

ALL INDIA ONGC TRADE UNIONS' CO ORDINATION COMMITTEE

**C/O - ONGC Workmen's Association, 50, Chowrangee Road, Kolkata
ONGC MBA Basin office, West Bengal.**

No- ONG/AIOTUCC/05/2016

Dated 19/12/2016

CHARTER OF DEMANDS

The All India ONGC Trade Unions Co ordination Committee (AIOTUCC) representing the Recognized Union of ONGC, functioning at all the Assets & Basins of ONGC Limited, had protracted deliberation to prepare a "Charter of Demands" for wage revision effective from 01/01/2017. The Unions also had mutual consultation through communication network and unanimously finalized the Charter of Demands (COD) for the next Long Term Settlement for all workmen and secondary workforce in ONGC.

The COD includes upward revision of pay and allowances, work and service related benefits and facilities, health and safety measures, recruitment and promotion, post retirement benefits and so on.

Being the Blue chip Maharatna, our company has stupendous performance in respect of upstream oil industry through out the world. We achieved 1+ IRR for last consecutive 10 years, Market capitalization is about Rs 2.5 lakh cores for last 7 years, average contribution to National exchequer for last 5 years is around Rs. 40000 cores, average per employee turn over for last 5 years is around Rs. 2.65 cores and average expenditure on employees for last 5 years is around Rs. 25.75 lakhs. Considering the above results and PAT (average Rs. 15K + cores for last 5 years) we the All India ONGC Trade Union Co ordination Committee urging before you for the following consideration.

We demand that all pending issues including those directly or indirectly related to the last settlement should be settled full and final through effective exercise of JCM and pay revision committee meetings. Particularly Special allowance for serving in difficult and far flung areas under clause No- 11.5 of last agreement.

1.1 NO DISINVESTMENT IN ONGC LIMITED:

We demand that ONGC Ltd. must not be divested, no ordinary or strategic sale, area of activities/operation of the corporation must

not be disintegrated and/or separated and dispensed with in any way. We are in dismay on the episode of GSPCL acquisition and RIL gas theft case.

We being the responsible unions of ONGC want to check the authorities, those who are trying to disrupt ONGC structure and financial position along with our management.

We also demand to procure on land and off shore Rigs in our operation. We strongly protesting our present management's attitude to only hire the Rigs which in turn abolishing our existence.

1.2 STRENGTHENING OF ONGC AS A LEADING BLUECHIP PUBLIC SECTOR:

For strengthening of ONGC, we demand constitution of a Bipartite Committee at all levels of management to deliberate on production, productivity and matters related to technical, financial and administration for efficient and effective governance of the corporation.

1.3 WORKERS PARTICIPATION IN THE MANAGEMENT:

A meaningful and purposeful effective scheme for workers' participation in the management in true spirit at all levels including Board Level shall be mutually drawn up and implemented.

1.4 HEALTH, SAFETY & ENVIRONMENT:

In our organization well defined Health, safety and environment policy exist. Sorry to say, on ground level operational field the prescribed QHSE norms not been maintained. Kits & Liveries not been issued in proper time even. SOP's not been followed only for faster work to achieve the targets. Thus accidents occurring regularly. Near miss accidents or even minor accidents not been reflected in DPR. It is necessary to develop consciousness among the middle managements & workers to ensure that the higher managements of CPSUs provide safe working conditions. Green clause should be incorporated in settlements. Constitution of bipartite safety committee for affective management to monitor these issues is need of the hour.

1.5 ABOLITION OF CONTRACT SYSTEM:

A large scale contractual employment has been resorted to in the Corporation. Off late, it has been given a push by the management. It is a matter of serious concern that from

exclusively peripheral area contractual workers are now engaged in core operational areas (in different nomenclatures) also throughout the corporation which creating a conflict in our organization.

We demand strict compliance of Contract Labour (Regulation and Abolition) Act, 1970 and the Central Rules. In the meantime, in compliance with Section 25(v)(a) of Central Rules providing same wage for same or similar kind of work like the regular worker should be immediately implemented.

We demand in course of negotiations for the forthcoming long term settlement, the issue of secondary worker(all categories) as noted herein above must be discussed for a satisfactory solution.

1.6 RECRUITMENT OF WORKMEN:

Workmen recruitment has been strictly restricted since long. As a result, the manpower pyramid is inverted. Public Sectors have been created in India to cater employment also. Therefore, an initiative should be taken for recruitment of workmen. In 76th JCM it has been announced that in coming 5 years period w.e.f 2015 total 5000 new manpower will be inducted but practically in 2016 no manpower has been sanctioned. We are running with acute shortage of manpower in all our field of operations.

