



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

Flat No.102, 1st Floor, Acme Hormony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/ 66 /2017

DATE : 19/06/2017

To,

The C & MD,
ONGC,
Pt. Dindayal Upadhyay Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi.

The Director (Offshore)

The Director (HR)

Sub: We rightly feel the aggression and frustration of the affected employees of MOU'2004, hence it is unanimously decided to sound our protest, which is detailed below.

Respected Sir,

This has reference to **O.O. No. 22 (3)/2008-IR Dtd: 12/09/2014.** Accordingly a committee was constituted where in all General Secretaries of recognized unions of ONGC are members. The main purpose of the committee was to make necessary amendments in the MOU'2004, so as to revise, roll back or reduce the span of promotion for all induction level non-executive cadre. The committee was given a mandate to complete their report before 15th Aug'2015.

We feel, its necessary to recall the fact that after being declared in majority following secret ballot procedure and being accorded the status of recognized union by management, in our first by-lateral meeting we had raised the issue of rolling back the MOU-2004 having visions of wide spread detrimental effect on both the side, i.e. employees and management too.

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Pivot point of rolling back of MOU-2004 being recruitment at class III and IV level, without recruitment in the year 2007-08 there would have been a big void of experienced work hands by 2017-18. We started pursuing from the time Dr. Ballian was Director HR and Mr. Vats was Chief-ER and continued the same with Mr. Jamestin and Mr. Sunderlal too. In our justification, we had categorically claimed, following recruitment in line with MOU-2004 would be disastrous, and will have wide spread repercussions.

We are finding it difficult to make management accept this truth from time to time. We further state that such unaddressed issues will have negative impact on the morals of the employees especially in the most productive area i.e. offshore installations of ONGC.

The personality none else than Mr. Jamestin, who knew offshore so well and was also posted in offshore, rightly viewed our justification of not having work hands by 2018 positively. Acknowledging our concern, he advised the then Chief-ER to constitute a committee of General Secretaries to discuss the issue in more details and come out with a win-win situation.

As you are aware from **12/09/2014 to Feb'2017**, as few as only seven meeting have been conducted but unfortunately the said committee could not arrive to any decision till date. During this period from 19th Aug'2004 the date when MOU was signed and after a lapse of four years, to be precise from 2008 with our prolonged persuasion recruitment process started and today 6500 employees have been recruited at AI & AII level. In future this figure will be increasing, where as employees from other cadre i.e. supervisory cadre and "W" cadre are on the verge of retirement. In other words, affecting category due to MOU'2004 would be of A-I & AII level only. So reversal or moderation would have minimal financial implication.

With all this logic, in past so many years the issue is not moving towards any positive solution and very rightly the affected employees are expressing their discontent and are gradually loosing control over their patience. Our union had already submitted our proposed amendments in the MOU'2004 vide our letter **No. ONGC/KS/353/2015** and our stand is very clear on the issue.

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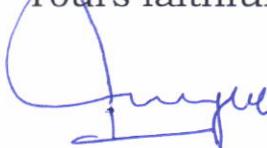
As there is lot of pressure from our members in Mumbai Region and to support our demand we have no alternative left but to stage demonstration at "NBP, Green Heights" during lunch hours.

Our decided action programme is as follows :

- Black Batch wearing from 05/07/2017 to 07/07/2017 at offshore & onshore installations.
- Demonstration in front of our office building Gr. Heights on 07/07/2017.
- Hunger- strike in all offshore installations on 07/07/2017.

We hope your authority will take a serious note of it, as the issue is unnecessarily stretched far too long.

Thanking you,
Yours faithfully,



**(Pradeep Mayekar)
General Secretary**

Copy to :

1. ED-Chief ER, ONGC, Green Building, Dehradun, Uttarakhand.
2. ED-HRO, ONGC, WOU, Gr. Heights, Bandra (E), Mum : 51.
3. GGM-Chief HRD, ONGC, Green Building, Dehradun, Uttarakhand.
4. GM-Head R&P, ONGC, Green Building, Dehradun, Uttarakhand.
5. GM- I/c, HR/ER, ONGC, WOU, Gr. Hts, Bandra (E), Mum : 51.
6. DGM – I/c, Corporate, IR, ONGC, Gr. Bldg, Dehradun, Uttarakhand.
7. DGM I/c, IR, ONGC, WOU, Gr. Heights, Bandra (E), Mum : 51.
8. Dy. Chief Labour Commissioner, Shramraksha Bhavan, Mum : 22.



