



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/047/2017

DATE : 10/04/2017

**To,**  
Director (Offshore),  
ONGC,  
Pt. Dindayal Upadhyay Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi.

Director (HR),  
ONGC,  
Pt. Dindayal Upadhyay Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi.

O/c

**Subject: Request to initiate negotiation towards wage revision of Direct Employees.**

Respected Sir,  
This has reference to wage revision of Direct Employees which is due from 1/1/08. We have already entered in to agreement with ONGC management for "**Fair Wage Policy**" for contractual workers and it is in the process of implementation.

The case of Direct Employees was processed for regularization through Ministry Of Petroleum in co-ordination with Labour Secretary, Petroleum Secretary and ONGC officials. Unfortunately it could not be materialised. In view to the above fact, Direct Employees were kept outside "**Fair Wage Policy**" agreement, as the case was processed for regularization.

Pending regularisation, management had promised to apply in the High Court, Mumbai for early disposal of the case, the application from the ONGC management was submitted in High Court, unfortunately was turned down by the learned judges. Hence uncertainties continue about the case coming up for final hearing in the High Court.

No efforts were taken for wage revision of Direct Employees as it was largely expected their regularization will come through as Petroleum ministry had taken interest in resolving the same. It is earnestly requested keeping aside all heart burns caused due to long court cases as well as approaching for ministerial interference, we should give due consideration that all our Direct Employees have worked more than 25 years with ONGC dedicating their golden period of life.

All Direct Employees have crossed 50 years of age, almost all these employees are married, having children meet to cater to their education and shouldering the responsibility of their parents also. Needless to elaborate being above 50, require increased medical expenses for themselves and their parents. **Wage revision in line with ONGC employees the induction pay scales i.e. Rs. 10,000/-, Rs. 11,000/- and Rs. 12,000/- as per R&P qualification along with its consequential benefits, or a negotiated and mutually agreed adhoc may please be extended to the tune of Rs. 20,000/- till such time wage revision materialises, so also medical facilities of ONGC be included.**

Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary



**Copy to:**

1. ED – Chief ER, ONGC, Green Building, Dehradun, Uttaranchal.
2. ED – HRO, ONGC-WOU, Green Heights, BKC, Bandra (E), Mum.51.
3. DGM - Corp. IR, ONGC, Green Building, Dehradun, Uttaranchal.
4. DGM I/c IR, ONGC-WOU, Green Heights, Bandra (E), Mum.51.