



OIL & NATURAL GAS COMMISSION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/182/2016

DATE : 14/12/2016

To,

The Director - HR,

ONGC,

Pt. Dindayal Upadhyay Urja Bhavan, o/c

5, Nelson Mandela Marg,

Vasant Kunj,

New Delhi.

Subject : Agenda for 77th JCM.

Respected Sir,

While wishing you and the all members of the committee a progressive and energy full New Year (2017), ONGC (WOU) Karmachari Sanghatana takes the pleasure in submitting its agenda to be raised and discussed in the JCM.

The agenda is categorized mainly in two parts :

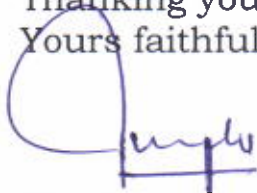
- 1) Pending issues pertaining to wage policy and associated issues.
- 2) Pending issues pertaining to R&P.

We take great pride in our organization, having achieved and maintained 1 + IRR for consecutive ten (10) years a rare feat globally among upstream OIL Industry, also maintaining market capital around 2.5 lakh crores for seven years. With all the above achievements, when our per employee turnover is Rs. 2.65 crores and expenditure is only Rs. 25.75 lakhs there is sufficient room to reduce this gap.

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In view to the above COD placed need a successful upward settlement and resolving all the pending issues necessitates to be expedited. Please find copy attached for your perusal for bilateral negotiations and apt consideration.

Thanking you,
Yours faithfully,



O/c

(Pradeep Mayekar)
General Secretary

Copy to :

1. ED-Chief ER, ONGC, Green Hills, Dehradun, Uttaranchal.
2. ED-HRO, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mumbai.
3. GGM-Head HRD, ONGC, Green Hills, Dehradun, Uttaranchal
4. GM-Head R&P, ONGC, Green Hills, Dehradun, Uttaranchal.
5. GM-Head ER, ONGC, Green Hills, Dehradun, Uttaranchal.
6. DGM-Corporate IR, ONGC, Green Hills, Dehradun, Uttaranchal.
7. DGM-I/c IR, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mum.
8. Manager-R&P, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mum.

M.ubate
15/11/12

15/12

AGENDA PART-I

Pending issues to be taken up in JCM related to wage policy and associated issues:

Diluting all disparity between 'E' & 'S' category of Employees:

- 1) Technical training for all field going supervisory category employees be at par with E0 to E3 possessing Q3, Q2 & Q1 qualification.
- 2) In case of four wheeler advance to all 'S' category employee are equated with 'E0', this is not only gross injustice, it is embarrassment inflicted as well as in deviation to initial understanding when 'S' category was incorporated in our R&P. It is requested that all 'S' category be equated with parallel 'E' category.
- 3) Similarly PRP percentage be modulated, so that S2, S3, S4 are equated with parallel 'E' category.

We have been pursuing to resolve this matter, so as to reinstall the feeling of mutual faith, and are putting in herculean effort to pacify our members to refrain from any agitated mood displaying more patience. In our last JCM in Ahmedabad it was principally agreed that the agreement while introducing be 'S' category will be looked into and in line with the same implementation will be done. It is earnestly requested that all the above issues may be resolved in this JCM.

House Building Advance:

- 1) For second housing loan the criteria of selling first flat should be dispensed with.
- 2) HBA eligibility criteria to be rolled back to 3 years from five years, so also in view to increased repaying capacity by virtue of present wage revision the present upper capping of Rs. 35 lakhs (Rupees thirty five lakhs) be increased to Rs. 50 lakhs (Rupees fifty lakhs), and the multiplication factor be enhanced to hundred (100) times Basic + DA. The said loan is already increased in other sectors of Public Sector Enterprises including banks.
- 3) Repayment of HBA should be increased from 240 instalments to 300 instalments, the implantation of clause 2&3 will not only help the individual to purchase matching the market rate, and it will also increase the "interest kitty" for the organization.

- 4) Individuals considered as departmental employees (Field Operator, Direct employees) getting regularized in reference to vacancies, their past service in ONGC be counted for eligibility of HBA.
- 5) Allow purchase or construction of second house in the same district through ONGC housing loan.

One time option to reverse back to “S” category:

This issue was discussed in our last wage revision meetings, as increasingly individuals with Q3 and Q2 qualification who feel that they should have adopted their career growth in “S” category, this was the demand from General Secretaries of recognized Unions of all regions, This may please be decided in this JCM and individuals be allowed to review and be agreed as one time option.

