



Minutes of the meeting held with the Gen.Secretaries of the recognised unions at Dehradun on 22nd April 2016

Shri.Pradeep Sahariya, ED-Chief ER welcomed the representatives of the recognised unions to the meeting. He stated that though the meeting has been convened specifically on the issue of Special Incentive for performing Topman Duty (SITD), there were other issues also, which are to be deliberated with the unions. He explained that issues related to review of the qualifications of para-medics was to be taken up, as also review of CSSS to improve the benefits under the Scheme.

2. **Review of R&P Rules for Paramedics:** Shri Alok Misra, ED-Chief HRD greeted the Gen.Secretaries and explained that it was proposed to review of qualification of Pharmacists, as the prescribed qualification of 3 year Diploma was not available. He pointed out that in case of Physiotherapy, there were separate Certificate and Diploma qualifications. In the case of medical technicians also, the three year Diploma prescribed is not available in the country. There is a need to bring in uniformity in the qualifications to be prescribed under the R&P Rules. Therefore, it may also be required to rationalise the induction levels in the R&P Rules. He sought the views/suggestions of the unions, based on local issues faced, before a comprehensive proposal is submitted to the management.

The Gen.Secretaries requested that the proposed changes may be shared with them so that they could study and submit their suggestions. It was assured to share the proposed changes through email with all the Gen.Secretaries of the recognised unions.

3. Shri SSC Parthiban, GGM(HR)-Chief CSR (Chief ER -Designate) greeted the union representatives. He recalled his joining in ONGC in the IR assignment and stated that it felt good to be back with friends. He assured the unions that mutual trust would be fostered by bilateral discussions. He acknowledged the fact that unions also face pressures from their members and the management is aware of it. While pointing out that without ONGC no one would survive, he sought the active co-operation of the unions to work together for the betterment of ONGC.

4. Shri R.H.Pathan, Gen.Secretary, ONGMS, Ankleshwar welcomed Chief ER designate to the forum on behalf of all the assembled unions. He submitted that though mutual trust and faith are strained at the moment, bilateral negotiations should never break down.

5. **CSSS Review:** Chief ER informed the house that actuarial evaluation of the CSSS Trust had been carried out recently and its report discussed in the Trust. He stated that there are sufficient funds to improve the benefits by 50% in case of death, without any additional contribution. The other option was to increase the interest payable on refund of CSSS contribution to the employees on superannuation. However, since the intended purpose of the Scheme is to provide financial support to the family of deceased employees, the Trustees had suggested increase in the benefits in the case of death. It was also clarified that the modalities of financial support would remain the same. On a query seeking full-fledged discussion in the JCM, it was clarified that since there is no increase in the contribution from employees and the modalities are also not being changed, it was not required to take this up in the JCM. After

detailed deliberations about the benefits in the case of death under CSSS, the unions unanimously supported the proposal to increase the benefits by 50% in the case of death of an employee.

6. Shri Salil Biswas, Chief Coordinator, All India Trade Unions Co-ordination Committee greeted and welcomed all the participants to the meeting. He raised the following issues of concern on behalf of all the assembled unions:-

(i) Gen.Secretary, CFB, Silchar has not attended the meeting. He requested Chief ER to enquire into the reasons for the same. Chief ER assured that he would enquire appropriately.

(ii) He narrated the sequence of events leading to the Gen.Secretaries meeting CMD on 21.04.2016. He registered the disappointment of the recognised unions that adequate time could not be spared by the management to meet them.

