



Minutes of the 77th JCM held on 4th & 5th August, 2019 at Mahabalipuram, Chennai

The meeting commenced with safety briefing, ONGC Song, exchange of greetings, welcome and ceremonial lighting of lamp.

Shri Alok Misra, ED-Chief, ER welcomed all the participants to the 77th Joint Committee Meeting (JCM). He observed that JCM, as an institution, has evolved over time, providing a platform for both the recognised unions and the management to place their perspectives before each other. Recognising the rights of the unions to highlight issues faced by employees before the management, he appreciated the positive role of recognized unions in maintaining cordial Industrial Relations. He informed that the anxieties of the recognised unions in not having a formal JCM was understood by the management, but shared the desire that management would hold regular interactions to further strengthen the institution JCM. He further stated that though JCM could not be conducted in time, the Management has been in regular dialogue with the unions. He emphasized that Management always endeavours to understand the concerns raised by the unions, at the same time, the unions should also appreciate the constraints of the Management. He added that holding regular meetings with the unions builds up confidence and mutual trust amongst each other. A number of issues have been resolved through such bi-lateral process and expressed his wish that this process be strengthened in the future. He conveyed special thanks to all the Non-Employees Presidents of unions for making it convenient to attend this JCM. He thanked Director (HR) and other senior officers for their presence at the JCM.

OBITUARY REFERENCE:

GM (HR)-I/c. Corporate IR informed the house that 401 employees had expired in the intervening period since last JCM. The name, designations, and other details were displayed in the form of PPT. The house observed two minutes silence as a mark of respect to the departed souls.

Address by Dr. (Mrs.) Alka Mittal, Director (HR)

At the outset Director (HR) welcomed all the Presidents, General Secretaries and Office bearers of Recognized Unions to the JCM. She stated that this is the first JCM she is attending, though she is aware of the relevance and importance of this multipartite dialogue targeted at growth and progress of the organization. She shared that the process of open dialogue is one of the strongest tools of management for creating conducive climate of industrial relations. She stated that although JCM had not taken place in last few years, regular discussions with the recognised unions were held at different forums. She

assured that the JCM would be conducted at regular intervals. She observed that management and unions are committed towards growth of the organization and its employees. She shared few of the developments of the recent past; such as enhancement of wages of contingent workers, extension of monthly adjustable ad-hoc payment for unionised category employees pending wage revision, enhancement of HBA amount, child care and crèche facilities. She shared the improvement in efficiency and reduction of file processing time after roll out of DISHA platform. She informed that many companies have appreciated the efforts made by ONGC towards paperless office and are endeavouring to replicate our model. She expressed that just like in a family, in organization too, mutual respect, concern, care and affection has to be there. She expressed that management is always ready to listen to voice of the employees and JCM is one such forum. This forum would be utilised to understand the issues of employees and assured that Team HR would make every effort to address the concerns of employees, ensuring the interest of the organization. She conveyed her best wishes to the unions.

Presentation by Corporate Planning

A presentation on Organizational Updates highlighting the issues, challenges and macro view of the organization was made by Shri. Mukul Bhatnagar, GM (Electrical). The presentation covered a brief on the profile of ONGC Group of Companies, Production figures of Oil and Gas across work centres, financial status of ONGC, Cost of production, New Projects undertaken by ONGC etc. Highlights of FY-19 such as 13 Hydrocarbon discoveries, finalization of contracts pertaining to KG-DWN 98/2, reduction of flaring to 1.8%, enhancement in gas production to 70 MMSCMD up-gradation of Vindhyan and Bengal Basin to Category II Basins etc.

Developments related to Eastern Offshore Project were also shared. 25 Deep Water wells have been drilled till now and first gas is expected in December 2019. Challenges before ONGC such as ageing fields, stagnant oil production, volatility in prices etc., were also highlighted. He explained restructuring of MoU parameters by the Govt. of India, highlighting that weightage on production parameters is now 50% from earlier 20%. Accolades and Global Rankings of ONGC was also shared, viz. ONGC has been ranked No. 1 in the E&P category –S&P Global Platts 250 and No. 160 in Fortune Global 500 and 220 in Fortune Global 2000.