Construction of Housing colony and acquiring flats on lease:

In WOU more than 1500 executives non- executives have joined in the past three years, and we have long queue of application for quarters, this prompts for an early decision to reconstruct the under mentioned colonies at the earliest. As advised this colonies are vacated by the occupant employees:

A) Vartak Nagar	Thane
B) Amrit Nagar	Ghatkopar
C) Navghar Road	Mulund (East)
D) Dixit Road	Vile Parle (East)
E) Gokul Dham	Goregaon (East)
F) Jeevan Beema Nagar	Borivali (East)
G) CBD Belapur	CBD
H) Panvel ONGC Colony	Panvel

It was brought to our notice in last JCM by the appropriate authority, "in reference to the progress on the above issue and present position it will take more the 24 months to make accommodation available on the above colonies for our employees.

Till such time this colonies are reconstructed it is earnestly requested that flats be taken on lease and accommodation be provided to all executive & non executives waiting in queue.

And third party lease to 'S' cadre, Class III & IV employees.

Vehicle (Two and Four wheeler) Loan:

- 1) As per existing policy we are allowing our employees to purchase car with their two wheeler loan eligibility, the loan amount is too meagre for a good quality second hand car, the loan amount be enhanced to Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand).
- 2) Four wheeler loan may please be enhanced to Rs. 7,00,000/- (Rupees Seven Lakhs) to 'S' category employees or at par with enhanced slab for 'E' category.
- 3) Class III and Class IV employees should also be brought under the umbrella of four wheeler loan. As you are aware that we have not recruited class IV employees for the past twenty (20) years, existing employees are all in W- IV or W- V level some are even beyond that, majority of them are performing in the capacity of class III. Four wheeler loans is not a new subject in PSU's for the above mentioned categories. The amount of loan should be Rs. 5,00,000/-.

Representation of union members in JCM and Bilateral meetings:

Representation of Union members in above mentioned meetings be reviewed as it remains unchanged since July 2006, invariably in WOU keeping in view its geographical constitution, which covers three states like, Maharashtra, Goa and Gujarat.

ONGC (BOP) Karmachari Sanghatana in WOU will be representing 2500 to 2800 employees as recognized Union, individually Uran has 450 members and Hazira has 350 members which will be increasing in next few years, where as many recognized unions in total do not have as many members as Uran and Hazira.

It is earnestly requested that presently we have only four members representing in JCM and Two in bilateral meetings this may be increased to six and four as shown below:

JCM: President
General Secretary
Uran Plant
Hazira Plant
Offshore Production
Offshore Drilling.

Bilateral Meetings:

General Secretary &
Observer's three: Mumbai, Uran and Hazira

Nomination of Recognised Union Representative in the purchase of safety gears i.e. kits & liveries for timely procurement.

Recruitment of R/A in regular basis on Rigs & Platforms.

No Contractual R/A's should be deployed on Rigs & Platforms.

Reinstatement of two medical attendants working in Hazira Plant for 25 years so also one pharmacist working from last 10 years.

Air Fare and Hotel accommodation facility for Field Operators:

- 1) Our Medics (Doctors) posted in offshore doing ON/OFF duty be extended check fare facility, as their presence makes difference to all on-board officials moreover the uncertainties of offshore duty as well as non-availability of train tickets causes immense inconvenience to the Doctors.
- 2) 3 AC travel facility should be implemented for field operators while mobilized for training or any official requirement as the concept of 3 tier sleeper have been dispend since our last wage revision.
- 3) So also Marine Security Supervisors who have joined us, and are EX-NAVY personnel, all this persons travel a long distance and are required to forego at least four to five days of their OFF days on every duty cycle, neither they are getting quarters keeping in view the long pending waiting list. It will be a great relief to all the three categories mentioned above, if they are extended air fare facility. A positive decision may be taken in this JCM. **As Ex-Navy person, they are eligible for 50% concession on Air Fare**, we have already brought to your notice vide our letter dated 23rd Mar. 2015 no. ONGC/ KS/52/2015 (copy attached).

Training for class III employees:

- 1) It is observed that technical training to class III employees possessing Q3, 2, & 1 qualification have trickled down as compared to E category, even though Class III and S category employees are required to perform all technical jobs at par.
- 2) The present policy adopted for recruitment of A2 level employees is with Q2 qualification, whereas circular of technical trainings are rolled out with the criteria Q2 qualification for E0 and above, this deprives all A2 level employee from training even after having same or higher qualification.

