



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/269/2015

DATE : 30/04/2015

To,
The Director - HR,
ONGC,
Jeevan Bharati, Tower II,
New Delhi.

dc

Subject: JCM Agenda.

Respected Sir,

While wishing you and the all members of the committee a progressive and energy full year, ONGC (WOU) Karmachari Sanghatana takes the pleasure in submitting its agenda to be raised and discussed in the JCM to be called in New Delhi.

The agenda is categorized mainly in two parts :

- 1) Pending issues pertaining to wage policy and associated issues.
- 2) Pending issues pertaining to R&P.

Please find copy attached for your perusal and apt consideration.

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

Copy to:-

1. ED-Chief ER, ONGC, Green building, Dehradun, Uttaranchal.
2. GGM-Head HRD, ONGC, Green building, Dehradun, Uttaranchal.
3. GGM-HRO, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
4. GM-Head ER, ONGC, Green building, Dehradun, Uttaranchal.
5. GM-Head R&P, ONGC, Green building, Dehradun, Uttaranchal.
6. GM (HR) IR, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.
7. DGM-Head IR, ONGC, Green building, Dehradun, Uttaranchal.
8. DGM-HR, Corporate Policy, Gr. building, Dehradun, Uttaranchal.
9. DGM-R&P, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai.

DK Bengani
30/4/15

M. Wate
30/4/15
29/4/15

AGENDA PART-I

Pending issues to be taken up in JCM related to wage policy and associated issues:

Contract Labour wage revision:

We remain grateful that with the persuasion of Recognized Collectives and initiatives taken by our management we could materialize the wage revisions of the under mentioned category of employees successfully, like

- 1) Regular Employees
- 2) Contingent Employees
- 3) Tenure Employees
- 4) Medics (Doctors)
- 5) Para Medics.

Further in reference to the MOU, i.e. wage revision of contractual employees adopting Fare Wage policy, wage revision is already signed and are being implemented in other regions, so also as agreed, WOU will have separate than what is rolled out in other region, committee from HQ in coordination with Management committee from WOU had three meetings with Karmachari Sanghatana under the directives of ED, Chief – ER.

Presently the contractual employees in WOU are very restless as they feel it is already in the seventeenth year that their wage revision remains inconclusive, when it is already being rolled out in other regions. We overly feel that their restlessness is justified keeping in view the overall price escalation of essential commodities, travel expenses and also cost of accommodation education etc, especially in Mumbai.

We earnestly request your esteemed authority along with Chief – ER, that the report may be tabled at an early date so that a decision can be taken through bi-lateral process negotiation with us.

Offshore Hard Duty Allowance, Operational Allowance and Shift Allowance:

The issue of Under Ground Mining allowance, whose settlement went beyond the date of wage agreement, was unique in nature as it was extended to all employees. The exemplary effort put in by our management is highly appreciated.

Whereas in the case of above allowances pertaining to offshore going employees and employees posted in Uran and Hazira Plant even though in miniscule is yet to be settled. We can understand DPE guidelines are coming in our way, but it was also a commitment that this will be settled in four (4) months, even after a lapse of five years nothing has materialized. Moreover presently the offshore personnel both "production & drilling" with their herculean effort are responsible in giving the organization to claim a 10% rise in production levels, it need not be elaborated what efforts are required to dedicate in maintaining such production levels.

We need not elaborate that basis of having these allowances to above quoted employees is getting defeated, wide spread agitated feeling prevails, question looms large, **“why take the risk of going to offshore leaving our families when the incentive effect of higher wage packet does not exist”**. Officials are either happy being transferred from Offshore, or are continuously striving to move out from here.

Patience is fast ebbing out; hence we wish that this issue may be resolved in this JCM

Diluting all disparity between 'E' & 'S' category of Employees:

- 1) Technical training for all field going supervisory category employees be at par with E0 to E3 possessing Q3, Q2 & Q1 qualification.
- 2) In case of four wheeler advance to all 'S' category employee are equated with 'E0', this is not only gross injustice, it is embarrassment inflicted as well as in deviation to initial understanding when 'S' category was incorporated in our R&P. It is requested that all 'S' category be equated with parallel 'E' category.
- 3) Similarly PRP percentage be modulated, so that S2, S3, S4 are equated with parallel 'E' category.
- 4) Air facility should be at par with E1.
- 5) Under long service reward scheme 'S3' & 'S4' be equated with 'E2' to 'E4' i.e. 90 grams gold.
- 6) Inhouse medical facility should be at par with 'E' category.

