



# 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/441/2015

DATE : 18/12/2015

To,  
The GGM-HRO,  
ONGC, WOU,  
NBP Green Heights, BKC,  
Bandra (E),  
Mumbai : 400 051.

प्राप्त  
RECEIVED

उप मुख्य प्रमायुक्त (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
मुंबई/Mumbai

**Subject: Blatant flouting of statutory labour laws, and also unchecked by concerned Officer incharge.**

Respected Sir,

This is in reference to catering contract awarded to "M/s. Vandana Caterer" at Heibase from Feb., 2014.

It is very serious to note that the said contractor is in practice of flouting all possible labour laws and also habitual in non compliance of statutory requirement from past few years.

- Non compliance to payment of "Minimum Wage" to the following canteen workers.

Name	Dt. of Joining	Salary Rs.
Shri. Budhi Baman Khatua	2009	7000/-
Shri. Ramchandra P. Patil	--	7000/-
Shri. Jitu Santosh Das	2012	7000/-
Shri. Santosh Das	2013	7000/-
Shri. Alpesh Kamthe	2009	7000/-
Shri. Ajay Lambha	2015	7000/-
Shri. Prakash Hallikhed	--	7000/-

- No providend fund is deducted from their salary.
- No payment for 21days leave, which is entitle to them for every year.

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- Duty hours for the employees working in kitchen are from morning 5.00 am to evening 8.00 pm. without being paid OT.
- No amount of ESIC deducted.
- Duty hrs. for service boys (canteen employees) are from morning 6.30 am to evening 7.30 pm.
- No overtime after 8-00 hrs. duty is paid to these workers.
- No overtime is paid on National Holidays. i.e. on Republic day, Independence day, Mahatma Gandhi Jayanti and 1<sup>st</sup> May Labour day.
- Deducting Rs. 2300/- every month from their salary, reason best known to the contractor.

From above points your authority must have judged how the poor canteen workers are exploited by the caterer at Helibase. The duty of 15 hours of kitchen workers is beyond our imagination and that too without any financial benefit like overtime.

This issue was raised in our Fare Wage negotiation meeting in presence of ED-Chief ER, when he had given directives to IR for further investigation but it seems it has fallen on deaf ears. Moreover contractor is deducting Rs. 2300/- from their salary without any reason.

It is brought to our notice that the said contractor has taken contract in "Airport Authority" in the building of ATC tower and the same canteen employees are sent frequently there to work in canteen. Kindly note that ONGC is paying service charge of Rs. 5.00 Lakhs per month approximately to the contractor to give service to ONGC employees. No proper ONGC passes are issued to some of the contractual employees, which is also very serious and highly objectionable from the security point of view where ONGC is under threat by the terrorist.

The team consisting of Dr. Sanjay Sangole, Sr. M.O., Shri Ratan Israni, Manager (HR/ER), Shri. A. N. Shukla, SE, HSE had visited Helibase canteen over one month now and have submitted report about the canteen, where in irregularities were found which has already mentioned in the report by the committee.