



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/928/2012.

DATE : 21/08/2012

To,
Chairman Cum Managing Director
ONGC,
Jeevan Bharti-II,
Indira Gandhi Chowk,
New Delhi.

Director (HR),
ONGC,
Jeevan Bharti-II,
Indira Gandhi Chowk,
New Delhi.

Subject: Charter of demand for contractual employees (On-Shore & Offshore) in Mumbai region.

Respected Sir,

In the present economic scenario and rising inflation the socio-economical condition is playing very heavily on every citizen's, we ONGCians with our present revised wages and facilities, continue to feel uncomfortable as certain allowances are yet to take its shape of completion.

The system of engaging contract labour has witnessed distinct phase of change in nature of job assignment i.e. with passage of time or post liberalization period the regular and perennial nature of operational and maintenance jobs are also assigned to contract workers side by side with regular workers, also breaching the boundaries of jobs carried out by support services i.e. in offices complexes.

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While equating the job profile of contractual employees with regular employees, the government and industry conspired successfully in not equating the wages. But we take great pride in our organization, as our management do has a blend of mind, if not equating but to reduce disparity by accepting to extend respectable and uniform wages to all contractual labors, and it did not stop to sign an MOU with all collectives, to sign a uniform wage structure for contractual employees. Please find a copy of MOU enclosed for your perusal and kind consideration.

We do have an MOU for contractual employees, which have matured on 31/12/2007 after its tenure of 10 years i.e. changes in wages has not been made effective for over 15 yrs. Even after signing a MOU in Sept. 2010, agreeing to have new wage structure for contractual employees we have travelled 22 months not a single meeting is being initiated in this direction.

Pending dispute with Dy. CLC (CL) Ajmer, it was assured that uniform wage revision of CL through bilateral disputed meetings along with all recognized collectives will be taken up, presently the issue has being resolved on March 2012, we request your esteemed authority to advice and initiate meeting towards resolving the issue of uniform wages for contractual employees, at the earliest.

Resorting to direct action with the issue of wage revision for contractual labors is like a dry forest catching fire, which has already started in Hazira and will not be able to elude Mumbai for long time.

Please find enclosed are resubmission of structure of new wage revision for contractual employees for negotiation. Western offshore has mainly three categories of contractual employees namely.

- 1) MOU wages contractual employee, whose last agreement has matured on 31/12/2007.
- 2) Minimum wages contractual employee on On-Shore like Uran plant / Hazira /Goa/ Nhava/ Panvel and all office complexes in Mumbai.
- 3) Offshore contractual employees, who till date has no wage structure, even through engage in our core operational areas, **are like the damned and tortured group.**

What we seek for negotiation is as follows :

- **Basic pay :**

Minimum scales of regular employees to granted.

Un Skilled	Rs. 10,000/-
Semi Skilled	Rs. 11,000/-
Skilled	Rs. 12,000/-
Highly Skilled	Rs. 13,000/-

- **Categorization contractual employees :**

Unskilled - All up-to SSC level.
Semi skilled - SSC passed and up to Graduation.
Skilled - SSC + ITI, Graduate.
High Skilled - Diploma Holders or equivalent to Diploma, Radio Officers, Engg. Degree Holders.

- **Dearness Allowance :**

Applicable to ONGC regular Employees as per existing AICPL.

- **House Rent Allowance :**

30% As per DPE guidelines and implemented for ONGC regular employee.

- **Annual increment:**

3% of resultant basic every year.

ALLOWANCES

- **For Flung & Hard Area allowances for offshore going and plant (Hazira & Uran) going contractual employees :**

Maximum 25% of basic :

- i) Offshore hard duty allowance.
- ii) Under ground mining allowance.
- iii) Operation allowance.
- iv) Shift allowance.

- **Other allowances :**

Cafeteria approach for other allowance as per DPE guide lines i.e. 50% of Basic, containing following allowances.

- i) Leave travelling allowance.
- ii) Conveyance allowance.
- iii) Washing allowance.
- iv) Children education allowance.

- **Bonus :**

As per guidelines for CPU.

LEAVES

- **Leave :**

Earned leave as per ONGC regular employees shifting from maximum 21 days and be permitted to carry forwarded to the maximum of 300 days.

- **Seek leave :**

10 days per calendar year be granted and be permitted to carry forward to the maximum 240 days.

- **Casual leave :**

12 days as per ONGC regular employee.