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- 3) The 'S' category employees are the dammed and the tortured lot as far as training is concerned, all at par trainings be extended to "S' category with 'E' having same qualification.

It is earnestly requested that training policy be reviewed.

Long Service Award Scheme, "Gold".

This scheme have been discontinued by ONGC since long time as per the directives by Govt. of India. New scheme may please be formulated in place of this as other PSU's, has restored.

Memento for Diamond Julilee

ONGC employees were given mementoes at the time of **Golden Jubilee Celebration**. To mark the '**Diamond Jubilee Celebration**' mementoes should be given to all employees.

Unnati Prayas:

- 1) It was assured by our Ex – C&MD Mr. Subir Raha that candidates acquiring 75% marks and more under Unnati Prayas scheme will be automatically upgraded to E1 category, a decision may be taken in this JCM **to honour the same**.
- 2) Graduation acquired by class III & IV employees under the scheme may please be treated as Q1 qualified and be entered in service record accordingly, so also be considered for up gradation suitably.
- 3) Fire discipline courses at par Q2 & Q1 may be incorporated in the scheme; this will help our employees to upgrade their qualifications also.
- 4) Compensation should be one time promotion to the next post.

Medical :

- 1) This facility of dependency may be extended to unmarried sister and brother who are physically and mentally handicapped.
- 2) Spectacles / contact lenses reimbursement should be applied from joining (presently application after one year of service)
- 3) Medical facility please be extended to dependent parents, physically and mentally handicapped brother, sister, son and daughter after retirement. Procedures should be decentralized.

- 4) In reference to circular no. ONGC/ER/CP/MED/018 i.e. extending medical facility to depending employees who die while in service, presently the proposals are send to HQ, this may please be decentralized and power be delegated to HRO.
- 5) **Medical Stores / Chemists to be taken on panel in Mumbai as it is existing in Western Region, Southern Region , Assam and Dehradun.**
- 6) Treatment taken in Hospitals other than panel hospitals of ONGC be reimbursed at the rate of ONGC Panel Hospital in Mumbai, where ONGC panel hospitals are not available.
- 7) Reimbursement of IVF treatment as per actual. Present limit is Rs. 50,000/- per cycle.
- 8) Empanelment of Hospitals be on PAN India, where multi-speciality hospitals chain and sister concerns are available.

Enhancement of Gratuity

Ceiling of gratuity should be enhanced to Rs. 20 Lakhs from existing 10 Lakhs w.e.f. 1/1/2016.

Increase in approvals for the undermentioned items:

- 1) Briefcase by 100% and timing reduced to 2 years
- 2) White good amount by 100%
- 3) Option to the employees for Data Card / Broad Band. – The service of internet service provider through Data Card is very poor in almost all work centres. And the amount paid them is drain of money. Hazira is having almost 600 data card connections and monthly bill of data card is around 4.5 lakhs per month. (Annually Rs. 54 Lakhs). This amount is increasing as non-executives are also provided the same facility.

Up Gradation of Fireman from 1/1/1997:

This issue has precipitated for too long, individuals having requisite qualification to be up graded to class III, this is already being implemented in other regions, a decision may please be taken in this JCM.

Sahayog Trust

Recognised Union's representative in the Sahayog Trust Committee at regional level in Mumbai / Panvel / Nhava / Uran Plant / Hazira Plant.

Formation of Mahila Samittee

Separate Mahila Samittee formation for wives of non executives.

Formation of Staff Club in Mumbai and Hazira

Hazira Plant :

- 1) Renovation / revamping of housing colonies of Hazira Phase I, II & Bachelor accommodation as per building construction and maintenance policy 2006.
- 2) 'A' type quarters should be dispensed off.
- 3) Preference should be given to allot 'B' type quarters where vacant 'B' type quarters are available to Class – III / IV.

EL encashment:

EL encashment may be allowed twice a year.

Direct employees:

- 1) We remain grateful that giving departmental candidate status, management is giving all relaxation to recruit Direct Employees.
- 2) It has remained our continuous endeavour to regularise these direct employees falling back on MRP-1980. Pending court case we request your esteemed authority to constitute a high power committee in settling the issue of regularizing the Direct Employees outside court.
- 3) This will save unnecessary un pleasantries on both sides.
- 4) The issue of Direct Employees have been lingering in Judiciary which is only causing heart burns and un pleasantries on both ends, and a mutually accepted solution has been eluding when we know that thy have been serving the organization in core operations. We had opted for an out of court settlement by having a committee constituted which was principally agreed by our JCM. We still wish to pursue the same and come out with a win win situation towards Regularization of DE's.