We have been pursuing to resolve this matter, so as to reinstall the feeling of mutual faith, and are putting in herculean effort to pacify our members to refrain from any agitated mood displaying more patience. In our last JCM in Ahmedabad it was principally agreed that the agreement will be looked into and in line with the same implementation will be done. It is earnestly requested that all the above issues may be resolved in this JCM.

House Building Advance:

- 1) For second housing loan the criteria of selling first flat should be dispensed with.
- 2) HBA eligibility criteria to be rolled back to 3 years from five years, so also in view to increased repaying capacity by virtue of present wage revision the present upper capping of Rs. 35 lakhs (Rupees thirty five lakhs) be increased to Rs. 50 lakhs (Rupees fifty lakhs), and the multiplication factor be enhanced to hundred (100) times Basic + DA.
- 3) Repayment of HBA should be increased from 240 instalments to 300 instalments, the implantation of clause 2&3 will not only help the individual to purchase matching the market rate, it will also increase the "interest kitty" for the organization.
- 4) Individuals considered as departmental employees getting regularized in reference to vacancies, their past service in ONGC be counted for eligibility of HBA.
- 5) Allow purchase or construction of second house in the same district through ONGC housing loan.
- 6) Loan taken from outside financial institution as 5 yrs criteria of service in ONGC not completing may please be allowed to take loan from ONGC for repayment. This clause will dilute in case clause no. 2 is taken care i.e. reducing the eligibility criteria. (Bridge loan)

One time option to reverse back to “S” category:

This issue was discussed in our last wage revision meetings, as increasingly individuals with Q3 and Q2 qualification who feel hat they should have adopted their career growth in “S” category, this was the demand from General Secretaries of recognized Unions of all regions, This may please be decided in this JCM and individuals be allowed to review and be agreed as one time option.

Construction of Housing colony and acquiring flats on lease:

In WOU more than 1500 executives non- executives have joined in the past three years, and we have long queue of application for quarters, this prompts for an early decision to reconstruct the under mentioned colonies at the earliest. As advised this colonies are vacated by the occupant employees:

A) Vartak Nagar	Thane
B) Amrit Nagar	Ghatkopar
C) Navghar Road	Mulund (East)
D) Dixit Road	Vile Parle (East)
E) Gokul Dham	Goregaon (East)
F) Jeevan Beema Nagar	Borivali (East)
G) CBD Belapur	CBD
H) Panvel ONGC Colony	Panvel

It was brought to our notice in last JCM by the appropriate authority, "in reference to the progress on the above issue and present position it will take more the 24 months to make accommodation available on the above colonies for our employees.

Till such time this colonies are reconstructed it is earnestly requested that flats be taken on lease and accommodation be provided to all executive & non executives waiting in queue.

Vehicle (Two and Four wheeler) Loan:

- 1) As per existing police we are allowing our employees to purchase car with their two wheeler loan eligibility, the loan amount is too meagre for a good quality second hand car, the loan amount be enhanced to Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand).
- 2) Four wheeler loan may please be enhanced to Rs. 7,00,000/- (Rupees Seven Lakhs) to 'S' category employees or at par with enhanced slab for 'E' category.
- 3) Class III and Class IV employees should also be brought under the umbrella of four wheeler loan. As you are aware that we have not recruited class IV employees for the past twenty (20) years, existing employees are all in W- IV or W- V level some are even beyond that, majority of them are performing in the capacity of class III. Four wheeler loans is not a new subject in PSU's for the above mentioned categories. The amount of loan should be Rs. 5,00,000/-.

Representation of union members in JCM and Bilateral meetings:

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.

ONGC (BOP) Karmachari Sanghatana in WOU will be representing 2500 to 2800 employees as recognized Union, individually Uran has 450 members and Hazira has 350 members which will be increasing in next few years, where as many recognized unions in total do not have as many members as Uran and Hazira.

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:

JCM: President
General Secretary
Uran Plant
Hazira Plant
Offshore Production
Offshore Drilling.

Bilateral Meetings:
General Secretary &
Observer's three: Mumbai, Uran and Hazira

Air Fare and Hotel accommodation facility for Field Operators:

- 1) We have been pursuing this issue for more than two years, we remain grateful that field operators going to east coast were extended the facility but our requirement remains half done as the **Field operators going to Porbunder** are still kept out of this facility, our Rigs keep going to Porbunder shore for drilling as well as dry docking activities, during such time our field operators are exposed to uncertainties & hardships.
- 2) Our Medics (Doctors) 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.
- 3) 3 AC travel facility should be implemented for field operators while mobilized for training or any official requirement as the concept of 3 tier sleeper have been dispend since our last wage revision.

