

<b>Sl. No.</b>	<b>Agenda issue raised by the unions</b>
<b>Policy related issues</b>	
<b>1.</b>	<p><b>Gold Coin to Separating/separated Employees:</b></p> <p>It is appreciated that ONGC management had decided to honour the services of ONGCians by presenting the gold coin of different weightage, at time of superannuation/voluntary retirement taking into consideration the length of services provided by an individual.</p> <ul style="list-style-type: none"> <li>a) The gold coin scheme is a replacement of earlier scheme of silver plaque which was given to the employees at the time of retirement or on voluntary retirement. Now gold coin is connected with the length of services provided by the employee, ONG Mazdoor Sangh is of the opinion that ONGC shall also honour the services of deceased employees by giving a Gold Coin to the dependent of the employees, either considering the length of services provided by the deceased or giving them a gold coin of fixed weight, irrespective of his length of services.</li> <li>b) While getting gold coin at the time of retirement, employees are feeling very happy and very rich but at the same time they feel slightly inconvenient when they come to know that they have to pay income tax on gold coin also, along with their other source of income. In this regard we would like to suggest income tax liable on gold coin may be borne by ONGC similarly as has been done in housing scheme and the income tax on perks shall be borne by an individual.</li> <li>c) 90 Gram Gold coin may be given to S-3 &amp; S-4 Category at par with E-2 to E-4 in executives on retirement.</li> <li>d) Gold coin may be issued while in service as per service weightage and during retirement. It is earnestly requested that it may be given in equal instalments i.e., on completing 15/20/25/30 years and balance on Superannuation/VRS  Separated employees may be extended this gold coin gift as one time measure like golden jubilee gold coin.</li> </ul>
<b>2.</b>	<p><b>Discrimination in reference to 'E' Category with 'S' Category be erased:</b></p> <ul style="list-style-type: none"> <li>a. Vehicle/four wheeler advance, all 'S' level are computed in the same category of E-o, which should be reconsidered and paid at par with Eo/S1/S2 and E1/E2/E3/E4/S3/S4.</li> <li>b. Air facility at par with E-2 basic.</li> </ul>
<b>3.</b>	<p><b>House Building Advance:</b></p> <ul style="list-style-type: none"> <li>a. For second housing loan the criteria of selling of first flat may be dispensed with.</li> </ul>

	<p>b. HBA eligibility criteria to be reduced to one year from five years, so also in view of increased repaying capacity, the present upper cap of ₹ .35 lakh be increased to ₹ .50 lakh and the multiplication factor be enhanced to 100 times Basic + DA.</p> <p>c. Existing contractual, Tenure, contingent, Direct employees who get regularised in reference to vacancies floated by ONGC their service period rendered to ONGC before regularisation be counted for eligibility towards HBA.</p> <p>d. Fresh Estimate will be approved for past cases for enlargement of house.</p> <p>e. Grant of second time HBA for all regular employees within the ceiling limit of ₹ .40 lakh.</p> <p>f. The monetary ceiling of 2<sup>nd</sup> loan for bigger &amp; better house of ₹ .10 Lakh to be enhanced.</p> <p>g. Repayment of HBA be increased from 240 instalments to 300 instalments.</p> <p>h. Loan taken from outside financial institution as 5 years' criteria of service in ONGC not completing may please be allowed to take loan from ONGC for repayment.</p>
4.	<p><b>Car Advance to Class III &amp; IV Employees.</b></p> <p>a. Car advance may be extended to Class-III &amp; IV employees, as this facility already exists in other PSU such as NTPC, also Wage revision 2007 has considerably enhanced the repaying capacity of employees.</p> <p>b. Car loan may be enhanced to ₹ .7.00 lakh</p>
5.	<p><b>CMRE</b></p> <p>a. CMRE for car to W-VII level.</p> <p>b. CMRE for all the unionised category of employees equivalent to "S" level employees.</p>
6.	<p><b>Extension of W &amp; S Category:</b></p> <p>Introduction of W-8 &amp; W-9 category in the same way S-Category, introduction of S-5, S-6 &amp; S-7, as presently we are recruiting diploma holders at A-2 level.</p>
7.	Merger of 50% DA with Basic Pay.
8.	<p><b>Additional Financial Benefits for the Field Going Employees.</b></p> <p>Our field employees are performing arduous job round the clock but they are not been compensated with sufficient financial or other benefits. During our wage revision discussion it has been announced by the then Dir (HR) that there would be more than 25% differentiation between field and office going employees. We the unions vehemently supported the proposals.</p> <p>Before implementation of mining allowance there were around 15% difference but now it is around only 6-7% and the entire field going employees are frustrated. So it is requested kindly to introduce some allowance or other thing as to how there would be differentiation of more than 25% to boost the field employees. Also re-introduce Well bonus for the field employees as was paid earlier.</p>

