



ELECTRICITY EMPLOYEES' FEDERATION OF INDIA

B.T. Ranadive Bhawan, 13A, Rouse Avenue, New Delhi-110 002
E-mail id – eefederation@gmail.com, Mob. No. 8800580584 / 8918372750

ELAMARAM KAREEM (Ex-M.P.)
President

S RAJENDRAN
Treasurer

SUDIP DUTTA
General Secretary

No. 10th/EEFI/Circular/01/2026

Date: 25/May/2026

CIRCULAR

The EEFI Office Bearers' met on 20th May 2026 at New Delhi. The meeting was held after a gap due to certain organisational reasons, though it was noted that several organisational initiatives and movements were undertaken during this interim period. From this meeting we have again tried to streamline our organizational work and planned our future course of action.

Two detailed notes – one on the current political-economic developments (**Annexure-I**) and another on Industry (**Annexure-II**) were discussed and adopted in the meeting and attached herewith for reporting at all committee level in vernacular languages.

However, the OB meeting noted that the most crucial developments of this interim period, undoubtedly, are the release of the Draft Electricity Amendment Bill, 2025 and the SHANTI Act. Though the former could not be passed till date due to the strong united protests of power employees and engineers across the country, the private sector nuclear bill has been passed and private players have already entered into operation.

The major industrial action during this period was the 12th February General Strike, 2026. It can be said that, despite certain shortcomings, this strike was one of the largest in recent times in the power sector. After the victory in Bihar, the BJP Government notified the Labour Codes on 21st November 2025, and after its victory in the West Bengal and Assam Assembly elections, it has started implementing the Codes.

Thus, our industry is facing two-sided attacks - one through privatisation and the dismantling of the public electricity sector, and the other through the snatching away of all existing protective labour rights.

In this situation, we have to retune our organisational work and intensify our agitation and struggles.

With that purpose, we have decided following course of organizational and movemental actions.

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The organisational decisions taken are as follows:

1. Functioning of Committees and Meetings:

EEFI Centre has been reconstituted with **Com. Subhash Lamba** as the **in-charge of the day-to-day functioning**. **Com. Shabbir Ahmed Gani** will be an invitee to the EEFI Centre.

- a) **Regional Committees are to meet by 30th June 2026.**
- b) **All sub-committees should meet by 15th June 2026 and start functioning independently.**
- c) **The Working Women sub-committee shall ensure the formation of Internal Complaints Committees in all unions.**
- d) **The joint meeting of the three Energy Sector Federations — EEFI, AICWF and PGWFI — will be held on 19-20 July 2026 at Ranchi.** All Office Bearers must be present there to attend this meeting and plan the future course of united struggle.

2. Membership and Other dues

- a) **Membership dues for 2024 and 2025 must be cleared by 30th June 2026, along with submission of copies of the Annual Returns.** All in-charges will be responsible for the fulfilment of this task.
- b) **The Struggle Fund for 2025 should be submitted by 30th June 2026.** The Treasurer will follow up on the deposit of the proposed funds.

3. Organisational consolidation and expansion:

- a) **A one-year action plan of all unions has to be prepared by holding union-level Office Bearers' and Working Committee meetings, prioritising the scope for expansion into new areas.** The action plan should be submitted to the EEFI Centre by 30th June 2026 so that a national action plan can be formulated in the next Office Bearers' meeting. An increase of at least 15% in membership has already been adopted as a task.
- b) We have decided to expand our Federation in the states where we do not have any active affiliated union. The corresponding in-charges should immediately review the developments in this regard.

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- c) **All State Committees/Unions must initiate the formation of Electricity Employees' and Consumers' Associations by August 2026.**

4. Urgent Trade Union document related work after Labour Codes:

The Central Government has already notified the Labour Codes. While building strong resistance against the implementation of the Labour Codes, the State Committees/Unions must prepare on a war footing to amend the by-laws of all affiliated unions in accordance with the new Rules and submit the required declarations to the respective State Labour Departments as per their stipulations.

All State Committees/Unions must engage a team of Office Bearers and other capable cadres to scrutinise the by-laws of all affiliated unions. A note in this regard is attached herewith for ready reference (Annexure-III).

5. Movemental Tasks:

The Central Government may pass the Electricity (Amendment) Bill at any moment. Along with this, the segregation of agricultural connections and the formation of separate agricultural DISCOMs have already been initiated by the Government in states such as Telangana, Haryana and Maharashtra. The private sector Nuclear Act has also come into operation.

- a) **We need to explain all these issues to our own members, electricity employees in general, and consumers at large. We must mandatorily reach all our members.**
- b) **Clubbing the state-level employees' issues, focusing on Labour Codes, pay revision and OPS, we should organise a two-week campaign in the month of July, culminating in a one/two days massive dharna in front of the State Power Departments in August 2026.**

These dharnas should be held in a festive mood involving the family members, students, youth, women and Kisan organisations with wide campaign in social media.

This will be the prelude to our multiple-day independent and joint actions.

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- c) We have decided to focus on the issues and organisation of contract workers. **State-level conventions on contract workers' issues must be held by 31st August 2026.** From these conventions, a thorough campaign plan has to be adopted, culminating in a one-day National Strike of contract workers working in the power sector during October/November 2026.
- d) **Resist the implementation of the Labour Codes at the state/company level. If the State Government or management attempts to impose the anti-labour clauses of the Labour Codes, immediate massive action must be undertaken. Resist all forms of derogatory changes in labour conditions, protect all hard-earned rights, and conduct extensive campaigns among employees.**
- e) We shall try to build multiple-day united actions under the banner of NCCOEEE if the Electricity (Amendment) Bill is forcibly passed in Parliament. **Prepare for multiple-day actions during November/December 2026.**
- f) **The General Council meeting of EEFI is proposed to be held on 3-4 October 2026 at Kolkata.**

With Greetings

Sudip Dutta

(Sudip Dutta)
General Secretary