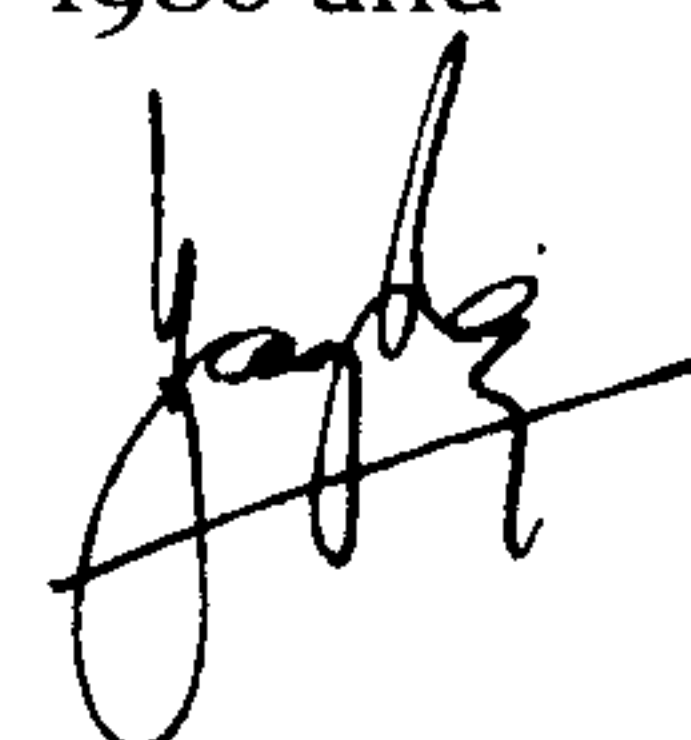
(iii) Demands of the unions relating to (a) extension of air travel facility for 'S' level employees at par with executives, (b) Car advance for all the employees of unionised category, other than 'S' level and (c) extending laptop and data card to unionised category, other than 'S' level: As decided in the last JCM, the above demands were to be examined within three months. It was conveyed to the unions vide letter dated 18.3.2016 that these issues could be taken up for negotiations, as part of upcoming wage revision process. The unions demanded withdrawal of the letter and immediate consideration of the demands, as these demands have no linkage with wage revision.

(iv) Recruitment process in ONGC for Class III & IV – discontinuance of interviews: Vide Office Order No.20(22)/RP/16/CP dated 22.03.2016 decision of the EC to discontinue the interview process and strengthen the selection process was conveyed. The unions objected to the unilateral decision, which affects the departmental candidates and contingent/casual employee. The unions demanded detailed deliberation on the issues raised and withdrawal of the Office Order.

(v) Office Order No.DDN/HRG/OO/2016/04 dated 1/04/2016 – introduction of Special Incentive for performing Topman Duty (SITD): The unions strongly objected to the unilateral decision to introduce SITD and sought immediate deliberations on their demand for creation of posts at Topman level. The unions demanded immediate withdrawal of the mentioned Office Order.

The unions submitted that posts at the level of Topman should be immediately created and filled up from Departmental candidates. They stated that R&P issues have been discussed for so many years, but no decisions are taken on the issues raised. It was reiterated that the views of the unions are unanimous and serious.

7. Shri Pathan pointed out that departmental vacancies were released in the past in Western Sector for the post of Topman. He stressed that welfare issues of workmen should not be linked to oil price variations. He queried regarding the fate of departmental candidates when interviews have been abolished. Further, he alleged that MoU 2004 has been wrongly interpreted. Post of Jr.Asst.Rigman was created and filled up at A1 level, whereas R&P 1980 and



MRPR did not provide for induction in Drilling cadre at A1 level. He assured that the unions are also keen on growth of ONGC. The management needs to understand the ground realities. He stressed that the top management needs to visit the work-centres periodically and interact with the employees for this purpose.

8. Shri DJ Chaudhary, Gen.Secretary, PMS, Ahmedabad stated that all the unions are highly dissatisfied. He alleged that taking work of the higher level and paying wages of the lower level is an unfair labour practice. He cautioned that if the lacklustre attitude continues, there would be serious agitations.

9. Shri D.Mahesan, Gen.Secretary, PEU, Karaikal narrated incidents wherein problems have been faced in Drilling Services in the Asset. He submitted that technical groups and HR are required to work in tandem in the Asset.

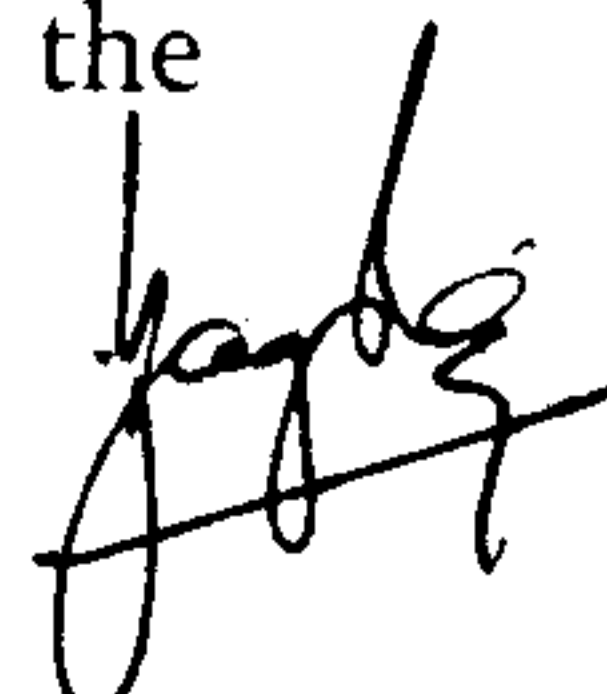
10. Shri Sanjeeb Boruah, Gen.Secretary, OPEA, Sivasagar demanded for immediate withdrawal of the three communications as pointed out earlier. He alleged that workmen are performing field duties without proper PPE.

