



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

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REF. : ONGC/KS/ /20

DATE : 06/ 10/ 2012

**To,**  
The Director-HR,  
ONGC,  
Jeevan Bharati, Tower II,  
New Delhi.

**Subject : Submission of Agenda for JCM.**

Respected Sir,

We are submitting our Agenda Points related to issues from Mumbai Region to be discussed in the forthcoming JCM in New Delhi.

It is earnestly requested that the said agenda be discussed and issues may please be resolved in the JCM.

Thanking you,  
Yours faithfully,

**(Pradeep Mayekar)**  
**General Secretary**

**Copy to :**

1. ED-Chief ER, Negi Bhavan, ONGC, Dehradun, Uttranchal.
2. ED-HRO, ONGC, WOU, NSE Plaza, BKC, Bandra (E), M'bai.
3. GGM-Chief HRD, Negi Bhavan, ONGC, Dehradun, Uttranchal.
4. GM-Head R&P, Tel Bhavan, ONGC, Dehradun, Uttranchal.
5. GM (HR)-IR, ONGC, Tel Bhavan, ONGC, Dehradun, Uttranchal.
6. DGM-R&P, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
7. DGM (HR)-IR, ONGC, WOU, NSE Plaza, BKC, Bandra (E), M'bai.
8. CM-HR/Corporate Policy, Negi Bhavan, Dehradun, Uttranchal.

## **Agenda Points for JCM to be held in New Delhi.**

### **1. Wage revision of contractual employees.**

As per the MOU signed in the pay revision meeting dated Sep.17-18, 2010

### **2. Discrimination in reference to 'E' Category with 'S' Category be erased.**

Providing of laptop facility. It has been already agreed in JCM Held on 6&7 March, 2012 in New Delhi. Orders yet to be issued.

Technical training for field people should be at par with E-0 to E-3, having Q3, Q2 & Q1 qualification.

Vehicle/four wheeler advance, all 'S' level are computed in the same category of E-0, which should be reconsidered and paid at par with E0/ S1/S2 and E1/E2/E3/E4/S3/S4.

PRP percentage at par with 'E' category.

AIR facility at par with E-2 basic.

### **3. House Building Advance :**

For second housing loan the criteria of selling of first flat may be dispensed with.

Existing contractual, Tenure, Contingent, Direct employees who get regularized in reference to vacancies floated by ONGC their service period rendered to ONGC before regularization be counted for eligibility towards HBA.

### **4. Purchase of life saving drugs :**

A decision is being taken to procure life saving drugs through store procedure, this has created chaos at user end, we all know the time taken for store procedure, hence it is requested that the said decision be reversed.

**5. Medical :**

Considering Diploma in pharmacy at par with Q2. The said issue was deliberated and considered but the clause included 10+2+Diploma has stopped a few candidates from getting the status of Q2. 10+2, eligibility criteria was introduced in 1992, whereas who have joined ONGC way back in 1981-82 have acquired the said diploma after Xth std, as the criteria existing then was Xth qualification only. Hence X+ Diploma be considered as Q2 for the employees who have joined before 1<sup>st</sup> Jan, 1992.

The concept of appointing contract Pharmacists and medical attendants in Hazira Plant be reviewed as they are all Diploma holders and are 12<sup>th</sup> passed, working continuously since 2002.

Be regularized or Emoluments to be given at par with other diploma holders / ITI holders / SSC passed.

Wage revision of Medics at par with field executives and pharmacists, para medical staff to be implemented at the earliest. (Already approved in EC meeting pending for issuance of EC minutes.)

**6. Up-gradation to Class III from Class IV :**

Acquiring abridged 3 months ITI qualification having experience of at least 10 years as agreed in last JCM i.e. on 30.06.2009.

**7. Re-consideration of MOU signed in 19.08.2004 concerning R&P, as it has caused widespread discontent among various categories of employees. The above MOU neither had approved in EC nor was registered with CLC (CL).**

JATs whose promotion tenure were extended to 6 years from 3 years.

This was in contravention to the agreement of MRPR-1997, wherein this post was introduced with the mutual acceptance of 3 years tenure.

Abolition of open ended Rs. 7000/- scale which was induction of J/E, and inducting Diploma holders at A2 level in disintegration of qualification.

Departmental candidates having acquired graduation in Engineering immaterial of percentage, should be treated as Q1 for career growth and recruitment.