9.	<p><b>Remote Locality Allowance payment as per DPE Guideline.</b></p> <p>As per DPE wage revision guideline far flung area allowance (RLA) has been declared w.e.f. 26.11.2008 but ONGC management not yet making payment of the same. Tripura Asset is under 6% category. So it is requested to take immediate step as to how necessary payment with arrears could be made to the employees.</p>
10.	<p><b>Self- Lease / Leased Accommodation:</b></p> <ul style="list-style-type: none"> <li>a. HRR in case of Self Lease should be dispensed with or borne by ONGC, reason being for employees residing in ONGC provided quarters maintenance is done by ONGC hence HRR is justified, presently in the case of self-lease, property is maintained by individual.</li> <li>b. Increase in ceiling for self-lease.</li> <li>c. Till the reconstruction of new housing colony, lease flat may please be taken to fulfil the present requirements of newly recruited employees.</li> </ul>
11.	<p><b>Laptop Facility:</b></p> <p>Laptop facility should be granted to all employees in class III &amp; IV category, along with data card/dongle as present working of ONGC is broadly based on Information Technology, whether it is related to applying for personal claims in "WEBICE Portal" or acquiring information about our Organisation in "Internal Portal of ONGCians-ONGC Reports" etc. This will help our employee working in fields and far flung areas for applying their claims at their ease.</p>
12.	On/Off pattern facility for the crew member engaged at CBM Dev. Project sites.
13.	Duration of Pay revision period - 5 Yrs. to 10 Yrs.
14.	Employee-W-VII level drawing basic Rs.10220/- & above may be treated at par with 'S' level with facilities.
15.	<p><b>Revision of Special Allowance (Driving)</b></p> <p>Fire Section of Assam Asset and A&amp;AA Basin is performing with acute shortage of Drivers or Operators. Mainly Class III &amp; IV are driving Fire tenders regularly for smooth functioning of Fire Services, but employees are getting only ₹ .250/- as incentive. Since the allowance was last revised w.e.f 10-10-2006, it needs to be revised immediately.</p>
16.	<p><b>Communication Facilities</b></p> <ol style="list-style-type: none"> <li>1) Cost of Mobile handsets extended to all cadre of class III and 'S' category employees is too meagre, hence this may be reviewed, so also talk time be increased to ₹ .1500/- per month to all non-executives.</li> <li>2) Retention of mobile number after superannuation.</li> </ol>
17.	<p><b>Increase in approvals for the under mentioned items:-</b></p> <ol style="list-style-type: none"> <li>1) Spectacles by 100%</li> </ol>

	<p>2) Briefcase by 100% and timing reduced to 2 years.</p> <p>3) White goods amount by 100%</p> <p>4) Blood donation incentive may please be increased from ₹ .250/- to ₹ .500/-.</p> <p>5) EL encashment may be allowed twice a year.</p>
18.	<p><b>Representation in JCM</b></p> <p>Representation of Union members in above mentioned meetings be reviewed as it remains unchanged since July 2006, invariably in WOU keeping in view its geographical constitution, which covers three states like, Maharashtra, Goa and Gujarat.</p> <p>ONGC (BOP) Karmachari Sanghatana in WOU represents 2200 employees as recognised Union, individually Uran has 396 members and Hazira has 240 members which will be increasing in next few years, where as many recognised unions in total do not have as many members as Uran and Hazira.</p> <p>It is earnestly requested that presently we have only four members representing in JCM and two in bilateral meetings this may be increased to six and four as shown below:</p> <p><b>JCM:</b></p> <p>President General Secretary Uran Plant Hazira Plant Offshore Production Offshore Drilling.</p> <p><b>Bilateral Meetings:</b></p> <p>General Secretary Observer's three: Mumbai, Uran and Hazira</p>
<b>Welfare Issues</b>	
19.	<p><b>Medical related issues</b></p> <p><b>a. Purchase of lifesaving drugs:</b></p> <p>A decision is being taken to procure lifesaving drugs through store procedure, this has created chaos at user end, we all know the time taken for store procedure, hence it is requested that the said decision be reversed.</p> <p>b. Better Treatment at outside as per the reference of Specialist in different discipline.</p> <p>c. Posting of One Medical Officer to Rajahmundry in the Cadre of E-3/E-4 level.</p> <p>d. Creation of full-fledged Occupational Health Centre at Rajahmundry Asset.</p> <p>e. Medical facilities may be extended to unmarried sister and brother who are physically and mentally handicapped and dependant parents after retirement.</p>
20.	<p><b>Employee Welfare Committee (EWC):</b></p> <p>It is seen that formation and functionality of EWC vary location to location. In present</p>