- **Maternity leave :**

As per ONGC regular employee.

- **Paternity leave :**

As per ONGC regular employee.

- **Accident leave :**

Accident leave as per ONGC regular employees.

In case of an accident on duty, contractual employee should be admitted in ONGC panel hospital and expenditure should be borne by ONGC.

WELFARE SCHEMES

- **Provident fund :**

Are agreed in the agreement a separated code number should be acquired from Regional Provident Commissioner and Employee-Employer (Contractor) should be deducted before disbursement of monthly bill and deposited in the allotted code number with RPF office.

Provident fund should be deducted @ 12% on actual Basic + DA and equal matching amount should be deposited by the contractor in PF account.

- **Gratuity :**

Group Gratuity policy with agencies like GIC for the propose of gratuity benefits as per the payment of gratuity act. No should be accord by ONGC and amount should be deposited before disbursement of monthly bill of contractor.

- **Group Insurance scheme :**

Group Insurance scheme with agencies like GIC, LIC for the propose of Group Insurance on death, separate code No. should be acquired from these Insurance Agencies by ONGC and installment should be deducted before disbursement of monthly bill of contractor only and should be deposited in the allotted code no. with insurance agencies.

- **CSSS scheme be adopted for all contractual employees.**

- **Medical facility.**

Emergency treatment in ONGC dispensaries.

PME as per ONGC regular employees.

ESIS to be dispensed with and cashless mediclaim scheme be adopted.

GENERAL CONDITIONS

- **Training :**

Training programme to the contractual employees should be designed / worked out separately, which can be conducted in RTI Panvel, ONGC.

- **Kits and liveries :**

Kits and liveries should be provided by contractor to the contractual employees and this condition should be incorporated in Model Contract specifically.

- **Pay Slip :**

If should be made compulsory to contractor to issue the pay slip every month and pay slip format should be prepared by management and should be incorporated in the Model Contract.

- **Qualification :**

Minimum qualification of the contractual employees required for the operation should be incorporated in Model Contract specifically.

- **Payment day :**

Payment should be made by 7th of every month as per the labour law and if not paid up-to 7th, after 7th it should be paid by ONGC directly to the contractual labours.

- **Contract Cell :**

Separate contract cell should be established to prepare the data of contractual employees to take care of their provident fund, gratuity, Group Insurance etc. The committee form should have one representative from Recognized Union.

- **Job Security :**

Contract labour should have continuous service till the age of 60 years, immaterial of change in contract. The names of contractual labours should be incorporated every time when tender is floated.

- **Duty Pattern in offshore:**

28 days ON/OFF pattern should be adopted and continuation of stay beyond 28 days O/T allowance + OFF should be made applicable.

- **Tenure :**

This agreement should be valid for 5 years i.e. from 01/01/2008 and will continue till such time along with all incremental benefits till such time the new agreement is signed through bilateral negotiation.

The said wage revision has precipitated far too long before it reaches its break point, we once again request your esteemed authority to look in to the matter and initiate early negotiation bilaterally with all recognized collectives. It will be highly appreciated if the bilateral negotiation concludes before the start of festive season i.e. **Ganapati Festival** and latest by or before **Diwali Festival**, this will stop us from thinking to initiate any Direct Action, which is not our culture that we have already proved during wage revision negotiation for regular employees.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. ED, Chief ER, ONGC, Negi Bahavn, Dehradun Uttranchal.
2. ED, Chief – HRD, ONGC, Negi Bahavn, Dehradun Uttranchal.
3. HRO, ONGC – WOU, NSE, BKC, Bandra (E), Mumbai : 51
4. GM(HR),IR, ONGC, Tel Bhavan Bahavn, Dehradun Uttranchal.
5. GM (HR), FMG, ONGC–WOU, NSE, BKC, Bandra (E), Mum : 51
6. DGM (HR),IR, ONGC–WOU, NSE, BKC, Bandra (E), Mum : 51
7. CM (HR), IR, ONGC–Tel Bhavan Dehradun Uttranchal.
8. Manager (HR), IR, ONGC, Hazira plant, Surat, Gujrat.
9. Manager (HR), IR, ONGC, Uran plant, Uran, Raigad.
10. RLC, (C), Shram Raksha Bhavan, Sion, Mum : 400 022.
11. CLC,(C),Shram Shakti Bhavan, Rafi Marg, New Delhi:110 011.