



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 688/2019

DATE : 18/09/2019

o/e  
ONGC  
ADMIN. URAN  
Inward No. 4015  
Date-18/9/2019  
OK

To,  
The ED - HUP,  
ONGC - WOU,  
LPG Plant, Uran,  
Dronagiri Bhavan,  
Raigad.

**Subject: Absorption of undermentioned two employees working as Xerox Operators in Uran, LPG Plant for nineteen years.**

Respected Sir,

This has reference to our contract of xeroxing in Uran LPG Plant for the last 27 years. The tenure of xerox machine operation has expired on **31<sup>st</sup> August 2019**. Accordingly tender for xerox machine operation was floated by the concerned authority in Uran Plant, the fact that concerned authorities in Uran Plant with due application have prepared the tender exhausting considerable man hours and which got your approval implicates that it's a requirement of the plant. The contract celi must have gathered the information how high is the cost of xeroxing per paper in the market to justify the need of continuing the said tender.

Terminating the tender at such an matured stage raises many questions of its integrity, yet we would like to interfere less on the administrative decision at the managements end. Our concern is foremost on the repercussions of such a diversion. We would like to bring to your notice that there are two employees namely **Shri. Nilesh Kashinath Mhatre** and **Shri. Nitin Ram Patil** who were working in this contract for almost 19 years, are today displaced contract employees for no fault of theirs.

**Shri Nilesh Kashinath Mhatre** has joined in this contract in the year 1998. Whereas **Shri. Nitin Ram Patil** has joined in the year 2002. By terminating the said contract above mentioned employees are being displaced from their employment. It is pertinent to mention here that these two employees are covered under "**Fair Wage Policy**", Fair Wage Policy agreement was signed in the presence of Dy. CLC (C) along with ONGC authorities, one of the conditions mutually agreed upon is that these employees have service guarantee till they attain the age of 60 yrs.

It is understood that lowest tender rate was @ 76 paise per copy by **M/s. Bharat Copier, Mumbai** which seems to be very reasonable. It is unfortunate to note that at present the xeroxing job is taken from outside agency who are charging Rs. 1.10 per copy. Moreover, our employees are frequently visiting Uran city using ONGC vehicle. It's very surprising that the man hour cost of our regular employees moving out of the plant, car expenditure and the higher cost of xeroxing is not noted by our management in Uran Plant, which must be many times higher than the rate quoted in the tender i.e. Rs. 0.76 (Seventy-six paise only).

Kindly note that these employees have to be absorbed in possible other assignments in Uran Plant in line with the agreement signed by ONGC in presence of Dy. CLC (CL).

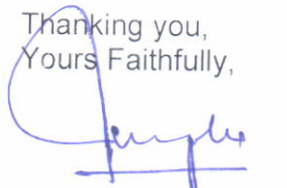
As per the information gathered by us before **Paperless office** policy was adopted, around 1.20 lakh copies were xeroxed per month in the plant which has come down to 50 thousand copies approximately per month plus binding job. We can finalize the xerox tender and one employee **Shri Nilesh Kashinath Mhatre** can be accommodated in the contract.

At the same time one employee in the garden contract **Smt. Leela Laxaman Gharat** has retired in the month of May 2019. In place of **Smt. Leela Laxaman Gharat**, **Shri Nitin Ram Patil** can be accommodated.

Your esteemed authority is requested to kindly give direction to the concerned authority so that these two employees can be accommodated. Displacing them from service has not only created multiple social problems for their family, it is in deviation to the agreement of fair wage policy, more over both these employees are covered under the same. Delay in rehabilitating them may call for wide spread unrest, action in the matter may please be taken at the earliest. We may be forced to raise an Industrial dispute.

Thanking you,  
Yours Faithfully,

clc

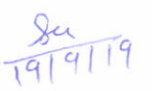
  
(Pradeep Mayekar)  
General Secretary

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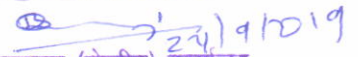
1. ED - HRO, ONGC-WOU, NBP Gr. Heights. BKC, Bandra (E), Mumbai 51.
2. GM I/c, FMG, ONGC, WOU, NBP Gr. Heights BKC, Bandra (E), Mumbai 51.
3. GM I/c HR-ER, ONGC, WOU, LPG Plant Uran, Raigad.
4. GM, I/c- IR, ONGC, WOU, NBP Gr. Heights. BKC, Bandra (E), Mumbai 51.
5. Dy. CLC (CL), Shramraksha Bhavan, Chunabhatti, Sion, Mumbai 22.

  
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RECEIVED

  
उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (O)  
मुंबई / Mumbai