Quota for recruitment of PAPs, and Children's of superannuated employees:

The issue of recruiting PAPs have been drawing large scale unrest among locals, morchas with political colour are arranged, and our local management are put to embracement and threats, need for an solution in this direction is the call of the day, we are recruiting class III employees for some time and shall continue, hence a demand for quota off course not bypassing our "R&P" policies.

Vacancies generated in class IV will accommodate more people.

We have facilities for DODs and compensation like CSSS, policy benefit through LIC (EL Encashment), It is also largely felt that quota for children's of superannuated employees, Honouring more than three decades of service rendered to the organization, this proposal is also against vacancies and without any relaxation of "R&P" policies.

Up gradation of Fireman :

Upgradation of Mr. Nitin Gandhi, from class IV to III w.e.f. 1.1.1997, as ONGC has upgraded firemen in other regions.

Today we have shifted to passing GATE, to be eligible for induction at 'E-1' level. Criteria to appear for GATE does not have percentage criteria, so also it is demanded that ONGC should dispense the condition of 60%, this will enable departmental candidates to compete with and join as AEEs.

Tenure Employees:

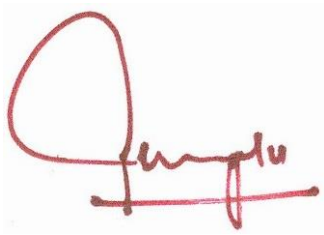
- 1) In view to our deliberation, we also welcome the view taken that all departmental candidates were recruited with certain relaxation. Unfortunately a counted few did not find themselves in the successful list, it is further requested that steps may be taken in the direction that all the left out be regularized in the forth coming vacancies.
- 2) Wage revision of Field Operators have fallen due w.e.f. 1/01/2015, a focused negotiation be initiated at an early date. **The detailed workout on their wage revision has been already submitted.**
- 3) Regularisation of Field Operators recruited in Mumbai in line with Western Region as per the verdict of Gujarat High Court.

Contingent employees:

Pay Revision of contingent employees is due from 1.1.2015, should be implemented with an enhancement of 50% of their gross salary.

Medical leave should be given to contingent employees as they are not covered under ESIC.

Dearness allowance should be given to contingent employees at par with ONGC employees.

A handwritten signature in red ink, appearing to read 'Pradeep Mayekar', is positioned above the typed name and title.

(Pradeep Mayekar)
General Secretary

Agenda Part-II

Pending issues related to R&P policy.

- 1) Not averse to the policy of recruiting Pharmacists with 10+2+diploma as the eligibility criteria for admission in Diploma in Pharmacy is 10+2, but this was enforced w.e.f. 1992, hence it is requested that officials who have joined ONGC prior to 1992 with 10+diploma, they may be considered as Q2 qualified by giving one time relaxation and treating them at par with other Q2 for career growth, removing their present capping at E3 level.
- 2) Floating of vacancies for Pharmacists after necessary corrections is pending for more than two years, constraints may please be shared and do the needful at the earliest, a policy decision may be taken so that departmental candidates are not deprived of an equal opportunity, with due age relaxation. **This employees being departmental candidates should be given relaxation and reservation also in induction at A2 level.**
- 3) For the past three years of recruitment at both levels, i.e. Class I & class III, population in offshore installation has largely multiplied, this circumstances demands ONGC Doctors hence shifting from Medics, Regular Doctors be appointed.
- 4) Para-medics posts may be converted to Tenure employees.
- 5) **Payment of Bonus / Ex-gratia be paid to the paramedical staff as it is not paid to them since their joining. Payment of Bonus with arrears from their date of joining be paid.**

Job Linked Tests:

- 1) Employees who have cleared their written test to be upgraded through DPC for E0 and unfortunately could not clear oral test, in their second attempt be exempted from written test.

Recruitment of Departmental candidates:

- 1) Date of written test across the country should be same for A1 & A2 category this will avoid violent local complication, like we had to experience in Assam.

- 2) This will prevent applications of mutual transfers and multiplicity of administrative procedures.
- 3) **Eligible "Contractual Employees" deployed in ONGC installation and fulfilling the qualification criteria should be permitted to apply, they should be given age relaxation.**
- 4) Quota for Class III & class IV employees having qualification of degree in engineering discipline be decided for the recruitment of E 1 level.

