



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 Hormony-I, Poonam Nagar, Off JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/ 98 /2014

DATE : 04/07/2014

*to staff
to staff*

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

etc

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

Subject: Nonpayment of OT wages and forcing employees to claim C/off

Respected Sir,

This has reference to the IOM issued from the office of Area Manager (Plant Operations) dated 10.01.2014.

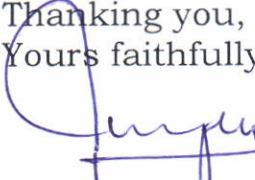
The matter quoted in sr. no. 1 is incomplete as the reference given to IOM issued by Plant Manager also reads, "**provided such payment is not covered under any statutory provisions**".

The majority of the content seems like, regulation under factory Act towards payment of OT wages has no relevance in reference to Uran Plant, pertaining to blatant practice of Unfair Labour Practice.

The content matter of giving 6 months training to newly recruited employees is highly welcome, but the practice of not paying them OT when stopped beyond 8 hrs. of normal duty will earn an illegal stamp.

Such decision if routed through HR (IR), will certainly carry the blanket of Labour Laws in reference to Factory Acts in practice. It is earnestly requested to desist from above practices and help us in avoiding unnecessary Industrial Disputes.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

o/c

Copy to :

1. Area Manager (Plant Opp.), Uran Plant.
2. GM I/c HR-ER, ONGC, WOU, LPG Plant, Uran.
3. CM (HR)IR, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
4. Manager (HR)IR, ONGC, WOU, LPG Plant, Uran.
5. Dy. CLC (CL), Shramraksha Bhavan, Sion, Mumbai.

M. Subate
8/7/014