



**ALL INDIA ONGC TRADE UNIONS' CO-ORDINATION COMMITTEE**  
**C/o Petroleum Employees Union**  
**ONGC, Godavari Bhawan, Base Complex**  
**Rajahmundry – 533106**

D V Krishnam Raju  
Chief Co-ordinator &  
GS, Rajahmundry

R H Pathan  
GS, Ankleshwar

Tusar D Majumdar  
GS, Agartala

A R Tadvi  
GS, Mehsana

Pradeep Mayekar  
GS, Mumbai

Sanjeeb Boruah  
GS, Sibsagar

Ashok Baidya  
GS, Silchar

V Gopinathan  
GS, Chennai

Anurag Prakash  
GS, Dehradun

I Kanagraj  
GS, Karaikal

Pradeep Mitra  
GS, Kolkatta

Shailesh Joshi  
GS, Ahmedabad

Dated : July 11, 2019.

To,

The Chairman and Managing Director,  
ONGC, DDU Bhawan,  
Vasant Kunj,  
New Delhi.

**Sub: Conduction of JCM reg.**

Sir,

All India ONGC Trade Union Co-ordination Committee comprising of all General Secretaries of Recognised Unions in their Internal Meeting on 10<sup>th</sup> July, 2019 at Vadodara reviewed the last JCM points that were discussed at Mumbai in 2017. Now again pre-JCM is called to discuss the pending issues, in this regard Committee has observed that many additional issues have also come up in addition of earlier pending issues since last full-fledged JCM held in the year 2014.

- ✓1. Review of last Pre JCM-Issues.
- ✓2. Immediate stoppage of sale of 64 marginal fields and immovable properties of ONGC.
- ✓3. Conducting JCM at the earliest due to abnormal delay since 2014, many welfare and organizational issue are piling and not being resolved. We have seen the practice of holding JCM at regular intervals of 06 months. We hope that date should also be finalized during this meeting.
- ✓4. Immediate implementation of "MOU on Review of 2004 R&P" which was signed at Kakinada in July-2018, this has resulted an inordinate delay in implementation.
- ✓5. Finalization of Wage Revision in respect of TBFO's w.e.f. from 2015 and Contractual Paramedics.
- ✓6. Regularization of field operators (TBFO's).
- ✓7. Finalization of Wage Revision 2017 at the earliest.
- ✓8. Implementation of Dependency for medical facility in respect of Dependent parents of retired employees.
- ✓9. Violation of section 9A of Industrial Dispute Act.
- ✓10. Review of Kits and Liveries (PPE).
- ✓11. Review of CSSS/PRBS/Sahyog/Asha Kiran etc.
- ✓12. Industrial Engineering study status in all Assets/Basins/Institutes to review the manpower status.
- ✓13. Immediate payment of balance component of 40% Performance related Pay for the year 2012.
- ✓14. Extension of HBA scheme for availment by both working spouse in ONGC, even in the same city, in terms of OM No.I.17011/11(4)/2016-H-III dated 09.11.2017 issued by Ministry of Housing & Urban Affairs, GOI.
- ✓15. Extension of medical facility to the parents of both working spouse in ONGC.
- ✓16. Departmental employees should be given relaxation in merit for qualifying the exams achieving 40% marks for Class III/GT induction.
- ✓17. Consideration of Class-IV employees to the extent of 25% of total vacancies in Class-III, for recruitment along with pay protection as per earlier practice.
- ✓18. Present PRP scheme is not much beneficial for non-executives, hence it should be reviewed.