- 8.** All graduates recruited (BA/BSC/B.Com) as class IV to be upgraded as Class III employees, so also individuals having SSC + ITI (NCTVT) / 3 years apprenticeship Diploma Engineers but functioning as Class IV should also be upgraded.

**9. Contingent employees.**

Mediclaim policy for contingent employees.

Medical leave should be given to contingent employees as they are not covered under ESIC.

Dearness allowance should be given to contingent employees at par with ONGC employees.

**10. Redesignation of Class IV employees.**

Designation in Class IV be renamed, at times it becomes very embarrassing for e.g.

Mali be renamed as Asst. Gr. III/II/I (Gardening)

Helper be renamed as Asst. Gr. III/II/I (Mech/INST/Opp /Elec. /etc.)

**11. Tenure employees : Re-modulation of service condition mainly :-**

4 years tenure : This deprives them of getting any loan from, any financial organization, neither ONGC gives loans, like assistance needed for major social needs for housing / marriages in the family, higher education for children etc.

Upper age limit : 45 years be increased to 60 years. As discontinuation of service by retirement at the age of 45 yrs. Seals all employment access, hence are displaced with their family outside ONGC, as sole responsibility we must engage them till age of 60 yrs.

As per DP guidelines HRA to be paid at the rate of 30% to the cities having population of 50 lakhs and above; but it is paid at the rate of 20% to tenure employees in Mumbai region which may please be corrected to 30% of basic.

Offshore hard duty allowance also be corrected to 33% of basic which is presently paid 25%.

- 12.** Recognition of 3 years company apprenticeship under Apprentices Act 1961 as Q3 qualification for recruitment & DPC.
- 13.** Govt. recognized part time diploma in engineering be considered as eligible qualification for recruitment.
- 14.** Recruitment of regular post not only in Class III but also in Class IV category.

**15. Air Fare & Accommodation facility to Field Operators.**

Field operators posted in Porbunder on Rig S-Kiran be extended air fare for the passages towards performing ON/OFF duty. This facility is already given to the Field Operators doing ON-Off from Mumbai to Vaizag/Cochin.

Hotel Accommodation be provided to all these Field Operators by ONGC at par with regular employees. At present some amount is paid to Field Operators and they have to arrange accommodation themselves.

On duty accident in case of Field Operators / Contingent should be considered for medical treatment at par with ONGC employee.

**16. Upgradation of Fireman from 01/01/1997.**

Fireman working in WOU having requisite qualification to be upgraded to Class-III from 01/01/1997. Issue had been taken up in our various all India meetings since last two and half years, still pending.

In other regions Firemen / Security Guards are already upgraded in Class-III from 01/01/1997 since long back.

- 17.** Provisions for promotion from Topman to 'E' category who had opted for Rigman assignment from Roustabout on option/requirement surfaced by management. Issue had been taken up in our various all India meetings since last two and half years, still pending.
- 18.** Employees are refused promotion stating qualification not in line. Having recruited it is ONGCs prerogative to assign workgroup of individual, hence DPC should be performance based.

**19. Car loan to Class III and IV employees.**

Car loan to be extended to Class III and IV employees, because this facility exists in other public sectors and also exists in MRPL, as well as repaying capacity has substantially increased after the present wage revision.

**20. Job link test :**

In course of our wage revision meetings, many of the job link allowance were discontinued as they were obsolete and it was agreed that job-link test for stenographers will be dispensed with, pending circular this is not accepted at regional level, this also may be finalized in the JCM.

**21. Unnati Prayas :**

It was assured by our Ex-Chairman Mr. Subir Raha, that to the successful candidates acquiring 75% and more marks will be automatically upgraded to E1 status, a decision may be taken in the JCM to honour the same.

Graduation acquired by class IV employees through Unnati Prayas be considered as Q1 qualification.

Unnati Prayas scheme may please be restarted.

**22. Training for class III employees :**

It is observed that training to class III employees possessing Q3, Q2, Q1 qualification are very minimal as compared to 'E' category. Whereas class III employees including 'S' category are exposed to same nature of work in the field.

Presently a policy also been adopted for A II induction with Q2 qualification. (More than 70% recruited employees are having Q-1 qualification in this cadre). Hence training to all technical people be re-modulated so that technical training is given at par having same qualification immaterial of designation.