Observation/ views of Presidents/General Secretaries of the Unions

Shri Swadesh Dev Roye, President ONGC Worker's Union Agartala and Trade Union of ONGC Workers, Silchar welcomed Director (HR), senior officers and office bearers of unions. He thanked the Management for convening this JCM, but shared his disappointment for not conducting a JCM for more than three years and ten months. He highlighted his association with the Joint Committee Meeting and

appreciated the Management for honouring such a forum. He observed that conducting the 77th JCM was delayed for a very long time and management should convene JCMs at regular intervals. He stated that some of the JCM have seen active participation from the CMD and other functional Directors of ONGC; which is a unique feature and benchmark of participatory management in the entire public sector domain. He urged that the top management should not neglect such a forum and should utilise this forum in sharing of information and listening to the concerns of employees. He highlighted the importance of public sector undertakings and their contribution to the economy and expressed that ONGC being a pioneer public sector should always endeavour to improve its reach in the global energy scenario and also towards its welfare policies. Organizational targets are important and collectives should also be concerned towards achieving them. He highlighted certain policy decisions of the Government of India on disinvestment and desired that the management should be vigilant about the changes happening in the technology arena and perception of the new age group- human resources. He expressed his urgency for finalisation of staff pay revision and stated that DPE guidelines should not act as a barrier for a good pay revision for staff. He gave the example of Coal India having their wage revision without referring to DPE guidelines and urged ONGC to follow the same. He drew the attention of the house to the unethical practises of the private sector. He also expressed that the management should consider to improve infrastructure especially office buildings and colonies in work centres like Silchar and Agartala. He urged that the decision taken in the JCM should be implemented at the earliest.

Shri Hira Singh Bisht, President ONGC Staff Union, Dehradun welcomed all the participants to the meeting. He also highlighted his association and participation in the JCMs. He mentioned that this JCM was long overdue and management should hold regular meetings with the unions. He highlighted the challenges before the PSUs especially with reference to Govt.'s decision on privatization of PSUs. He stated that employees should be ensured job security. He made a reference to Coal India, wherein the employees went on strike against the anticipated decision of Government of India to privatise Coal India. He appreciated the Fair Wage Policy (FWP) introduced by ONGC, intended to benefit the contract workers. He expressed that the FWP should be extended to all contract workers. He mentioned other issues such as wage revision of staff and contract paramedics including their regularization, improvement of ONGC colony at Dehradun and hospital infrastructure. He also mentioned that the management should consider extending other welfare measures such as medical facility to parents of retired employees, parents of both spouses. He also expressed concerns over shifting of some of the offices from Dehradun to Delhi. He appreciated the role of ONGC in its CSR activities for providing infrastructure at Dehradun city.



Shri N.A. Khanvilkar, Acting President, Petroleum Employees Union welcomed all the participants to the JCM. He expressed concern regarding frequency of JCMs and stated that the issues tend to pile up due to long gap in conducting JCMs. He mentioned the issue pertaining to Direct Employees at Mumbai and requested management to resolve it at the earliest. He further highlighted issues pertaining to wage revision of tenure based employees due from 2015, implementation of review of MoU 2004 and early finalization of wage revision of regular employees. He mentioned about the demand for separate recognition status of Uran and Hazira and hoped that the issue would be discussed in the forum. He opined that the participation of office bearers from the southern sector needs to be increased in JCM. He also highlighted about the unavailability of quarters for staff category in Ahmedabad and that management should think of making arrangements for providing accommodating for newly recruited employees at staff level.

Shri Mahesh B. Patel, President, ONG Mazdoor Sangh, Ankleshwar welcomed all the participants to the meeting. He thanked the management for convening the 77th JCM. He expressed that holding JCM at regular intervals will reduce number of issues. He further highlighted issues pertaining to HSE and stressed that the DGMS guidelines on health and safety should be followed. He urged that induction and MVT training to all new joiners should be imparted before sending them to field. He expressed that management should take concrete steps in resolving the PPE issues at the earliest. Guidelines regarding providing PPEs to secondary work force should also be considered by management. He briefly highlighted other pending issues such as implementation of review of MoU 2004, revision of travelling allowance, pay revision for regular employees and formation of staff club as agreed in the 74th JCM.

Shri Manuar Jahan, Vice President, ONGC Purbanchal Employees Association, Nazira/Sivasagar welcomed all the participants in the JCM. He appreciated the arrangements made by HR team, Chennai for the JCM. He expressed concern on long pending agenda points. He emphasized on increasing the sense of belongingness towards the company so that all employees can strive together for the benefit and prosperity of our organisation. He thanked the management for constructing the Rajabari Hospital at Sivasagar, through CSR. The people in the district have appreciated this contribution from ONGC and are also very thankful.