- 4) 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. **As Ex-Navy person, they are eligible for 50% concession on Air Fare**, we have already brought to your notice vide our letter dated 23rd Mar. 2015 no. ONGC/ KS/52/2015 (copy attached).

Training for class III employees:

- 1) It is observed that technical training to class III employees possessing Q3, 2, & 1 qualification have trickled down as compared to E category, even though Class III and S category employees are required to perform all technical jobs at par.
- 2) The present policy adopted for recruitment of A2 level employees is with Q2 qualification, whereas circular of technical trainings are rolled out with the criteria Q2 qualification for E0 and above, this deprives all A2 level employee from training even after having same or higher qualification.
- 3) The 'S' category employees are the dammed and the tortured lot as far as training is concerned, all at par trainings be extended to 'S' category with 'E' having same qualification.

It is earnestly requested that training policy be reviewed.

Long Service Reward Scheme, "Gold".

Presently, eligible employees are given Gold coin under the above scheme on Superannuation; this could be put to better use by any individual during family function like marriage etc. 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. The scheme was discontinued with great haste, when it is still in practice in many PSUs, it is presently requested that alternative may be cited and be incorporated including the retired employees on & beyond 28/02/2015.

Unnati Prayas:

- 1) It was assured by our Ex – C&MD Mr. Subir Raha that candidates acquiring 75% marks and more under Unnati Prayas scheme will be automatically upgraded to E1 category, a decision may be taken in this JCM **to honour the same.**
- 2) Graduation acquired by class III & IV employees under the scheme may please be treated as Q1 qualified and be entered in service record accordingly, so also be considered for up gradation suitably.
- 3) Fire discipline courses at par Q2 & Q1 may be incorporated in the scheme; this will help our employees to upgrade their qualifications also.
- 4) Compensation should be one time promotion to the next post.

Sahayog Trust:

- 1) Marriage compensation for girl child should not be refused with reasons of delayed beyond Six months, rather this criteria should be waved off, or increased to minimum 1 year as it is losing it meaning, cases of retired employees & deceased employees are also getting refused due to 6 months criteria, who were not aware of such facilities.

Medical:

- 1) This facility of dependency may be extended to unmarried sister and brother who are physically and mentally handicap.
- 2) Medicine procurement is presently done through store procedure, this needs to be reviewed as delay in procurement of life saving drugs is causing panic, as well as certain medicines like diabetes, Hypertension cholesterol which are required 365 days and are very expensive, individual purchase draws taxation beyond purchase Rs. 25,000/-. All these medicines are normally not available with our dispensary as they are purchased through stores. This facility has become a big subject of inconvenience. Even though changes for speedy procurements were ensured are in progress but still today the resultant effects continues to remain same, medicines are still not available mainly in offshore installations.

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- 3) Spectacles / contact lenses reimbursement should be applied from joining (presently application after one year of service)
- 4) PME for dependent spouse (wife or husband) beyond the age of 45 yrs.
- 5) Medical facility please be extended to dependent parents after retirement. Procedures should be decentralized.
- 6) Home Nursing care & attendant :
Presently reimbursement of home nursing care is allowed vide circular no. ONGC /ER/CP/MED/024 dated 1st Sep. 2010 and further to 064/2012. Please find copy enclosed. Unfortunately reimbursement nursing care for inpatient is not available and are compensated as per CS (MA) rules 1944, which are too meagre hence may be incorporated at par with home nursing & attendant care.
- 7) In reference to circular no. ONGC/ER/CP/MED/018 i.e. extending medical facility to depending employees who die while in service, presently the proposals are send to HQ, this may please be decentralized and power be delegated to HRO.

Talk time Facility to President / General Secretary and Secretaries of Recognized Unions:

- 1) Talk time available as an employee is not extended to the above individuals, even though the circular provides talk time separately. This may please be clarified and advised accordingly.

Laptop, Talk time and Handset policy be reviewed:

- 2) Class III & IV employees be extended Laptop facility with data card / dongle, this has been our long standing demand, in our total population their percentage will not be more than 10 to 12%.
- 3) 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 Rs.1500/- per month to all non executives.