	scenario there must be uniform and proper policy/modalities on formation of body, their rights and functions across ONGC.
<b>21.</b>	<p><b>Recreation Facilities:</b></p> <p>It is well known to all that this is an era of information &amp; awareness and every one are well aware about their health and fitness. Similarly workers community of ONGC is also aware about health and fitness of themselves and their family members, but in ONGC there is no facility of any health club, gym and/or recreation available for working class of employees and their family members.</p> <p>In this regard it may please be noted that all the work-centers of ONGC have established ONGC Club (earlier known as ONGC Officers Club) for the welfare, recreation and other sports activities for ONGCians but the benefits of such facilities are being restricted up to executives only and workers community is being kept not allowed to avail such facilities at ONGC Club.</p> <p>In view of the above, it may please be clarified where ONGC club is for all employees of ONGC or it is still for officers only as has been earlier. If so, then it is suggested to please create same facilities of club, gym, etc. for worker community and their family members, at all work-centers of ONGC.</p>
<b>22.</b>	<p><b>Grant of FCA to employees posted in 14 days ON/OFF duty</b></p> <p>Since the discontinuance of the same employees are forced to make own arrangement for shelter and food during their stay at PSA.</p>
<b>23.</b>	<p><b>Logistics and Panelling of hotels in East Coast: (KS)</b></p> <p>Three of our Rigs, Sagar Ratna, Bhusan and Vijay are functioning in East coast, the course adapted for choppers to reach rigs is not only too tedious for individuals, but also at an avoidable huge cost incurred for choppers to travel that distance. It takes Two (2) hours to reach Sagar Ratna, meticulous planning and scheduling is the call of the hour.</p> <p>Panelling of hotels needs to be done through WOU as all the manpower are from this region, requirements are best discussed with I/C HR, (DS), WOU, to avoid unnecessary inconvenience. Presently a wide spread dissatisfaction prevails among all our employees who are travelling to East coast with the arrangements done through Rajahmundry. Employees working on the said Rigs and not residents of Mumbai are not allowed to travel through Mumbai, it is a known fact that for various administrative requirements they have to come to Mumbai, hence it is requested that they may be allowed to travel through Mumbai.</p>
<b>24.</b>	<p><b>Sahayog Trust</b></p> <ol style="list-style-type: none"> <li>1. All on duty accidents of employees covered under the scheme should be eligible for reimbursement in reference to the Medical treatment taken, pending cases be reviewed and cleared for full compensation.</li> <li>2. Marriage compensation for girl child should not refused with reasons of delayed</li> </ol>

	beyond Six months, rather this criteria should be waved off, as it is losing its meaning.
25.	<p><b>Tenure employees:</b> Re-modulation of service condition mainly:-</p> <p><u>4 years tenure:</u> this deprives them of getting any loans, like assistance needed for major social needs for housing/marriages in the family, higher education for children etc.</p> <p><u>Upper age limit:</u> 45 years be increased to 60 years. As discontinuation of service by retirement at the age of 45 years seals all employment access, hence are displaced with their family outside ONGC. As sole responsibility we must engage them till age of 60 yrs.</p> <p>As per DP guidelines HRA to be paid at the rate of 30% to the cities having population of 50 lakhs and above; but it is paid at the rate of 20% to tenure employees in Mumbai region which may please be corrected to 30% of basic.</p> <p>Offshore hard duty allowance may also be corrected to 33% of basic which is presently paid 25%.</p>
26.	<b>Regularisation of existing tenure based field operators</b>
27.	<p><b>Air Fare &amp; Accommodation facility to Field Operators:</b></p> <ul style="list-style-type: none"> <li>a. Field operators posted in Porbunder on Rig S-Kiran may be extended air fare for the passages towards performing ON/OFF duty. This facility is already given to the Field Operators doing ON-OFF from Mumbai to Vizag/Cochin.</li> <li>b. Hotel Accommodation may be provided to all field Operators by ONGC at par with regular employees. At present some amount is paid to Field Operators and they have to arrange accommodation themselves.</li> <li>c. On duty accident in case of Field Operators /Contingent should be considered for medical treatment at par with ONGC employees.</li> <li>d. Contract Medics posted in offshore doing ON/OFF duty be extended check fare facility, as their presence makes difference to all on-board officials moreover the uncertainties of offshore duty as well as non-availability of train tickets causes immense inconvenience to the Doctors.</li> <li>e. So also Marine Security Supervisors who have joined us, and are EX-NAVY personnel, all these persons travel a long distance and are required to forego at least four to five days of their OFF days on every duty cycle, neither they are getting quarters keeping in view the long pending waiting list. It will be a great relief to all the three categories mentioned above, if they are extended air fare facility. A positive decision may be taken in this JCM.</li> </ul>
28.	<p><b>Unnati Prayas:</b></p> <ul style="list-style-type: none"> <li>a. It was assured by our Ex-Chairman Mr. Subir Raha that to the successful candidates acquiring 75% and more marks will be automatically upgraded to E1 status, a decision</li> </ul>

