



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/432/2015

DATE : 30/11/2015

To,

The C & MD,
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi.

efc

The Director (HR),
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi.

Subject: Request to regularize the batch of 79 employees recruited in 2000 as 'Rigman' w.e.f Jan, 2005 in reference to the judgment of Hon. Gujrat High Court implemented in Western Region.

Respected Sir,

This has reference to the judgment given by Hon. Gujrat High Court regarding regularisation of Field Operators working in Western Region, ONGC who were initially appointed as 'Rigman'.

As per the Court Order these Field Operators are regularized from 01/01/2005 and arrears will be paid from 01/04/2012. Accordingly action has been taken by HR department of Western Region and they have been regularized. Even some employees who were appointed in ONGC by different regions are allowed to join in the same region where they are working at present.

Similarly 79 Field Operators were appointed as Rigman in Mumbai Region in the year 2000. Our union had taken up their case for regularisation with labour Commissioner's office where it had ended in failure and was send to Central Labour Ministry, New Delhi for further action. Accordingly case was sent to CGIT where it was admitted in the year 2008. Please find enclosed the Xerox copy of the letter issued by Ministry of Labour dtd. 3/11/2008. At present the case of the Field Operator is in CGIT, Court I.

Sir, we request your esteemed authority to implement the same judgment of Hon. Gujrat High Court to regularize these Field Operators working in Mumbai Region being recruited under similar condition as Rigman. It will not only save unnecessary waste of man-hours of senior official from HR and Legal department, it will also relieve both Union and management of financial implication towards litigation. Most importantly it will make union- management relations healthier, if we don't have to approach the court for regularisation.

Moreover these two cases are very similar in nature and if we extend the judgment of Gujrat High Court to these 79 Field Operators, it will be right and appropriate justice to these employees, cause they have already dedicated more than 15 years of service in core operation of ONGC i.e. drilling services.

Let me bring to your kind notice that only western Region and Mumbai Region have recruited the 'RIGMAN' in the year 1999 & 2000 respectively, hence such implementations will not give rise to other pockets elsewhere.

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We request your esteemed authority, action may please be initiated to regularize these 79 Field Operators who were initially appointed in 2000 as 'Rigman' i.e. to the post of Rigman w.e.f Jan, 2005 as regular employees of ONGC. We are enclosing herewith the list of Field Operators and Judgment copy of Gujrat High Court, for your perusal.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary



Copy to :

1. ED – Chief ER, ONGC, Gr. Building, Tel Bhavan, Dehradun.
2. ED – Head HRD, ONGC, Gr. Building, Tel Bhavan, Dehradun.
3. GGM-HRO, ONGC, Green Heights, BKC, Bandra (E), Mumbai 51.
4. GM Head R&P, ONGC, Green Heights, BKC, Bandra (E), Mumbai 51.
5. DGM, I/c Corp. IR, ONGC, Gr. Building, Tel Bhavan, Dehradun.
6. CM-I/c IR, ONGC, Gr. Heights, BKC, Bandra (E), Mumbai 51.

Lead
Approved
30-11-15