



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/039/2013

DATE : 11/03/13

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

ONGC Ltd.
HRO, WOU
Dronraj Bhavsar

o/c

**Subject : Non payment of MOU wages in Uran Plant by the
under mentioned contractors.**

Respected Sir,

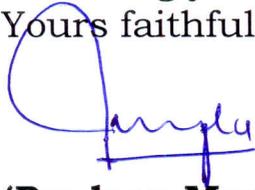
ONGC management is generous enough, knowing the fact that even though non mandatory, is shifting to fare/MOU wages, and in effect to the same has already signed an MOU with recognized unions in Western Region towards MOU wages shifting from minimum wages.

But in contrast to the philosophy of our EC concerning MOU wages, management at Uran Plant has not stopped contractors who are distancing from the existing MOU wages, and have discontinued giving yearly increments since Jan, 2008, quarterly change in DA as notified in the gazette by govt. of India, as well as consequential change in HRA.

The perception that MOU wages does not exists in view to conclusion of MOU agreement tenure as on 31.12.2007 is in deviation of ONGC management, as ONGC continues to pay MOU wages, putting into effect the change in yearly increment, quarterly DA & HRA in the case of Direct Employees, as well as to contractual employees all over WOU even in Uran Plant who fall under the umbrella of MOU wages.

The privileged contractors mainly "**SS construction & AR Engineering**" who are engaged in various yearly maintenance and operation contracts. We request your esteemed authority to council DGM-I/c.HR/ER in Uran Plant and take corrective measures with retrospective date i.e. 1st Jan., 2008.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

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- 1) ED-Plant Manager, ONGC, Uran Plant, Uran, Raigad
 - 2) DGM - I/C HR/ER, ONGC, Uran Plant, Uran, Raigad
 - 3) DGM (HR)-IR, ONGC, NSE, BKC, Bandra(E), Mumbai
 - 4) Manager(HR)-IR, ONGC, Uran Plant, Uran, Raigad

→ Isid
11/3/13