



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/137/2013

DATE : 14-10-2013

*Peaks*  
13/10/13

To,  
The ED-HRO,  
ONGC, WOU,  
NSE, BKC,  
Bandra (East),  
Mumbai : 400 051.

*o/c*

## **Sub: Payment of undermentioned wages due to Security Guards engaged with "M/s Tops Security Ltd".**

Respected Sir,

The most sensitive contract that can be avoid under the present circumstances wherein our office installations are also under terrorist threat i.e. "**Security Contract.**" We are certainly not amateurs in the game of avoiding contracts and engaging contractors, but unfortunately we had been repeatedly failing in engaging "**Security Contract**" who could be constantly efficient throughout his contract tenure.

Presently "Tops Security Ltd." has hopelessly failed in running the security contract not only the operational part within our installations, he has also failed to deposit PF amount, and complications best known at his end, his accounts are freeze by his bankers and also have sealed his offices.

The above prevailing conditions run into the fact that in no way he is in a position to pay the amount due to all security guards, who are manning our office installation and housing colonies. Looking into his repeated irregularities in his contract tenure, it was a step in a right direction that we have withheld his Security deposit and other payments.

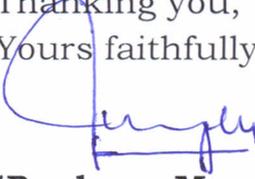
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It is our earnest request that when we are already in the festive season the undermentioned heads against which payments are due please be done through the amount available with us to all the Security Guards before Diwali.

- 1) Payment of Bonus for the year April 2012 to March 2013.
- 2) Encashment of paid leave.
- 3) Equivalent value of kits and liveries, Uniform including rainy gears.
- 4) PF contribution with the appropriate office of PF commissioner i.e. both employer and employees contribution.
- 5) Payment of gratuity amount due.

Your authority is already aware that we have made such payments of monthly wages through cheque in the past of the same contractor.

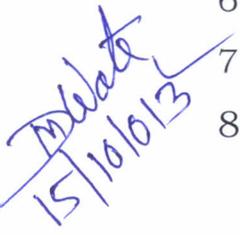
Thanking you,  
Yours faithfully,

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



**Copy to :**

1. Director HR, ONGC, For information please
2. ED, Chief ER, ONGC, Green Building, Dehradun Uttaranchal.
3. GGM, Chief HRD, ONGC, Green Building, Dehradun Uttaranchal.
4. GM (HR), Head ER, ONGC, Green Building, Dehradun Uttaranchal.
5. DGM (HR), I/C IR, ONGC, Green Building, Dehradun Uttaranchal.
6. DGM Security, ONGC, V. Bhavan, Bandra (E), Mumbai.
7. CM (HR), IR, ONGC-WOU, NSE, BKC, Bandra (E), Mum : 51
8. RLC (C), Shramraksha Bhavan, Chunabhatti, Sion, Mumbai.

  
M. K. K.  
15/10/13