Shri H.K. Patel, President, ONGC Employees Mazdoor Sabha welcomed all the participants to the meeting. Shri Patel also raised concerns over the frequency of JCM and requested that CMD and all Directors to be present for discussion on organizational issues. Highlighting issues such as pending wage revision for tenure based employees, C-Off clarification, Fair Wage Policy revision for contract labours, multi storeyed building at Mehsana, colony accommodation, inadequate stipend for apprentices, implementation of review of MoU 2004 and field allowance for field going personnel, he requested

management to resolve all the issues at the earliest. He highlighted the need for a multi storeyed building at Mehsana and stressed that management should not take unilateral decisions without discussing with the collectives. He urged that the decisions taken in the JCM should be implemented in spirit.

Shri D.V. Krishnam Raju, Branch Chairman, Petroleum Employees Union, Southern Sector & Chief Coordinator, All India ONGC Trade Union Co-ordination Committee greeted and thanked the Management for organizing the 77th JCM after significant gap of time. He highlighted that meetings on pay revisions are taking place and the same be finalized at the earliest. He expressed concerns over sharing of critical information on social media and requested everyone not to indulge in sharing incorrect/wrong information. He expressed his concerns with regards to non-implementation of review of MoU 2004 signed in July, 2019 at Kakinada, as a result of which the unions are facing number of queries from employees. He further shared the feelings of the other general secretaries and stated that there is growing feeling that the management, under the pressure from other groups and collectives is not keen to implement the same. This is also resulting in growing sense of lack of trust which needs to be arrested without any further delay. This delay has also resulted in growing unrest amongst the employees, especially those who are running the operations in fields. He demanded that the wage revision of field operators should be done w.e.f. 1.1.2015, as discussed in the 74th JCM at Ahmedabad. He stated that JCM should be held at regular intervals.

He thanked Director (HR) for visiting the work-centres after taking charge and desired that the organizational issues should be discussed in presence of CMD and all the Directors. He requested that representation of sectors in the JCM to be increased and that representation from EOA Kakinada is an essential requirement at this stage. He highlighted certain pending issues such as shortage/non-availability of PPE items, conducting of mini-JCM, up gradation of Class IV to Class III at Rajahmundry, medical issues faced by employees at remote locations in the southern sector and office building/infrastructure which need to be addressed by the Management on priority.

Dr. (Mrs.) Alka Mittal, Director (HR) noted the views/observations expressed by the Presidents and Office bearers of the Unions and stated that the management is committed to address the issues raised by the Unions. Regarding implementation on the review of MoU 2004, she explained the process of deliberations by the ONGC Board. She also explained the necessity of apprising the Board on the subject and having their consent prior to implementation. She further stated that she would try to steer the agenda before the Board by September 2019. She observed that HPCL has its own identity which should be respected, and synergy with ONGC will happen in due course of time. She highlighted some significant achievements on the CSR front and expressed that ONGC is committed towards the welfare of our society. She highlighted about the concept of 'Champion Directors', assigned to review the progress

made by different sectors on improving the infrastructure. She further informed that the JCM would be held at regular intervals and the next JCM is likely to be organised in February, 2020. She expressed her best wishes to all the participants of JCM.

Discussions on Agenda Points:

Sl. No.	Agenda Point	Decision
1.	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.	<p>The unions expressed concern over the delay in review of MoU-2004 by the Management.</p> <p>They expressed that delay in implementation has affected the trust they had in the Management; further stating that even the Joint Working Group constituted to deliberate on the issue of inadequacy of manpower in drilling crew has submitted the report stating that the issue would stand resolved after implementation of the recommendations submitted by the Working Group on review of MoU 2004.</p> <p>The Unions demanded that a MoS under the provisions of the Industrial Disputes Act, 1947 on the subject matter may be signed before the matter is taken up by the Board.</p> <p>It was assured that relevant Agenda which has already been recommended by EC, would be placed for consideration before the ONGC Board meeting scheduled to be held in September 2019.</p> <p style="text-align: right;">Action: Chief HRD</p>
2.	Wage Revision of TBFOs & Contract Paramedics w.e.f 1.1.2015 & 1.1.2018 respectively.	The Unions expressed that the demand for wage revision of TBFO's has been pending since 2015 and requested for reconsideration of their proposal of revision of wages w.e.f 1.1.2015.

