



ONGC GENERAL KAMAGAR SANGHATANA

Reg. No. H. O. 3.D. 9554

Tel. : 2659 9775

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

REF.: ONGC/GKS/072/2013

DATE : 10/05/2013

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

Sub: Request to withheld Security deposit money of "M/s. Ashwathi Power Control" and to be black listed for engaging himself in multiple malpractices.

Respected sir,

The above contractor is awarded contract to look in the assignment of Electrical maintenance, Pump Operation, Sewage Tank maintenance, A/C maintenance and operation, Fax operation, Dispatch, etc. in our 11 High Complex.

It is more or less becoming a perennial problem among all the contractors functioning in ONGC of getting engaged in illegal activities. Time and again we are surfacing of such irregularities with concerned officer is falling on deaf ears.

The said contractors has engaged himself in subcontracting his assignments. It need to be ensured whether this is a legal activity within tender conditions for your information and perusal, we quote that **M/s. Ashwathi Power Control** has subcontracted as mentioned below :

M/s. S & H Engineering.

- 1) No Overtime is paid as per labor laws only single payment is given as overtime payment.
- 2) No uniform is issued for the year 2012.
- 3) Name of employees are covered under ESIC.

- 4) No provident statements are issued for the year 2011 to 2012 and 2012 to 2013.
- 5) Payment for unskilled workers is paid to all employees the payment should be given under the scale of semiskilled workers.
- 6) Normally monthly salary is paid after 15th of the month which should be done on or before 7th of the month.
- 7) No leave payment is made for the following calendar years.
 - a. 01/01/2011 - 31/12/2012 - 21 Days.
 - b. 01/01/2012 - 31/12/2013 - 21 Days.

M/s. Ashwathi Power Control

- 1) No overtime is paid as per labor laws only single payment is given as overtime payment.
- 2) No uniform for Electrical staff is issued for the year 2012. No safety gears are issued like Electrical safety shoes, Hand gloves etc.
- 3) 21 days leave payment is not paid for the year 2012 and 2013 (Total 42 days).
- 4) No lunch time of one hour is given to the employees.
- 5) No provident fund slips are issued for the year 2012 and 2013.
- 6) Shri. Pundalik Patil – Electrician is paid unskilled wages though he is possessing PWD license.
- 7) No payment is made on 7th of the month normally paid 15th of month.
- 8) No overtime is given when called in emergency in 11 High Complex during night hours or after working hours.
- 9) Only one Electrician is deputed in the night shift it is finding difficult to work for him when problem occurs.
- 10) The payment slips issued are vague. There is no PF Number., Designation, ESIC No, Basic, DA, Location mentioned in the pay slip.

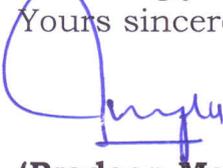
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11) It is very surprising and unfortunate that no Provident fund is deducted for the following employees, pay slips are attached for your reference please.

- a) Shri. Santosh mokari.
- b) Shri. Kannan Munian.
- c) Shri. Kamlesh Kumar Yadav
- d) Shri. Vedvyas Mishra.
- e) Shri. Pundlik Patil

Bringing the above fact to your notice, we seek your personal intervention in resolving the issues at the earliest ensuring quality job in 11 High Complex. Till such time the said contractor dose not take corrective measures all payment may please be suspended.

Thanking you,
Yours sincerely,



(Pradeep Mayker)
General Secretary

Copy to :

- 1) GM(HR), Services, ONGC, 11 High, Sion Mumbai : 400 017.
- 2) GM (Civil), I/c, ONGC, NSE, BKC, Bandra (E), Mumbai : 400 051.
- 3) DGM (Elect), ONGC, NSE, BKC, Bandra (E), Mumbai : 400 051.
- 4) DGM (HR)-IR, ONGC, NSE, BKC, Bandra (E), Mumbai : 400 051.
- 5) ✓ ELC (CL), Shramaraksha Bhavan, Sion, Mumbai : 400 022.