

No.B.ALC-I/8(74)/2014-I.D.

Dated – 22.12.2014.

The strike notice served on the Chairman & Managing Director, ONGC, New Delhi by Oil and Natural Gas Corporation (BOP) Karmachari Sanghatana dated 01.12.2014 received on 2.12.2014 in the office of the DY. CLC@, Mumbai and intimation of which was also received through letter dated 4.12.2014 under the signature of Chief Manger (HR), came up for conciliation today.

The present dispute has arisen through the instant strike notice on the following issues.

1. Crane Operators and Slinger Cum Rigger have been equated in the matter of ^{Salary} ~~show~~ ~~cause~~, whereas recruitment conditions in terms of qualification, salaries and experience are different for the said two posts previously.
2. Conditions of recruitment in terms of qualification and experience to the said 2 posts are designed in such a way that departmental candidates may not take benefits of regular employment on the post of Crane Operators.
3. Santhatana wants that there should be regular employment on the posts of Crane Operators and that the posts of Crane Operators should not be outsourced.

It is also pointed out that against the requirement by DBG & OBG for Crane Operators which are more than 100, only 12 vacancies are floated for regular employment and for rest union apprehend that these posts may be outsourced.

Santhatna has pointed out that recruitment conditions for the post in dispute in the past has been laid down in consultation with the union and this time the changes effected in the conditions of recruitment has not even been discussed with the union, which amounts to change in service condtion.

In the strike notice also union has demanded for starting of bilateral meeting on recruitment and promotion issues.

This is in nut shell the demand of the union raised through the instant strike notice.

**KARMACHARI
SANGHATANA**

Management is advised to file their written statement on the issues as framed above.

Union is also advised to file all documents in support of their case.

In view of the seriousness of the issue, it is suggested that an earliest meeting with Sanghatana be arranged so as to discuss the issue in the dispute. Interest of fixed term Crane Operators in the regular employment of Crane Operators also be duly considered before arriving at any conclusive decision on recruitment of Crane Operators.

Before finalizing the recruitment process for the post of Crane Operators, Management is advised to discuss the issue in the strike notice with the Sanghatana, ^{as early as possible &} further steps on recruitment be initiated thereafter.

Sanghatana has also agreed to defer the strike till finalization of the issues in the dispute.

Further proceeding is deferred till 17-02-2015 at 14.00 hrs.

For Management.

(D. Lakshmi)
(Dota Lakshmi)
(Saumya Raj)

(R.B. Prasad)

(R.B. Prasad)
Conciliation Officer &
Assistant Labour Commissioner,
(Central)-I, Mumbai.

For Union.

(Pradeep Mayekar)
General Secretary K.S.

(Pradeep Mhadgut)
Secretary, K.S.

**KARMACHARI
SANGHATANA**