



# 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/ 83 /2016

DATE : 08/07/2016

To,

The Chairman cum Managing Director,  
ONGC,  
Jeevan Bharati -II,  
Indira Gandhi chowk,  
New Delhi.

O/c

प्राप्त  
RECEIVED  
11-7-2016  
रघु मुखर्जी (संस्थापक) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
मुंबई - 400 093

The Director (HR),  
ONGC,  
Jeevan Bharati -II,  
Indira Gandhi chowk,  
New Delhi.

**Sub : Nonpayment of "Minimum Wage" by canteen contractor  
M/s. Jai Malhar Canteen Pvt. Ltd in Uran LPG Plant.**

Respected Sir,

This has reference to our earlier letters dated 05-04-2016 and 10-06-2016 signed by canteen contract employees regarding nonpayment of "**Minimum Wage**" by contractor **M/s. Jai Malhar Canteen Pvt. Ltd** in Uran LPG Plant. The said contractor is running canteen at Uran Plant from Dec'2015 and a total of 30 canteen employees are working in the contract at present. Please find enclosed the letters signed by canteen employees for your perusal.

It is very unfortunate to note that even after bringing it to the notice of Uran management, invariably to ED-HUP and head HR two month back, no action has been taken by concern authority to implement "**Minimum Wage**" to these canteen employees.

Payment of minimum wages is not only statutory in line with labor laws but also has govt. guidelines through its gazette every six months. We repeat non-implementation of "**Minimum Wage**" act is attracting legal action from regional labor commissioner's office.

We may be offending your good office, as to why a canteen issue is raised to your level, unfortunately it has become a culture in Uran plant, mushrooming illegal activities against contractual employees. "**We have always practiced settling differences across the table by constitutional means and amicable negotiation**", hopelessly failing in this case we are forced to knock your doors.

Even though it is quoted in the contract awarding documents, monthly wages of these employees are never disbursed on or before 7<sup>th</sup> of the month, shockingly it is always paid at the end of next month, disgraceful activity in a "**Maharatna**" company, yet it is a blatant practice. **Pervious contractor M/s. N. Kumar paid Diwali Festival Salary to these employees**, after protest to the extent that Uran canteen was closed down for four days during **Diwali Festival**, after promises from head HR, closure action was withdrawn, yet the payment was made after **Diwali**.

We feel ashamed to mention the issue, when the entire nation was celebrating **Diwali** a festival of lights, there was darkness in the house of these poor employees, their children watched others enjoying with their crackers. For such exploitation even God will not forgives us, all because the contract cell and head HR in Uran are hand in gloves with the contractor, at all cost they want that the contractor should be comfortable.

The total arrears per head payable are **Rs 43162/- (Rupees Forty three thousand and one hundred and sixty two only)** from Dec 2015 to June 2016, which is substantial amount for them.



Contractor has submitted canteen bills with forged signatures of canteen employees, and is coolly being overlooked by concerned department; this is again an act of serious crime jointly committed by canteen contractor and our department.

It is very painful to mention that with all this support **M/s. Jai Malhar Caterers Pvt. Ltd.** has taken for granted that he can do anything in ONGC. Non-renewal of gate pass is common complaint, and authorities at Uran Plant are supporting him. At the same time he is bringing new employees from outside whose gate passes are prepared by concerned authorities at Uran Plant, which are corrupt practices, let me put a word of caution that amounts to unsafe practice, could be vital to our installation as well as our Human Resources.

Your esteemed authority must have gauged the seriousness of the issue. This is second letter we are compelled to write to your authority. We are enclosing the copies of the same for your perusal Please.

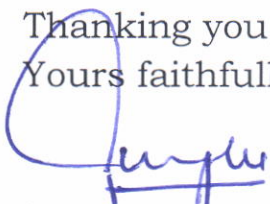
Your esteemed authority is requested to give directives to concern authority, so that arrears of "**Minimum Wage**" can be paid to these poor canteen employees and at the same time review must be taken about the concern authorities what makes them to flout labor laws. It is beyond our imagination why such inhuman exploitation takes place in our company of "**Maharatna**" Status.

We request, we wish and also demand an enquiry be constituted so that erring officers are booked, making accountable should be panelized at least with an immediate transfer, ethics are dead in this people.

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We once again appeal to esteemed authority, directives may please be given as per provisions available to make direct payment to this employees in line with minimum wages and subsequently clear his bill, so also ensuring that he has cleared his arrears payments to his employees, so that poor canteen employees will get justice by receiving their rightful "**Minimum wage**" with arrears as per Govt. Gazette.

Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

O/c

**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, Uran LPG Plant, Uran, Raigad.
8. RLC (CL), Shramshakti Bhavan, Chunabhatti, Sion, Mum : 22

  
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