

**MINUTES OF MEETING HELD ON 28.08.2016 AT NBP GREEN HEIGHTS
BETWEEN THE MANAGEMENT OF ONGC AND THE UNIONS REPRESENTING
CONTRACT LABOUR DEPLOYED BY VARIOUS CONTRACTORS IN WOU,
MUMBAI INCLUDING URAN**

List of union representatives is placed at Annexure-A

02. At the outset, ED-HRO welcomed the union representatives and gave a brief background of the issues at hand. It was informed that pursuant to discussions with the unions on 26.08.2016, the issues raised by contractors and unions were flagged at highest level and accordingly, meeting has been convened today to apprise the unions on the developments.


03. Thereafter, the unions raised various issues, including grant of monthly interim relief, expediting signing of settlement and implementation thereof. The issues raised by them were deliberated threadbare. ONGC offered interim relief amounting to Rs.1 lakh per eligible contract labour to be adjusted against arrears of fair wages. The said interim relief would be payable to all contract labour, including those covered by court cases. However, the unions insisted on payment of monthly ad hoc amount, instead of lumpsum interim relief and agreed for submission of undertaking from the contract workers covered by court cases that such ad hoc is subject to withdrawal from court case.

04. The issues were discussed in detail and following was agreed upon:-

- a) Release of monthly ad hoc as follows:-
 - i) For minimum wage category workers – Rs.5,000 per month
 - ii) For MoU wage category workers – Rs.8,000 per month
- b) Above monthly ad hoc would be paid by contractors to all eligible contract labour deployed as on date, alongwith the wages for the month of August 2016 payable in September 2016.
- c) The said ad hoc shall be paid to contract workers covered by court cases only after submission of undertaking that such ad hoc is subject to withdrawal from court case(s).
- d) Contract workers deployed in contracts for providing photocopying, courier services and N2N vehicles shall also be eligible for the above interim relief.
- e) MoS would be signed between the unions and respective contractors within a month, latest by September 30, 2016 and the FWP would be implemented within three months of signing MoS.
- f) The monthly ad hoc would be discontinued consequent to signing of MoS.

05. In view of above decisions, ED-Chief ER and ED-HRO requested the unions to call off the strike in the overall interest of the organisation and contract labour. Accordingly, the unions agreed to call off their proposed strike over the issues.

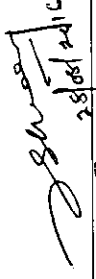
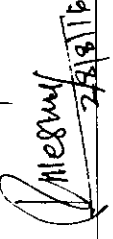
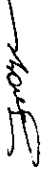

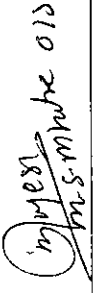





06. The meeting ended with a vote of thanks to the chair.






(R P Dubey) 28/8/2016
GM (HR) – Incharge HR-ER, RO

List of ONGC Participants:-

S/Shri

1. Pradeep Sahariya, ED – Chief ER
2. S. Gopinath, ED – HRO
3. Raj Kumar, GGM – Head Maintenance
4. Abhai K Agrawal, GGM-Support Manager
5. R P Dubey, GM (HR)-I/C HR-ER, RO
6. A K Agrawal, GM (HR)-I/C HR-ER, Panvel
7. Sanjay Agrawal, GM (HR)-I/C FMG
8. Krishan Kumar, GM-Head Security
9. N P Singh, GM (HR) & HSS, Uran
10. D K Patnaik, GM-I/C Contract Cell, Uran
11. Bipin Prasad, DGM – Uran
12. Mrs. Kamna Sarkar, DGM-I/C Legal
13. Vijay Raj, DGM (HR)-I/C Corporate IR
14. Prerak J Desai, DGM (HR)-I/C IR
15. C. Premkumaran, Manager (HR)-IR
16. P K Maini, Manager (HR)-IR
17. A M Dhamapurkar, DM (HR) - NSB
18. Harjeet Singh, HRE – IR
19. Ms. Saumya Raj, DLA
20. Ms. Ruchi Priya Rawat, ALA

| Sl. No. | Name of the Union | Name of Representative | Mobile No. | Signature |
|---------|-------------------------------------|------------------------|------------|---|
| 11 | ONGC (MOR) Karmachari Sanghatana | Pravin M. Shetye | |  |
| 12 | — do — | MR. PRAMOD G. MESTRY | |  |
| 13 | — do — | Jayprakash G. Morje | |  |
| 14 | — do — | Pankaj Koli | |  |
| 15 | — do — | Mangesh S. Mhatre | |  |
| 16 | G-EA | SUBHASH S. KADAL. | 9869997700 |  |
| 17 | PEU. | P. S. PATIL | |  |
| 18 | PE.U | S. H. NANAWARE | 9969225477 |  |
| 19 | P.E.U. | S. G. Ambare | 9969226572 |  |
| 20 | P.E.U | Sandesh Patil | 9969227887 |  |

| Sl. No. | Name of the Union | Name of Representative | Mobile No. | Signature |
|---------|-------------------|------------------------|------------|--|
| 21 | N. S. TAKKE | Dep. Gen. Sec., PEU | 7506724111 |  |
| 22 | N A khaniyar | Gen Sec PEU | 9869222581 | MMH- |
| 23 | D. N. Vidhan | GEA- | 9930903502 |  |
| 24 | Dinesh H. Gharat | PEU / GEA sec. UDAN | 9969228128 |  |
| 25 | Ritesh K. Mhatre | GEA | 9869354684 | S. S. Mhatre |
| 26 | Amal Sklabh | GEA | 9819953881 | ASKlabh |
| 27 | Shailob x Jadhav | GEU | 9894278020 |  |
| 28 | Milag Maric | GEU | | MMH |
| 29 | | | | |
| 30 | | | | |