Increase in approvals for the undermentioned items:

- 1) Spectacles by 100%
- 2) Briefcase by 100% and timing reduced to 2 years
- 3) White good amount by 100%
- 4) Mobile hand set amount by 100%

Election of EWC in WOU:

It is long time the previous elected committee's tenure has matured, since then the EWC remains non functional, whereas other regions are having the same, the employees of WOU are missing out on various gatherings, cultural programs etc. It is earnestly requested that elections are held, and EWC in WOU be restored.

Up Gradation of Fireman from 1/1/1997:

This issue has precipitated for too long, individuals having requisite qualification to be up graded to class III, this is already being implemented in other regions, a decision may please be taken in this JCM.

Hazira Plant :

- 1) Renovation / revamping of housing colonies of Hazira Phase I, II & Bachelor accommodation as per building construction and maintenance policy 2006.
- 2) 'A' type quarters should be dispensed off.
- 3) Preference should be given to allot 'B' type quarters where vacant 'B' type quarters are available to Class – III / IV.

EL encashment:

EL encashment may be allowed twice a year.

Quota for recruitment of PAPs, and Children's of superannuated employees:

The issue of recruiting PAPs have been drawing large scale unrest among locals, morchas with political colour are arranged, and our local management are put to embracement and threats, need for an solution in this direction is the call of the day, we are recruiting class III employees for some time and shall continue, hence a demand for quota off course not bypassing our "R&P" policies.

Vacancies generated in class IV will accommodate more people.

We have facilities for DODs and compensation like CSSS, policy benefit through LIC (EL Encashment), It is also largely felt that quota for children's of superannuated employees, Honouring more than three decades of service rendered to the organization, this proposal is also against vacancies and without any relaxation of "R&P" policies.

Direct employees:

- 1) We remain grateful that giving departmental candidate status, management is giving all relaxation to recruit Direct Employees.
- 2) It has remained our continuous endeavour to regularise these direct employees falling back on MRP-1980. Pending court case we request your esteemed authority to constitute a high power committee in settling the issue of regularizing the Direct Employees outside court.
- 3) This will save unnecessary unpleasanties on both sides.
- 4) The issue of Direct Employees have been lingering in Judiciary which is only causing heart burns and unpleasanties on both ends, and a mutually accepted solution has been eluding when we know that they have been serving the organization in core operations. We had opted for an out of court settlement by having a committee constituted which was principally agreed by our JCM. We still wish to pursue the same and come out with a win win situation towards Regularization of DE's.

Quota for recruitment of PAPs, and Children's of superannuated employees:

The issue of recruiting PAPs have been drawing large scale unrest among locals, morchas with political colour are arranged, and our local management are put to embracement and threats, need for an solution in this direction is the call of the day, we are recruiting class III employees for some time and shall continue, hence a demand for quota off course not bypassing our "R&P" policies.

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Up gradation of Fireman :

Upgradation of Mr. Nitin Gandhi, from class IV to III w.e.f. 1.1.1997, as ONGC has upgraded firemen in other regions.

Sahayog Trust :

Sanction of medical cases of Smt. Sarita Gangurde & Smt. Pradnya P. Kadam, who are covered in the court case of direct employee, even after withdrawing the criteria of court cases by then Chairman Shri. Hajarika, above two cases are still pending with Sahayog Trust which may please be reconsidered.

Today we have shifted to passing GATE, to be eligible for induction at 'E-1' level. Criteria to appear for GATE does not have percentage criteria, so also it is demanded that ONGC should dispense the condition of 60%, this will enable departmental candidates to compete with and join as AEEs.

Tenure Employees:

- 1) In view to our deliberation, we also welcome the view taken that all departmental candidates were recruited with certain relaxation. Unfortunately a counted few did not find themselves in the successful list, it is further requested that steps may be taken in the direction that all the left out be regularized in the forth coming vacancies.
- 2) Wage revision of Field Operators have fallen due w.e.f. 1/01/2015, a focused negotiation be initiated at an early date. We will be submitting a detailed work out on their wage revision.
- 3) While shifting from one completed tenure (4 yrs.) to the next, if there is gap due to procedural requirement the tenure employment is not reviewed, this policy may please be reviewed. Pending cases of tenure base employees may please be released.

Contingent employees:

Pay Revision of contingent employees is due from 1.1.2015, should be implemented with an enhancement of 50% of their gross salary.

Medical leave should be given to contingent employees as they are not covered under ESIC.

Dearness allowance should be given to contingent employees at par with ONGC employees.

Travel facility with 3 tier A/C should be considered.

Agenda Part-II

Pending issues related to R&P policy.

