



OIL & NATURAL GAS COMMISSION (W.O.U.) 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/179/2016

DATE : 08/12/2016

To,

The ED-Asset Manager,
B & S Asset,
ONGC, WOU,
NBP, Green Height, BKC,
Bandra (East),
Mumbai: 400 051.

o/c

**Subject: Unruly behavior of Shri. A. K. Verma (Maintenance Manager)
at BPA Platform.**

Respected Sir,

We are in a receipt of serious complaint from crewmembers of BPA platform regarding inappropriate behavior of Shri. A. K. Verma. The letter is self-explanatory wherein crewmembers have mentioned of harassments encountered on multiple occasions. Please find enclosed the copy of the same for your perusal.

Inadvertent frequent changes in manifesting of crewmembers have conceived chaotic situation, crewmembers are made to run door to door requesting to follow the regularly practiced manifest, it will be offensive yet true boys have to beg to be manifested, such circumstances is neither advisable nor acceptable to the union which may please be noted.

While coming to duty we can't put our family or and their problems in cold storage, and on some occasion the problems are grave enough that we are forced to take leave, these need not be all fourteen days, under such circumstances asking leave for total fourteen days shift is against labor laws. Even if, under the most unforeseen circumstances one has to take fourteen duty days leave, asking for full twenty eight days leave will not be in line with the labour laws.

Contd : 2

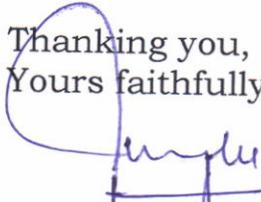
Taking fourteen days leave, one can be called for seven days duty and be given seven day off so that he can come back to his original duty cycle, or he can be given fourteen days base duty, taking undue advantage if any individual is making it a practice appropriate action may please be taken in that case we will not interfere at the same time will educate our boys accordingly. This will be leaving together without showing any one the doors of laws.

But it is most unfortunate and painful that concerned officer is threatening to spoil the ACR of the crewmembers, such high handed and confronting attitude will lead to unrest. In the past also such incident had happened but to get their ACRs rectified we had to stretch ourselves to the extent of declaring **Hunger Strike** in the offshore.

The attitude and behavior of Shri. A. K. Verma being unruly is highly objectionable. All the crew members including executives and non-executives are staying away from their families for fourteen days in offshore leaving behind their family problems. We also feel there should be cohesive atmosphere in the platform. Unfortunately such aberrational examples as above are going to pollute the amicable atmosphere in the platform and Shri. A. K. Verma will be singularly responsible for the repercussion.

In view of above facts your esteemed authority is requested to look into the matter and direction may please be given to Shri. A. K. Verma that our approach as a management should be cohesive to maintain healthy atmosphere at the platform in general.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

etc

Copy to:-

1. SM-B & S Asset, ONGC, Gr. Bldg BKC, Bandra (E), Mum 51.
2. SAM-B & S Asset, ONGC, Gr. Bldg BKC, Bandra (E), Mum 51.
3. Head HSE B & S Asset, ONGC, Gr. Bldg BKC, Bandra (E), Mum 51.
4. OIM B & S Asset, ONGC, Gr. Bldg BKC, Bandra (E), Mum 51.
5. MM- B & S Asset, ONGC, Gr. Bldg BKC, Bandra (E), Mum 51.
6. DGM,I/C, HR/ ER -B & S Asset, ONGC, Gr. Bldg, Bandra (E), Mum 51.

Received
Pradeep
9/12/16

9/12/16

Date: 23.11.2016

To,
ED-Asset Manager,
B&S Asset,
Mumbai

Sub: - Harassment by Mr. A. K. Verma (Maintenance Manager)

Respected Sir,

This is to bring to your notice that from last few months we are facing the continuous harassment due to inappropriate & incompetent behavior of Mr. A. K. Verma. His attitude toward the junior & especially about staff members is totally unprofessional. He treat staff members in a very inappropriate way like that the labor's working at his own home. He uses his power as harassment & torture tool against us. While working with them we always feel tensed & demoralized. We have also felt exploit his positions for targeting staff employees personally.

Mr.A.K. Verma irritates us for manifest request & force us to talk with several authorities like Incharge/MM/OIM/SAM or else forcing us to visit Mumbai office for manifest request even sometimes force us to take leave for whole 14 days shift even after the prior intimation was already given for leave.

Mr. A. K. Verma have threaten many colleagues and juniors in different ways. Many times they misguided and tortured us for different issues. They have thrown personal diary of one of staff employee in sea. He targeted some employee personally & ordered Inchrge to reduce our lunch time to 45 minutes. He threatens some employees to reduce their PAR, always talking about MEMO's and using such a language which tends to hurt one's Dignity.

It's our humble request that kindly look into the matter and take some serious steps to stop this injustice with us, because all we are feels very much tensed & depressed which may cause some accident at offshore while working with him.

Thanking you

All Employees BPA Platform.

Copy to:

1. Surface Manager, B&S Asset
2. SAM, BPA Platform, B&S Asset
3. Head HSE, B&S Asset
4. OIM, BPA Platform, B&S Asset
5. MM, BPA Platform, B&S Asset
6. Karmachari Sanghatana (KS), Mumbai