



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड
Oil and Natural Gas Corporation Limited
वेस्टर्न ऑफशोर यूनिट
Western Offshore Unit

Industrial Relations Section

NBP Green Heights
4th Floor, Quadrant No. 1,
BKC, Bandra (East), Mumbai-400051

Minutes of meeting held between Key Executives of ONGC (WOU), Mumbai and the ONGC (WOU) Karmachari Sanghatana at NBP Green Heights, Mumbai on 20.03.2019.

List of participants: Enclosed, as Annexure-1.

At the outset, DGM (HR) - Incharge IR welcomed all the Key Executives and the office bearers of ONGC (WOU), Karmachari Sanghatana (KS) to the meeting.

ED - HRO welcomed the President, General Secretary and all other office bearers of the Union and also the key executives & other participants of the meeting. He emphasised that although most of the agenda points pertain to decisions at HQ level, the same needs to be deliberated for proper understanding. He informed that all out efforts shall be made to resolve them for early resolution and the issues shall be referred to HQ after examination and recommendations of Key Executives of Mumbai, which would enable HQ for speedy decision. He also appreciated the recognised union for playing positive role in ONGC affairs and hoped that the same cooperation will continue in future also.

Thereafter, Shri Pradeep Mayekar, General Secretary, KS expressed his gratitude for arranging the meeting at short notice. He said that the union has given the strike notice as a last resort only after making many requests on the matters which are to be discussed in the meeting. He also provided the brief on all the issues to the house.

Thereafter, the meeting started with the discussions on the following agenda points:

Sl. No.	Subject	Discussions	Decisions	Action to be taken by
1	Revision of MoU-2004	Union stated that although MoU-2004 was signed in the month of July 2018 but the orders for the same have not been issued even after 8 months, thereby the benefits of the policy is not extended to the eligible employees. The promotions w.e.f. 01.01.2019 for the unionised category of employees are held-up. The issue needs to be taken up vigorously for obtaining approval of the Board.	The issue was discussed in detail. ED-HRO assured that the matter would be taken up with HQ for expediting action.	GGM(HR)-Support Manager.

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2.	Pay revision of Field Operators and Paramedics staff.	The union stated that pay revision of Field Operators and Paramedics staff is over-due, pending since 01.01.2011.	After detailed discussion, ED-HRO requested union to provide all correspondences whether formal or informal in this regards with HQ. The matter then can suitably be taken up with HQ.	GGM(HR)-Support Manager)
3.	Issuing toiletry kits to employees of Cementing, Logging, Mud Services, Well Services, etc. upon completion of 20 days offshore duty every quarter:	The union stated that as per the order on this subject, such employees of Cementing, Logging, Mud Services, Well Services, etc. are eligible for toiletry kits upon completion of 20 days offshore duty in every quarter. HR Section of Services issued clarifications but not yet been implemented by the Rig managers / Installation Managers. The union also stated that the current catering contract will expire on 31.03.2019 and therefore requested that issue of toiletry kits may be ensured to all eligible employees before expiry of the contract. The union further requested that the matter may be resolved atleast before 30.04.2019	After threadbare discussion, GGM-HDS assured the Union stating that a meeting with Rig Managers would be held on 25.03.2019 wherein the matter would be discussed with them alongwith 2-3 members of the Union for early resolution.	GGM-HDS
4.	Compensatory-Off to employees performing on-off duty.	The union stated that the employees could not avail Compensatory-Off within 3 months, since the same would disturb routine On-Off schedule of employees. If an employee wants to avail C-off within 3 months, the same would also require additional helicopter travel besides disturbing his own schedule.	ED-HRO advised DGM (HR)-I/c IR to forward the data submitted by Union to all the Asset Managers. The said data submitted by the union was handed over to Asset Managers and I/c HR-ERs during the meeting itself. He also requested the Asset Managers to verify the same and bring out any addition / alteration in the said data so that the issue can further be discussed for necessary action.	All Asset Managers/ DGM(HR)-I/c IR

Handwritten signature and date: 09/10/19

		OIMs / Rig Managers also don't allow employees to avail c-off due to the inadequate manpower available. Under the circumstances, they requested that the unavailed C-off may be allowed to be converted to ODL / Earned Leave. The Union also informed that ED-Chief ER had sought for certain information on all such cases of lapse of C-Off; which has not been provided to the HQ. Although, Union has submitted the data available with them, the Assets have given a NIL report.	ED-HRO further informed that a meeting will be convened with all the Asset Managers and the issue will be deliberated for referring to HQ for taking appropriate decision.	
5.	Pending JCM	The union stated that the JCM is pending since March 2016. Many important policy matters which are discussed in JCM are pending due to non-conduct of JCM for such a long time. Union requested that the HQ be impressed upon to hold JCM early.	ED-HRO assured that the matter will be taken up with competent authority for early holding of JCM.	GGM Support Manager

In his concluding remarks ED-HRO affirmed that management will respect and honour the legitimate demands of the Union and will definitely resolve their grievances which are pending at local level as well as HQ level. He further requested union to withdraw the strike notice. The General Secretary, ONGC (WOU) KS agreed to postpone the strike.

The meeting ended in a cordial atmosphere, with the vote of thanks proposed by DGM (HR) – Incharge IR.



(M. GANESHAN)

DGM (HR) – Incharge IR

Date: 29.03.2019

No. WOU/IR/10(1)/2019

Distribution:

(1) All Participants

Sr. No	Representing Management		Representing Union	
	Name S/Shri	Designation	Name S/Shri	Designation
1	S Gopinath	ED-HRO	Prakash N Dalvi	President
2	T K Banerjee	ED-AM B&S and N&H	Pradeep Mayekar	General Secretary
3	Arun Jaiswal	ED-CDS	Suryakant Shinde	Vice-President
4	M.M. Khanzode	GGM-HDS	Parag Kadam	Vice-President
5	Shyamal Chakraborty	GGM (Mech.) - AM Offtg - MH Asset	Chandrakant Patel	Vice-President
6	R K Sharma	GGM (HR) SM	Deepak Patel	Secretary
7	A K Agrawal	GM (HR)-RO	S A Chitins	Secretary
8	P.T. Anto	GM(HR)-I/c HR/ER Services	Yogesh Bhimbar	Secretary
9	Naved Rao	DGM(HR)	Anil P Nandgaonkar	Secretary
10	Nishith Tikkha	DGM(HR) I/c FMG	Pramod Mestry	Secretary
11	K. Madhuri	CM(HR)	Vijay Bhagat	Secretary
12	Pramila Mathew	Manager (HR)	Navnath Temkar	Secretary
13	Gayatri Priyadarshini	Sr. HR Exe.	S M Khare	Secretary
14			Pankaj Koli	Secretary
15			Sandip Gawande	Secretary
16			Pramod Ghonge	Joint Secretary
17			Nilesh Korlekar	Joint Secretary
18			J C Morye	Treasurer
19			Sidesh Narkar	Executive Member
20			Sidesh Chipkar	Executive Member
21			Manoj Kajrolkar	Executive Member
22			K L Pawar	Executive Member
23			Raj Gawali	Executive Member

Convenors:

1. Shri M. Ganeshan, DGM(HR)-I/c IR
2. Shri Subodh Kujur, DM (HR) - IR
3. Shri Daksh Kumar Anand, Sr. HRE - IR

