



# 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/5842019

DATE : 15/03/2019

**To,**  
**The C & MD,**  
ONGC,  
PDDU Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi.

*o/c*

**The Director (Offshore)**

**The Director (HR)**

**Subject : Notice of Hunger Strike** for long pending issues like "**MOU-2004**", "**Pay revision of Field Operators & Paramedics**", "**Toiletry Kit**", "**Compensatory Off**" to be converted into Earn Leave and **pending JCM**.

Respected Sir,

This has reference to our earlier letters Ref. Nos.

ONGC/KS/ 63/2017 dtd.13.06.2017,  
ONGC/KS/112/2017 dtd.14.08.2017,  
ONGC/KS/269/2018 dtd. 21.02.2018,  
ONGC/KS/325/2018 dtd. 24.05.2018 and  
ONGC/KS/543/2019 dtd. 01.02.2019

regarding MOU - 2004 which has been signed in the month of July 2018. It is understood that issue of the MOU - 2004 has been cleared by EC and put up for approval of board long back. Already 8 months have passed but we have not received any result from ONGC management. All the promotions affected due to MOU-2004 were to be released from 01.01.2019.

Issue of Pay revision of Field Operators and Paramedics staff is pending since 1.1.2011. We have already submitted our proposal vide letter no. 275 dtd. 22/2/2018. It is very unfortunate to mention that Field operators have received only one pay revision during last 20 years. We have elaborated in details their plight, and agony, even then management has not taken serious steps to finalise their pay revision.

It is pertinent to mention that with 20 years of rich experience field operators are paid 50% amount as salary of newly joined employees i.e. JATs in ONGC with no facilities, where as we take jobs of all three i.e. Topman, Rigman as well as roustabout from these employees, these employees are like the "**damned and the tortured**".

Issue of "**Toiletry Kit**" to be provided to the employees working in the sections like Cementing, Logging, Chemistry, Well services etc. These employees have not been received "**Toiletry Kit**" from last three years. The issue was taken up with the competent authorities' many a times. Last three years we are tirelessly following the issues but decision of issuing kit to above mention employees is not yet to see the light of the day.

The issue was discussed with the GM I/c HR/ER Services, I/C FMG, HRO, HDS, CDS, DGM-I/c IR to find out amicable solution. It is pertinent to mention here that there is mention in the catering contract to issue the "**Toiletry Kit**" to those who are performing duty intermittently on Riggs/ Platforms but have to complete 20 days in a quarter.

Accordingly absentee statements were collected personally by our union visiting affected sections and is being submitted to GM I/c HR-ER Services office. First order to provide toiletry kit to these employees was issued by Sh. Sudhakaran Dy. Manager Services on 29/06/2017 O.O. no. WOU/HR-ER/SER/2017. Please find attached the copy of the same for your perusal. After continuous follow up of our union, confirmation was taken by I/c FMG to issue the "**Toiletry Kit**". The decision of issuing toiletry kit to those departments was conveyed by I/c FMG to GM I/c HR-ER Services. After receiving confirmation from I/c FMG orders were issued by GM-I/c HR-ER Services to caterers and Rig Managers to issue the toiletry kit. Please find enclosed the copies of the same for your perusal.

Very unfortunate to mention here that even after whole exercise, no "**Toiletry Kits**" are issued to the said employees. Again we conducted meeting with CDS and HDS on the issue but painful to mention that no decision has been taken till date.

How much does the toiletry kit costs, does it really dents the balance sheet of our organization, most importantly they are actually working in offshore and yet denied the facility of an offshore employee. With the policies in place this act of denial pertains to insubordination as we understand the policy decisions are taken by our board of directors.

The second issue is of **Compensatory off**, of the employees performing on/off duty in offshore for Drilling and Production Assets. The union has suggested to convert their C/Off into Earn Leave but has fallen on deaf ears. At the outset let me bring to your notice lapsing of compensatory off is an in-house design in deviation to the labour laws their C/Off cannot be lapsed. Moreover we have put the condition of three months to avail the C/Off which is illegal by law and not practically possible due to 14 days on/off pattern. If we religiously follow, let me caution the entire ON/OFF cycle will collapse.