		<p>Further, they demanded wage revision in respect of Contract Paramedics w.e.f 1.1.2018 and regularization of TBFOs and Contract para-medics.</p> <p>The demand for regularization of TBFOs and Contract Paramedics was noted.</p> <p style="text-align: right;">Action: Chief ER</p>
3.	<p>3.1 Car Advance & CMRE for Car for all category of unionized employees.</p> <p>3.2 Car advance to "S" level employees to be extended soon after promotion and not after one year probation period.</p>	<p>3.1. It was informed that extension of Car advance & CMRE for car to all unionised category would not be appropriate at this juncture.</p> <p>The union representatives were requested to give specific proposal in support of their demand for examination. The existing guidelines on CMRE for car is only applicable to the 'S' level in unionised category.</p> <p>Regarding conveyance advance for two wheeler, the unions demanded increase from the current amount of ₹ 90,000/- to ₹ 5.00 lakh.</p> <p>It was agreed to examine the matter regarding enhancement of conveyance advance for two wheeler.</p> <p style="text-align: right;">Action: Chief ER</p>
4.	Lease facility to be extended for all unionized category employees.	<p>The unions stated that due to non-availability of quarters in the colony and number of new employees joining, post recent recruitment exercises, management may consider the demand.</p> <p>It was agreed to examine the demand at current basic level. However, it was informed that the tax implications, as per prevailing tax laws would have to be borne by the employees.</p> <p style="text-align: right;">Action: Chief ER</p>



<p>5.</p>	<p>House Building Advance</p> <p>5.1 Entitlement of 2nd HBA. HBA facility to both spouses as implemented in Central Government.</p> <p>5.2 To increase the no. of installment of repayment from 240 to 300 in case of House Building Advance</p>	<p>5.1 It was informed that the matter pertaining to entitlement of 2nd HBA and extension of HBA to both spouses have been examined and was not agreed.</p> <p>5.2 The demand to increase the number of installments of repayment from 240 to 300 in case of HBA was agreed to be placed before the Competent Authority after following due process as laid down.</p> <p style="text-align: right;">Action: Chief ER</p>
<p>6.</p>	<p>To remove the discrepancy of Executive and S-level.</p>	<p>The Unions stated that during the inception of 'S' category it was agreed that all the facilities of 'S' category will be governed according to their corresponding scale & automatically to facilitate with the corresponding basic reached with the facility of 'E' category. The difference of 1.25% in scale was agreed upon.</p> <p>Further, the unions expressed that linking "S" category employees with E-0 has implications in PRP and other benefits.</p> <p>It was informed that the issue regarding extension of various facilities to Supervisory category at par with E-0 level executives was discussed by the EC in 2012, wherein it was in principle agreed to equate S level employees with E-0 level executives.</p> <p>It was agreed to examine the matter in view of the contentions of the unions.</p> <p style="text-align: right;">Action: Chief ER</p>

7.	Status of up gradation of Class-IV employees to Class-III as agreed in 73 rd JCM & regular R&P Meeting.	It was informed that the matter is under examination. Action: Chief ER
8.	Air entitlement for all unionized category employees	<p>The unions expressed that the basic need for air travel is for training. Significant amount of time is spent for travelling which could have been otherwise utilised for productive work. Further, this also has implications on DA, especially when training is being imparted at far off facility from the concerned work centre.</p> <p>The Unions highlighted that while executives have the benefit of availing check fare facility instead of 2nd AC; especially for QTF in NE Sector, the same is not being extended to the unionised category employees. They informed that on many occasions the fares under check fare facility are lesser than the 2nd AC rail fare.</p> <p>The management taking note of this demand for travelling by air, through check fare facility informed that the issue would be examined for consideration to travel by air using check fare facility, subject to the limit of equivalent rail fare.</p> <p>It was informed by HOI- ONGC Academy that many new modules are being created or contemplated, wherein the trainer will go to the trainees. Further, trainings through Video Conferences are also being contemplated. These steps are also intended towards reduction in costs arising out of tours.</p> <p>Action: Chief ER</p>
9.	Training Related Agenda 9.1 Restore Leadership Development training for Trade	9.1 It was agreed to examine the matter.



