



**A.B.K. METAL & ENGINEERING WORKS' UNION**

**এ.বি.ক. মেটাল অ্যালু ইঞ্জিনিয়ারিং ওয়ার্কস ইউনিয়ন**  
**এ.বি.ক. মেটাল এন্ড ইঞ্জীনিয়ারিং কর্স যুনিয়ন**

Affiliated to :- C.I.T.U , (Regd. NO. : 7233)

Ref. No. ABK/004/2026

Date : 22-01-2026

To,  
The Executive Director (HR)  
SAIL-ISP,  
Burnpur

**Sub: Notice for strike action on 12th February, 2026 called by the joint platform of Central Trade Unions**

Sir,

A National Convention of Workers jointly organized by Ten Central Trade Unions including CITU, AITUC, HMS, INTUC and also independent Industrial and Sectorial Federations and Confederations was held on 9<sup>th</sup> January, 2026 in New Delhi. The convention noted with deep anguish that though Indian workers have observed FIVE massive nationwide general strike since Labour Codes were brought and passed in the parliament totally ignoring the strong opposition of workers of the country, the Government of the day has notified all four Labour Codes and preparing the rules to implement these atrocious Labour Codes.

Moreover, Central Government has passed a bunch of anti-people Acts during this Parliament Session – the most notorious being the VB-GRAM, SHANTI and Sabka Bima Sabki Raksha Acts. 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 implementation 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 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 National Convention has decided to go for a nationwide "One Day Strike" on 12th February 2026. As an integral part of the Joint Platform of Central Trade Unions, this A.B.K. Metal & Engineering Workers' Union has decided to respond to that call of general strike. Accordingly,





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ए.बी.के. मेटल एंड इंजीनियरिंग वर्कर्स यूनियन

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the workers both permanent and contract in all the plants/ establishments/ offices/mines of SAIL and RINL have decided to observe the strike on 12th February, 2026.

We the workers of SAIL-ISP, Burnpur and the union A.B.K.Metal & Engineering Workers' Union affiliated to CITU / SWFI are hereby serving the strike notice today (22/01/2026) as per sub section (1) of section 22 of Industrial Dispute Act, 1947 for 24 hrs on 12th February, 2026 ( 6 am of 12/02/2026 to 6 am of 13/02/2026). Demands are attached in Annexure – 1.

Yours Faithfully

*Souren Chattpadhyay*  
(SOUREN CHATTOPADHYAY)  
General Secretary

Copy to:-

Regional Labour Commissioner (Central), Kanyapur, Asansol



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## Annexure -1

### **Charter of Demands:**

1. Immediate repeal of the Four Labour Codes — namely, the Code on Wages, the Industrial Relations Code, the Code on Social Security, and the Occupational Safety, Health and Working Conditions Code — along with withdrawal of all Rules framed thereunder, as they severely dilute labour rights, weaken collective bargaining, and promote hire-and-fire.
2. Withdrawal of the anti-worker "Shram Shakti Niti-2025", which seeks to further flexibilise labour, legitimise informalisation, and undermine job security, social security, and trade union rights.
3. Immediate halt to disinvestment and privatisation of Public Sector Undertakings (PSUs), including strategic sale, asset sale, and closure, and protection of national assets built with public money. No disinvestment and privatization in any unit of SAIL and RINL including Mines and scrapping of MDO model of outsourcing of mines or any departmental core work.
4. Scrapping of the National Monetisation Pipeline (NMP) and Infrastructure Investment Trusts (InvITs), which amount to backdoor privatisation and long-term transfer of public infrastructure and resources to private corporate interests.
5. Stop unilateral decisions on workers' or work-related issues; instead, adopt bipartite consultations/deliberations with unions in appropriate bipartite forums to decide or resolve on the basis of consensus; immediately resolve the long pending dues and legitimate entitlements of workers of PSUs including steel industry on wages, allowances and working conditions including arrears etc, stop atrocious and discriminatory treatment of denials to workers' long established rights and entitlements
6. No contractorisation of work in any form like Outsourcing, Fixed term Employment, apprentices, trainees etc. under various schemes and Pretexts. Implement Equal Pay for Equal work for contract workers immediately.
7. No termination of employment of contract workers as being done in various establishments including RINL
8. Payment of higher pension under EPS for all workers including those under exempted EPFO company based trusts as per Supreme Court Judgment without any discrimination.



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9. National Minimum Wage of Rs.26000/-p.m. for all workers including Unorganised sector workers, contract workers and scheme workers.
10. Restore Old Pension Scheme. Scrap NPS and UPS.
11. Removal of all Ceilings on payment and eligibility of bonus, provident Fund and gratuity
12. Withdrawal of the Draft Electricity (Amendment) Bill, 2025, which aims at privatisation of the power sector, threatens employment, service conditions, and affordable electricity for the people.
13. Abolition of Fixed Term Employment (FTE) in all sectors, as it promotes contractualisation, job insecurity, and denial of statutory and negotiated benefits to workers.
14. Prohibition of engagement of contract workers in permanent and perennial jobs, and regularisation of workers engaged for years together in such jobs in accordance with settled principles of labour jurisprudence.
15. Withdrawal of authoritarian HR policy notification No DPE/3(1)/2021-DD dated 13<sup>th</sup> December, 2021 stipulating summary removal of employees from service including CMD & Directors.



भारत सरकार/ Government of India

श्रम एवं रोजगार मंत्रालय/Ministry of Labour & Employment

कार्यालय उप-मुख्य शमायुक्त(केंद्रीय) /Office of Dy. Chief Labour Commissioner(C)

कन्यापुर, आसनसोल - 713305 / Kanyapur, Asansol- 713305,

जिला- पश्चिम वर्धमान, पश्चिम बंगाल/ Dist. Paschim Bardhaman, West Bengal.

NO. 1(18)/2026/E-2

Dated : 30/1/2026

To

The Executive Director (HR),  
SAIL-ISP, Burnpur-713325  
Dist.- Paschim Bardhaman(W.B)

Sri Souran Chattopadhyay, General Secretary  
ABK Metal & Engineering Workers' Union  
Sharmik Bhaban, Puranahat, P.O.- Burnpur -  
713325.

Subject: Strike notice served by the General Secretary, A.B.K Metal & Engineering Workers' Union Burnpur upon the Executive Director (HR) SAIL-ISP, Burnpur proposing for strike on 12<sup>th</sup> of February, 2026 over various charter of demands.

Dear Sir(s),

This is to inform you that I shall hold conciliation proceedings under Section 12 of the Industrial Disputes Act, 1947 in the above mentioned dispute in my office at Kanyapur, Asansol-713305 on 05.02.2026 at 11.00 AM with a view to bringing about an amicable settlement of the dispute. You are requested to attend the conciliation proceedings in person or through a duly authorized representative fully competent/conversant with all relevant records and evidence, oral and documentary. Please note that if you fail to attend the proceedings without reasonable cause being shown to me in advance of the aforesaid date, the dispute will be closed/proceeded with ex-parte.

In this connection, your attention is invited to the obligations imposed by Section 22(1)(d)(for workmen), Section 22(2)(d) and Section 33(for employer) of the Industrial Dispute Act, 1947.

Encl: Copy of strike notice

Yours faithfully,

( D D Agarwal )  
Asstt. Labour Commissioner (C),  
Asansol