

URANIUM CORPORATION OF INDIA LIMITED  
JADUGUDA

No. UCIL/GM(I/P&IRs/CP)/101/2022

September 20, 2022

**NOTICE - NO WORK NO PAY**


It is reported that employees in workman category in all units of Jharkhand have resorted to **illegal strike** from the first shift of 20.09.2022 as per the notice given by them on 03.09.2022.

It is mentioned that the above strike notice was served on 03.09.2022 when conciliation process was very much in progress and Dy.CLC (C), Dhanbad had subsequently convened a meeting on 19.09.2022 which was attended by Shri Surjeet Singh, GS (JLU), Shri R.R. Singh, GS (UKU), Shri Ramesh Majhi, GS (SUMU) and Shri Anand Mahato, GS (UMS).

Hence, the provisions contained in sub-section(1) of Section 22 of the Industrial Disputes Act, 1947 for giving 14 days prior notice (starting from 19.09.2022) before going to strike have not been complied with by the workmen representatives.

UCIL being a Company of '**Public Utility Service**', the above act on the part of its work persons is in gross violation of provisions of the Industrial Disputes Act, 1947 and hence the principle of '**NO WORK NO PAY**' will be enforced for the entire period of strike, which under any circumstance, **will not be compensated (by allowing to work on weekly offs or applying leaves) as done in the previous strike during June, 2019 on wage revision issue.**

As per Section 31(g) of CSO, 1970 *Employees employed in Mills, Mines, HPU, Tailings disposals/Ponds, Security, Time office, Water works, Electrical Sub-stations, Main Receiving Station, Medical, Adm./Personnel and persons employed in Confidential capacity including such other essential services as may be declared by the Management shall not go on strike or stop work. Staff for emergency and essential services must attend and be allowed to undertake their duties as per requirement.*

  
(S.K. Sharma)  
General Manager (I/P&IRs./CP)

**Distribution :**

All Notice Boards/ GS – all unions  
DM( A) – o/o C&MD, PA to D(T), Office D(F)  
All HODs/ Comdt. CISF/SPF

Copy to: DC, Singhbhum (East), ADM (Law & Order)  
Copy to: Dy. CLC-Dhanbad/ ALC (C), Chaibasa