	<p>may be taken in the JCM to honour the same.</p> <p>b. Graduation acquired by Class III &amp; IV employees through Unnati Prayas may be considered as Q1 qualification and entered in Service Record accordingly.</p> <p>c. Unnati Prayas scheme may please be restarted.</p>
29.	<p><b>Training for Class III employees:</b></p> <p>a. It is observed that training to class III employees possessing Q3, Q2, Q1 qualification are very minimal as compared to 'E' category. Whereas class III employees including 'S' category are exposed to same nature of work in the field. Presently a policy also been adopted for A II induction with Q2 qualification. (More than 70% recruited employees are having Q-1 qualification in this cadre). Hence training to all technical people be re-modulated so that technical training is given at par having same qualification immaterial of designation.</p> <p>b. Outside Training programmes to all unionised category of employees including field operators for enhancing work output and potentiality of employees.</p> <p>c. All types of training conducted by R.T.I or other agencies under R.T.I. training program up to E-3 level should be imparted to all employees of 'A' level &amp; 'S' level and wherever possible W-VI level having qualification of Q3, Q2, Q1 Qualification respectively in technical discipline.</p> <p>d. External Fire Sub-officer Course (Nagpur) duration 6 month, for Fire service personnel. The training for fire personnel whose services is less than 10 years left in organisation should be discontinued.</p> <p>e. Provision of full DA for the entire training period.</p> <p>f. Induction training at entry level of all Class III employees be introduced.</p>
30.	<p><b>Recruitment of Project Affected Persons:</b></p> <p>Priority may please be given to Project affected persons (PAPs) those who are having requisite qualification as per MRPR 80 and age relaxation be given if required to these qualified candidates.</p>
31.	<p><b>Transfer Policy for NE Region.</b></p> <p>a. We request to change the 3 years tenure policy on transfer of the executives at least from E5 level. We have experienced that senior executives responsible for any innovative/project activity in NE Assets are not completing it in their tenure and as a result his successor always blame him and after completion of the same several complications arise. E-6 &amp; E-7 level must be transferred out after 5 years.</p> <p>b. Executive posting in Civil, Surface and Geology - shortage of executive manpower in CFB, Silchar.</p>

32.	<p><b>Payment of PRP of Employees.</b></p> <ul style="list-style-type: none"> <li>(i) PRP Payment can be approved on level wise instead of PAR.</li> <li>(ii) Profit sharing can be approved from 5% to 10%.</li> <li>(iii) Unwarranted steep rise in cess charges for gas and Subsidy to downstream companies, has blanketed our incremental profit, this demands a completely re-modulating of PRP policy, for the year 2012-2013, 40% PRP be calculated minus the above conditions of cess and subsidy imposed on us and be paid to all employees.</li> </ul>
33.	<p><b>Recruitment at Class III &amp; IV level</b></p> <ul style="list-style-type: none"> <li>a. Recruitment and promotion of regular employees of unionised category due to imminent retirement of huge number of experienced workforce.</li> <li>b. Recruitment of "W" level employees is long overdue, process may be initiated without further delay.</li> <li>c. Recruitment in operational areas, especially in Cachar District, Barak Valley and Mizoram.</li> </ul>
34.	<p><b>Recruitment of Departmental Candidates</b></p> <ol style="list-style-type: none"> <li>1. Written examination for recruitment in A-I and A-II category be taken on the same date in all regions to avoid mutual transfers from Regions as the written test held on 29<sup>th</sup> July 2012 in Mumbai Region and in Assam Asset.</li> <li>2. R&amp;P procedures for departmental candidates should be strictly followed; vacancies should first be circulated within the organisation, after completing all procedures for Departmental Candidates, if posts are still available we should go for advertisement.</li> </ol>
35.	<p><b>Posting of HR personnel</b></p> <p>HR department is executing various activities of welfare, Safety, K&amp;L, Gen. Admn, Hospitality, Establishment, CSR, LAQ, Liaison with statutory authorities, IR etc. Since last 3 years, a serious vacuum in HR Discipline has arisen in Ankleshwar Asset due to superannuation, transfer, non-recruitment/posting of HR personnel as well as VRS. It is requested to strengthen the HR Dept for resolving such burning issues.</p>
36.	<p><b>Relaxation of physical standards at A-I and A-II level of Drilling Discipline</b></p> <p>Due to the prescribed physical standards for both induction level of drilling discipline, many of our Field Operators are deprived of getting regular appointment as physical standards prescribed for GTs, as per MRPR-8o has been relaxed. So it is requested to relax the physical standards at A-I &amp; A-II levels of drilling discipline.</p>
37.	<p><b>Inter State transfer issue of Class III/IV level.</b></p>

