



### **Minutes of the 77<sup>th</sup> JCM held on 4<sup>th</sup> & 5<sup>th</sup> 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 77<sup>th</sup> 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