



# 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/ 81 /2016

DATE : 07/07/2016

**To,**  
Chairman cum Managing Director,  
ONGC,  
Jeeven Bharati, Tower II,  
Indira Gandhi Chowk,  
New Delhi.

o/c

**The Director (Offshore)**

**The Director (HR)**

**Subject : Illegal deduction of Rs. 5100/- from the advance of contractual employees working at Trombay Terminal and non compliance of minimum wages by contractor M/s. S. M. Aker.**

Respected Sir,

This has reference to our earlier letters dtd. 25/08/2015 and 02/11/2015 regarding issues mentioned in the subject which are very serious in nature and unattended by concerned authority from last one and half year. Please find enclosed the copy of the same for your perusal.

More painful is, these employees are not even paid "**Minimum Wages**" by this contractor which was highlighted in our earlier letters also, even then no action has been taken by concerned authority for implementation of "**Minimum Wage**" which is statutory and gross violation of labour laws. We are enclosing herewith the sheet showing the arrears from Jan'2014 to May'2016 of three employees namely Shri. Ganesh S Kokate, Shri. Chandrakant Shirke, Shri. Firoz M Mulla including illegal deduction of Rs. 5100/- (Rupees five thousand and one hundred only and Rs. 7000/- bonus for the period 2014-2015.

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Till today even after two reminders and a lapse of 18 months it continues to be resolved. The arrears amount of **Rs. 47650/- (Rupees forty seven thousand six hundred and fifty only)** is not a small amount for these contractual employees, it matters them lot invariably in a city like Mumbai. Not to attend this problem by concern authority is an act of gross negligence on their part for which serious action has to be initiated. By such casual approach implementation of "**Fair Wage**" policy will be distant dream, even though I will be termed as harsh, but illegal activities mushrooms in ONGC.

Your esteemed authority is requested to look in to the matter as we don't want to take this issue out of ONGC as you are the highest authority of the organization. At the same time if not resolved we will be compelled to take the issue with the appropriate ministry for which we should not be held responsible.

Hoping for a meaningful action from your end.

Thanking you,  
Yours faithfully,

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

O/C

प्राप्त  
RECEIVED

08/10/16  
उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
मुंबई/Mumbai

**Copy to :**

1. ED-Plant Manager, ONGC, Uran LPG Plant, Uran, Raigad.
2. GGM-HRO, ONGC, WOU, Gr. Heights, Bandra (E), Mum 51
3. GM I/c Trombay Terminal, ONGC, Chembur, Mumbai.
4. GM, I/c, HR/ER, ONGC, Uran LPG Plant, Uran, Raigad.
5. DGM, I/c, IR, ONGC, WOU, Gr. Heights, Bandra (E), Mum: 51
6. DGM (Elect) I/c Contract cell, ONGC-WOU, LPG Plant, Raigad.
7. CM (HR) IR, ONGC-WOU, Gr. Heights, Bandra (E), Mum 51.
8. RLC (CL), Shramshakti Bhavan, Chunabhatti, Sion, Mum 22

8/17/16

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