	<p>Union leaders at ONGC Academy, Dehradun.</p> <p>9.2 Induction training for unionized category employees on their recruitment.</p> <p>9.3 Training programs for Unionized category employees should also be designed at par with Executives Training.</p> <p>9.4 Non-availability of training due to delay in sending nominations.</p> <p>9.5 Insufficient training programs for unionised category employees.</p> <p>9.6 Workmen inspector training at SDCs.</p>	<p>9.2 Instructions have been issued to all SDCs to plan Induction training of new recruits this year. MVTs trainings are also a part of ATC in the SDCs.</p> <p>9.3 Efforts are made to ensure quality in all training programmes conducted for the employees.</p> <p>9.4 It was informed that the management will review the process for approval/nomination to training programmes.</p> <p>9.5 Gen. Secy., OSU, Dehradun requested for training programmes at New Delhi & Dehradun ,as there is no SDC in the Northern Sector.</p> <p>It was informed that programmes will be conducted at Dehradun or SCOPE Minar, New Delhi.</p> <p>The unions were advised to give specific inputs and suggestions regarding specific training programmes required.</p> <p>9.6 It was shared that the workmen inspector training is DGMS certified training wherein parameters such as course content, faculty, infrastructure and mine field experience/exposure are laid down.</p>
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		<p>Inputs from unions were solicited towards specific training program. It was informed that modules have been prepared with the objective to ensure that work based training programs are covered.</p> <p style="text-align: right;">Action: Unions/ Chief SDC</p>
<p>10.</p>	<p>Review of Kits & Liveries</p> <p>10.1 The unions highlighted several issues pertaining to delay in procurement & distribution of Kits & Liveries at the work centers, and expressed concerns about the risk employees are exposed to due to unavailability of safety items.</p> <p>10.2 Quality of safety shoes was also highlighted.</p> <p>10.3 The unions demanded decentralization of process related to finalization of rate contracts of core safety items.</p>	<p>10.1 A presentation on status of PPE items was shared by Shri T.B Hashmi, DGM (HR), Office of HCA. It was informed that Rate Contract for all Core PPE items have been finalised by the Corporate Team. Work Centres have to raise indents for timely supply and distribution of Core PPE items to the users. Work centre wise status of distribution was also shared.</p> <p>The Unions pointed out the mis-match in system data related to status of distribution vis-à-vis actual distribution of PPE items.</p> <p>It was shared that the sectorial meetings on PPE items are being convened to monitor the status on procurement and availability of PPE items. Feedbacks and suggestions are also being solicited from the work centre management to improve the whole process.</p> <p>10.2 Regarding safety shoes it was informed that EC has already accorded approval to purchase one pair of design 'B' safety shoes as per revised specifications, through Board purchase.</p> <p>10.3 It was shared that the management is committed to provide quality PPE items. Action to procure quality safety shoes (Design B) is being carried out. Technical input on specifications were taken from FDDI;</p>



		<p>thereafter specifications finalised. Process has been initiated for new rate contract through QCBS matrix. Quality of the shoes will further be monitored starting from the manufacturing process till delivery, through TPI mechanism.</p> <p>The unions demanded that the backlog of kits & liveries needs to be addressed by suitable reimbursement, which was not agreed</p> <p style="text-align: right;">Action: HCA/ I/c. HR/ER-work centres</p>
11.	Industrial Engineering study status in all Assets/Basins/Institutes to review the manpower status.	<p>It was informed that such studies are undertaken from time to time. Presently, Manpower requirement assessment studies for Mumbai Offshore Assets viz. MH, B&S, NH Assets and Offshore Engineering services are being carried out.</p> <p>The Unions requested that the HRG team may also interact with the collectives while making the assessment.</p> <p>It was informed that the HRG team will visit work centres and views from work centre will be taken.</p> <p style="text-align: right;">Action: Chief HRD</p>
12.	Malpractice in recent CBT by the agency. Enquiry should be initiated.	<p>It was informed that inquiry has been conducted and appropriate action will be taken.</p> <p style="text-align: right;">Action: Chief HRD</p>
13.	Increase of Cost ceiling of Briefcase / Office bag / Spectacles / Mobile.	<p>The cost ceiling for reimbursement towards cost of spectacles & mobile has recently been revised.</p> <p>It was informed that it would not be appropriate to review the ceiling of brief case advance in the present scenario.</p>



14.	Re-introduction of Unnati Prayas scheme for all unionized employees	<p>It was shared that the matter was already discussed in the 74th JCM at Ahmedabad in 2014 and was not agreed, as UGC had directed to close off campus centres run by universities.</p> <p>The unions were requested to drop the issue which was agreed to.</p> <p>The General Secretary, OPEA, Nazira/Sivasagar inquired about the status of their proposal to start the scheme for Q3 employees of Assam Asset to acquire Q2 qualification, which had been sent to ONGC Academy.</p> <p>It was advised that the Union may forward a fresh proposal to Chief SDC for examination.</p> <p style="text-align: right;">Action: OPEA/Chief SDC</p>
15.	Staff Club formation as agreed in the 74 th JCM, orders to be issued on priority.	<p>Sports infrastructure are mostly shared in most of the work centres. However, it should be appreciated that it would not be appropriate to replicate all the infrastructure categorising them as for officers or staff. Review of entire infrastructure of ONGC, including facilities at colonies is being undertaken.</p> <p style="text-align: right;">Action: Chief Infrastructure</p>
16.	Safety meeting should be held on quarterly basis at Head Quarter to get the ground reality on safety.	<p>It was suggested that a half yearly meeting through video conferencing may be done, wherein HSE issues, raised by the recognised unions, across work centres can be discussed.</p> <p style="text-align: right;">Action: Chief HSE</p>
17.	Medical token card issued with one year validity should be extended to life time.	<p>It was agreed to examine the demand.</p> <p style="text-align: right;">Action: Chief ER</p>
18.	R& P Issues	<p>18.1 It was agreed to examine the demand.</p>