Recruitment of class four Employees:

- 1) We remain grateful that after long deliberation recruitment was implemented at class III level, recruitment of "W" level employees is long overdue; process may be initiated without further delay. The need was surfaced by all General Secretaries at the recognized Union forum during our last wage revision meetings.

Acceptance / Incorporation and Deletion of various qualifications for recruitment:

- 1) Diploma in Computer Technology, Industrial Electronics, Digital Electronics, to be considered as eligible qualification for recruitment, mainly in E&T and Infocom discipline.
- 2) When divergent NCTVT qualifications even though not relevant to the job nature of Rigman is accepted than NCTVT in Instrument Mechanic/ Instrumentation (Chemical Industry) should also be accepted as eligible qualification. This was discussed with D- HR in Mumbai and was principally agreed, a view from R&P, HQ is yet to be rolled out. This may be resolved in the JCM. Accordingly committee was formed in view to the discussion taken in JCM, the issue is yet to see the light of the day, the proceeding may please be tabled is any.
- 3) Stenography qualification should be deleted from R&P as this has become absolute, it is near impossible to acquire this qualification, as all institutions private and or government have closed down.

Promotions:

- 1) Promotions from Topman to E0 are denied to a group of employees who had opted for Rigman's assignment from Roustabout as requirement surfaced by management, quoting they do not possess qualification in line. Promotion with relaxation may be considered and the issue be resolved in this JCM, as this has precipitated far too long.
- 2) Employees are refused promotions stating qualification not in line, this approach needs to be reviewed, as postings are management prerogative, in such case it should be ensured that individuals postings be given in line with his qualification, Pending cases be resolved in this JCM, or **DPC should be performance based.**
- 3) 'W' level be extended to W-8, W-9 and 'S' level be extended to S-5 & S-6.

Change in nomenclature and up gradation:

- 1) Employees with Q1,2&3 qualification and designated as Class IV should be upgraded, this issue has precipitated for too long, a large group of such employees are existing since their inception, they are directed and are required to look into all technical / maintenance jobs, that are performed by Class III, E0 and above officers.
- 2) Existing Class IV employees and beneficiary of 2007 wage revision are exposed to severe embracement in the society because of the existing nomenclature, while seeking admission for their children's higher education or while approaching financial institutes for loans, as their salary slips integrity is questioned in reference to their designation, are promptly asked to authenticate by getting signatures or certificate from employer. A decision may be taken in this direction.
- 3) Up Gradation reservation of 25% On acquiring Q3 qualification.

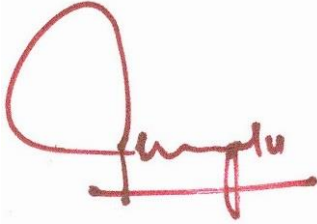
Conversion of under mentioned posts for recruitment;

1) During recent recruitment we could get candidates for the post of:

A) stenographer, this may be converted to AG (HR),

B) AT (Boiler), this may be converted to JAT (Boiler) with appropriate qualification.

This issue was discussed with D – HR during his visit in Mumbai and were principally agreed, an early decision will give an opportunity to the left out departmental employees, it is earnestly requested that a decision be taken in this JCM, and vacancies be floated in the forth coming advertisement for WOU.



**(Pradeep Mayekar)
General Secretary**

AGENDA PART-III

Organizational issues

1) Purchase of Rigs and Supply boats:

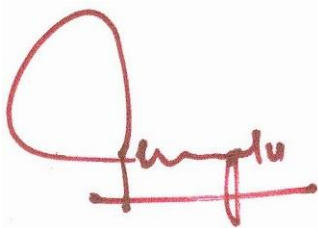
WOU authorities from Drilling Services are continuously trying to infuse the idea, justifying its logics for purchase of rigs and supply boats, but this is not synchronizing with the think tank of our board.

When govt. Is busy bleeding ONGC by inappropriate pricing of OIL & GAS, along with inordinate Subsidies, we are internally bleeding it by continuing with the logic of Contract Rigs and Supply boats.

It is earnestly requested to share with us by being more transparent, why we are not shifting our concepts of have our own rigs and supply boats.

2) Review of L1 contractual system and defining minimum manpower:

We need to shift over to system that will authorize us to dictate our terms to ensure quality, as this L1 system slowly compromises on quality service loosing consistency, so also minimum manpower needs to be defined, contractors to raise their profits do not employ apt manpower, this only causes inconvenience at the user end, overlooking all labour laws. "Accountability loses its integrity".



(Pradeep Mayekar)
General Secretary