38.	<p><b>R&amp;P Policy related issues</b></p> <p><b>A. Job Linked Tests</b></p> <ol style="list-style-type: none"> <li>1. During last wage revision meetings many job linked allowances were discontinued with the logic that they have become obsolete, so also it was agreed that job link test will be discontinued as stenography has become obsolete all over Maharashtra even stenography institute have closed down. This may please be resolved in this JCM.</li>   <li>2. Employees who have cleared their written test to be upgraded through DPC for E-o and unfortunately could not clear oral test, in their second attempt be exempted from written test.</li> </ol> <p><b>B. Acceptance/Incorporation and deletion of various qualifications for recruitment</b></p> <ol style="list-style-type: none"> <li>1. Diploma in Computer Technology, Industrial Electronics, Digital Electronics, to be considered as eligible qualification for recruitment, mainly in E&amp;T and Infocom discipline.</li>   <li>2. When divergent NCTVT qualifications even though not relevant to the job nature of Rigman are accepted, then NCTVT in Instrument Mechanic/Instrumentation (Chemical Industry) should also be accepted as eligible qualification. This was discussed with D-HR in Mumbai and was principally agreed, a view from R&amp;P, HQ is yet to be rolled out. This may be resolved in the JCM.</li>   <li>3. Stenography qualification should be deleted from R&amp;P as this has become absolute, it is near impossible to acquire this qualification, as all institutions private and or government have closed down.</li> </ol> <p><b>C. Change in nomenclature and up gradation:</b></p> <ol style="list-style-type: none"> <li>1. Employees with Q1, 2&amp;3 qualification and designated as Class IV should be upgraded, this issue has precipitated for too long, a large group of such employees are existing since their inception, they are directed and are required to look into all technical/maintenance jobs, that are performed by Class III, Eo and above officers.</li>   <li>2. Up Gradation reservation of 25% on acquiring Q3 qualification</li>   <li>3. Existing Class IV employees and beneficiary of 2007 wage revision are exposed to severe embracement in the society because of the existing nomenclature, while seeking admission for their children's higher education or while approaching financial institutes for loans, as their salary slips integrity is questioned in reference to their designation, are promptly asked to authenticate by getting signatures or certificate from employer. A decision may be taken in this direction.</li> </ol>
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	<p><b>D. Conversion of under mentioned posts for recruitment:</b> During recent recruitment we could not get candidates for the post of:</p> <ol style="list-style-type: none"> <li>1. Stenographer, this may be converted to AG (HR).</li> <li>2. AT (Boiler), this may be converted to JAT (Boiler).</li> </ol> <p>This issue was discussed with D-(HR) during his visit in Mumbai and were principally agreed, an early decision will give an opportunity to the left out departmental employees, it is earnestly requested that a decision be taken in this JCM, and vacancies be floated in the forth coming advertisement for WOU.</p> <p><b>E. Medical</b></p> <ol style="list-style-type: none"> <li>1. Floating of vacancies for Pharmacists after necessary corrections is pending for more than two years, constraints may please be shared and do the needful at the earliest, a policy decision may be taken so that departmental candidates are not deprived of an equal opportunity, with due age relaxation. This employees being departmental candidates should be given relaxation and reservation also in induction at A1 level.</li> <li>2. For the past three years of recruitment at both levels, i.e. Class I &amp; class III, population in offshore installation has largely multiplied, this circumstances demands ONGC Doctors hence shifting from Medics, Regular Doctors be appointed.</li> <li>3. Not averse to the policy of recruiting Pharmacists with 10+2+diploma as the eligibility criteria for admission in Diploma in Pharmacy is 10+2, but this was enforced w.e.f. 1992, hence it is requested that officials who have joined ONGC prior to 1992 with 10+diploma, the may be considered as Q2 qualified by giving one time relaxation and treating them at par with other Q2 for career growth, removing their present capping at E3 level.</li> </ol>
39.	<p><b>Revoking of MOU 2004:</b> This has caused wide spread discontent among various categories of employees and also effected the work atmosphere in all offshore and onshore installations.</p> <ol style="list-style-type: none"> <li>1) Abolition of recruitment of top of class III cadre possessing Diploma (Q2) qualification and dropping their induction to A2 level, thus reaching at Eo level will take eighteen (18) years instead of four (4) years. Whereas in other PSEs diploma holders are inducted at top of class III scale.</li> <li>2) This has confirmed our fears i.e. recruitment of Q3 qualified (NCTCT) personnel has greatly reduced.</li> <li>3) Rigman who were recruited at A3 level are brought down at A1 level at cost of twelve (12) years of service, more over it needs to be understood that it is physically impossible to perform Rigman's job for such a long tenure.</li> <li>4) So also JATs, this new post was agreed with mutual understanding it six (6) years duration is gross injustice and breach of faith.</li> <li>5) Implementation of above disputable MOU has conceived few thousand</li> </ol>

