



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 740 /2019

DATE : 11/11/2019

To,
The Chief Labour Commissioner (Central)
5th Floor, Shramshakti Bhavan,
Rafi Marg,
New Delhi 110001

Subject : Appeal to reconsider and revoke the decision of Dy. CLC (CL) Mr. A. A. Khan, of not "deciding policy matters with recognized collectives effecting the employees of the establishment".

Respected Sir,

This has reference to the '**Secret Ballot Election**' declared in ONGC, **Tripura** Asset to ascertain the majority for deciding recognition of the union, conciliation proceeding was held in the Dy. Chief Labour Commissioner (Central) office at Guwahati. The Dy. CLC (CL) Shri. A A Khan has mentioned in the minutes that as election process has already been started and code of conduct has been imposed, no policy decision should be taken by local management with recognised union which will be affecting employees of the establishment until the election is over and majority union is recognised by the management.

It is understood that schedule for the voting by secret ballot has already been declared and election will be conducted from **6th Dec 2019 to 20th Dec 2019**. The counting of the Votes is on the same day i.e. **20th Dec 2019**.

Sir, ONGC is a unique organisation where recognition of the union is decided by conducting secret ballot. Ours is the union who had approached to **Mumbai high court** and seek the decision of secret ballot in the year 1998. Then onwards management adopted the policy to ascertain the majority by conducting secret ballot in all the projects of ONGC in the country every three years in negation with all the recognized Unions.

It is pertinent to mention here that no such system is available in the oil and gas industries in the country deciding majority by conducting secret ballot. All the registered unions are called for discussion and negotiation. Ours is the pioneer company has set an example for other industry including oil and gas in the country.

At present there are 12 recognised unions in the ONGC and with these unions ONGC discuss/negotiates the issues like, wage revision, R&P policies, all welfare policies including policies related to post retirement benefits etc. by calling bilateral meetings regularly. Now the **Rajahmundry** asset is due for election but for technical problem stay has been granted by Amravati High Court, Andhra Pradesh as registered union in the project who has applied for secret ballot election has not completed one year.

Simultaneously, as '**ONGC employee's union**' in Tripura Project demanded secret ballot against the present recognised union i.e. '**ONGC workers union**' the process is on, so also Unions operating in (Head Quarter of ONGC) Dehradun is also in a stage of completing a period of 3 years of the recognition. The esteemed office of Labour commissioner (CL) in Dehradun is also in process of starting procedure for secret ballot for the unions operating in Dehradun as they are also completing 3 years.

If bilateral negotiations are stalled because of fact finding majority in a particular project, entire twelve regions/projects are affected. In the past no such restrictions were imposed by returning officer for taking policy decision. Only after declaring result majority union is conferred the recognition by ONGC management who is entitled to attend the meeting of recognised union forum. Till such time existing recognised union is allowed to attend the meetings.

This is happening first time in the history of ONGC. Recognised unions operating in all ONGC project will not be in a position to take a decision for welfare of the employees. It is pertinent to mention that the wage revision which is due for revision w.e.f. January 2017 is already being implemented for **Executives** where as it is in the final stages for **Non-Executives**, as your esteemed authority can see its already delayed almost for two (2) years, employees are naturally very agitated, and it is getting further delayed for the above decision.

Your esteemed authority is requested, gauging the situation kindly reconsider and revoke the above decision and be allowed to continue with the existing practice, i.e. till the date of completion of secret ballot existing recognised union will attend the meeting in the forum as care taker Union, more over the said decision will affect all bilateral policy decisions in future too.

Thanking You.
Yours faithfully


(Pradeep Mayekar)
General Secretary

Copy to:

1. Director (HR), ONGC, PDDU Bhavan, Vasant Kunj, New Delhi
2. ED-Chief ER, ONGC, Gr. Hills, Tel Bhavan, Dehradun
3. ED-HRO, ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51
4. GM-I/c, Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun
5. GM-I/c IR, ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51
6. Dy. CLC (CL), Shramraksha Bhavan, Chunabhatti, Sion, Mum-22