11. Chief HRD stated that the views of the unions are respected. Management and the unions have worked with trust and faith in the past and will continue to do so in the future. Some slippages in communicating with the unions have been observed, which are not being justified. We need to correct the process and negotiations will continue. SITD was discussed with some of the unions, though the modalities were not. He appreciated the unions for continuing operations, with the current shortage of workmen. He pointed out that there are only two roles for workmen in the rigs, (i) on the derrick floor and (ii) on the monkey board. He brought out that Topman should be viewed as a role and not as a designation. He assured that solutions can be identified in the interest of ONGC. He also assured to clarify the issues related to doing away with interviews in the selection process. The difference in opinion in interpreting the MoU 2004 can be resolved in R&P review.

12. Shri Pathan alleged that there was a breach of trust in implementing para 3(iv) of the MoU 2004. He pointed out that none of the existing employees have got any benefit under the clause, since no posts have been created at A4 level. However, some outside candidates had been recruited at A4 level in breach of the MoU. He demanded that the issue of those recruited as JARM after 2010 should be addressed, before R&P review is taken up. Chief HRD assured to revert on the issue raised.

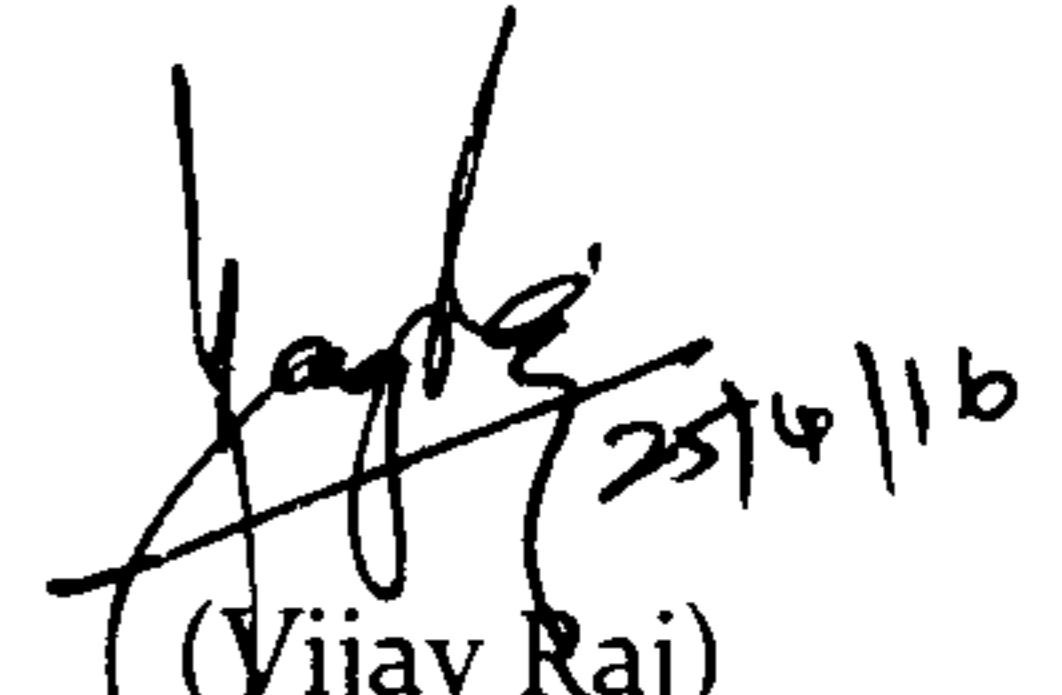
13. Shri S.Jandial, GGM-PM-Spl.HR Initiatives stressed that each discipline has its own unique requirements for staffing. Changes made to R&P 1980 have missed this aspect, in the pursuit of bringing socialistic parity among cadres. Growth aspirations led to creation of eight levels in Drilling cadre for the workmen. Review of R&P needs to take these issues into consideration in the future.

