

Bharat Petroleum Corporation Limited (Refinery)

Employees Union

Regn. No. : B-Y-II-7564 Dated 6-2-1980

BPCL(R), Mahul, Chembur, Mumbai - 400 074.

23-01-2026

The Executive Director (MR)
BPCL –Mumbai Refinery
Mahul Mumbai 74.

Dear Sir,

Strike Notice.

In accordance with the provision contained in Sub-section (1) of Section 22 of the Industrial Disputes Act 1947, we hereby give you notice that we propose to call a strike on 12th February 2026, from 7.45 AM 12th February 2026 to 7.45 AM of 13th February 2026 for the reasons with specific long pending demands explained and expressed in the annexures.



Yours Sincerely,

Jitendra Kaskar
Jitendra Kaskar
General Secretary

Enclosed: Annexures of the Strike Notice.

cc:

1. Assistant Labour Commissioner (Central)
Shram Rakshak Bhawan, 1st floor
Sion Mumbai 400022
2. Regional / Dy. Chief Labour Commissioner (Central)
Shram Rakshak Bhawan, 1st floor
Sion Mumbai 400022
3. Chief General Manager (HR), MR
BPCL –Mumbai Refinery
Mahul Mumbai 74.

Annexure to Strike Notice

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

The National Convention of Workers held on 9th 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 12th February 2026. The strike decision has been driven by the following demands:

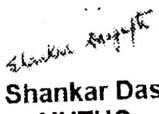
- Against the anti-worker Four Labour Codes and Rules
- Against anti-worker 'Shram Shakti Niti 2025'
- Against Draft Electricity (Amendment) Bill 2025
- Against Private Sector Nuclear Power Act – the SHANTI Act
- Against Disinvestment/Privatisation of PSUs
- Against National Monetisation Pipeline
- Against 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 13th December, 2021 stipulating summary removal of employees from services including CMD & Directors

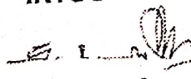

G. Sanjeev Reddy
INTUC

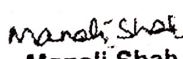

Amarjeet Kaur
AITUC


Harbhajan Singh
HMS


Elamaram Kareem
CITU



Shankar Das
AIUTUC


G. Devarajan
TUCC


Manali Shah
SEWA


Rajiv Dimri
AICCTU


M Shanmugam
LPF


Ashok Ghosh
UTUC