File No. B.8(19)/2012-B.I
Dated: 24-08-2016 1500 hrs.

Adjourned conciliation proceedings held today. Parties present as per list of attendance. The issues regarding the fair Wage Policy has been discussed in detail with the parties. However, the issue pertaining to reimbursement due to increase in statutory benefits by virtue of Government Guidelines pursuant to signing of settlement in addition to the present wage structure and the statutory benefits was also raised. The contractors demanded that any decrease or increase of the wages and statutory benefit should be borne by the Principal Employer, whereas Principal Employer clarified that reimbursement shall be governed by terms of respective contracts. I as Conciliation Officer advised the parties to constitute a Committee comprising of representatives from ONGC and Association of Contractors and representatives of the Unions. The recommendation of the Committee will be forwarded to the Higher Authority/ Board for decision. The Contractors did not agree with the same. The issue further discussed in length but due to the divergent views of the parties it was stuck up. The Union representatives present submitted that since they were waiting for settlement and cooperated to the ONGC till date, no sign of settlement shown and as such they have decided to go on one day Token Strike on 29-08-2016 and thereafter indefinite strike from 07-09-2016. Union further submitted that a copy of the draft settlement was provided to the Union wherein certain changes have suggested by them as per the understanding reached on 24-02-2016 has not been incorporated by the ONGC and insisted for such changes. ONGC agreed to discuss the issues. Further, the list of workmen who are beneficiaries of the present fair Wage negotiation are incomplete as many of the workmen are not enlisted by the ONGC. The Union therefore will be filing additional name of the workmen to incorporate in the original list of workmen prepared by the ONGC. It was clarified that the same shall be verified based on available records. Based on this I as Conciliation Officer advised the Union to defer their strike and the agitation. However, the Union did not agree to defer the strike. Since the issues are pending for such a long time, I advise the ONGC to pursue the matter with Higher Authority to finalize the stuck up issues so that amicable settlement can be signed. ONGC accordingly requested for time. With request of the ONGC, conciliation proceeding adjourned to 06-09-2016 at 1500 hrs.

Representative of the ONGC	**Representative of the Contractors**	**Representative of the Unions**
24/8/2016		C.E.N. 24/8/16
24/08/2016		24/8/2016
24/08 (M. GANESHAN) Dy. CLC(C)		24/08/2016
		24/08/2016
		24/08/2016 (Pradeep Mayekar)
		24/08/16

(BB Bhatnagar)
Conciliation Officer
& Dy. CLC(C), Mumbai