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Hormony-I, Poonam Nagar, Off JV Link Road, Andheri (E), Mumbai - 400 093.

REF : ONGC/KS/353/2015

DATE : 24/08/2015

To,

O/C

The C & MD,
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi.

The Director (HR),
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi.

Subject : Review of R&P MOU'2004 by the working Group Constituted.

Respected Sir,

The group of General Secretaries of all Recognized Unions was constituted in our last JCM which is already 16 months. It was brought to the notice of the working group that the board / EC wishes to have the report submitted, so that by 15 August'2015 a decision can be taken on the issue.

In so many months the working group could meet only twice with management headed by Shri. V. K. Varma, GM (HR), Head Corporate R&P. A focused meeting on the subject did not materialize, different issues were surfaced on which very rightly, Head R&P pointed out that this committee is not empowered to discuss other issues.

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Sir, the said agreement came to our notice after 4 years. When, even after posts being sanctioned for recruiting 31 radio operators to be posted in offshore installations and as the advertisement were not getting floated, we took up the matter with the then Head HRD Mr. K.S. Jamestin i.e. in 2008 and it was brought to our notice, with such an MOU existing, the recruitment is getting delayed.

Persuasion for an review of the said agreement was leveled by us at various level with multiple justifications including Regional Labour Commissioner (CL), Mumbai finally in our last JCM it was felt by the management including Director (HR) and Chief (ER) that it needs to be reviewed, hence the working group of General Secretaries of Recognized Unions was constituted. It was principally expressed by the Head (R&P) as well as the management group in JCM that promotion period can be moderated but the 2004 MOU cannot be revoked.

The said agreement has effected three categories of employee i.e.

1. Induction of Jr. Engg with Q2 Qualification were brought down to A2 level, so today it costs them 18 years to be Astt. Engg. from 4 years when inducted as Jr. Engg.
2. Rigman were recruited at A3 level with ITI and three (3) years experience. Today they are inducted at A1 level i.e. Jr. Asst. Rigman (Drilling), hence it will take them 12 years to reach A3 level.
3. All JAT's were promoted after three (3) years now with the MOU it takes 6 years to reach A2 level.

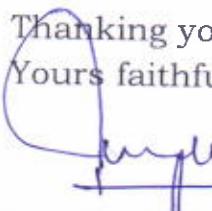
To do natural justice to all the three categories and to erase out all disputes, heart burns as well as to have better work environment, invariably in offshore installations, so also to have highly motivated technical manpower, which is the extreme need of the day in all aging installations, reversal i.e. going back to R&P conditions existing before the said MOU'2004 i.e. before 19th August'2004 would be most appropriate, this has been our view since'2008 and we still continue with the same.

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We still remain open to the logics of moderations by 50% i.e.

1. Promotion tenure should be nine (9) years to reach Asst. Engg. i.e. every three (3) years promotion, to Asst. Technician (A2) having Q2 qualification.
2. Rigman be inducted at A2 level continuing with the criteria ITI with three years experience.
3. JAT's be promoted to A2 level in three (3) years.

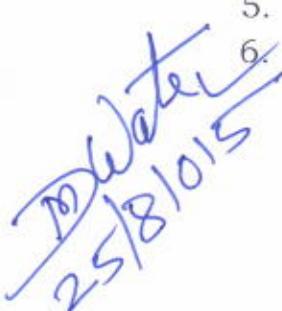
Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

O/C

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2. ED-Chief HRD, ONGC, Green Building, Dehradun, Uttaranchal.
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4. GM-Head R&P, ONGC, Green Building, Dehradun, Uttaranchal.
5. DGM, I/c IR, ONGC, Green Building, Dehradun, Uttaranchal.
6. CM (HR) IR, ONGC, WOU, Gr. Heights, Bandra (E), Mum : 51.

P.M.
25/8/15

P.Water
25/8/15