Same thing was happening in the past in the case of Casual Leave those who are doing their 13 shift in a year, were losing their casual leaves. Employees were compelled to avail the casual leave which was affecting our shift schedules. To avoid the disturbance in schedules the casual leaves are now converted to "**Offshore Duty Leave**" (ODL).

**JCM** is pending from last more than three and half years, the issue of conducting JCM is almost deliberated in the several meetings called by management. All the time assurances were given to hold the JCM. Let me bring to your kind notice that last JCM was conducted in New Delhi in the presence of then CM&D on 28/10/2015. We are supposed to call JCM every after six months, but are unable to understand how management is getting time to conduct meetings with other collectives. It seems that management is deliberately avoiding to conduct the JCM with recognised unions. If it is so, it is very unfortunate and detrimental to industrial peace.

We feel, enough time has been given negotiating through constitutional procedures to management for resolving the issue but management is taking it very casually, neither management is interested for amicable solution.

We have no alternative left but to resort to direct action as follows :

Day	Date	Particulars	Venue
Wed.	27/03/2019	Wearing Black Batches	All Work Centres
Thu.	28/03/2019	Wearing Black Batches	All Work Centres
Mon.	01/04/2019	Demonstration at lunch time	NBP Green Heights
Thu.	04/04/2019	Demonstration at lunch time	11 High, Hazira, Uran
Mon.	08/04/2019	Demonstration at lunch time	Vasudhara Bhavan
Wed.	10/04/2019	Hunger Strike (24 hrs. 8 to 8)	All Offshore Installation
Wed.	10/04/2019	Hunger Strike (24 hrs. 10to10)	NBP Green Heights, 11 High, Panvel, Uran, Hazira.

Simultaneously all canteen at work centres will be boycotted on 10/04/2019.

Your esteemed authority is requested to kindly take serious note of the issues explained which demands the justice as per law which are applicable to offshore.

Thanking you,  
Yours faithfully,

  
**(Pradeep Mayekar)**  
**General Secretary**



**Copy to :**

1. ED - Chief ER, ONGC, Gr. Hills, Tel Bhavan, Dehradun.
2. ED - HRD, ONGC, Gr. Hills, Tel Bhavan, Dehradun.
3. ED - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mum : 51.

4. ED - MH Asset, ONGC - WOU, Vasudhara Bhavan, Bandra (E), Mum 51
5. ED - B&S Asset, ONGC - WOU, Vasudhara Bhavan, Bandra (E), Mum 51
6. ED - N&H Asset, ONGC - WOU, Vasudhara Bhavan, Bandra (E), Mum 51
7. ED - CDS, ONGC - WOU, 11 High, Sion, Mumbai 17.
8. ED-Plant Manager, ONGC, Hazira Plant, Surat, Gujrat.
9. ED-Plant Manager, ONGC, LPG Plant, Uran, Raigad.
10. GM - I/c, Corporate IR, ONGC, Gr. Hills, Tel Bhavan, D'dun.
11. GM - Head R&P, ONGC, Gr. Hills, Tel Bhavan, Dehradun.
12. GM - I/c HR-ER, Services, 11 High, Sion, Mumbai 17.
13. DGM - I/c HR-ER, MH Aseet, Vasudhara Bhavan Bandra (E), Mum. 51
14. DGM - I/c HR-ER, B&S Aseet, Vasudhara Bhavan Bandra (E), Mum. 51
15. DGM, I/c HR/ER, ONGC, Hazira Plant, Surat, Gujrat.
16. DGM - I/c HR-ER, Nhava Supply Base, ONGC, Nhava,
17. DGM - I/c, HR-ER, ONGC, LPG Plant, Uran, Raigad.
18. DGM - I/c IR, ONGC-WOU, Gr. Hts, Bandra (E), Mum : 51
19. CM - I/c HR-ER, Panvel Phase - I, Panvel.
20. CM - I/c HR-ER, N&H Aseet, Vasudhara Bhavan Bandra (E), Mum. 51
21. Dy. CLC (CL), Shramraksha Bhavan, Chunabhatti, Sion Mum : 22

o/c