
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ANNEXURE -2



Finalisation of NJCS Agreement Immediate finalisation of the NJCS Wage Agreement and unconditional payment of arrears for the pending 39 months, without any further postponement.

Modification of ASPLIS (Bonus / Ex-Gratia) Scheme Withdrawal of the existing deceptive ASPLIS (Bonus) Scheme. Introduction of a respectable and acceptable Bonus / Ex-gratia Scheme ensuring payment of not less than ₹40,000/- Immediate discussions to be initiated for the three pending financial years (2022-23, 2023-24 and 2024-25), as already agreed by management, to re-examine and finalise a simple, transparent and mutually agreed ASPLIS (Bonus / Ex-gratia) Scheme.

Withdrawal of Unilateral Decision on Gratuity Ceiling. Immediate withdrawal of the unilateral decision reducing the Gratuity ceiling, which is illegal and in violation of existing agreements and service conditions.

Protection of Contract Workers. Immediate withdrawal of the circular proposing 20% retrenchment of contract workers in running contracts. Immediate stoppage of 20% reduction in contract value. Written assurance of job security for contract workers in SAIL and RINL-VSP. Merger of Average Wages Allowance (AWA) with Basic Wages. Extension of gratuity as social security, education in unit schools, and medical treatment in unit hospitals to contract workers across all SAIL units.

Withdrawal of Production-Linked Wage Practices. Immediate stoppage of the improper practice of linking monthly wage payments with production in RINL-VSP, as production is entirely dependent on policy and operational decisions of SAIL, RINL managements and the Government of India, and is beyond the control of workers. Withdrawal of Disinvestment and Strengthening of RINL-VSP. Immediate withdrawal of the disinvestment proposal of RINL-VSP. Further capital investment to ensure survival and sustainable functioning of the plant. Allotment of captive iron ore mines to RINL-VSP.

Implementation of Wage Agreement for RINL-VSP. Immediate implementation of the 2017 Wage Agreement for RINL-VSP employees at par with SAIL, without further delay.

Protection from Termination and Victimisation. Revocation of all orders relating to removal / termination of permanent and contract workers in RINL. Immediate stoppage of victimisation of permanent and contract workers. Withdrawal of all punitive actions taken against workers. Merger of RINL-VSP with SAIL. Immediate decision and implementation of the long-pending proposal for merger of RINL-VSP with SAIL to ensure planned functioning, financial stability and long-term sustainability. Withdrawal of Illegal Transfers and Unilateral Changes.

Immediate withdrawal of illegal transfers, unilateral changes in service conditions, and victimisation of employees of BSL, BSP and other SAIL units. Employees transferred to units such as Bhadravati and SAIL mines should be permitted to return to their original appointment units at the earliest.

Recruitment of Permanent Manpower. Immediate recruitment of permanent manpower as per operational requirements in SAIL, RINL and mining units.

End to Unilateralism and Restoration of Bipartite Mechanism. Complete stoppage of unilateral decisions and strict implementation of bipartite agreements, with restoration of meaningful dialogue and consensus-based decision-making.