



OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 16 /2026

DATE : 09/02/2026

To,
The ED Chief – HR Services,
ONGC-WOU,
NBP Green Heights,BKC,
Bandra (E),
Mumbai – 400 051

O/c

Subject: Action programme of our union in the “Nationwide Strike” declared on 12th February 2026.

Respected Sir,

PGWFI (Petroleum & Gas Workers' Federation of India),INTUC (Indian National Trade Union Congress), AITUC (All India Trade Union Congress), HMS (Hind Mazdoor Sabha), CITU (Centre Of Indian Trade Unions), AITUC (All India United Trade Union Centre), TUCC (Trade Union Coordination Centre), SEWA (Self Employed Women's Association), AICCTU (All India Central Council of Trade Unions), LPF (Labour Progressive Federation), UTUC (United Trade Union Congress) and other independent regional federations/trade unions in India have called for a one-day nationwide strike on Thursday, **12th February 2026** to protest the anti-worker policy of the Central Government. **ONGC (WOU) Karmachari Sanghatana** is also participating in this Nationwide Strike.Accordingly,strike notice has been issued vide our letter **No.ONGC/KS/08/2026 dated 23.01.2026** to the ONGC management.

Our Action Programme is as follows:

- **Protest by wearing black ribbons and gather at all the Base Offices including Helibase,11 High,Vasudhara Bhavan,NBP Green Heights, Panvel, Nhava Supply Base,Uran Plant at 13:00 Hrs. with slogan, Posters and followed with a Gate Meeting on 12th February 2026 during lunch Hrs.**
- **Protest by wearing black ribbons, carrying slogan posters and mass food boycott from 07:00 Hrs. to 19:00 Hrs. at Mumbai Offshore including all the Platforms & Rigs on 12th February 2026.**

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

Copy to:

1. ED- CDS, ONGC, WOU, 11 High, Sion, Mumbai-17
2. ED- MH Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai- 51
3. ED- N&H Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai- 51
4. ED-B&S Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai- 51
5. ED-HDS, ONGC, WOU, 11 High, Sion, Mumbai-17

Contd....2

6. ED-Deep Water, ONGC-WOU, 11 High, Sion, Mumbai-17
7. GGM (Elect.) Head Air Logistic, ONGC-WOU, Juhu Helibase, V.Parle (W), Mum-56
8. CGM- Plant Manager, ONGC-WOU, LPG Plant, Uran, Raigad- 400 702
9. GM-I/c HR/ER, MH-Asset, Vasudhara Bhavan, Bandra (E), Mum- 51
10. GM- I/c Head NSB, ONGC-WOU, Nhava Supply Base, Nhava, Raigad
11. GM-I/c HR/ER, ONGC-WOU, LPG Plant, Uran, Raigad- 400 702
12. GM-I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai-51
13. GM-I/c HR/ER, ONGC-WOU, Phase-I, Panvel, Raigad.
14. GM-I/c HR/ER, Services, ONGC-WOU, 11 High, Sion, Mumbai-17
15. GM-I/c HR/ER, ONGC-WOU, Nhava Supply Base, Nhava, Raigad.
16. Manager IR, ONGC-WOU, LPG Plant, Uran, Raigad- 400 702
17. Manager – I/c Security, ONGC-WOU, LPG Plant, Uran,Raigad- 400 702
18. Dy. CLC. (C). Shramraksha Bhavan, Chunabhatti,Sion, Mumbai - 22
19. ALC (C) – I, Shramraksha Bhavan, Chunabhatti,Sion, Mumbai - 22



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DATE : 23/01/2026

To,
The ED - Chief HR Services,
ONGC-WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai - 400 051.

o/c

Subject: Strike Notice Form L (See Rule 71).

Respected 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 **Thursday, 12th February 2026, 05:00 AM to Friday, 13th February 2026, 05:00 AM** for the reasons explained in the **Annexure - I**.

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

o/c

Copy to:

1. Chairman & CEO, ONGC, PDDU Bhavan, 5, Nelson Mandela Marg, Vasant Kunj, New Delhi - 110070.
2. Director (HR), ONGC, PDDU Bhavan, 5, Nelson Mandela Marg, Vasant Kunj, New Delhi - 110070.
3. President - Western Offshore, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mumbai 400 051.
4. Dy. CLC (C), Shram Raksha Bhavan, Shivshrushti Road, Chunabhatti, Sion (E), Mumbai - 400 022.

प्राप्त
RECEIVED
23/01/2026
उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (D)
मुंबई / Mumbai

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).



