



आलोक मिश्र

कार्यकारी निदेशक - प्रमुख, कर्मचारी सम्बन्ध

Alok Misra

Executive Director - Chief, Employee Relations

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File No.22(3)/2019-IR

1st Jan 2019

Dear *Shri Mayekar,*

You may recall the last meeting held on 5th Nov 2018 at SCOPE Minar, New Delhi and the issues / concerns raised by you and the other assembled Gen.Secretaries of the recognised unions. Action has been initiated on a number of issues and in the coming months, you will see the results of such actions. As assured, Recruitment for Class III & IV posts has been advertised and the process has been initiated. We expect a number of young and skilled personnel to join the ranks of ONGC and take this great organisation to further heights in the coming decades.

The initiatives taken in finalising the recommendations of the Working Group on MoU 2004 and obtaining the endorsement of the EC were shared with you. Some of you shared your concern over the unanticipated delay in obtaining the approval of the Board. It was assured that the matter would be taken to the Board of Directors at the earliest. In the meantime, a number of representations have been received from some staff affected by the recommendations, seeking faster promotions and parity with Drilling cadre. Some of these representations have even been forwarded by recognised unions, though they are a signatory to the recommendations.

I understand that there is some anxiety among the unionised employees relating to the promotions to be effected w.e.f 1.1.2019, based on the recommendations signed in Kakinada on 19.7.2018. Normal promotion orders w.e.f 1.1.2019 have been issued in the initial stage. Once the approval of the Board is accorded, we also need to formalise the changes in MoU 2004 through a tripartite settlement under the Industrial Disputes Act, 1947. Thereafter, the promotions arising out of implementation of changes approved in MoU 2004 w.e.f 1.1.2019 will follow.

You are also aware that Notification for union verification exercise in Assam Asset and A&AA Basin has been issued by the Dy.CLC(C), Guwahati on 4.12.2018. He has also issued guidelines related to Code of Conduct, while also advising the Corporate management, separately, not to conduct meetings or do anything that would violate the Code of Conduct till secret ballot elections are completed. Such directions restrain the management from taking certain decisions, causing unavoidable delays in finalising many issues, including the 2017 pay revision. We have taken up the matter with the office of the Chief Labour Commissioner(C) to permit us to at least continue with bilateral discussions on Pay Revision, so that the process of negotiations is not stopped. We hope to receive a positive response to our request soon.

Further, issues related to revision of emoluments for TBFOs and contract Paramedics are also under consideration and agenda will be submitted to the EC for a decision at the earliest. In these circumstances, I request your cooperation, patience and support to take forward the pending issues to their logical conclusion. A vast majority of our Class III & IV employees are youngsters and newcomers. They are still to acquire experience of bilateral processes, especially in a PSU environment. I would call upon you, as a seasoned and experienced leader, to educate them and keep them motivated during this period.

I look forward to meeting with you soon at an appropriate forum. I also take this opportunity to wish you, members of your union and their families a very Happy New Year 2019.

Yours sincerely,

(Alok Misra)

Shri Pradeep Mayekar
Gen.Secretary, ONGC Karmachari Sanghatana,
Mumbai