**23. Gold Coin to Retiring employees :-**

90 Gram Gold Coin be given to S-3 & S-4 Category at par with E-2 to E-4 in executives on retirement.

**24. Recruitment of Departmental Candidates :**

Written examination for recruitment in AI & AII category be taken on same date in all regions to avoid mutual transfers from regions as the written test held on 29 July in Mumbai region and in Assam project.

Written test for departmental be conducted first before advertising the post outside ONGC as per R&P. The written test is conducted in Assam two times in recent recruitment of AI & AII posts.

**25. Contractual employees.**

Contractual employees be allowed who are having requisite qualification as per MRR-80 and only age relaxation be given to desired candidates.

**26. Construction of new housing colony :**

In Mumbai region more than 1000 employees have joined in executive and non executive cadre.

Decision should be taken to construct the colonies at the earliest as the following colonies are vacated since long back.

Vartak Nagar	-	Thane
Amrit Nagar	-	Ghatkoper
Navghar Road	-	Mulund (East)
Dixit Road	-	Vile Parle (East)
Gokul Dham	-	Goregoan (East)
Jeevan Bima Nagar	-	Borivali (East)
CBD Belapure	-	CBD
Panvel ONGC colony	-	Panvel

**27. Qualification for AT (Electronics)**

Equivalent Diplomas like Diploma in Computer Technology, Diploma in Industrial Electronics, Diploma in Digital Electronics be considered in the recruitment for the Post of AT (Electronics)

**28. Election of EWC in Mumbai region :**

**29. Transfer for JAT's from other region :**

Transfer all the JAT's recruited from Mumbai in other region be transferred in Mumbai region. As they are offshore experienced candidates. The sanctioned post of the Mumbai region can be surrendered to respective region.

**30. Relieving of JAT (P), JAT (F), JAT (W), JAT (Diesel)**

Relieving of JAT (P), JAT (F), JAT (W), JAT (Diesel), Who are recruited for MH/N&H/B&S Assets are retained in Drilling Services as there is acute shortage of Rigman / Topmen.

The post of Rigman should be released and recruited at the earliest so that JAT retain in Drilling services can be relieved to respective Assts.

**31. Recruitment of Land effected candidates**

Priority may please be given to land effected candidates those who are having requisite qualification as per **MRR 80** and age relaxation be given if required to these qualified candidates.

**32. Representation of Union in JCM :**

Representation of Union in JCM be reviewed as the strength of non executives is changed during last 7 years as per the circular issued by H/Quarter O.O. No. ONGC/ER/CP/IR/001Dtd. 28<sup>th</sup> July'2006.

Mumbai region be given representation as follows :

President	-	1
General Secretary	-	1
Drilling services	-	1
MH, N&H, B&S Assets	-	1
Nhava Supply base, Panvel	-	1
Uran LPG plant	-	1
Hazira Plant	-	1
Goa Region	-	1

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**Total : 8**



**33. Paneling of Hotels in Vaizag**

Paneling of Hotels in Vaizag should be entrusted with WOU (Western Offshore Unit) authorities, for employees deployed in East cost in Rigs & floaters are man power of WOU, and the problems faced for the last three years are heard only in WOU.

**34. One time option from E Category to S Category :**

One time option to E Category employees with Q-III qualification to reverses back to S-Category as discussed in last JCM shifting at parallel level.

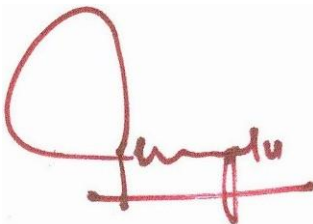
**35. Recovery of HRR in case of Self Lease**

HRR in case of Self Lease should be dispensed with or borne by ONGC, reason being for employees residing in ONGC provided quarters maintenance is done by ONGC hence HRR is justified, presently in the case of self lease, property is maintain by individual.

**36. Extension of W & S Category :**

Introduction of W-8 & W-9 category in the same way S-Category, Introduction of S-6 & S-7. As presently we are recruiting diploma holders at A-2 Level.

Any additional Agenda Point if surface by the date of JCM may please be heard with the permission of chair.

A handwritten signature in red ink, appearing to read 'Pradeep Mayker', is written over a horizontal line.

**(Pradeep Mayker)  
General Secretary**