<p>18.1 Departmental employees should be given relaxation in merit for qualifying the exams achieving 40% marks for Class III/GT induction.</p> <p>18.2 Abolishment of class IV vacancy in Fire-Discipline and existing employees should be elevated to Class III.</p> <p>18.3 Renaming Designation of Class IV employees (Sanitary Cleaner/Helper/Head Worker etc.)</p> <p>18.4 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.</p>	<p>18.2 It was informed that this will be taken up in the R&P review. Views from Fire Services will also be taken.</p> <p>18.3 Renaming Designation of Class IV employees was agreed in principle. Suggestions were solicited from the unions.</p> <p>18.4 The issue will be examined.</p> <p style="text-align: right;">Action: Unions/ Chief HRD</p>
<p>19. Director (HR) while thanking all the participants for their active participation and cooperation, highlighted the need for taking corrective action to contain medical expenditure through optimization. She also highlighted the need to ensure that selection of overqualified candidates will not be undertaken. The Unions assured their cooperation in this regard.</p> <p>In view of the exigencies of work and travel, Director (HR) handed over the conduct of meeting to ED-Chief ER. Thereafter, the JCM continued with ED-Chief ER in the chair.</p> <p>A presentation was made by Shri S. S. C Parthiban, ED- Chief CSR highlighting the CSR works/projects/activities undertaken by ONGC. The house was also informed that a new</p>	



	<p>strategy policy is being put up, for approval to involve all stakeholders. The recognised unions were requested to support the CSR activities with their active cooperation.</p> <p>The General Secretaries appreciated the initiatives undertaken by ONGC and expressed their desire to be associated with various activities of CSR at the work centre level.</p>	
20.	<p>Medical Issues</p> <p>19.1 Implementation of Dependency for medical facility in respect of Dependent parents of retired employees.</p> <p>19.2 Shortage of Doctors and Para medic Staff</p>	<p>19.1 It was informed that the expenditure towards medical shows increasing trend over the past 10 years. Adding new category of beneficiaries to the existing medical facility will further increase the expenditure which will adversely affect to the employer's contribution towards PRBS. It would not be appropriate at this juncture to extend medical facility for dependant parents of retired employees. Further, it was also informed that review on the expenditure of medical expenses is being carried out.</p> <p>19.2 It was informed that regular recruitment of doctors including specialists are being done to reduce the shortage of doctors. Recruitment of para medics is also being carried out.</p> <p>Several local issues such as de-empanelment of nursing homes at certain locations, references to outside hospitals and quality of treatment in such empanelled hospitals/nursing homes were highlighted by the unions.</p> <p>Non-utilization of facilities/infrastructure at ONGC Hospitals at Sivasagar & Dehradun due to shortage of doctors (Cardiology & Radiology) and technicians; including deteriorating conditions of hospitals were also highlighted by the representatives of OPEA, Assam Asset and OSU, Dehradun.</p>



		<p>Gen. Secy., OPEA, Assam Asset highlighted that the ICU constructed at Sivasagar Hospital is not being utilised. He requested that suitable replacement of doctors when transferred from Sivasagar Hospital should be provided.</p> <p>Gen. Secy, OSU, Dehradun requested that the existing radiology infrastructure at Dehradun hospital should be made operational.</p> <p>The unions requested for separate discussion on policies/system related to medical facilities/benefits.</p> <p>The unions were advised to indicate the issues work centre wise to the management.</p> <p style="text-align: right;">Action: Unions/Chief Medical Services</p>
21.	Separate Recognition to Uran & Hazira Plant	<p>Shri N.A Khanvilkar representing Petroleum Employees Union as Acting President demanded for separate recognition status to union at Uran & Hazira plant. He pointed out that the matter was also deliberated before the labour authorities at Mumbai and New Delhi, during recent verification of trade union membership for Mumbai Sector; wherein a stand was taken by the Management, through written communication that such decision on separation of constituencies from Mumbai will be taken at the JCM. The management had also requested the CIRM for separate counting at Uran & Hazira.</p> <p>It was informed that there is no Central Law under which recognition to a union can be granted. The policy on representation of recognised unions at the JCM was decided in the JCM, wherein the current strength i.e. 29 representatives from the recognised unions was</p>

