



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/393/2015

DATE : 7/10/2015

To ,

The GGM-HRO,
ONGC, WOU,
NBP Green Heights, BKC,
Bandra (East),
Mumbai 400052.

Subject: Modifications/Additions in the draft copy of Fair Wage Policy.

This has reference to the draft copy of **Fair Wage Policy** submitted by ONGC. Following are the Modifications/Additions suggested point wise by our union to incorporate in the draft of the fare wage policy.

1. List of eligible contractual employees as on 01.04.2014 is to be provided to union. There are some contractual employees whose names are not appearing on wage code of ONGC but additionally employed by contractor to mitigate the additional work load for more than ten years, their names should be also included in Fair Wage policy. Similarly some of workmen are discontinued by new contractor as the employees of three building (NSE, V. Bhavan & Bengal Chemical) have shifted to NBP Green Heights. Also three employees from C&D type ONGC colony at Bandra Reclamation are removed by the M/s Suresh & co., their jobs have to be protected.
2. 1.8 - C > **Fair wage formula for the contract workers in Minimum Wage category at par with onshore work centres**
Uran Nhava Panvel should be included in "A" zone for paying Fair Wage.
3. 1.8 - G > **Revision of Wages for the period from 1.1.2008 to 31.03.2012**
SEPARATED EMPLOYEES definition should be made clear. (Resigned/ Superannuated/ Expired) The arrears for the period 01.01.2008 to 31.03.2012 should be paid at the rate on 20% on gross salary including hard duty allowance to offshore going employees (Radio & Titan employees.)

4. 1.8 – H > **Leave with wages**

Leave for the contractual employees should be given as per the provisions of Labor laws. 21 days leave should be given to all the contractual employees.

5. 1.8 – I > **Offshore Compensation allowance**

Arrears should be paid from 01.04.2012 to the radio employees who are regularized in ONGC after 01.04.2012 as per the enhanced rate of allowances.

6. 1.8 – j > **Withdrawal of Court Case**

Withdrawal of court cases with the consent of workmen if the assurance is given by ONGC for the Job guarantee till the age of superannuation.

7. 1.8 – L > **Social Security and Social Welfare Measures**

EPF contribution @ 12% on gross salary, those who are paid directly by ONGC. It was agreed by the committee.

1.8 – L (iii) > Clarify the point.

1.8 – L (v) > As per the exiting practice in ONGC. Instead of “may be” it should be “as it is” decided and implemented in onshore areas.

1.8 – L (vi) > Amount of five lacks was agreed by the committee under the **Family Flouter Mediclaim policy**. Number of family members may please be specified.

1.8 – L (vii) > we will try to explore the possibility of forming “**ONGC Contractual Employees Gratuity Trust**” and Gratuity amount deducted directly from contractors bill will be deposited in the trust. Gratuity payment from 01.01.2008 to 31.03.2012 should be paid to the contractual employees.

The amount of gratuity of contract workers which is with LIC insurance trust should be transferred to this newly formed trust.

8. 1.8 – M > **Issue Related to Model Service Agreement**

Issue related to model service agreement may please be explained in detail.

9. 1.8 – N > **Eligible Contract Workers**

All the contract workers deployed as on 01.04.2012 and drawing minimum wages or less than minimum wages who are continuing employment should be covered under FWP and the **arrears** should paid to them from 01.04.2012.

10. 1.8 – O > **Coverage under Fair Wage Policy**

Kindly clarify regarding the zerox machine operators working with ONGC from last 30 years.

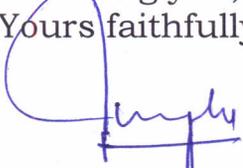
Regarding logistics we want detailed explanation.

11. Fair wage policy should be implemented to the contract employees who will be deployed in ONGC after signing this MOU.
12. **Validity of Settlement** - ONGC will take initiative to sign the next MOU. The current MOU should be continued after 31.03.2017 till the next MOU is signed.
13. MOU copy should be incorporated in every contract. For the leave payment and overtime allowance, consolidated salary should be considered.
14. Kits and liveries and uniform should be provided by contractor.
15. Date of retirement may please be mentioned in the Identity card issued by contractor.
16. Issue of payment slip should be made compulsory to the all contractors.
17. Helibase canteen operates from 7 AM to 6 PM in evening. Additional compensation may please be given to these employees as they are working more than 8 hours.
18. No contractor should be allowed to deploy any employee without implementing Fair Wages.
19. All payment should be made to contractual employees through ECS only.
20. Fair wage policy for offshore employees should be finalized within two months, and date of implementation should be from 01.04.2012.
21. Contractual employees working in shift or in operational area should be compensated separately.

22. Job security till the age of 60 year or superannuation should be given by ONGC to the contract workers who are on the payroll from 01.04.2012 (list to be certified by ONGC)

Your esteemed authority is requested to consider our suggestions before finalizing the **Fair Wage Policy**.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

1. GM I/C, HR-ER, RO, ONGC, Gr. Heights, BKC, Bandra (E) Mum. 51.
2. CM I/C, IR, ONGC, Gr. Heights, BKC, Bandra (E) Mumbai 400051