14. Chief ER pointed out that dropping of interviews from selection proceedings was based on Govt. of India Gazette guidelines and as such these instructions cannot be withdrawn. The unions acknowledged the same and sought detailed deliberations to address their apprehensions related to Departmental candidates, DoDs and contingent/casual employees. It was assured to take up discussions to address the issues raised. Chief HRD assured that the



management would revert back on the issues related to the MoU 2004 by 20.05.2016. Chief ER sought for a weeks' time to revert on the other issues raised by the unions.

The meeting was thereafter concluded with a vote of thanks to the Chair.


(Vijay Raj)
I/c Corp IR
25th April 2016

No.22(3)/2015-IR

List of Participants:

Management participants S/Shri	Recognised Union	Union Participants S/Shri
1. Pradeep Sahariya, ED-Chief, ER 2. Alok Misra, ED-Chief, HRD 3. SSC Parthiban, GGM, Chief, CSR, (Chief, ER Designate) 4. V.K. Gupta, GM(IE) Corp. HRG 5. Vijay Raj, DGM(HR) I/c Corp.IR 6. S.K. Tomar, DGM(HR)I/c Corp. Policy 7. M. Ganeshan, DGM (HR), Corp. IR 8. Amita Nayak, Chief Manager (HR) Corp. Policy 9. Seema Bara, Chief Manager (HR), Recruitment	ONGC Employees Mazdoor Sabha, Mehsana	1. A. R. Tadvi, Gen. Secy 2. H.K. Patel, Chairman
	Oil & Natural Gas Commission (B.O.P.) Karmachari Sanghatana, Mumbai	1. Pradeep Mayekar, Gen. Secy 2. Pradeep D. Mhadgut, Secy
	ONGC Workmens' Association, Kolkata	1. Salil Kr. Biswas, Gen. Secy 2. S. C. Dutta, Jt. Secretary
	ONG Mazdoor Sangh, Ankleshwar	1. R. H. Pathan, Gen. Secy 2. S. J. Prajapati, Org. Secy
	National Union of ONGC Employees, Dehradun	1. A. P. Joshi, Gen. Secretary 2. Shiv Nath Panwar, President
	Petroleum Employees Union, Rajahmundry	1. D.V.Krishnam Raju, Gen. Secy 2. PVV S.Ch.R. Prasada Rao, Jt. Secretary
	Petroleum Employees Union, Chennai	1. V. Gopinathan, Gen. Secy 2. Ganapathy Subramanian, Vice Chairman
	Petroleum Employees Union, Karaikal	1. D. Mahesan, Gen. Secretary 2. M.S. Dhandapani, Jt. Secy
	ONGC Workers Union, Agartala	1. T.D. Majumdar, Gen. Secy 2. Debjyoti Debnath, Exe. Memr
	ONGC Purbanchal Employees' Association, Sivasagar	1. Sanjeeb Boruah, Gen. Secy 2. Bhaskar Jyoti Bora, Org. Secy
	Petroleum Mazdoor Sangh, Ahmedabad	1. D.J. Chaudhary, Gen. Secy 2. Hardik N. Naidu, Vice President

Distribution:

1. General Secretary, National Union of ONGC Employees, Dehradun
2. General Secretary, ONGC Employees Mazdoor Sabha, Mehana
3. General Secretary, ONG Mazdoor Sangh, Ankleshwar

4. General Secretary, Petroleum Mazdoor Sangh, Ahmedabad
5. General Secretary, ONGC Workmens' Association, Kolkata
6. General Secretary, ONGC(BOP) Karamchari Sanghatana, Mumbai
7. General Secretary, ONGC Purbanchal Employees Association, Sivasagar
8. General Secretary, ONGC Workers' Union, Agartala
9. General Secretary, Trade Union of ONGC Workers, Silchar
10. General Secretary, Petroleum Employees Union, Rajahmundry.
11. General Secretary, Petroleum Employees Union, Chennai.
12. General Secretary, Petroleum Employees Union, Karaikal.
13. ED-Chief ER, ONGC, Dehradun
14. ED-Chief-HRD, ONGC, Dehradun
15. GGM-Chief-CSR, ONGC, New Delhi
16. GM(HR)-Head ER, ONGC, Dehradun
17. Head HR / I/c HR/ER of all work-centres

Copy for information to:

1. EO to CMD, ONGC, JBB, N.Delhi.
2. CEA to Director T&FS /Offshore / HR/ Exploration/ Onshore / Finance, ONGC, N.Delhi
