



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

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REF. : ONGC/KS/766/2017

DATE : 14/11/2017

To,

The ED - B&S Asset,
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai 400051.

O/C

Subject : Regarding Helideck Assistance Course.

Respected Sir,

This has reference to our earlier letter no. ONGC/KS/154/2017 dtd. 23/10/2017 and your office order no. IPSHEM/Trg/HAD/2017-18 dtd. 3/10/2017 regarding Helideck Assistance Course to be conducted by M/s. Elite Offshore Pvt. Ltd. At Belapur, Navi Mumbai.

It is very unfortunate to note that again without discussing with recognised union, office order has been issued for Helideck Assistance Course which has been viewed very seriously by our union.

Employees has been recruited to do the job of operation / maintenance in the field are forced to work as Helideck Assistance / Helideck Officer on the platform which is illegal practice we are following and let me confirmed that it is not supported by Labour Laws. Management's administrative delegations need not be discussed with any union, yet we are repeatedly quoting not being discussed with the recognised union because of more than one reason, at the outset the recruitment was done in offshore for both operation & maintenance with long deliberation having multiple justification mainly due to acute shortage of said manpower in offshore. Secondly, this is a multi-skilled activity which is normally accepted as policy only in negotiation with recognized unions. With the said training we are only ensuring, even after having encountered so many accidents related to helicopters and losing our human resource we still want to be negligent & casual which we cannot support.

HR - ER / B&S / ONGC

Diary No.

In Date 14/11/2017

By 14/11/2017

It is pertinent to mention here that after the Helicopter Accident in 2005 we have laterally shifted our interested employees / officers to the post of Helideck Landing Assistant and Helideck Landing Officer after giving him proper training, as there was compulsion from Director General of Civil Aviation (DGCA), we also extend our co-operation educating our boys, "we should stand by the management in times of organizational needs".

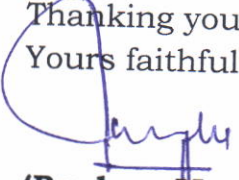
Without discussing with recognised union we are compelling to employees to do these type of important job which is not theirs, is unfair labour practice.

Duty of HLO or HLA can be performed by minimum qualification of SSC passed. On the other hand so many times contract labour on board is doing the job of HLO/HLA who are not even SSC passed and non-conversant with local language, we have overlooked the above condition prevailing on many occasion.

We have no alternative left as management is non cooperative and is displaying adamantness with its unilateral discussions, this compels us to declare "**Hunger Strike from Tue. 21st Nov. 2017**" on BPA platform. At the same time all employees will do their normal duty without taking food. We are approaching the appropriate Labour Authority for justice which may please be noted.

Your esteemed authority is requested to kindly look into the matter to resolve the issue at the earliest so that unwanted situation can be avoided, we feel looking into the HLO/HLA crisis, vacancies may please be created on war footing, at the same time send interested employees to Goa in our safety institute for a proper training for HLO/HLA.

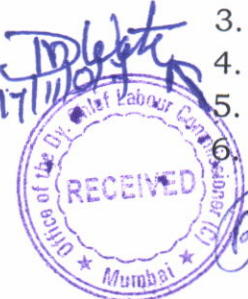
Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

o/c

Copy to:

1. Surface Manager, B&S-Asset, ONGC, Gr. Heights, Bandra (E), Mum : 51.
 2. LM-BPA, B&S-Asset, ONGC, Gr. Heights, Bandra (E), Mum : 51.
 3. OIM - BPA platform, B&S Asset.
 4. DGM, I/c, HR/ER, B&S Asset, ONGC, Gr. Hts, Bandra (E), Mum : 51.
 5. DGM, I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mum : 51.
- Dy. Chief Labour Commissioner, Shramraksha Bhavan, Mumbai : 51.



16-11-2017