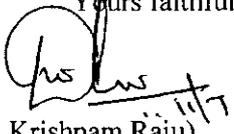
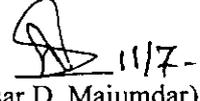
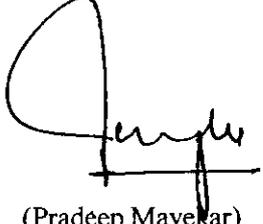
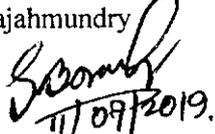
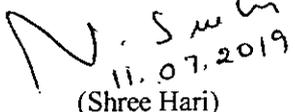
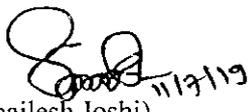
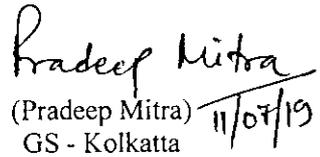
- ✓19. Pay protection by granting 5 advance increments to non-executives inducted in ONGC from other PSU/Autonomous Body/Central Govt./State Govt. through proper channel under ex-servicemen quota.
- ✓20. Recently 47 non-executives sportsmen were upgraded to the executive category on their merit. Likewise, those sportsmen who have acquired higher qualification after their tenure period of 4 years should also be considered as one time measure upto the year 2013 in which Corporate Sports Policy is implemented.
- ✓21. Extension of post-retirement medical facility and pension scheme to the retired contingent employees.
- ✓22. Extension of post-retirement medical facility to the contingent/TBFO/Casual employees who have been regularized upon direction from Hon'ble Courts and service is less than 15 years.
- ✓23. Introduction of Bereavement leave due to death of family member and/or close relative.
- ✓24. Review of separate identity and recognition of new Assets viz. EOA-Kakinada/HPHT/Jodhpur etc.
- ✓25. Abolishment of class IV vacancy in Fire-Discipline and existing employees should be elevated to Class III.
- ✓26. Stoppage of existing medical facilities curtailment for the dependent of regular employees.
- ✓27. Single room facility w.r.t. medical treatment for Class III & Class IV employees.
- ✓28. Air facility to be extended to all Unionised Category employees.
- ✓29. Travel Allowances claim in WEBICE/SAP not in line with respective Asset/Basin office order and earlier practice should be followed.
- ✓30. Gratuity payment of regular employees who have joined from contingent as per Gratuity Act.
- ✓31. Malpractice in recent CBT by the agency. Enquiry should be initiated.
- ✓32. Early commencement of Review of R&P meeting.
- ✓33. Restore Leadership Development training for Trade Union leaders at ONGC Academy, Dehradun and Induction training for unionized category employees on their recruitment. Also Training programs for Unionized category employees should also be designed at par with Executives Training.
- ✓34. Increase of Cost ceiling of Briefcase/Office bag/Spectacles/Mobile.
- ✓35. Online booking of ONGC's Guest House for all workcenters.
- ✓36. Electrical discipline unionized employees who have qualified in DGMS exam and confers (mines supervisor) certificate should be given additional increments.
- ✓37. To establish R&P Section at Silchar Asset.
- ✓38. Renaming Designation of Class IV employees (Sanitary Cleaner/Helper/Head Worker etc.)
- ✓39. In Tamil Nadu ITI electrical studied persons can only get 'B' license only so for recruitment we have to restrict only 'B' license instead of "C" license (CCSE) and renewal fees in this regard may be reimbursed.
- ✓40. Seniority of 1997 who joined Q2 Qualification with A1 Level has to protect with respect of MOU 2004.
- ✓41. Medical facility to unmarried Sister and Brother who are physically and mentally handicapped.
- ✓42. Employment Assistance in case of DOD according to their qualifications.
- ✓43. Re-introduction of Unnati Prayas scheme for all unionized employees.
- ✓44. Staff Club formation as agreed in the 74<sup>th</sup> JCM, orders to be issued on priority.
- ✓45. Safety meeting should be held on quarterly basis at Head Quarter to get the ground reality on safety.

- ✓46. Review of 14 Days on/off pattern where drill sites/installations beyond 50 kms, as road conditions have improved drastically and plying time has come down, which enables employee to cater family owing to safety and social issues.
- ✓47. Medical token card issued with one year validity should be extended to life time.
- ✓48. Bunk houses for On/Off pattern employees at various DSAs are in very bad position and needs to be replaced. Permanent construction of residential facility for ON/OFF personnel at DSAs should also be explored.
- ✓49. Any other issues with the permission of chair.

We request you to kindly take serious view of the above mentioned points for early redressal in the interest of the employees and organization at large.

Regards

Yours faithfully,

 (D.V. Krishnam Raju) Chief Co-Ordinator & GS Rajahmundry	 (R.H. Pathan) GS - Ankleshwar	 (Tusar D. Majumdar) GS - Agartala	 (Pradeep Mayekar) GS - Mumbai
 (Sanjeeb Boruah) GS - Sibsagar	 (Ashok Baidya) GS - Sibsagar	 (A. R. Tadvi) GS - Mehsana	 (Shree Hari) Act. GS - Chennai
 (Anurag Prakash) GS - Dehradun	 (I. Kanagraj) GS - Karaikal	 (Shailesh Joshi) GS - Ahmedabad	 (Pradeep Mitra) GS - Kolkatta

Copy to:

1. Director (HR), ONGC, DDU Bhawan, Vasant Kunj, New Delhi.
2. ED-Chief ER, ONGC, Green Hills, Tel Bhawan, Dehradun.
3. GGM-OSD Chief ER, ONGC, DDU Bhawan, Vasant Kunj, New Delhi.
4. GM(HR) – Incharge Corporate IR, Green Hills, Tel Bhawan, Dehradun.