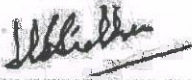







Further that, "If the Registrar fails to issue certificate of registration or does not communicate any defects in the application for registration within sixty days, the registration shall automatically deemed to have been issued. (Section 11 (2)). Accepting the demand of the employers this clause has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

संप आंदोलन सूचनेचे परिशिष्ट

(राष्ट्रीय कामगार अधिवेशनात स्वीकारलेल्या जाहीरनाम्यातील संपादित ठळक मुद्दे)

दिनांक ९ जानेवारी २०२६ रोजी नवी दिल्ली येथे पार पडलेल्या राष्ट्रीय कामगार अधिवेशनात, CITU, AITUC, HMS, INTUC यांसह दहा केंद्रीय कामगार संघटना तसेच विविध स्वतंत्र औद्योगिक व सेवा क्षेत्रातील फेडरेशन्स आणि महासंघांनी संयुक्तपणे सहभाग घेतला.

या अधिवेशनात तीव्र दुःख व संताप व्यक्त करण्यात आला की, संसदेत कामगार संहितांचा मसुदा सादर करून मंजूर करण्यात आल्यानंतर देशभरातील कामगारांनी पाच भव्य राष्ट्रीय संप यशस्वीपणे पुकारले असतानाही, सरकारने कामगारांच्या तीव्र विरोधाकडे पूर्णतः दुर्लक्ष करून चारही कामगार संहिता अधिसूचित केल्या आहेत, मसुदा नियम प्रकाशित केले आहेत आणि त्या अंमलात आणण्याची तयारी सुरू केली आहे.

यात भर म्हणून, सरकारने “श्रम शक्ती नीति – २०२५” या दिशाभूल करणाऱ्या नावाखाली एक अत्यंत कामगार-विरोधी श्रम धोरण अधिसूचित व अंमलात आणले आहे. या धोरणाचा उद्देश चारही कामगार संहितांचा आक्रमकपणे प्रसार व अंमलबजावणी करणे असून, कामगार प्रश्नांमध्ये कामगार संघटनांची भूमिका नाकारणे हा त्यामागील स्पष्ट हेतू आहे. यामुळे भारतीय कामगार वर्ग मालकवर्गाच्या व हुकूमशाही वृत्तीच्या नोकरशाहीच्या अन्यायाला अधिकच बळी पडणार आहे.

अधिवेशनाने याबाबत गंभीर चिंता व्यक्त केली की, सरकार खाजगीकरण व विक्रीच्या अजेंड्यांतर्गत रेल्वे, बंदरे व गोदी, कोळसा खाणी, पेट्रोलियम क्षेत्र, पोलाद, संरक्षण उत्पादन, परिवहन सेवा, विमानतळ, बँका, विमा, दूरसंचार, टपाल सेवा, नवीकरणीय व अणुऊर्जा, वीज निर्मिती-प्रसारण-वितरण अशा मूलभूत व धोरणात्मक सार्वजनिक क्षेत्रातील उपक्रम व सेवा देशी-विदेशी मोठ्या खाजगी कंपन्यांना विकण्याचा प्रयत्न करत आहे. यामुळे देशांतर्गत औद्योगिक विकास व आत्मनिर्भर अर्थव्यवस्था धोक्यात येत आहे.

चारही कामगार संहिता पुढील मूलभूत हक्कांवर घाला घालणार आहेत :

- संघटना स्थापन करण्याचा हक्क
- सामूहिक वाटाघाटीचा हक्क
- संपाचा हक्क
- कायमस्वरूपी रोजगाराचा हक्क
- सुरक्षित व आरोग्यदायी कामकाजाचा हक्क
- निवृत्तीनंतर सुरक्षित जीवनासाठी सामाजिक सुरक्षा

वास्तविक, कामगार संहितांमधील मालकधार्जिण्या किमान मर्यादांमुळे सुमारे ७०% कारखाने/आस्थापना आणि ९०% संघटित क्षेत्रातील कामगार कामगार कायदांच्या कक्षेबाहेर जाणार आहेत. एकूणच या संहिता कामगारांवर व त्यांच्या संघटनांवर गुलामगिरीसदृश अटी लादण्यासाठीच रचण्यात आल्या असून, मालकवर्गाला कामगार, जनता व सार्वजनिक संसाधनांची लूट सुरू ठेवण्याचे पूर्ण स्वातंत्र्य देतात.