Revoking of MOU 2004:

This has caused wide spread discontent among various categories of employees and also effected the work atmosphere in all offshore and onshore installations,

- 1) Abolition of recruitment of top of class III cadre possessing Diploma (Q2) qualification and dropping their induction to A2 level, thus reaching at E0 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,
- 2) This has confirmed our fears i.e. recruitment of Q3 qualified (NCTVT) personnel has greatly reduced.
- 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 Ragman's job for such a long tenure.
- 4) So also JATs, this new post was agreed with mutual understanding that it will be of three (3) years duration, extending it six (6) years duration is gross injustice and breach of faith.
- 5) Implementation of above disputable MOU has conceived few thousand 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 organization, mainly at a time when we have so many macro problems, to count a few OIL pricing, subsidy etc.
- 6) During the process of inducting of Q2 qualified at A2 level, it is observed substantial member of candidates are having Q1 qualification. Those employees being departmental candidates should be given **relaxation and reservation** in induction.

Medical:

- 1) 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, they 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.
- 2) 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 A2 level.**
- 3) For the past three years of recruitment at both levels, i.e. Class I & class III, population in offshore installation has largely multiplied, this circumstances demands ONGC Doctors hence shifting from Medics, Regular Doctors be appointed.
- 4) Para-medics posts may be converted to Tenure employees.

Job Linked Tests:

- 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.
- 2) Employees who have cleared their written test to be upgraded through DPC for E0 and unfortunately could not clear oral test, in their second attempt be exempted from written test.

Recruitment of Departmental candidates:

- 1) Date of written test across the country should be same for A1 & A2 category this will avoid violent local complication, like we had to experience in Assam.

- 2) This will prevent applications of mutual transfers and multiplicity of administrative procedures.
- 3) R & P procedures for departmental candidates should be strictly followed; vacancies should first be circulated within the organization, after completing all procedures for Departmental Candidates, if posts are still available we should go for advertisement.
- 4) Eligible contractual Employees deployed in ONGC installation and fulfilling the qualification criteria should be permitted to apply, they should be given age relaxation.

Recruitment of class four Employees:

- 1) We remain grateful that after long deliberation recruitment was implemented at class III level, recruitment of “W” level employees is long overdue; process may be initiated without further delay. The need was surfaced by all General Secretaries at the recognized Union forum during our last wage revision meetings.

Acceptance / Incorporation and Deletion of various qualifications for recruitment:

- 1) Diploma in Computer Technology, Industrial Electronics, Digital Electronics, to be considered as eligible qualification for recruitment, mainly in E&T and Infocom discipline.
- 2) When divergent NCTVT qualifications even though not relevant to the job nature of Rigman is accepted than 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&P, HQ is yet to be rolled out. This may be resolved in the JCM. Accordingly committee was formed in view to the discussion taken in JCM, the issue is yet to see the light of the day, the proceeding may please be tabled is any.
- 3) Stenography qualification should be deleted from R&P as this has become absolute, it is near impossible to acquire this qualification, as all institutions private and or government have closed down.

Promotions:

- 1) Promotions from Topman to E0 are denied to a group of employees who had opted for Ragman's assignment from Roustabout as requirement surfaced by management, quoting they do not possess qualification in line. Promotion with relaxation may be considered and the issue be resolved in this JCM, as this has precipitated far too long.
- 2) 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.**
- 3) 'W' level be extended to W-8, W-9 and 'S' level be extended to S-5 & S-6.

Change in nomenclature and up gradation:

- 1) Employees with Q1,2&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, E0 and above officers.
- 2) 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.
- 3) Up Gradation reservation of 25% On acquiring Q3 qualification.

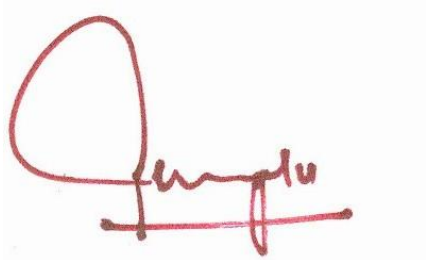
Conversion of under mentioned posts for recruitment;

1) During recent recruitment we could get candidates for the post of:

A) stenographer, this may be converted to AG (HR),

B) AT (Boiler), this may be converted to JAT (Boiler) with appropriate qualification.

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.

A handwritten signature in red ink, appearing to read 'Pradeep Mayekar', is centered on the page. The signature is written in a cursive style with a large initial 'P'.

**(Pradeep Mayekar)
General Secretary**