Skill development program which suit in our corporation should be organized for better out put and necessary institution should be set up in all Asset/ Basin like Ahamedabad.

2.1 WOMAN WORKERS ISSUE :

The issues and problems specific to women workers kindly be incorporated in the memorandum of settlement particularly duty hours, additional sanction for recruitment etc.

2.2 SCOPE AND COVERAGE :

The new settlement shall be applicable for all the workmen who would be on the roll of the ONGC Ltd. as on 31/12/2016 and continued thereafter in the pay scale from W1 to W-VII, A1 to A-IV and S1 to S-IV will be covered by this agreement. New scale i.e W-VIII and S-V to be generated.

2.2 The ratio of difference between the lower most workmen (W-1) and the topmost executive (E-9) has to be brought down to the level of yesteryears.

2.3 PERIODICITY OF SETTLEMENT :

The new settlement revising the pay, all allowances and benefits shall be effective from 1st January, 2017. The next wage revision settlement should be for a period of five years under any circumstances. The Coal India, SAIL, NLC, NMDC, HAL etc. wage revision for five year tenure provided clear example that five year settlement is ultimately possible to achieve and is more beneficial than ten year settlement.

2.4 PAY SCALES :

The revised scales of pay shall be worked out by merging together the **pre-revised basic pay plus the entire amount of Dearness Allowance (DA) as on 31st December, 2016 plus any other relevant elements of pay plus granted fitment benefit.** Fitment benefit shall be minimum 25 % of BP + DA. The scale would be open ended. The amount arrived so will be rounded off to the next Rs.10 which will be the revised BP as on 01/01/2017

Additionally for every completed 5 years of service one additional increment has to be given for all employees.

2.5 ANNUAL INCREMENT:

The Annual increment shall be @ 5% of basic pay for all workmen.

2.6 PAYMENT OF D A:

D.A. shall be paid to all the workmen beyond the AICPI (1960-100) points merged with new basic pay with 100% neutralization of the rise in the price index.

2.6 PROMOTION BENEFIT:

Pay fixation on promotion benefit shall be by adding one notional increment equal to the rate of annual increment being drawn by the workmen in the pay scale before such promotion would be granted and one promotional increment into the new basic pay i.e 2 increments additional.

2.7 RELATIVITY AMONGST DIFFERENT CADRES:

Due to irrationality in successive revision of pay, allowances, perks & benefit for different categories of employees in the Corporation in the past, the relativity in

respect of total compensation package has been disturbed immensely causing vast disparity between executive and non-executive employees. The pre-1997 relativity should be restored.

2.8 WORKING HOURS:

The Working hours for employees (ONGC + charter hire) of operational field shall not be more than 14 days at a stretch under maximum 12 hrs pattern where such type of duty exists.

3.0 FRINGE BENEFITS:

3.1 FIELD ALLOWANCE:

The Onshore field going employees must be paid field additional allowances @ 30% of Revised Basic Pay more than other employees. The Off shore going employees must be paid additional @50% of revised basic pay more than other employees.

3.1.2 NIGHT SHIFT ENHANCED ALLOWNCE:

In line with Central Govt. settlement our field going employees should be suitably compensated at per with Govt.

3.2 BLIND & PHYSICALLY HANDICAPPED ALLOWANCE:

In addition to Transport Subsidy/Conveyance, the present additional transport allowance of Rs.1, 000 shall be enhanced to Rs 3000/= per month to Blind and Physically Challenged employees.

3.3 NORTH EAST ALLOWNCE:

North East allowance shall be paid on revised B P @ 12.5% w.e.f 01/01/2017.

In line with North -East Allowance Karaikal Allowance has to be paid to all the employees posted at Cauvery Asset.

3.4 FAR FLUNG AREA ALLOWNCE:

As per DPE guide line far flung area allowances @ 8% to be given to NE Region employees.

3.5 HOUSE RENT ALLOWANCE:

House Rent Allowances shall be paid as follows:-

A-1 Cities	40% on Revised Basic Pay
A Cities	30% on Revised Basic Pay
B-1, B-2 & C Cities	25% on Revised Basic Pay
Unclassified Cities	20% on Revised Basic Pay

3.6 REVISION OF CSSS:

The existing CSSS amount to be increased through mutual contribution.

4.0 PERKS & BENEFITS:

First it should be decided whether the present system of consolidated amount (at Present 47% basic pay) on account of perks & benefits to continue or introduce new item-wise allowances as was in the past. In the event of present practice to continue we demand 60% cafeteria on new BP + DA.