कामगार संरक्षण कायदांची अंमलबजावणी सुनिश्चित करण्यासाठी असलेली कामगार मंत्रालयाची अंमलबजावणी यंत्रणा निष्प्रभ करण्यात आली आहे. कामगार अधिकाऱ्यांचे व आयुक्तांचे अंमलबजावणी अधिकार काढून टाकण्यात आले आहेत. निरीक्षक व तपास अधिकारी यांना “फॅसिलिटेटर” असे नाव देण्यात आले आहे. कामगार न्यायालये रद्द करण्यात आली असून, औद्योगिक न्यायाधिकरणांची कायदेशीर प्रतिष्ठा नोकरशहांच्या हस्तक्षेपामुळे कमी करण्यात आली आहे. सलोखा व न्यायाधिकरण कार्यवाहीवर विविध निर्बंध लादण्यात आले आहेत.

औद्योगिक संबंध संहिता (IR Code) ही औद्योगिक विवाद अधिनियम १९४७, ट्रेड युनियन अधिनियम १९२६ आणि औद्योगिक रोजगार (स्थायी आदेश) अधिनियम १९४६ या तीन मूलभूत कामगार कायदांचे विलिनीकरण करून तयार करण्यात आली आहे. ही संहिता अंमलात आल्यास नवीन कामगार संघटनांची नोंदणी करणे अत्यंत कठीण होईल आणि नोंदणी टिकवून ठेवणे आणखी अवघड ठरेल. विद्यमान नोंदणीकृत संघटनांना पुनर्नोंदणीसाठी नवीन कागदपत्रे सादर करावी लागतील, अन्यथा त्यांची नोंदणी रद्द केली जाईल.

सरकारचा मालकधार्जिणा चेहरा उघड करणारे एक उदाहरण म्हणजे, IR Code Bill 2015 मध्ये नोंदणीबाबत ६० दिवसांत निर्णय देणे व निर्णय न दिल्यास नोंदणी आपोआप मंजूर मानण्याची तरतूद होती. मात्र मालकवर्गाच्या मागणीनुसार ही तरतूद पूर्णतः रद्द करण्यात आली.

कामगार संघटनांच्या मान्यतेसाठी अत्यंत कठोर अटी घालण्यात आल्या आहेत. बहुमत संघटना ओळखण्यासाठी होणाऱ्या गुप्त मतदानाच्या अटी संघटनांच्या विरोधात बदलण्यात आल्या आहेत. मान्यताप्राप्त संघटनांना व्यवस्थापनाशी चर्चा करण्यासाठी फक्त १० मुद्द्यांची मर्यादा घालण्यात आली आहे. याबाहेरील कोणत्याही महत्त्वाच्या किंवा तातडीच्या मुद्द्यावर चर्चा करण्यास व्यवस्थापन नकार देऊ शकते. हे सामूहिक वाटाघाटीच्या हक्कावर गंभीर आघात आहे.

संपाच्या हक्कावर लादलेल्या कठोर निर्बंधांमुळे सामूहिक वाटाघाटी निरर्थक ठरणार असून, “collective bargaining” चे “collective bagging” मध्ये रूपांतर होईल. कायमस्वरूपी कामगारांनाही Hire & Fire करण्यास कायदेशीर मान्यता देण्यात आली आहे. ८ तासांचा कामाचा हक्क उद्धस्त करण्यात आला आहे.

राष्ट्रीय कामगार अधिवेशनाचा निर्णय

गुरुवार, १२ फेब्रुवारी २०२६ रोजी देशव्यापी एक दिवसाचा संप पुकारण्याचा निर्णय घेण्यात आला आहे.

हा संप पुढील मागण्यांसाठी आहे :

- कामगारविरोधी चारही कामगार संहिता व नियम रद्द करा
- कामगारविरोधी “श्रम शक्ती नीति – २०२५” रद्द करा
- वीज (दुरुस्ती) विधेयक २०२५ रद्द करा
- खाजगी अणुऊर्जा कायदा – SHANTI Act रद्द करा
- सार्वजनिक क्षेत्रातील उपक्रमांचे खाजगीकरण/विक्री थांबवा
- राष्ट्रीय मोनेटायझेशन पाइपलाईन रद्द करा
- PPP प्रकल्प पाइपलाईन रद्द करा
- ऑपरेशन व मॅटेनन्सचे आउटसोर्सिंग थांबवा
- निश्चित कालावधी रोजगार (Fixed Term Employment) बंद करा
- कायमस्वरूपी व सातत्यपूर्ण कामांमध्ये कंत्राटी कामगार नेमणूक बंद करा
- कंत्राटी कामगारांना समान कामासाठी समान वेतन द्या
- DPE/3(1)/2021-DD दिनांक 13 डिसेंबर 2021 च्या हुकूमशाही HR धोरणाचा निषेध