	<p>dissatisfied employees, DETA has been constituted with a single point programme of opposing the above agreement for diploma holders, the above MOU is not only effecting the employees is also detrimental to the organisation, mainly at a time when we have so many macro problems, to count a few oil pricing, subsidy etc.</p> <p>6) During the process of inducting of Q<sub>2</sub> qualified at A<sub>2</sub> level, it is observed substantial member of candidates are having Q<sub>1</sub> qualification. Those employees being departmental candidates should be given <b>relaxation and reservation</b> in induction.</p>
40.	<p><b>Promotions:</b></p> <p>Employees are refused promotions stating qualification not in line. This approach needs to be reviewed, as postings are management prerogative. In such case it should be ensured that individuals postings be given in line with his qualification. Pending cases be resolved in this JCM or DPC should be performance based.</p>
41.	<p><b>Issues of Contingent/casual employees</b></p> <p>In ONGC around 40,000 secondary workforces are there in different names. Some of them are working continuously for last 15-20 years in the name of contingent/term based employees and getting their salary from ONGC directly. It is a matter of concern that we, being the most admired company in India, could not adopt a policy to regularise them. So it is requested kindly to regularise the Contingent/Term based and Direct employees in phase manner at the earliest.</p> <ul style="list-style-type: none"> <li>a. Mediclaim policy for contingent employees.</li> <li>b. Medical leave should be given to contingent employees as they are not covered under ESIC.</li> <li>c. Dearness allowance should be given to contingent employees at par with ONGC employees.</li> <li>d. Regularisation</li> <li>e. Local conveyance</li> <li>f. Annual increment, leave,</li> <li>g. The EPS amount of existing contingent workers not been deducted w.e.f. 16.11.1995 to February 2008, may kindly be deducted from their employers contribution at the earliest.</li> <li>h. Retirement memento benefit at par with regular employees.</li> <li>i. Shift allowances should be introduced in 12/8 hrs shift duty.</li> <li>j. Extending Medical Facilities to all Term based/Casual employees after superannuation at par with regular employees with a minimum of service of 20 years in ONGC.</li> <li>k. Conversion of semi-skilled to skilled category those who are working in ONGC since last 25 years, based on their experience.</li> <li>l. Committee should be formed to settle the term based Security Guards cases working at Chennai and Karaikal offices based on recent Hon'ble Court decision in favour of Term based employees.</li> </ul>

42.	<b>Issues related to contract labour</b> <ul style="list-style-type: none"><li>a. Wage revision of contractual employees, as per the MOU signed in the Pay Revision meeting dated Sep.17-18, 2010.</li><li>b. Contractual employees be allowed who are having requisite qualification as per MRPR-80 and only age relaxation be given to desired candidate.</li><li>c. Immediate settlement of wage revision of contractual workers with 30 days' pay per month and job guarantee up to 60 years of age.</li><li>d. Implementation of FWP for Logistics, Chemistry and Security Services.</li></ul>
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