5.0 GRATUITY:

5.1 Enhancement of ceiling of gratuity from existing Rs. 10 lacs to Rs. 20 lakh w.e.f 01/01/2016.

5.2 Income Tax must be exempted as of now from gratuity amount.

6.0 LOANS & ADVANCES:

6.1 SCOOTER/MOTOR CYCLE ADVANCE:

Scooter/Motor Cycle Advance shall be paid on actual cost of the vehicle including registration charges, Insurance charges etc maximum up to Rs.1.5 lakh.

6.2 CAR ADVANCE:

Car Advance shall be paid maximum up to Rs. 8 lack or actual price whichever is less to all employees.

6.3 HOUSE BUILDING ADVANCE:

6.3.1 House Building Advance shall be enhanced upto Rs.75Lacs or 125 moths BP + DA whichever less is and second advance for enlargement or maintenance may also be released on completion of 5 years of first advance.

6.3.2 Eligibility of 5 years regular service may be relaxed for the field operators those who have been recruited in regular post. In this case FO + regular service (at least 1 year) would be 5 years.

6.4 EDUCATION LOANS FOR STUDIES:

Advance for Higher Studies in India (for Technical degree & diploma, Medical, MBA/MS, CA& Cost) shall be given for Rs.20, 00,000/- and Rs.30,00,000/- in foreign countries. The advance should be an interest free.

7.0 INCENTIVE SCHEME:

7.1 Considering the present global E&P scenario and international oil /gas price regime PRP scheme should be modified. We suggest physical performance only to be considered for gradation or payment of PRP. The existing system of incremental profit to be dispensed with. Existing bell curve approach should also be dispensed with.

7.2 Well bonus as per earlier incentive scheme may again introduce to motivate our Rig crews more.

7.3 1% additional PRP for field going employees under PRP scheme may please be replaced with 5% additional.

7.4 Percentage ceiling of PRP for workmen be considered minimum as 50% and maximum as 80% in S – V level.

8.0 EARNED LEAVE:

Earned leave shall be 40 days for all employees per calender year and accumulation may be considered for 400 days.

9.0 COMPENSATORY OFF :

In Off shore & On shore field going employees are facilitated with compensatory off for extra duties and National holidays. Due to prevailing C Off rules employees are not able to avail this leave. The rules should be remodeled as to how this leave may convert as ODL.

10.0 PATERNITY LEAVE:

Paternity Leave should also be maximum for 1 month period.

11.0 STERILIZATION LEAVE:

Sterilization Leave shall be given as under:

For Male Employee 30 days.

For Female Employee 60 days.

12.0 ENCASHMENT OF EARNED LEAVE:

Encashment limit of Earned Leave should be enhanced to 400 days on separation.

13.0 ACCOMMODATION/QUARTER ALLOTMENT RULES:

As per present building policy there should be B type of quarter for any workman. Each and every Asset/ Basin there are 30+ year old dilapidated A type of quarter exist. Every after 3-4 years these quarters are being renovated with huge amount and issued to workers and bachelor executives. B type quarters are also provided to Executives as bachelor accommodation depriving the workers. We suggest to demolish the A type of quarters and construct multistoried B type of quarters where requirements of quarters are exist.

Also all workmen to be entitled for B type qtrs. as A type constructions has been dispensed with in the new building policy of ONGC.

All S level employees to be made eligible for colony accommodation at C type qtrs.

14.0 SUPERANNUATION BENEFITS:

14.1 Employer contribution towards superannuation benefit may be increase from 30% to 40 % of BP + DA.

14.2 Expenditure on Gratuity and post retirement Medical benefit may be kept out side the purview of 40% of BP + DA.

15.0 ELECTRICITY CHARGES:

Reimbursement of Electricity Charges shall be given up to 250 units as per the rates of local SEB and Meter Rent for those who are staying in a rented house or own house.

16.0 MISCELLANEOUS:

16.1 AMENDMENT OF DEPENDENT RULES:

Unmarried or handicapped sisters, brothers and daughters irrespective of age should be treated as dependent for all official purpose when residing with the employee.

16.2 Medical benefits of dependent parents should be continued even after retirement of the employee.

16.3 CHANGE OF TRAVEL ENTITLEMENT :

All workmen must be made eligible for 2nd A/C in Train as now a days the cost is less than Air charges.

Also all S level employees should be made eligible to travel by 1st A/C in Train.

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ONGC (BOP) KARMACHARI
SANGHATANA , MUMBAI

GENERAL SECRETARY,
ONGC MAZDOOR SANGH.
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