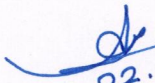


		<p>decided as per the prevailing strength of the unionised category employees.</p> <p>The strength of the work centre(s)/area are the basis for deciding the number of union representatives that will attend the JCM. This factor needs to be kept in mind before taking a specific view.</p> <p>In addition to Mumbai, requests were made from Rajahmundry for consideration of EOA-Kakinada/HPHT, besides requests from EMS, Mehsana for separate representatives for Vadodara, Cambay, Jodhpur etc.</p> <p>In view of the number of requests from recognised unions, it was suggested that they may internally finalise their views and form a small group of two/three general secretaries to interact with the Management and review the policy, if they so desire.</p> <p style="text-align: right;">Action: Unions/ Chief ER</p>
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The meeting ended with a vote of thanks by ED-Chief ER. He thanked Director (HR), senior officers, Presidents and General Secretaries of all recognised unions of ONGC for their active participation. He also thanked the Basin Managers, KG-PG Basin and Cauvery Basin, HR team at Chennai and Petroleum Employees Unions, Chennai for the arrangements made.

Shri D.V Krishnam Raju, Chief Coordinator, All India ONGC Trade Unions Coordination Committee also conveyed his appreciation on behalf of the unions. He thanked Director (HR) and ED- Chief ER for convening the meeting. He also thanked the HR team, Chennai and Petroleum Employees Unions for the hospitality.

The Meeting ended on a cordial note.


 22.8.2019
 (Ajay M. Kumar)
 GM (HR) I/c. Corp. IR

Encl: List of participants

File No: 22(1)/2018-IR
 Date: 22nd August, 2019

Distribution:

1. General Secretary, Petroleum Employees Union, Rajahmundry
2. General Secretary, ONGC(WOU) Karmachari Sanghatana, Mumbai
3. General Secretary, ONG Mazdoor Sangh, Ankleshwar
4. General Secretary, ONGC Employees Mazdoor Sabha, Mehsana
5. General Secretary, ONGC Workers' Union, Agartala
6. General Secretary, Trade Union of ONGC Workers, Silchar
7. General Secretary, ONGC Purbanchal Employees Association, Sivasagar
8. General Secretary, Petroleum Employees Union, Chennai
9. General Secretary, Petroleum Employees Union, Karaikal
10. General Secretary, ONGC Staff Union, Dehradun
11. General Secretary, Petroleum Employees Union, Ahmedabad
12. General Secretary, ONGC Employees Association, Kolkata
13. ED-Chief ER, ONGC, Dehradun
14. ED-Chief-HRD, ONGC, Dehradun
15. ED-Chief- HSE, ONGC, New Delhi
16. ED-Chief-CSR, ONGC, New Delhi
17. ED-HCA, ONGC, Dehradun
18. ED-HOI, ONGC Academy, Dehradun
19. ED-Chief SDC, ONGC, New Delhi
20. GM-Chief Medical Services, ONGC, Dehradun
21. CGM (HR)-Head ER, Dehradun
22. GM (HR)-I/c. Corp. Policy, Dehradun
23. Asset Managers / Basin Managers /Plant Managers / Head Regional Office, Mumbai
24. Head HR / I/c HR/ER of all work-centres

Copy for information to:

1. EO to CMD, ONGC, DUB, New Delhi.
2. CEA to Director Finance /Offshore / Onshore/ T&FS/ HR/ Exploration, ONGC, DUB, New Delhi

Annexure to the Minutes of 77th JCM held at Mahabalipuram, Chennai on 4th & 5th Aug, 2019

List of Participants of the 77th JCM held on 4th & 5th Aug, 2019 at Mahabalipuram, Chennai

