



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

REF. : ONGC/KS/395/20 15

DATE : 9/10/2015

**To,**

The Director – HR,  
ONGC-WOU,  
Jeevan Bharti, Tower II,  
New Delhi.

*o/c*

**Subject : Appeal to initiate wage revision of Field Operators.**

Respected Sir,

We are submitting the minimum charter of demand towards wage revision of **Field Operators** which has fallen due **w.e.f. 1<sup>st</sup> Jan, 2015.**

It is earnestly requested to your esteemed authority to initiate and constitute a committee of appropriate authority so that bilateral negotiation can be started with all recognised unions in line with the charter of demand enclosed.

Thanking you,  
Yours faithfully,

*Pradeep Mayekar*

**(Pradeep Mayekar)  
General Secretary**

*o/c*

**Copy to :**

1. ED, Chief ER, ONGC, Green Building, Dehradun, Uttaranchal.
2. GGM-HRO, ONGC-WOU, Green Heights, BKC, Bandra (E), Mumbai.
3. GM – Head ER, ONGC, Green Building, Dehradun, Uttaranchal.
4. DGM (HR) Corporate Policy, ONGC, Gr. Building, D'dun, Uttaranchal.
5. DGM I/c Corporate IR, ONGC, Green Building, D'dun, Uttaranchal.
6. CM I/c IR, ONGC- WOU, Green Heights, BKC, Bandra (E), Mumbai.
7. CLC (CL), Shramshakti Bhavan, New Delhi.
8. RLC (CL), Shramraksha Bhavan, Sion, Chunabhatti, Mumbai.

*13/10*  
*13/10/2015*

## **Charter of Demand for Pay Revision of Field Operators**

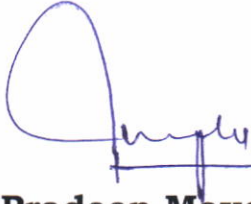
**W.E.F. 1<sup>st</sup> Jan. 2015**

1. Basic as on 31/12/2014 plus DA as on 31/12/2014 should be merged to form a new basic
2. All increments earned by Tenure Base employees from the year 2000 should be added in new basic, so that pay fixation would be done and seniority will be maintained.
3. 30 % HRA on New Basic. As per the Govt. directives for Megacity.
4. 30 % Hard Duty allowance on New Basic.
5. 15% Mining allowance on New Basic.
6. Father, Mother Wife and Children's name should be included in "Mediclaim Policy"
7. Lump sum amount to meet OPD expenses should be increased from Rs. 1000/- to Rs. 5000/-.
8. 47% Cafeteria on New Basic.
9. Tenure Pay should be paid at the following rates :

Field Worker -	Rs. 20000/-
Field Operator -	Rs. 25000/-
Field Technician -	Rs. 35000/-
10. Balance DA as on 31/12/20014 should be given separately in New Pay Structure.
11. Overtime should be calculated on Basic + DA of the Tenure Employees.
12. Provident Fund should be deducted on consolidated salary.

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13. Consolidated remuneration amount to be paid **two times** at the rate of last drawn salary of the previous year on re-engagement for fresh tenure.
14. Field Operator should be included in the **skilled category** as he is ITI + NCTVT passed instead of semi skilled category.



**(Pradeep Mayekar)**  
**General Secretary**

प्राप्त  
RECEIVED  
12/10/15  
उप मुख्य श्रमाधिका (राज्य) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
मुंबई/Mumbai