

**ALL INDIA DEFENCE EMPLOYEES' FEDERATION**  
**INDIAN NATIONAL DEFENCE WORKERS' FEDERATION**  
**BHARTIYA PRATIRAKSHA MAZDOOR SANGH**  
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)

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Ref. No. : 49/AIDF/INDWF/BPMS/20

Date: 05.10.2020

**MOST URGENT**

To,

**The DGOF & Chairman**  
Ordnance Factory Board  
10-A, S.K.Bose Road,  
Kolkatta, 700 001.

**SUBJECT : UNFAIR LABOUR PRACTICE BEING ADOPTED BY THE SR.GMS/GMS OF ALL ORDNANCE FACTORIES.**

Sir,

It has been brought to our notice that based on OFB letter dated.14.09.2020 General Managers are started issuing individual notices to the employees threatening to not participate in a legal strike called by the three Federations and the Trade Unions. It is also brought to our notice that in some Factories undertakings from the employees that they will not participate in the strike is also insisted by the Factory management, when the strike is totally legal and within the frame work of the Rules & Regulations on the subject.

You are well aware that the strike action is based on the various provisions of the ID Act. 1947 and the recognition rules of Trade Unions framed by the MOD. Therefore the steps being taken by the General Managers based on your instruction is nothing but an unfair labour practice. You are therefore requested to immediately advice the General Managers to desist from the above mentioned action. If the same is not done then we will be forced to take appropriate legal action against the Officers responsible for this illegal action for which the officer and the OFB alone will be responsible.

Thanking you,

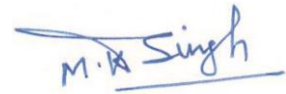
Yours Sincerely,



**(C. SRIKUMAR)**  
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gensecbpms@yahoo.co.in

Copy to :

- 1) **The Chief Labour Commissioner (C)**  
Ministry of Labour & Employment,  
New Delhi.
- 2) **The Addl. DGOF/AV**  
AV Hqrs., Avadi, Chennai
- 3) **The Addl. DGOF/OEF**  
OEF Hqrs., Kanpur.
- 4) **The Sr. GMS/GMs**  
All Ordnance & Equipment Group of Factories.

For kind information and  
necessary action please.