Management Participants S/Shri	Recognized Unions	Union Participants S/Shri
1. Dr. Alka Mittal, Director (HR) 2. Alok Misra, ED-Chief ER 3. V.K. Verma, ED-Chief HRD 4. S.S.C. Parthiban, ED Chief CSR 5. Preeti Pant Vyas, ED-HCA 6. Manoj Barthwal, ED-HOI ONGC Academy 7. Somesh Rajan, ED-Chief SDC 8. S.K. Wadhvani, GGM(HR), OSD Chief ER 9. N.S. Negi, GGM(HR) OSD Chief HRD 10. Dr. P.K. Mathur, GM Chief Medical Services 11. R.K. Sharma, GGM(HR), RO, Mumbai 12. 13. N.Mani, GGM(HR) Head HR/ER, Chennai 14. Amarendra Sahu, GGM(HR), CEA to D(HR) 15. Late V.K. Gupta, CGM(IE) Head HRD 16. Rajashri Gupta, CGM(Logistic) 17. Shashi Rajan, CGM(HR) Head Corp. R&P 18. Vijay Raj, CGM(HR)-I/c HR/ER, Karaikal 19. A.P. Singh, CGM(HR)-Head ER 20. Sanjiv Bhatia, CGM(HR)-I/c. HR/ER Mehsana 21. Anil Kumar, CGM(HR)-I/CHR/ER, Rajahmundry 22. 23. S.K. Tomar, CGM(HR)-I/c. HR/ER, Ankleshwar 24. R.S. Narayani, GM(HR)-I/C.HR/ER, Kolkata 25. A.K. Sinha, GM(HR)I/c HR/ER, Jorhat 26. M.Ganeshan, I/c. IR, RO, Mumbai 27. Ajay M. Kumar, GM(HR)-I/c. Corp. IR 28. Mukul Bhatnagar, GM(Elect.), Corp. Planning 29. S. Muralidharan, GM(HR), Assam Asset 30. N.C. Baliarsingh, GM(HR)-I/c. Corp. Policy 31. Daiatri Malik, GM (HR), EOA, Kakinada 32. T.B. Hashmi, DGM(HR), Office of HCA 33. Anuradha Suresh, DGM(F&A), I/c HQ Finance 34. A. S. Naidu, DGM(HR), EA to D(HR) 35. Charles Tushar Ekka, Sr. HRE, Corp. IR 36. Daksh Anand, Sr. HRE, IR, RO, Mumbai 37. Pankaj Parag Minz, HR Executive, Corp. IR	ONGC Employees Mazdoor Sabha, Mehsana ONGC(WOU)Karmachari Sanghatana, Mumbai ONGC Employees Association, Kolkata ONG Mazdoor Sangh, Ankleshwar ONGC Staff Union, Dehradun Petroleum Employees Union, Ahmedabad ONGC Workers' Union, Agartala ONGC Purbanchal Employees' Association, Sivsagar	1. H.K. Patel, President 2. AR Tadvi, General Secretary 3. Rathin Patel, Jt. Secretary 4. R.N. Patel, CWS, Chairman, Vadodara 5. Raju Panwar, RO, Secretary, Vadodara 6. Mrudit Panchal, Org. Secy, Cambay 1. Pradeep Mayekar, General Secretary 2. Pradeep Mhadgut, Secretary 3. Deepak Patel, Secretary, Hazira 4. Ujjesh Tupe, Secretary, Uran 1. Pradeep Mitra, General Secretary 2. Dhruva Roy, Treasurer 1. Mahesh B. Patel, President 2. Nilesh Bombde, Branch Chairman 3. Jayesh Tank, Acting General Secretary 1. Hira Singh Bisht, President 2. Anurag Prakash, General Secretary 3. Mohan P. Belwal, Joint Secretary 1. N.A. Khanvilkar, Acting President 2. S.R. Joshi, General Secretary 3. Sachin Tadvi, Branch Secretary 1. Swadesh Dev Roye, President 2. Tusar Datta Majumder, General Secretary 3. Abhijit Chakraborty, Joint Secretary 1. Manuar Jahan, Acting President 2. Sanjeeb Boruah, General Secretary 3. Krishna Boruah, Vice President 4. Jubber Ali, Vice President

		<ul style="list-style-type: none"> 5. Pankaj Bora, Ex. Member 6. Pabon Borgohain, Branch Secretary, Jorhat 7. Bhaskar Jyoti Bhuyan, Joint Secretary, Jorhat
	Trade Union of ONGC Workers, Silchar	1. Ashok Baidya, General Secretary
	Petroleum Employees Union, Rajahmundry	<ul style="list-style-type: none"> 1. D.V. Krishnam Raju, Branch Chairman 2. K. Suresh Kumar, Secretary
	Petroleum Employees Union, Karaikal	1. I. Kanagaraj, Gen. Secretary
	Petroleum Employees Union, Chennai	1. V. Gopinathan, Gen. Secretary