

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/095/2014

DATE : 2/07/2014

To,

The GGM - HRO,
ONGC, WOU,
NSE Plaza, BKC,
Bandra (E),
Mumbai : 400 051.

→ H/R
3/7/14

O/c

The GGM-Plant Manager,
ONGC-WOU,
Uran Plant,
Uran.

Subject: Reduction in salary and non compliance to other mandatory issues, hence proceeding on strike.

Respected Sir,

We are in receipt of a letter from our Jt. Secretary, Trombay Terminal on the above issues. We have earlier discussed in person with Plant Manager, I/c Contract Cell, I/c HR-ER and I/c HR (IR) Uran Plant mainly on issue of reduced salary, also find a copy of letter attached for your perusal.

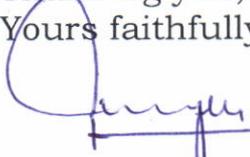
It was repeatedly pursued that Karmachari Sanghatana is already in negotiation with Head Quarter wage committee team towards shifting from minimum wages to fare wages for contractual employees & in relation to the same management has also paid Rs. 60000/- (Rupees Sixty thousand) as Adhoc toward arrears. The mistake of not mentioning about the MOU wages in contract terms and condition by the contract cell should not be at the cost of contractual employees.

Why reduction in salary should ^{not} be attributed as unfair labour practice, this can only lead to Industrial dispute. Your esteemed authority is requested to look into the matter and resolve the issue amicably at the earliest, so that an avoidable Industrial Dispute can be avoided.

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If the issues are not resolved within 14 days of issuance of this letter, we will proceed on strike in all onshore & offshore installations.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

o/c

Copy to :

1. Director – Offshore, ONGC, Jeevan Bharti II, New Delhi.
2. GM I/c HR-ER, ONGC, WOU, LPG Plant, Uran.
3. DGM I/c Trombay Terminal, ONGC, Chenbur, Mumbai.
4. DGM (Elect), I/c Contract Cell, ONGC, LPG Plant, Uran.
5. CM (HR)IR, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
6. Manager (HR)IR, ONGC, WOU, LPG Plant, Uran.
7. Dy. CLC (CL), Shramraksha Bhavan, Sion, Mumbai.

M. Date
8/7/14



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

REF. : ONGC/KS/026/2014.

DATE : 6/02/2014

To,
GGM - Plant Manager,
ONGC, WOU,
LPG Plant, Uran,
Dist. Raigad.

**Subject : "Service Contract" sought from individual employees by SMAKER
in Uran Plant & Trombay terminal.**

Respected Sir,

This is in reference to the complains received from our members from Trombay Terminal and Uran Plant regarding above issue. The "Service Contract" sought from every individual employee by the said contractor SMAKER is malicious not acceptable to us mainly because:

- None of the existing contractual employees who are associated with us, either working in Trombay terminal or Uran plant has approached the contractor for appointment which he is quoting in his service contract.
- In his clause no. 3, he quotes of fix salary in his entire contract tenure i.e. for 3 years, which is in deviation to the service conditions existing with us in reference to changes in minimum wages, DA as declared through Central Govt. gazette, as well as in reference to MOU wages.
- In reference to clause 5, it is not the contractor but the principle employer who keeps the right to terminate the services of contract employee, we understand it is already brought to the notice of the contractor that the employees are covered under court cases, so cannot enjoy the rights of such undertaking.

(IN)
TROMBAY TERMINAL
Date: 07-02-14
No: 631
URAN PLANT . MR