

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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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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

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

प्राप्त
RECEIVED
11-7-2016
उप मुख्य श्रमालुकर (संस्था) कार्यालय
Office of the Dy. Chief Labour Commissioner (C)
मुंबई - 400 093

**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.

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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 7th 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.